# 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 Agency

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

| Scale Description | | 2 Total | 1 Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | AID | DOC | DOE | DOI | DOJ | DOL | DOT | Educ | EPA | FEMA | GSA | HHS | HUD | NASA |
| Total Responses | | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| 3 | Horizontal% | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | | 13728.527 | 16.374 | 276.096 | 133.902 | 498.045 | 653.841 | 146.063 | 489.644 | 40.348 | 127.729 | 14.942 | 164.396 | 566.296 | 85.811 | 234.302 |
| 4 | Vertical% | 13.6% | 13.8% | 13.7% | 12.7% | 13.6% | 10.1% | 13.8% | 11.2% | 13.6% | 11.2% | 10.1% | 17.3% | 16.2% | 13.0% | 18.7% |
| 5 | Horizontal% | | 0.1% | 2.0% | 1.0% | 3.6% | 4.8% | 1.1% | 3.6% | 0.3% | 0.9% | 0.1% | 1.2% | 4.1% | 0.6% | 1.7% |
| Agree | | 48443.523 | 57.6190 | 1008.47 | 503.529 | 1791.56 | 3060.81 | 515.54 | 1908.15 | 137.283 | 540.474 | 62.173 | 471.299 | 1673.49 | 291.84 | 648.91 |
| | Vertical% | 48.1% | 48.5% | 50.0% | 47.9% | 48.7% | 47.1% | 48.9% | 43.8% | 46.3% | 47.2% | 41.9% | 49.6% | 48.0% | 44.1% | 51.7% |
| | Horizontal% | | 0.1% | 2.1% | 1.0% | 3.7% | 6.3% | 1.1% | 3.9% | 0.3% | 1.1% | 0.1% | 1.0% | 3.5% | 0.6% | 1.3% |
| Neither Agree nor Disagree | | 15598.5 | 17.38 | 319.298 | 167.599 | 512.121 | 1099.44 | 166.405 | 691.97 | 46.893 | 193.726 | 26.005 | 128.943 | 493.937 | 107.022 | 176.331 |
| | Vertical% | 15.5% | 14.6% | 15.8% | 15.9% | 13.9% | 16.9% | 15.8% | 15.9% | 15.8% | 16.9% | 17.5% | 13.6% | 14.2% | 16.2% | 14.0% |
| | Horizontal% | | 0.1% | 2.0% | 1.1% | 3.3% | 7.0% | 1.1% | 4.4% | 0.3% | 1.2% | 0.2% | 0.8% | 3.2% | 0.7% | 1.1% |
| Disagree | | 12616.708 | 17.44 | 194.344 | 125.119 | 509.933 | 802.996 | 114.345 | 669.517 | 38.248 | 150.81 | 25.283 | 96.7460 | 381.521 | 97.158 | 105.352 |
| | Vertical% | 12.5% | 14.7% | 9.6% | 11.9% | 13.9% | 12.4% | 10.8% | 15.4% | 12.9% | 13.2% | 17.1% | 10.2% | 10.9% | 14.7% | 8.4% |
| | Horizontal% | | 0.1% | 1.5% | 1.0% | 4.0% | 6.4% | 0.9% | 5.3% | 0.3% | 1.2% | 0.2% | 0.8% | 3.0% | 0.8% | 0.8% |
| Strongly Disagree | | 6056.654 | 9.306 | 98.51 | 64.597 | 190.674 | 570.336 | 58.363 | 392.294 | 20.733 | 68.7700 | 14.427 | 47.619 | 177.263 | 49.413 | 38.833 |
| | Vertical% | 6.0% | 7.8% | 4.9% | 6.1% | 5.2% | 8.8% | 5.5% | 9.0% | 7.0% | 6.0% | 9.7% | 5.0% | 5.1% | 7.5% | 3.1% |
| | Horizontal% | | 0.2% | 1.6% | 1.1% | 3.1% | 9.4% | 1.0% | 6.5% | 0.3% | 1.1% | 0.2% | 0.8% | 2.9% | 0.8% | 0.6% |
| Do Not Know | | 4209.679 | 0.801 | 118.442 | 57.207 | 173.079 | 308.997 | 54.4730 | 206.517 | 13.166 | 62.605 | 5.428 | 42.017 | 193.324 | 30.687 | 51.82 |
| | Vertical% | 4.2% | 0.7% | 5.9% | 5.4% | 4.7% | 4.8% | 5.2% | 4.7% | 4.4% | 5.5% | 3.7% | 4.4% | 5.5% | 4.6% | 4.1% |
| | Horizontal% | | 0.0% | 2.8% | 1.4% | 4.1% | 7.3% | 1.3% | 4.9% | 0.3% | 1.5% | 0.1% | 1.0% | 4.6% | 0.7% | 1.2% |

SAMPLE



*Note 1: Columns represent the Agencies.*
*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 for all agencies.*
*Note 4: This row contains percentages which total vertically*
*Note 5: This row contains percentages which total horizontally for all agencies 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 Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 13728.527 | 16.374 | 276.096 | 133.902 | 498.045 | 653.841 | 146.063 | 489.644 | 40.348 | 127.729 | 14.942 | 164.396 | 566.296 | 85.811 | 234.302 |
| | 13.6% | 13.8% | 13.7% | 12.7% | 13.6% | 10.1% | 13.8% | 11.2% | 13.6% | 11.2% | 10.1% | 17.3% | 16.2% | 13.0% | 18.7% |
| | | 0.1% | 2.0% | 1.0% | 3.6% | 4.8% | 1.1% | 3.6% | 0.3% | 0.9% | 0.1% | 1.2% | 4.1% | 0.6% | 1.7% |
| Agree | 48443.523 | 57.6190 | 1008.47 | 503.529 | 1791.56 | 3060.81 | 515.54 | 1908.15 | 137.283 | 540.474 | 62.173 | 471.299 | 1673.49 | 291.84 | 648.91 |
| | 48.1% | 48.5% | 50.0% | 47.9% | 48.7% | 47.1% | 48.9% | 43.8% | 46.3% | 47.2% | 41.9% | 49.6% | 48.0% | 44.1% | 51.7% |
| | | 0.1% | 2.1% | 1.0% | 3.7% | 6.3% | 1.1% | 3.9% | 0.3% | 1.1% | 0.1% | 1.0% | 3.5% | 0.6% | 1.3% |
| Neither Agree nor Disagree | 15598.5 | 17.38 | 319.298 | 167.599 | 512.121 | 1099.44 | 166.405 | 691.97 | 46.893 | 193.726 | 26.005 | 128.943 | 493.937 | 107.022 | 176.331 |
| | 15.5% | 14.6% | 15.8% | 15.9% | 13.9% | 16.9% | 15.8% | 15.9% | 15.8% | 16.9% | 17.5% | 13.6% | 14.2% | 16.2% | 14.0% |
| | | 0.1% | 2.0% | 1.1% | 3.3% | 7.0% | 1.1% | 4.4% | 0.3% | 1.2% | 0.2% | 0.8% | 3.2% | 0.7% | 1.1% |
| Disagree | 12616.708 | 17.44 | 194.344 | 125.119 | 509.933 | 802.996 | 114.345 | 669.517 | 38.248 | 150.81 | 25.283 | 96.7460 | 381.521 | 97.158 | 105.352 |
| | 12.5% | 14.7% | 9.6% | 11.9% | 13.9% | 12.4% | 10.8% | 15.4% | 12.9% | 13.2% | 17.1% | 10.2% | 10.9% | 14.7% | 8.4% |
| | | 0.1% | 1.5% | 1.0% | 4.0% | 6.4% | 0.9% | 5.3% | 0.3% | 1.2% | 0.2% | 0.8% | 3.0% | 0.8% | 0.8% |
| Strongly Disagree | 6056.654 | 9.306 | 98.51 | 64.597 | 190.674 | 570.336 | 58.363 | 392.294 | 20.733 | 68.7700 | 14.427 | 47.619 | 177.263 | 49.413 | 38.833 |
| | 6.0% | 7.8% | 4.9% | 6.1% | 5.2% | 8.8% | 5.5% | 9.0% | 7.0% | 6.0% | 9.7% | 5.0% | 5.1% | 7.5% | 3.1% |
| | | 0.2% | 1.6% | 1.1% | 3.1% | 9.4% | 1.0% | 6.5% | 0.3% | 1.1% | 0.2% | 0.8% | 2.9% | 0.8% | 0.6% |
| Do Not Know | 4209.679 | 0.801 | 118.442 | 57.207 | 173.079 | 308.997 | 54.4730 | 206.517 | 13.166 | 62.605 | 5.428 | 42.017 | 193.324 | 30.687 | 51.82 |
| | 4.2% | 0.7% | 5.9% | 5.4% | 4.7% | 4.8% | 5.2% | 4.7% | 4.4% | 5.5% | 3.7% | 4.4% | 5.5% | 4.6% | 4.1% |
| | | 0.0% | 2.8% | 1.4% | 4.1% | 7.3% | 1.3% | 4.9% | 0.3% | 1.5% | 0.1% | 1.0% | 4.6% | 0.7% | 1.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 13728.527 | 12.926 | 2.712 | 31.895 | 34.028 | 132.209 | 727.259 | 1033.4 | 642.665 | 2026.48 |
| | 13.6% | 17.7% | 8.4% | 19.0% | 16.7% | 14.8% | 17.5% | 11.9% | 11.4% | 15.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 5.3% | 7.5% | 4.7% | 14.8% |
| Agree | 48443.523 | 34.628 | 17.512 | 83.26 | 93.796 | 410.169 | 1944.03 | 3972.51 | 2908.58 | 5944.94 |
| | 48.1% | 47.5% | 54.2% | 49.5% | 46.1% | 45.9% | 46.8% | 45.8% | 51.7% | 46.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.0% | 8.2% | 6.0% | 12.3% |
| Neither Agree nor Disagree | 15598.5 | 10.409 | 5.109 | 25.475 | 30.213 | 151.79 | 592.265 | 1489.93 | 922.005 | 1813.98 |
| | 15.5% | 14.3% | 15.8% | 15.1% | 14.8% | 17.0% | 14.3% | 17.2% | 16.4% | 14.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.8% | 9.6% | 5.9% | 11.6% |
| Disagree | 12616.708 | 8.963 | 4.234 | 13.052 | 21.878 | 134.076 | 447.018 | 1139.77 | 703.315 | 1730.73 |
| | 12.5% | 12.3% | 13.1% | 7.8% | 10.8% | 15.0% | 10.8% | 13.1% | 12.5% | 13.4% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.1% | 3.5% | 9.0% | 5.6% | 13.7% |
| Strongly Disagree | 6056.654 | 4.145 | 1.79 | 5.852 | 17.381 | 51.52 | 253.348 | 551.08 | 257.055 | 924.409 |
| | 6.0% | 5.7% | 5.5% | 3.5% | 8.5% | 5.8% | 6.1% | 6.3% | 4.6% | 7.2% |
| | | 0.1% | 0.0% | 0.1% | 0.3% | 0.9% | 4.2% | 9.1% | 4.2% | 15.3% |
| Do Not Know | 4209.679 | 1.893 | 0.953 | 8.657 | 6.172 | 13.506 | 188.226 | 493.765 | 196.65 | 457.701 |
| | 4.2% | 2.6% | 2.9% | 5.1% | 3.0% | 1.5% | 4.5% | 5.7% | 3.5% | 3.5% |
| | | 0.0% | 0.0% | 0.2% | 0.1% | 0.3% | 4.5% | 11.7% | 4.7% | 10.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 13728.527 | 5637.162 | 293.605 | 1436.075 | 1656.519 | 748.111 | 89.076 | 1413.776 |
| | 13.6% | 13.7% | 13.8% | 14.7% | 13.9% | 13.6% | 10.2% | 12.9% |
| | | 41.1% | 2.1% | 10.5% | 12.1% | 5.4% | 0.6% | 10.3% |
| Agree | 48443.523 | 20362.931 | 1072.372 | 4989.565 | 5882.2870 | 2701.01 | 379.189 | 5338.508 |
| | 48.1% | 49.4% | 50.3% | 50.9% | 49.2% | 49.1% | 43.3% | 48.8% |
| | | 42.0% | 2.2% | 10.3% | 12.1% | 5.6% | 0.8% | 11.0% |
| Neither Agree nor Disagree | 15598.5 | 6410.26 | 331.925 | 1428.103 | 1962.406 | 840.502 | 126.867 | 1720.457 |
| | 15.5% | 15.6% | 15.6% | 14.6% | 16.4% | 15.3% | 14.5% | 15.7% |
| | | 41.1% | 2.1% | 9.2% | 12.6% | 5.4% | 0.8% | 11.0% |
| Disagree | 12616.708 | 5084.867 | 274.388 | 1172.653 | 1466.174 | 604.923 | 166.508 | 1400.221 |
| | 12.5% | 12.3% | 12.9% | 12.0% | 12.3% | 11.0% | 19.0% | 12.8% |
| | | 40.3% | 2.2% | 9.3% | 11.6% | 4.8% | 1.3% | 11.1% |
| Strongly Disagree | 6056.654 | 2188.936 | 98.806 | 459.525 | 610.094 | 384.849 | 68.713 | 566.949 |
| | 6.0% | 5.3% | 4.6% | 4.7% | 5.1% | 7.0% | 7.9% | 5.2% |
| | | 36.1% | 1.6% | 7.6% | 10.1% | 6.4% | 1.1% | 9.4% |
| Do Not Know | 4209.679 | 1523.593 | 61.496 | 313.619 | 380.87 | 218.577 | 44.363 | 504.668 |
| | 4.2% | 3.7% | 2.9% | 3.2% | 3.2% | 4.0% | 5.1% | 4.6% |
| | | 36.2% | 1.5% | 7.4% | 9.0% | 5.2% | 1.1% | 12.0% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 15260.092 | 17.917 | 299.883 | 165.159 | 394.906 | 682.478 | 198.395 | 659.242 | 45.123 | 133.313 | 15.38 | 200.638 | 488.962 | 131.794 | 248.043 |
| | 15.2% | 15.1% | 14.9% | 15.7% | 10.7% | 10.5% | 18.8% | 15.1% | 15.2% | 11.7% | 10.4% | 21.1% | 14.0% | 19.9% | 19.8% |
| | | 0.1% | 2.0% | 1.1% | 2.6% | 4.5% | 1.3% | 4.3% | 0.3% | 0.9% | 0.1% | 1.3% | 3.2% | 0.9% | 1.6% |
| Agree | 52088.430 | 62.462 | 1098.7 | 598.541 | 1953.21 | 3103.44 | 569.625 | 2074.59 | 149.138 | 615.604 | 62.204 | 504.671 | 1792.01 | 340.477 | 686.455 |
| | 51.8% | 52.5% | 54.5% | 56.9% | 53.1% | 47.8% | 54.0% | 47.6% | 50.3% | 53.8% | 42.0% | 53.1% | 51.4% | 51.4% | 54.7% |
| | | 0.1% | 2.1% | 1.1% | 3.7% | 6.0% | 1.1% | 4.0% | 0.3% | 1.2% | 0.1% | 1.0% | 3.4% | 0.7% | 1.3% |
| Neither Agree nor Disagree | 13694.722 | 16.282 | 273.369 | 113.539 | 531.032 | 956.193 | 137.411 | 593.002 | 41.6940 | 157.241 | 26.101 | 114.089 | 489.540 | 86.672 | 146.964 |
| | 13.6% | 13.7% | 13.6% | 10.8% | 14.4% | 14.7% | 13.0% | 13.6% | 14.1% | 13.7% | 17.6% | 12.0% | 14.0% | 13.1% | 11.7% |
| | | 0.1% | 2.0% | 0.8% | 3.9% | 7.0% | 1.0% | 4.3% | 0.3% | 1.1% | 0.2% | 0.8% | 3.6% | 0.6% | 1.1% |
| Disagree | 10326.306 | 14.169 | 171.279 | 79.8990 | 397.665 | 946.017 | 68.163 | 484.736 | 29.291 | 125.206 | 22.643 | 58.373 | 345.24 | 49.145 | 92.94 |
| | 10.3% | 11.9% | 8.5% | 7.6% | 10.8% | 14.6% | 6.5% | 11.1% | 9.9% | 10.9% | 15.3% | 6.1% | 9.9% | 7.4% | 7.4% |
| | | 0.1% | 1.7% | 0.8% | 3.9% | 9.2% | 0.7% | 4.7% | 0.3% | 1.2% | 0.2% | 0.6% | 3.3% | 0.5% | 0.9% |
| Strongly Disagree | 4262.711 | 5.771 | 56.656 | 43.089 | 168.072 | 429.193 | 29.093 | 279.67 | 14.812 | 47.492 | 13.758 | 33.871 | 154.593 | 15.632 | 21.456 |
| | 4.2% | 4.9% | 2.8% | 4.1% | 4.6% | 6.6% | 2.8% | 6.4% | 5.0% | 4.2% | 9.3% | 3.6% | 4.4% | 2.4% | 1.7% |
| | | 0.1% | 1.3% | 1.0% | 3.9% | 10.1% | 0.7% | 6.6% | 0.3% | 1.1% | 0.3% | 0.8% | 3.6% | 0.4% | 0.5% |
| Do Not Know | 5021.33 | 2.319 | 115.274 | 51.726 | 230.532 | 379.095 | 52.502 | 266.858 | 16.613 | 65.258 | 8.172 | 39.378 | 215.493 | 38.211 | 59.69 |
| | 5.0% | 2.0% | 5.7% | 4.9% | 6.3% | 5.8% | 5.0% | 6.1% | 5.6% | 5.7% | 5.5% | 4.1% | 6.2% | 5.8% | 4.8% |
| | | 0.0% | 2.3% | 1.0% | 4.6% | 7.5% | 1.0% | 5.3% | 0.3% | 1.3% | 0.2% | 0.8% | 4.3% | 0.8% | 1.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 15260.092 | 18.687 | 2.408 | 30.686 | 45.0400 | 127.819 | 1083.16 | 1169.22 | 654.191 | 2715.01 |
| | 15.2% | 25.6% | 7.5% | 18.2% | 22.1% | 14.3% | 26.1% | 13.5% | 11.6% | 21.0% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 0.8% | 7.1% | 7.7% | 4.3% | 17.8% |
| Agree | 52088.430 | 33.277 | 16.545 | 84.643 | 108.826 | 452.207 | 2151.2 | 4219.67 | 3050.8 | 6665.02 |
| | 51.8% | 45.6% | 51.2% | 50.3% | 53.5% | 50.6% | 51.8% | 48.6% | 54.2% | 51.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.1% | 5.9% | 12.8% |
| Neither Agree nor Disagree | 13694.722 | 8.77 | 5.277 | 23.938 | 20.491 | 114.046 | 396.455 | 1399.25 | 845.333 | 1329.79 |
| | 13.6% | 12.0% | 16.3% | 14.2% | 10.1% | 12.8% | 9.5% | 16.1% | 15.0% | 10.3% |
| | | 0.1% | 0.0% | 0.2% | 0.1% | 0.8% | 2.9% | 10.2% | 6.2% | 9.7% |
| Disagree | 10326.306 | 8.239 | 4.829 | 12.761 | 16.267 | 118.989 | 247.944 | 937.621 | 596.191 | 919.467 |
| | 10.3% | 11.3% | 14.9% | 7.6% | 8.0% | 13.3% | 6.0% | 10.8% | 10.6% | 7.1% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.2% | 2.4% | 9.1% | 5.8% | 8.9% |
| Strongly Disagree | 4262.711 | 2.048 | 2.305 | 5.549 | 5.72 | 42.937 | 137.241 | 414.674 | 217.531 | 610.698 |
| | 4.2% | 2.8% | 7.1% | 3.3% | 2.8% | 4.8% | 3.3% | 4.8% | 3.9% | 4.7% |
| | | 0.0% | 0.1% | 0.1% | 0.1% | 1.0% | 3.2% | 9.7% | 5.1% | 14.3% |
| Do Not Know | 5021.33 | 1.943 | 0.946 | 10.614 | 7.124 | 37.272 | 136.143 | 540.019 | 266.23 | 658.256 |
| | 5.0% | 2.7% | 2.9% | 6.3% | 3.5% | 4.2% | 3.3% | 6.2% | 4.7% | 5.1% |
| | | 0.0% | 0.0% | 0.2% | 0.1% | 0.7% | 2.7% | 10.8% | 5.3% | 13.1% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 15260.092 | 5732.627 | 327.012 | 1399.694 | 1547.455 | 912.62400 | 99.42 | 1446.422 |
| | 15.2% | 13.9% | 15.3% | 14.3% | 12.9% | 16.6% | 11.4% | 13.2% |
| | | 37.6% | 2.1% | 9.2% | 10.1% | 6.0% | 0.7% | 9.5% |
| Agree | 52088.430 | 21695.131 | 1032.116 | 5372.7180 | 6231.9410 | 2992.55 | 383.28 | 5682.526 |
| | 51.8% | 52.6% | 48.4% | 54.8% | 52.1% | 54.4% | 43.8% | 51.9% |
| | | 41.7% | 2.0% | 10.3% | 12.0% | 5.7% | 0.7% | 10.9% |
| Neither Agree nor Disagree | 13694.722 | 5868.247 | 348.523 | 1282.21 | 1834.42 | 669.133 | 143.652 | 1590.309 |
| | 13.6% | 14.2% | 16.3% | 13.1% | 15.3% | 12.2% | 16.4% | 14.5% |
| | | 42.9% | 2.5% | 9.4% | 13.4% | 4.9% | 1.0% | 11.6% |
| Disagree | 10326.306 | 4579.232 | 226.495 | 1150.594 | 1385.228 | 477.442 | 134.714 | 1204.759 |
| | 10.3% | 11.1% | 10.6% | 11.7% | 11.6% | 8.7% | 15.4% | 11.0% |
| | | 44.3% | 2.2% | 11.1% | 13.4% | 4.6% | 1.3% | 11.7% |
| Strongly Disagree | 4262.711 | 1510.85 | 78.568 | 253.049 | 433.98 | 243.817 | 64.869 | 436.567 |
| | 4.2% | 3.7% | 3.7% | 2.6% | 3.6% | 4.4% | 7.4% | 4.0% |
| | | 35.4% | 1.8% | 5.9% | 10.2% | 5.7% | 1.5% | 10.2% |
| Do Not Know | 5021.33 | 1821.662 | 119.878 | 341.275 | 525.326 | 202.406 | 48.781 | 583.996 |
| | 5.0% | 4.4% | 5.6% | 3.5% | 4.4% | 3.7% | 5.6% | 5.3% |
| | | 36.3% | 2.4% | 6.8% | 10.5% | 4.0% | 1.0% | 11.6% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 13800.203 | 20.846 | 345.803 | 183.296 | 492.966 | 419.155 | 116.964 | 531.451 | 53.57 | 153.848 | 18.664 | 203.688 | 524.346 | 67.874 | 292.801 |
| | 13.7% | 17.5% | 17.2% | 17.4% | 13.4% | 6.5% | 11.1% | 12.2% | 18.1% | 13.4% | 12.6% | 21.4% | 15.0% | 10.3% | 23.3% |
| | | 0.2% | 2.5% | 1.3% | 3.6% | 3.0% | 0.8% | 3.9% | 0.4% | 1.1% | 0.1% | 1.5% | 3.8% | 0.5% | 2.1% |
| Agree | 41989.385 | 53.954 | 958.927 | 481.057 | 1636.04 | 1777.80 | 412.622 | 1727.51 | 128.54 | 530.956 | 65.8160 | 447.193 | 1480.23 | 235.545 | 603.962 |
| | 41.7% | 45.4% | 47.6% | 45.7% | 44.5% | 27.4% | 39.1% | 39.6% | 43.3% | 46.4% | 44.4% | 47.0% | 42.5% | 35.6% | 48.1% |
| | | 0.1% | 2.3% | 1.1% | 3.9% | 4.2% | 1.0% | 4.1% | 0.3% | 1.3% | 0.2% | 1.1% | 3.5% | 0.6% | 1.4% |
| Neither Agree nor Disagree | 19783.22 | 21.098 | 335.562 | 194.723 | 759.806 | 1845.08 | 245.155 | 828.568 | 48.862 | 226.366 | 27.266 | 132.949 | 715.142 | 152.202 | 198.769 |
| | 19.7% | 17.7% | 16.7% | 18.5% | 20.7% | 28.4% | 23.2% | 19.0% | 16.5% | 19.8% | 18.4% | 14.0% | 20.5% | 23.0% | 15.8% |
| | | 0.1% | 1.7% | 1.0% | 3.8% | 9.3% | 1.2% | 4.2% | 0.2% | 1.1% | 0.1% | 0.7% | 3.6% | 0.8% | 1.0% |
| Disagree | 15674.443 | 17.04 | 225.65 | 122.814 | 503.015 | 1427.81 | 167.59 | 784.203 | 39.059 | 147.813 | 23.001 | 112.341 | 460.210 | 131.185 | 104.709 |
| | 15.6% | 14.3% | 11.2% | 11.7% | 13.7% | 22.0% | 15.9% | 18.0% | 13.2% | 12.9% | 15.5% | 11.8% | 13.2% | 19.8% | 8.3% |
| | | 0.1% | 1.4% | 0.8% | 3.2% | 9.1% | 1.1% | 5.0% | 0.2% | 0.9% | 0.1% | 0.7% | 2.9% | 0.8% | 0.7% |
| Strongly Disagree | 6397.449 | 4.265 | 84.258 | 45.775 | 186.805 | 669.951 | 69.033 | 370.985 | 18.4 | 51.252 | 11.205 | 30.218 | 167.376 | 45.37 | 29.666 |
| | 6.4% | 3.6% | 4.2% | 4.4% | 5.1% | 10.3% | 6.5% | 8.5% | 6.2% | 4.5% | 7.6% | 3.2% | 4.8% | 6.9% | 2.4% |
| | | 0.1% | 1.3% | 0.7% | 2.9% | 10.5% | 1.1% | 5.8% | 0.3% | 0.8% | 0.2% | 0.5% | 2.6% | 0.7% | 0.5% |
| Do Not Know | 3008.891 | 1.717 | 64.96 | 24.288 | 96.789 | 356.618 | 43.825 | 115.375 | 8.24 | 33.879 | 2.306 | 24.631 | 138.531 | 29.755 | 25.641 |
| | 3.0% | 1.4% | 3.2% | 2.3% | 2.6% | 5.5% | 4.2% | 2.6% | 2.8% | 3.0% | 1.6% | 2.6% | 4.0% | 4.5% | 2.0% |
| | | 0.1% | 2.2% | 0.8% | 3.2% | 11.9% | 1.5% | 3.8% | 0.3% | 1.1% | 0.1% | 0.8% | 4.6% | 1.0% | 0.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 13800.203 | 15.53 | 3.599 | 34.713 | 26.977 | 121.132 | 417.155 | 978.279 | 574.201 | 1915.57 |
| | 13.7% | 21.3% | 11.1% | 20.6% | 13.3% | 13.6% | 10.0% | 11.3% | 10.2% | 14.9% |
| | | 0.1% | 0.0% | 0.3% | 0.2% | 0.9% | 3.0% | 7.1% | 4.2% | 13.9% |
| Agree | 41989.385 | 30.559 | 13.992 | 75.5530 | 69.5780 | 373.696 | 1460.65 | 3362.6 | 2383.71 | 5466.74 |
| | 41.7% | 41.9% | 43.3% | 44.9% | 34.2% | 41.8% | 35.2% | 38.7% | 42.3% | 42.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.5% | 8.0% | 5.7% | 13.0% |
| Neither Agree nor Disagree | 19783.22 | 13.164 | 6.729 | 27.377 | 49.5570 | 183.476 | 1119.78 | 1817.32 | 1251.57 | 2059.22 |
| | 19.7% | 18.0% | 20.8% | 16.3% | 24.4% | 20.5% | 27.0% | 20.9% | 22.2% | 16.0% |
| | | 0.1% | 0.0% | 0.1% | 0.3% | 0.9% | 5.7% | 9.2% | 6.3% | 10.4% |
| Disagree | 15674.443 | 8.702 | 4.158 | 19.786 | 36.932 | 153.056 | 699.827 | 1525.54 | 934.874 | 1956.75 |
| | 15.6% | 11.9% | 12.9% | 11.8% | 18.2% | 17.1% | 16.9% | 17.6% | 16.6% | 15.2% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.0% | 4.5% | 9.7% | 6.0% | 12.5% |
| Strongly Disagree | 6397.449 | 3.794 | 2.415 | 7.04 | 14.377 | 42.756 | 258.425 | 597.091 | 290.079 | 1197.10 |
| | 6.4% | 5.2% | 7.5% | 4.2% | 7.1% | 4.8% | 6.2% | 6.9% | 5.2% | 9.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 4.0% | 9.3% | 4.5% | 18.7% |
| Do Not Know | 3008.891 | 1.215 | 1.417 | 3.722 | 6.047 | 19.154 | 196.316 | 399.629 | 195.846 | 302.856 |
| | 3.0% | 1.7% | 4.4% | 2.2% | 3.0% | 2.1% | 4.7% | 4.6% | 3.5% | 2.3% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.6% | 6.5% | 13.3% | 6.5% | 10.1% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 13800.203 | 6287.778 | 343.863 | 1444.417 | 1754.514 | 812.72000 | 114.632 | 1817.632 |
| | 13.7% | 15.3% | 16.1% | 14.7% | 14.7% | 14.8% | 13.1% | 16.6% |
| | | 45.6% | 2.5% | 10.5% | 12.7% | 5.9% | 0.8% | 13.2% |
| Agree | 41989.385 | 18212.164 | 1018.587 | 4615.042 | 5084.038 | 2361.739 | 348.885 | 4783.8730 |
| | 41.7% | 44.2% | 47.8% | 47.1% | 42.5% | 43.0% | 39.9% | 43.7% |
| | | 43.4% | 2.4% | 11.0% | 12.1% | 5.6% | 0.8% | 11.4% |
| Neither Agree nor Disagree | 19783.22 | 7523.485 | 397.165 | 1716.6730 | 2327.433 | 1013.855 | 172.032 | 1896.327 |
| | 19.7% | 18.3% | 18.6% | 17.5% | 19.5% | 18.4% | 19.7% | 17.3% |
| | | 38.0% | 2.0% | 8.7% | 11.8% | 5.1% | 0.9% | 9.6% |
| Disagree | 15674.443 | 6068.376 | 250.689 | 1464.246 | 1833.032 | 803.192 | 158.478 | 1558.739 |
| | 15.6% | 14.7% | 11.8% | 14.9% | 15.3% | 14.6% | 18.1% | 14.2% |
| | | 38.7% | 1.6% | 9.3% | 11.7% | 5.1% | 1.0% | 9.9% |
| Strongly Disagree | 6397.449 | 2199.812 | 76.212 | 422.311 | 644.835 | 348.194 | 67.009 | 641.251 |
| | 6.4% | 5.3% | 3.6% | 4.3% | 5.4% | 6.3% | 7.7% | 5.9% |
| | | 34.4% | 1.2% | 6.6% | 10.1% | 5.4% | 1.0% | 10.0% |
| Do Not Know | 3008.891 | 916.134 | 46.076 | 136.851 | 314.498 | 158.272 | 13.68 | 246.757 |
| | 3.0% | 2.2% | 2.2% | 1.4% | 2.6% | 2.9% | 1.6% | 2.3% |
| | | 30.4% | 1.5% | 4.5% | 10.5% | 5.3% | 0.5% | 8.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 15956.872 | 20.546 | 301.12 | 188.22 | 587.795 | 930.529 | 166.421 | 555.266 | 46.995 | 185.432 | 17.674 | 186.794 | 615.292 | 94.6840 | 320.438 |
| | 15.9% | 17.3% | 14.9% | 17.9% | 16.0% | 14.3% | 15.8% | 12.7% | 15.8% | 16.2% | 11.9% | 19.6% | 17.7% | 14.3% | 25.5% |
| | | 0.1% | 1.9% | 1.2% | 3.7% | 5.8% | 1.0% | 3.5% | 0.3% | 1.2% | 0.1% | 1.2% | 3.9% | 0.6% | 2.0% |
| Agree | 51886.101 | 64.959 | 1063.97 | 559.183 | 2073.22 | 3303.83 | 570.105 | 2158.9 | 147.597 | 647.421 | 72.4240 | 467.736 | 1777.93 | 334.312 | 689.516 |
| | 51.5% | 54.6% | 52.8% | 53.2% | 56.4% | 50.9% | 54.0% | 49.5% | 49.8% | 56.6% | 48.8% | 49.2% | 51.0% | 50.5% | 54.9% |
| | | 0.1% | 2.1% | 1.1% | 4.0% | 6.4% | 1.1% | 4.2% | 0.3% | 1.2% | 0.1% | 0.9% | 3.4% | 0.6% | 1.3% |
| Neither Agree nor Disagree | 11589.941 | 10.788 | 268.183 | 137.096 | 355.508 | 736.315 | 125.441 | 635.85 | 40.068 | 123.731 | 16.489 | 107.195 | 444.076 | 95.825 | 120.69 |
| | 11.5% | 9.1% | 13.3% | 13.0% | 9.7% | 11.3% | 11.9% | 14.6% | 13.5% | 10.8% | 11.1% | 11.3% | 12.7% | 14.5% | 9.6% |
| | | 0.1% | 2.3% | 1.2% | 3.1% | 6.4% | 1.1% | 5.5% | 0.3% | 1.1% | 0.1% | 0.9% | 3.8% | 0.8% | 1.0% |
| Disagree | 13438.955 | 16.225 | 260.402 | 106.252 | 415.616 | 934.603 | 122.893 | 684.718 | 36.396 | 120.883 | 25.734 | 118.389 | 405.167 | 78.437 | 84.956 |
| | 13.4% | 13.6% | 12.9% | 10.1% | 11.3% | 14.4% | 11.6% | 15.7% | 12.3% | 10.6% | 17.4% | 12.4% | 11.6% | 11.8% | 6.8% |
| | | 0.1% | 1.9% | 0.8% | 3.1% | 7.0% | 0.9% | 5.1% | 0.3% | 0.9% | 0.2% | 0.9% | 3.0% | 0.6% | 0.6% |
| Strongly Disagree | 7408.767 | 6.402 | 110.261 | 54.386 | 226.532 | 557.806 | 64.613 | 316.989 | 23.928 | 62.358 | 15.287 | 65.833 | 225.215 | 55.635 | 37.195 |
| | 7.4% | 5.4% | 5.5% | 5.2% | 6.2% | 8.6% | 6.1% | 7.3% | 8.1% | 5.5% | 10.3% | 6.9% | 6.5% | 8.4% | 3.0% |
| | | 0.1% | 1.5% | 0.7% | 3.1% | 7.5% | 0.9% | 4.3% | 0.3% | 0.8% | 0.2% | 0.9% | 3.0% | 0.8% | 0.5% |
| Do Not Know | 372.955 | 0 | 11.222 | 6.816 | 16.747 | 33.334 | 5.716 | 6.373 | 1.687 | 4.289 | 0.65 | 5.073 | 18.149 | 3.038 | 2.753 |
| | 0.4% | | 0.6% | 0.6% | 0.5% | 0.5% | 0.5% | 0.1% | 0.6% | 0.4% | 0.4% | 0.5% | 0.5% | 0.5% | 0.2% |
| | | 0.0% | 3.0% | 1.8% | 4.5% | 8.9% | 1.5% | 1.7% | 0.5% | 1.2% | 0.2% | 1.4% | 4.9% | 0.8% | 0.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 15956.872 | 19.726 | 5.308 | 31.744 | 40.04 | 164.586 | 939.091 | 1295.77 | 867.887 | 1982.34 |
| | 15.9% | 27.0% | 16.4% | 18.9% | 19.7% | 18.4% | 22.6% | 14.9% | 15.4% | 15.4% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 1.0% | 5.9% | 8.1% | 5.4% | 12.4% |
| Agree | 51886.101 | 34.881 | 16.709 | 80.379 | 101.371 | 442.287 | 2232.62 | 4651.27 | 3201.35 | 7218.71 |
| | 51.5% | 47.8% | 51.7% | 47.8% | 49.8% | 49.5% | 53.8% | 53.6% | 56.9% | 56.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.3% | 9.0% | 6.2% | 13.9% |
| Neither Agree nor Disagree | 11589.941 | 7.877 | 3.842 | 22.875 | 23.177 | 86.517 | 430.892 | 1029.41 | 643.563 | 1121.36 |
| | 11.5% | 10.8% | 11.9% | 13.6% | 11.4% | 9.7% | 10.4% | 11.9% | 11.4% | 8.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.7% | 8.9% | 5.6% | 9.7% |
| Disagree | 13438.955 | 7.067 | 4.833 | 22.334 | 25.587 | 135.237 | 350.425 | 1109.57 | 626.619 | 1510.92 |
| | 13.4% | 9.7% | 15.0% | 13.3% | 12.6% | 15.1% | 8.4% | 12.8% | 11.1% | 11.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 2.6% | 8.3% | 4.7% | 11.2% |
| Strongly Disagree | 7408.767 | 3.413 | 1.618 | 9.926 | 12.897 | 64.574 | 184.676 | 583.278 | 266.709 | 1000.64 |
| | 7.4% | 4.7% | 5.0% | 5.9% | 6.3% | 7.2% | 4.4% | 6.7% | 4.7% | 7.8% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.9% | 2.5% | 7.9% | 3.6% | 13.5% |
| Do Not Know | 372.955 | 0 | 0 | 0.933 | 0.396 | 0.069 | 14.441 | 11.148 | 24.148 | 64.276 |
| | 0.4% | | | 0.6% | 0.2% | 0.0% | 0.3% | 0.1% | 0.4% | 0.5% |
| | | 0.0% | 0.0% | 0.3% | 0.1% | 0.0% | 3.9% | 3.0% | 6.5% | 17.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 15956.872 | 6393.177 | 326.097 | 1657.4 | 1685.096 | 860.43 | 94.007 | 1770.147 |
| | 15.9% | 15.5% | 15.3% | 16.9% | 14.1% | 15.6% | 10.7% | 16.2% |
| | | 40.1% | 2.0% | 10.4% | 10.6% | 5.4% | 0.6% | 11.1% |
| Agree | 51886.101 | 19975.417 | 1109.211 | 4568.369 | 5772.3570 | 2664.031 | 382.181 | 5479.268 |
| | 51.5% | 48.5% | 52.0% | 46.6% | 48.3% | 48.5% | 43.7% | 50.1% |
| | | 38.5% | 2.1% | 8.8% | 11.1% | 5.1% | 0.7% | 10.6% |
| Neither Agree nor Disagree | 11589.941 | 5003.171 | 313.851 | 1179.366 | 1517.806 | 676.218 | 86.886 | 1229.044 |
| | 11.5% | 12.1% | 14.7% | 12.0% | 12.7% | 12.3% | 9.9% | 11.2% |
| | | 43.2% | 2.7% | 10.2% | 13.1% | 5.8% | 0.7% | 10.6% |
| Disagree | 13438.955 | 6235.691 | 224.978 | 1629.624 | 1864.928 | 775.45500 | 161.448 | 1579.258 |
| | 13.4% | 15.1% | 10.5% | 16.6% | 15.6% | 14.1% | 18.5% | 14.4% |
| | | 46.4% | 1.7% | 12.1% | 13.9% | 5.8% | 1.2% | 11.8% |
| Strongly Disagree | 7408.767 | 3458.596 | 152.068 | 735.044 | 1082.502 | 494.67500 | 143.362 | 850.945 |
| | 7.4% | 8.4% | 7.1% | 7.5% | 9.1% | 9.0% | 16.4% | 7.8% |
| | | 46.7% | 2.1% | 9.9% | 14.6% | 6.7% | 1.9% | 11.5% |
| Do Not Know | 372.955 | 141.697 | 6.387 | 29.737 | 35.661 | 27.163 | 6.832 | 35.917 |
| | 0.4% | 0.3% | 0.3% | 0.3% | 0.3% | 0.5% | 0.8% | 0.3% |
| | | 38.0% | 1.7% | 8.0% | 9.6% | 7.3% | 1.8% | 9.6% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 36773.99 | 52.729 | 688.793 | 355.949 | 1347.46 | 2260.71 | 388.005 | 1455.07 | 90.591 | 416.590 | 44.169 | 363.562 | 1354.22 | 220.567 | 501.769 |
| | 36.5% | 44.3% | 34.2% | 33.8% | 36.7% | 34.8% | 36.8% | 33.4% | 30.5% | 36.4% | 29.8% | 38.2% | 38.8% | 33.3% | 40.0% |
| | | 0.1% | 1.9% | 1.0% | 3.7% | 6.1% | 1.1% | 4.0% | 0.2% | 1.1% | 0.1% | 1.0% | 3.7% | 0.6% | 1.4% |
| Agree | 52718.716 | 55.991 | 1115.24 | 556.34 | 1911.82 | 3412.26 | 552.169 | 2325.66 | 164.38 | 607.940 | 74.0670 | 486.782 | 1746.06 | 358.538 | 625.778 |
| | 52.4% | 47.1% | 55.3% | 52.9% | 52.0% | 52.5% | 52.3% | 53.4% | 55.4% | 53.1% | 50.0% | 51.2% | 50.1% | 54.2% | 49.8% |
| | | 0.1% | 2.1% | 1.1% | 3.6% | 6.5% | 1.0% | 4.4% | 0.3% | 1.2% | 0.1% | 0.9% | 3.3% | 0.7% | 1.2% |
| Neither Agree nor Disagree | 5217.639 | 4.129 | 112.371 | 67.034 | 199.396 | 399.143 | 58.6580 | 230.203 | 17.627 | 59.203 | 10.846 | 48.942 | 196.325 | 41.804 | 70.436 |
| | 5.2% | 3.5% | 5.6% | 6.4% | 5.4% | 6.1% | 5.6% | 5.3% | 5.9% | 5.2% | 7.3% | 5.1% | 5.6% | 6.3% | 5.6% |
| | | 0.1% | 2.2% | 1.3% | 3.8% | 7.6% | 1.1% | 4.4% | 0.3% | 1.1% | 0.2% | 0.9% | 3.8% | 0.8% | 1.3% |
| Disagree | 3792.357 | 3.412 | 62.638 | 45.828 | 130.357 | 285.456 | 34.995 | 235.007 | 15.038 | 38.538 | 11.244 | 32.35 | 110.592 | 25.106 | 39.675 |
| | 3.8% | 2.9% | 3.1% | 4.4% | 3.5% | 4.4% | 3.3% | 5.4% | 5.1% | 3.4% | 7.6% | 3.4% | 3.2% | 3.8% | 3.2% |
| | | 0.1% | 1.7% | 1.2% | 3.4% | 7.5% | 0.9% | 6.2% | 0.4% | 1.0% | 0.3% | 0.9% | 2.9% | 0.7% | 1.0% |
| Strongly Disagree | 1522.775 | 1.648 | 19.696 | 20.537 | 47.004 | 110.693 | 15.658 | 94.885 | 6.111 | 17.369 | 6.125 | 14.593 | 50.158 | 11.166 | 12.015 |
| | 1.5% | 1.4% | 1.0% | 2.0% | 1.3% | 1.7% | 1.5% | 2.2% | 2.1% | 1.5% | 4.1% | 1.5% | 1.4% | 1.7% | 1.0% |
| | | 0.1% | 1.3% | 1.3% | 3.1% | 7.3% | 1.0% | 6.2% | 0.4% | 1.1% | 0.4% | 1.0% | 3.3% | 0.7% | 0.8% |
| Do Not Know | 628.114 | 1.011 | 16.421 | 6.265 | 39.375 | 28.165 | 5.704 | 17.264 | 2.924 | 4.474 | 1.807 | 4.791 | 28.487 | 4.75 | 5.875 |
| | 0.6% | 0.9% | 0.8% | 0.6% | 1.1% | 0.4% | 0.5% | 0.4% | 1.0% | 0.4% | 1.2% | 0.5% | 0.8% | 0.7% | 0.5% |
| | | 0.2% | 2.6% | 1.0% | 6.3% | 4.5% | 0.9% | 2.7% | 0.5% | 0.7% | 0.3% | 0.8% | 4.5% | 0.8% | 0.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 36773.99 | 36.199 | 11.937 | 55.5360 | 73.2850 | 326.613 | 1543.73 | 2612.69 | 1806.64 | 5391.94 |
| | 36.5% | 49.6% | 36.9% | 33.0% | 36.0% | 36.6% | 37.2% | 30.1% | 32.1% | 41.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.2% | 7.1% | 4.9% | 14.7% |
| Agree | 52718.716 | 30.017 | 17.556 | 86.979 | 103.149 | 464.317 | 2168.28 | 4790.18 | 3181.26 | 6429.15 |
| | 52.4% | 41.1% | 54.3% | 51.7% | 50.7% | 52.0% | 52.2% | 55.2% | 56.5% | 49.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 9.1% | 6.0% | 12.2% |
| Neither Agree nor Disagree | 5217.639 | 3.373 | 1.956 | 12.528 | 13.875 | 44.069 | 246.528 | 549.78 | 326.25 | 425.578 |
| | 5.2% | 4.6% | 6.1% | 7.4% | 6.8% | 4.9% | 5.9% | 6.3% | 5.8% | 3.3% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 0.8% | 4.7% | 10.5% | 6.3% | 8.2% |
| Disagree | 3792.357 | 2.919 | 0.742 | 8.141 | 8.961 | 46.766 | 117.322 | 442.123 | 212.528 | 473.33 |
| | 3.8% | 4.0% | 2.3% | 4.8% | 4.4% | 5.2% | 2.8% | 5.1% | 3.8% | 3.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.2% | 3.1% | 11.7% | 5.6% | 12.5% |
| Strongly Disagree | 1522.775 | 0.213 | 0.119 | 3.12 | 2.448 | 3.848 | 35.673 | 243.248 | 64.01 | 170.173 |
| | 1.5% | 0.3% | 0.4% | 1.9% | 1.2% | 0.4% | 0.9% | 2.8% | 1.1% | 1.3% |
| | | 0.0% | 0.0% | 0.2% | 0.2% | 0.3% | 2.3% | 16.0% | 4.2% | 11.2% |
| Do Not Know | 628.114 | 0.243 | 0 | 1.887 | 1.75 | 7.657 | 40.613 | 42.432 | 39.584 | 8.06 |
| | 0.6% | 0.3% | | 1.1% | 0.9% | 0.9% | 1.0% | 0.5% | 0.7% | 0.1% |
| | | 0.0% | 0.0% | 0.3% | 0.3% | 1.2% | 6.5% | 6.8% | 6.3% | 1.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 36773.99 | 15375.233 | 801.792 | 3698.186 | 4586.661 | 1951.975 | 314.563 | 4022.0560 |
| | 36.5% | 37.3% | 37.6% | 37.7% | 38.4% | 35.5% | 36.0% | 36.7% |
| | | 41.8% | 2.2% | 10.1% | 12.5% | 5.3% | 0.9% | 10.9% |
| Agree | 52718.716 | 21454.802 | 1111.546 | 5290.1620 | 6183.5440 | 2844.459 | 424.704 | 5600.387 |
| | 52.4% | 52.1% | 52.1% | 54.0% | 51.7% | 51.7% | 48.6% | 51.2% |
| | | 40.7% | 2.1% | 10.0% | 11.7% | 5.4% | 0.8% | 10.6% |
| Neither Agree nor Disagree | 5217.639 | 2077.585 | 103.882 | 346.18 | 586.466 | 338.875 | 67.158 | 635.024 |
| | 5.2% | 5.0% | 4.9% | 3.5% | 4.9% | 6.2% | 7.7% | 5.8% |
| | | 39.8% | 2.0% | 6.6% | 11.2% | 6.5% | 1.3% | 12.2% |
| Disagree | 3792.357 | 1409.289 | 83.964 | 267.822 | 378.277 | 223.703 | 36.935 | 418.588 |
| | 3.8% | 3.4% | 3.9% | 2.7% | 3.2% | 4.1% | 4.2% | 3.8% |
| | | 37.2% | 2.2% | 7.1% | 10.0% | 5.9% | 1.0% | 11.0% |
| Strongly Disagree | 1522.775 | 572.265 | 10.894 | 117.561 | 159.797 | 95.962 | 12.197 | 175.854 |
| | 1.5% | 1.4% | 0.5% | 1.2% | 1.3% | 1.7% | 1.4% | 1.6% |
| | | 37.6% | 0.7% | 7.7% | 10.5% | 6.3% | 0.8% | 11.5% |
| Do Not Know | 628.114 | 318.575 | 20.514 | 79.629 | 63.605 | 42.998 | 19.159 | 92.67 |
| | 0.6% | 0.8% | 1.0% | 0.8% | 0.5% | 0.8% | 2.2% | 0.8% |
| | | 50.7% | 3.3% | 12.7% | 10.1% | 6.8% | 3.1% | 14.8% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 14108.585 | 15.301 | 238.696 | 119.165 | 389.826 | 765.605 | 144.105 | 435.025 | 35.8 | 101.588 | 13.169 | 195.744 | 508.071 | 75.137 | 187.935 |
| | 14.0% | 12.9% | 11.8% | 11.3% | 10.6% | 11.8% | 13.7% | 10.0% | 12.1% | 8.9% | 8.9% | 20.6% | 14.6% | 11.4% | 15.0% |
| | | 0.1% | 1.7% | 0.8% | 2.8% | 5.4% | 1.0% | 3.1% | 0.3% | 0.7% | 0.1% | 1.4% | 3.6% | 0.5% | 1.3% |
| Agree | 37892.101 | 50.179 | 796.169 | 406.061 | 1362.5 | 2252.69 | 407.889 | 1423.46 | 106.592 | 389.696 | 46.007 | 395.705 | 1255.54 | 238.397 | 512.621 |
| | 37.6% | 42.2% | 39.5% | 38.6% | 37.1% | 34.7% | 38.7% | 32.7% | 35.9% | 34.1% | 31.0% | 41.6% | 36.0% | 36.0% | 40.8% |
| | | 0.1% | 2.1% | 1.1% | 3.6% | 5.9% | 1.1% | 3.8% | 0.3% | 1.0% | 0.1% | 1.0% | 3.3% | 0.6% | 1.4% |
| Neither Agree nor Disagree | 21270.181 | 23.303 | 470.133 | 234.128 | 816.586 | 1301.85 | 225.044 | 1006.68 | 64.235 | 284.595 | 30.024 | 166.635 | 790.573 | 161.519 | 274.333 |
| | 21.1% | 19.6% | 23.3% | 22.3% | 22.2% | 20.0% | 21.3% | 23.1% | 21.7% | 24.9% | 20.3% | 17.5% | 22.7% | 24.4% | 21.8% |
| | | 0.1% | 2.2% | 1.1% | 3.8% | 6.1% | 1.1% | 4.7% | 0.3% | 1.3% | 0.1% | 0.8% | 3.7% | 0.8% | 1.3% |
| Disagree | 16210.773 | 18.76 | 297.064 | 177.343 | 597.574 | 1274.93 | 156.822 | 920.372 | 54.328 | 211.168 | 38.404 | 125.088 | 534.675 | 103.551 | 161.131 |
| | 16.1% | 15.8% | 14.7% | 16.9% | 16.3% | 19.6% | 14.9% | 21.1% | 18.3% | 18.5% | 25.9% | 13.2% | 15.3% | 15.6% | 12.8% |
| | | 0.1% | 1.8% | 1.1% | 3.7% | 7.9% | 1.0% | 5.7% | 0.3% | 1.3% | 0.2% | 0.8% | 3.3% | 0.6% | 1.0% |
| Strongly Disagree | 6996.17 | 7.716 | 109.492 | 60.08 | 267.195 | 660.889 | 70.686 | 381.06 | 20.552 | 80.291 | 14.879 | 38.571 | 211.164 | 49.223 | 50.145 |
| | 7.0% | 6.5% | 5.4% | 5.7% | 7.3% | 10.2% | 6.7% | 8.7% | 6.9% | 7.0% | 10.0% | 4.1% | 6.1% | 7.4% | 4.0% |
| | | 0.1% | 1.6% | 0.9% | 3.8% | 9.4% | 1.0% | 5.4% | 0.3% | 1.1% | 0.2% | 0.6% | 3.0% | 0.7% | 0.7% |
| Do Not Know | 4175.781 | 3.661 | 103.606 | 55.176 | 241.74 | 240.459 | 50.6430 | 191.499 | 15.164 | 76.776 | 5.775 | 29.277 | 185.815 | 34.104 | 69.383 |
| | 4.1% | 3.1% | 5.1% | 5.2% | 6.6% | 3.7% | 4.8% | 4.4% | 5.1% | 6.7% | 3.9% | 3.1% | 5.3% | 5.2% | 5.5% |
| | | 0.1% | 2.5% | 1.3% | 5.8% | 5.8% | 1.2% | 4.6% | 0.4% | 1.8% | 0.1% | 0.7% | 4.4% | 0.8% | 1.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 14108.585 | 12.682 | 1.883 | 23.722 | 31.042 | 119.134 | 747.721 | 953.87 | 562.142 | 2926.66 |
| | 14.0% | 17.4% | 5.8% | 14.1% | 15.3% | 13.3% | 18.0% | 11.0% | 10.0% | 22.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 5.3% | 6.8% | 4.0% | 20.7% |
| Agree | 37892.101 | 26.936 | 9.851 | 66.1670 | 72.4430 | 264.743 | 1569.17 | 3331.11 | 2185.42 | 5155.04 |
| | 37.6% | 36.9% | 30.5% | 39.3% | 35.6% | 29.6% | 37.8% | 38.4% | 38.8% | 40.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 4.1% | 8.8% | 5.8% | 13.6% |
| Neither Agree nor Disagree | 21270.181 | 14.199 | 8.559 | 38.151 | 45.0350 | 215.331 | 768.354 | 1713.48 | 1339.66 | 1941.27 |
| | 21.1% | 19.5% | 26.5% | 22.7% | 22.1% | 24.1% | 18.5% | 19.7% | 23.8% | 15.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.6% | 8.1% | 6.3% | 9.1% |
| Disagree | 16210.773 | 11.263 | 7.193 | 21.551 | 33.406 | 198.98 | 600.377 | 1643.08 | 958.98 | 1425.25 |
| | 16.1% | 15.4% | 22.3% | 12.8% | 16.4% | 22.3% | 14.5% | 18.9% | 17.0% | 11.0% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.2% | 3.7% | 10.1% | 5.9% | 8.8% |
| Strongly Disagree | 6996.17 | 4.369 | 2.604 | 8.55 | 13.845 | 47.731 | 238.561 | 637.565 | 322.19 | 1146.47 |
| | 7.0% | 6.0% | 8.1% | 5.1% | 6.8% | 5.3% | 5.7% | 7.3% | 5.7% | 8.9% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 3.4% | 9.1% | 4.6% | 16.4% |
| Do Not Know | 4175.781 | 3.515 | 2.22 | 10.05 | 7.697 | 47.351 | 227.96 | 401.351 | 261.889 | 303.547 |
| | 4.1% | 4.8% | 6.9% | 6.0% | 3.8% | 5.3% | 5.5% | 4.6% | 4.7% | 2.4% |
| | | 0.1% | 0.1% | 0.2% | 0.2% | 1.1% | 5.5% | 9.6% | 6.3% | 7.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 14108.585 | 5504.559 | 276.686 | 1393.654 | 1675.958 | 718.72800 | 93.834 | 1345.699 |
| | 14.0% | 13.4% | 13.0% | 14.2% | 14.0% | 13.1% | 10.7% | 12.3% |
| | | 39.0% | 2.0% | 9.9% | 11.9% | 5.1% | 0.7% | 9.5% |
| Agree | 37892.101 | 15567.721 | 793.77 | 3763.039 | 4602.4420 | 2167.714 | 321.364 | 3919.3920 |
| | 37.6% | 37.8% | 37.2% | 38.4% | 38.5% | 39.4% | 36.7% | 35.8% |
| | | 41.1% | 2.1% | 9.9% | 12.1% | 5.7% | 0.8% | 10.3% |
| Neither Agree nor Disagree | 21270.181 | 9336.521 | 474.346 | 2344.243 | 2681.985 | 1082.259 | 167.675 | 2586.013 |
| | 21.1% | 22.7% | 22.2% | 23.9% | 22.4% | 19.7% | 19.2% | 23.6% |
| | | 43.9% | 2.2% | 11.0% | 12.6% | 5.1% | 0.8% | 12.2% |
| Disagree | 16210.773 | 6639.484 | 310.063 | 1488.917 | 1832.451 | 951.78 | 187.926 | 1868.347 |
| | 16.1% | 16.1% | 14.5% | 15.2% | 15.3% | 17.3% | 21.5% | 17.1% |
| | | 41.0% | 1.9% | 9.2% | 11.3% | 5.9% | 1.2% | 11.5% |
| Strongly Disagree | 6996.17 | 2552.341 | 161.559 | 468.629 | 691.875 | 394.134 | 69.862 | 766.282 |
| | 7.0% | 6.2% | 7.6% | 4.8% | 5.8% | 7.2% | 8.0% | 7.0% |
| | | 36.5% | 2.3% | 6.7% | 9.9% | 5.6% | 1.0% | 11.0% |
| Do Not Know | 4175.781 | 1607.123 | 116.168 | 341.058 | 473.639 | 183.357 | 34.055 | 458.846 |
| | 4.1% | 3.9% | 5.4% | 3.5% | 4.0% | 3.3% | 3.9% | 4.2% |
| | | 38.5% | 2.8% | 8.2% | 11.3% | 4.4% | 0.8% | 11.0% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 99889.967 | 117.4 | 1993.6 | 1044.94 | 3633.63 | 6460.93 | 1040.11 | 4321.84 | 289.839 | 1129.75 | 146.613 | 939.736 | 3462.72 | 653.701 | 1240.9 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.6% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 17279.783 | 10.998 | 384.152 | 183.176 | 593.27 | 1049.04 | 160.63 | 645.901 | 36.841 | 167.551 | 17.385 | 169.545 | 643.035 | 82.36 | 307.551 |
| | 17.3% | 9.4% | 19.3% | 17.5% | 16.3% | 16.2% | 15.4% | 14.9% | 12.7% | 14.8% | 11.9% | 18.0% | 18.6% | 12.6% | 24.8% |
| | | 0.1% | 2.2% | 1.1% | 3.4% | 6.1% | 0.9% | 3.7% | 0.2% | 1.0% | 0.1% | 1.0% | 3.7% | 0.5% | 1.8% |
| Agree | 54512.971 | 58.745 | 1190.81 | 561.318 | 2023.37 | 3707.49 | 602.361 | 2398.87 | 147.884 | 629.091 | 81.3020 | 493.468 | 1916.13 | 320.164 | 675.621 |
| | 54.6% | 50.0% | 59.7% | 53.7% | 55.7% | 57.4% | 57.9% | 55.5% | 51.0% | 55.7% | 55.5% | 52.5% | 55.3% | 49.0% | 54.4% |
| | | 0.1% | 2.2% | 1.0% | 3.7% | 6.8% | 1.1% | 4.4% | 0.3% | 1.2% | 0.1% | 0.9% | 3.5% | 0.6% | 1.2% |
| Neither Agree nor Disagree | 11666.946 | 16.686 | 186.482 | 126.759 | 457.302 | 690.065 | 118.463 | 512.085 | 43.009 | 134.279 | 18.558 | 110.265 | 411.021 | 90.737 | 116.357 |
| | 11.7% | 14.2% | 9.4% | 12.1% | 12.6% | 10.7% | 11.4% | 11.8% | 14.8% | 11.9% | 12.7% | 11.7% | 11.9% | 13.9% | 9.4% |
| | | 0.1% | 1.6% | 1.1% | 3.9% | 5.9% | 1.0% | 4.4% | 0.4% | 1.2% | 0.2% | 0.9% | 3.5% | 0.8% | 1.0% |
| Disagree | 12536.905 | 23.709 | 184.46 | 134.625 | 453.641 | 768.625 | 116.338 | 557.148 | 45.615 | 155.818 | 23.168 | 136.347 | 388.26 | 109.101 | 114.799 |
| | 12.6% | 20.2% | 9.3% | 12.9% | 12.5% | 11.9% | 11.2% | 12.9% | 15.7% | 13.8% | 15.8% | 14.5% | 11.2% | 16.7% | 9.3% |
| | | 0.2% | 1.5% | 1.1% | 3.6% | 6.1% | 0.9% | 4.4% | 0.4% | 1.2% | 0.2% | 1.1% | 3.1% | 0.9% | 0.9% |
| Strongly Disagree | 3893.362 | 7.262 | 47.695 | 39.058 | 106.046 | 245.713 | 42.316 | 207.831 | 16.49 | 43.015 | 6.2 | 30.111 | 104.282 | 51.339 | 26.572 |
| | 3.9% | 6.2% | 2.4% | 3.7% | 2.9% | 3.8% | 4.1% | 4.8% | 5.7% | 3.8% | 4.2% | 3.2% | 3.0% | 7.9% | 2.1% |
| | | 0.2% | 1.2% | 1.0% | 2.7% | 6.3% | 1.1% | 5.3% | 0.4% | 1.1% | 0.2% | 0.8% | 2.7% | 1.3% | 0.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 99889.967 | 71.643 | 32.122 | 164.94 | 202.957 | 883.632 | 4091.90 | 8613.56 | 5586.8 | 12886.4 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.9% |
| Strongly Agree | 17279.783 | 18.367 | 7.705 | 24.678 | 30.051 | 158.223 | 547.517 | 994.011 | 714.17 | 2197.18 |
| | 17.3% | 25.6% | 24.0% | 15.0% | 14.8% | 17.9% | 13.4% | 11.5% | 12.8% | 17.1% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 3.2% | 5.8% | 4.1% | 12.7% |
| Agree | 54512.971 | 37.277 | 19.95 | 92.139 | 100.025 | 474.572 | 2005.21 | 4692.07 | 3073.92 | 6645.63 |
| | 54.6% | 52.0% | 62.1% | 55.9% | 49.3% | 53.7% | 49.0% | 54.5% | 55.0% | 51.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.7% | 8.6% | 5.6% | 12.2% |
| Neither Agree nor Disagree | 11666.946 | 7.227 | 1.722 | 22.923 | 28.305 | 99.3590 | 547.375 | 1082.84 | 753.406 | 1996.66 |
| | 11.7% | 10.1% | 5.4% | 13.9% | 13.9% | 11.2% | 13.4% | 12.6% | 13.5% | 15.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.7% | 9.3% | 6.5% | 17.1% |
| Disagree | 12536.905 | 7.094 | 2.496 | 20.675 | 33.426 | 141.14 | 737.006 | 1403.68 | 801.484 | 1528.21 |
| | 12.6% | 9.9% | 7.8% | 12.5% | 16.5% | 16.0% | 18.0% | 16.3% | 14.3% | 11.9% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 1.1% | 5.9% | 11.2% | 6.4% | 12.2% |
| Strongly Disagree | 3893.362 | 1.678 | 0.249 | 4.525 | 11.15 | 10.338 | 254.798 | 440.962 | 243.814 | 518.735 |
| | 3.9% | 2.3% | 0.8% | 2.7% | 5.5% | 1.2% | 6.2% | 5.1% | 4.4% | 4.0% |
| | | 0.0% | 0.0% | 0.1% | 0.3% | 0.3% | 6.5% | 11.3% | 6.3% | 13.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 99889.967 | 40880.295 | 2105.434 | 9711.0200 | 11883.399 | 5452.3730 | 864.194 | 10863.875 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 17279.783 | 8136.443 | 468.364 | 2006.792 | 2528.191 | 840.94100 | 146.635 | 2145.52 |
| | 17.3% | 19.9% | 22.2% | 20.7% | 21.3% | 15.4% | 17.0% | 19.7% |
| | | 47.1% | 2.7% | 11.6% | 14.6% | 4.9% | 0.8% | 12.4% |
| Agree | 54512.971 | 22565.563 | 1163.57 | 5424.1510 | 6577.5450 | 2986.7530 | 463.646 | 5949.8980 |
| | 54.6% | 55.2% | 55.3% | 55.9% | 55.4% | 54.8% | 53.7% | 54.8% |
| | | 41.4% | 2.1% | 10.0% | 12.1% | 5.5% | 0.9% | 10.9% |
| Neither Agree nor Disagree | 11666.946 | 4095.061 | 137.855 | 928.537 | 1115.735 | 660.779 | 101.323 | 1150.832 |
| | 11.7% | 10.0% | 6.5% | 9.6% | 9.4% | 12.1% | 11.7% | 10.6% |
| | | 35.1% | 1.2% | 8.0% | 9.6% | 5.7% | 0.9% | 9.9% |
| Disagree | 12536.905 | 4650.045 | 252.13 | 1016.181 | 1315.145 | 695.312 | 113.706 | 1257.571 |
| | 12.6% | 11.4% | 12.0% | 10.5% | 11.1% | 12.8% | 13.2% | 11.6% |
| | | 37.1% | 2.0% | 8.1% | 10.5% | 5.5% | 0.9% | 10.0% |
| Strongly Disagree | 3893.362 | 1433.183 | 83.515 | 335.359 | 346.783 | 268.588 | 38.884 | 360.054 |
| | 3.9% | 3.5% | 4.0% | 3.5% | 2.9% | 4.9% | 4.5% | 3.3% |
| | | 36.8% | 2.1% | 8.6% | 8.9% | 6.9% | 1.0% | 9.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 99035.532 | 118.646 | 1974.33 | 1031.03 | 3622.57 | 6404.51 | 1035.23 | 4274.69 | 289.921 | 1112.6 | 146.105 | 935.228 | 3411.61 | 649.469 | 1232.63 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.4% | 0.7% | 1.2% |
| Strongly Agree | 15918.699 | 17.114 | 299.178 | 161.751 | 572.875 | 865.289 | 162.143 | 593.533 | 40.95 | 134.458 | 20.531 | 195.166 | 566.592 | 83.202 | 228.08 |
| | 16.1% | 14.4% | 15.2% | 15.7% | 15.8% | 13.5% | 15.7% | 13.9% | 14.1% | 12.1% | 14.1% | 20.9% | 16.6% | 12.8% | 18.5% |
| | | 0.1% | 1.9% | 1.0% | 3.6% | 5.4% | 1.0% | 3.7% | 0.3% | 0.8% | 0.1% | 1.2% | 3.6% | 0.5% | 1.4% |
| Agree | 40943.396 | 44.664 | 837.525 | 409.646 | 1581.56 | 2578.69 | 452.555 | 1827.09 | 116.883 | 435.744 | 53.722 | 410.716 | 1431.12 | 260.285 | 497.147 |
| | 41.3% | 37.6% | 42.4% | 39.7% | 43.7% | 40.3% | 43.7% | 42.7% | 40.3% | 39.2% | 36.8% | 43.9% | 41.9% | 40.1% | 40.3% |
| | | 0.1% | 2.0% | 1.0% | 3.9% | 6.3% | 1.1% | 4.5% | 0.3% | 1.1% | 0.1% | 1.0% | 3.5% | 0.6% | 1.2% |
| Neither Agree nor Disagree | 20421.645 | 28.045 | 485.93 | 230.927 | 745.998 | 1375.59 | 218.301 | 841.808 | 65.4390 | 282.244 | 30.926 | 172.558 | 735.433 | 147.16 | 272.472 |
| | 20.6% | 23.6% | 24.6% | 22.4% | 20.6% | 21.5% | 21.1% | 19.7% | 22.6% | 25.4% | 21.2% | 18.5% | 21.6% | 22.7% | 22.1% |
| | | 0.1% | 2.4% | 1.1% | 3.7% | 6.7% | 1.1% | 4.1% | 0.3% | 1.4% | 0.2% | 0.8% | 3.6% | 0.7% | 1.3% |
| Disagree | 16169.52 | 21.477 | 274.589 | 164.164 | 556.117 | 1126.88 | 140.281 | 698.667 | 50.0180 | 194.545 | 30.868 | 121.843 | 535.725 | 115.68 | 182.143 |
| | 16.3% | 18.1% | 13.9% | 15.9% | 15.4% | 17.6% | 13.6% | 16.3% | 17.3% | 17.5% | 21.1% | 13.0% | 15.7% | 17.8% | 14.8% |
| | | 0.1% | 1.7% | 1.0% | 3.4% | 7.0% | 0.9% | 4.3% | 0.3% | 1.2% | 0.2% | 0.8% | 3.3% | 0.7% | 1.1% |
| Strongly Disagree | 5582.272 | 7.346 | 77.1090 | 64.546 | 166.023 | 458.071 | 61.953 | 313.589 | 16.631 | 65.608 | 10.058 | 34.945 | 142.741 | 43.142 | 52.789 |
| | 5.6% | 6.2% | 3.9% | 6.3% | 4.6% | 7.2% | 6.0% | 7.3% | 5.7% | 5.9% | 6.9% | 3.7% | 4.2% | 6.6% | 4.3% |
| | | 0.1% | 1.4% | 1.2% | 3.0% | 8.2% | 1.1% | 5.6% | 0.3% | 1.2% | 0.2% | 0.6% | 2.6% | 0.8% | 0.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 99035.532 | 70.681 | 31.217 | 164.217 | 201.125 | 875.864 | 3978.5 | 8454.26 | 5571.94 | 12764 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.5% | 5.6% | 12.9% |
| Strongly Agree | 15918.699 | 15.544 | 4.622 | 26.928 | 28.205 | 129.341 | 597.516 | 1255.09 | 757.230 | 2701.00 |
| | 16.1% | 22.0% | 14.8% | 16.4% | 14.0% | 14.8% | 15.0% | 14.8% | 13.6% | 21.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.8% | 7.9% | 4.8% | 17.0% |
| Agree | 40943.396 | 26.239 | 14.357 | 71.555 | 74.458 | 357.421 | 1595.63 | 3661.24 | 2445.32 | 5785.05 |
| | 41.3% | 37.1% | 46.0% | 43.6% | 37.0% | 40.8% | 40.1% | 43.3% | 43.9% | 45.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.9% | 8.9% | 6.0% | 14.1% |
| Neither Agree nor Disagree | 20421.645 | 14.324 | 7.371 | 32.849 | 48.238 | 182.946 | 747.842 | 1730.10 | 1194.92 | 2097.24 |
| | 20.6% | 20.3% | 23.6% | 20.0% | 24.0% | 20.9% | 18.8% | 20.5% | 21.4% | 16.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.7% | 8.5% | 5.9% | 10.3% |
| Disagree | 16169.52 | 10.638 | 3.826 | 25.864 | 36.252 | 175.761 | 719.319 | 1345.42 | 879.405 | 1708.07 |
| | 16.3% | 15.1% | 12.3% | 15.7% | 18.0% | 20.1% | 18.1% | 15.9% | 15.8% | 13.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 4.4% | 8.3% | 5.4% | 10.6% |
| Strongly Disagree | 5582.272 | 3.936 | 1.041 | 7.021 | 13.972 | 30.395 | 318.191 | 462.413 | 295.061 | 472.643 |
| | 5.6% | 5.6% | 3.3% | 4.3% | 6.9% | 3.5% | 8.0% | 5.5% | 5.3% | 3.7% |
| | | 0.1% | 0.0% | 0.1% | 0.3% | 0.5% | 5.7% | 8.3% | 5.3% | 8.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 99035.532 | 40685.147 | 2116.494 | 9690.162 | 11793.076 | 5415.1690 | 870.72100 | 10799.525 |
| | 100% | 41.1% | 2.1% | 9.8% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 15918.699 | 6462.358 | 389.746 | 1606.292 | 1841.527 | 753.174 | 125.836 | 1745.7830 |
| | 16.1% | 15.9% | 18.4% | 16.6% | 15.6% | 13.9% | 14.5% | 16.2% |
| | | 40.6% | 2.4% | 10.1% | 11.6% | 4.7% | 0.8% | 11.0% |
| Agree | 40943.396 | 15974.771 | 898.814 | 3894.1950 | 4553.6130 | 2012.6230 | 317.75300 | 4297.773 |
| | 41.3% | 39.3% | 42.5% | 40.2% | 38.6% | 37.2% | 36.5% | 39.8% |
| | | 39.0% | 2.2% | 9.5% | 11.1% | 4.9% | 0.8% | 10.5% |
| Neither Agree nor Disagree | 20421.645 | 8732.991 | 337.223 | 2062.957 | 2667.43 | 1261.7 | 197.402 | 2206.279 |
| | 20.6% | 21.5% | 15.9% | 21.3% | 22.6% | 23.3% | 22.7% | 20.4% |
| | | 42.8% | 1.7% | 10.1% | 13.1% | 6.2% | 1.0% | 10.8% |
| Disagree | 16169.52 | 7051.979 | 373.544 | 1565.418 | 2015.714 | 1011.93 | 163.73 | 1921.643 |
| | 16.3% | 17.3% | 17.6% | 16.2% | 17.1% | 18.7% | 18.8% | 17.8% |
| | | 43.6% | 2.3% | 9.7% | 12.5% | 6.3% | 1.0% | 11.9% |
| Strongly Disagree | 5582.272 | 2463.048 | 117.167 | 561.3 | 714.79200 | 375.742 | 66 | 628.047 |
| | 5.6% | 6.1% | 5.5% | 5.8% | 6.1% | 6.9% | 7.6% | 5.8% |
| | | 44.1% | 2.1% | 10.1% | 12.8% | 6.7% | 1.2% | 11.3% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 34598.188 | 41.502 | 744.245 | 415.997 | 1404.91 | 1917.08 | 394.125 | 1362.10 | 101.416 | 453.802 | 49.547 | 382.325 | 1294.01 | 217.659 | 554.559 |
| | 34.4% | 34.9% | 36.9% | 39.5% | 38.2% | 29.5% | 37.4% | 31.3% | 34.2% | 39.7% | 33.4% | 40.2% | 37.1% | 32.9% | 44.2% |
| | | 0.1% | 2.2% | 1.2% | 4.1% | 5.5% | 1.1% | 3.9% | 0.3% | 1.3% | 0.1% | 1.1% | 3.7% | 0.6% | 1.6% |
| Agree | 43292.304 | 53.126 | 863.814 | 455.747 | 1592.56 | 2714.15 | 422.566 | 1905.1 | 129.691 | 490.278 | 63.9710 | 378.904 | 1433.43 | 281.703 | 515.662 |
| | 43.0% | 44.7% | 42.9% | 43.3% | 43.3% | 41.8% | 40.0% | 43.7% | 43.7% | 42.9% | 43.1% | 39.8% | 41.1% | 42.6% | 41.1% |
| | | 0.1% | 2.0% | 1.1% | 3.7% | 6.3% | 1.0% | 4.4% | 0.3% | 1.1% | 0.1% | 0.9% | 3.3% | 0.7% | 1.2% |
| Neither Agree nor Disagree | 10729.392 | 13.753 | 220.689 | 107.984 | 353.285 | 822.136 | 115.985 | 541.044 | 34.412 | 110.852 | 14.126 | 88.272 | 371.055 | 83.9720 | 115.032 |
| | 10.7% | 11.6% | 11.0% | 10.3% | 9.6% | 12.7% | 11.0% | 12.4% | 11.6% | 9.7% | 9.5% | 9.3% | 10.6% | 12.7% | 9.2% |
| | | 0.1% | 2.1% | 1.0% | 3.3% | 7.7% | 1.1% | 5.0% | 0.3% | 1.0% | 0.1% | 0.8% | 3.5% | 0.8% | 1.1% |
| Disagree | 6140.731 | 5.756 | 106.191 | 34.532 | 197.712 | 439.826 | 61.6560 | 294.516 | 17.792 | 42.884 | 10.047 | 55.079 | 212.503 | 29.65 | 38.048 |
| | 6.1% | 4.8% | 5.3% | 3.3% | 5.4% | 6.8% | 5.8% | 6.8% | 6.0% | 3.7% | 6.8% | 5.8% | 6.1% | 4.5% | 3.0% |
| | | 0.1% | 1.7% | 0.6% | 3.2% | 7.2% | 1.0% | 4.8% | 0.3% | 0.7% | 0.2% | 0.9% | 3.5% | 0.5% | 0.6% |
| Strongly Disagree | 5294.987 | 4.039 | 63.732 | 29.012 | 104.373 | 584.927 | 54.1630 | 219.002 | 10.649 | 32.386 | 9.528 | 40.24 | 152.972 | 42.525 | 23.162 |
| | 5.3% | 3.4% | 3.2% | 2.8% | 2.8% | 9.0% | 5.1% | 5.0% | 3.6% | 2.8% | 6.4% | 4.2% | 4.4% | 6.4% | 1.8% |
| | | 0.1% | 1.2% | 0.5% | 2.0% | 11.0% | 1.0% | 4.1% | 0.2% | 0.6% | 0.2% | 0.8% | 2.9% | 0.8% | 0.4% |
| Do Not Know | 597.989 | 0.744 | 16.489 | 8.681 | 22.574 | 18.299 | 6.694 | 36.334 | 2.711 | 13.912 | 1.039 | 6.2 | 21.861 | 6.422 | 9.085 |
| | 0.6% | 0.6% | 0.8% | 0.8% | 0.6% | 0.3% | 0.6% | 0.8% | 0.9% | 1.2% | 0.7% | 0.7% | 0.6% | 1.0% | 0.7% |
| | | 0.1% | 2.8% | 1.5% | 3.8% | 3.1% | 1.1% | 6.1% | 0.5% | 2.3% | 0.2% | 1.0% | 3.7% | 1.1% | 1.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 34598.188 | 31.776 | 9.096 | 60.0810 | 74.254 | 269.231 | 1089.22 | 3100.76 | 2117.84 | 4280.84 |
| | 34.4% | 43.6% | 28.2% | 35.7% | 36.5% | 30.1% | 26.2% | 35.7% | 37.6% | 33.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.1% | 9.0% | 6.1% | 12.4% |
| Agree | 43292.304 | 27.282 | 13.984 | 72.8500 | 89.295 | 439.271 | 1879.03 | 3508.94 | 2512.01 | 5636.75 |
| | 43.0% | 37.4% | 43.3% | 43.3% | 43.9% | 49.2% | 45.3% | 40.4% | 44.6% | 43.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.3% | 8.1% | 5.8% | 13.0% |
| Neither Agree nor Disagree | 10729.392 | 9.005 | 4.171 | 18.884 | 18.947 | 99.6600 | 590.941 | 1002.45 | 501.559 | 1128.12 |
| | 10.7% | 12.3% | 12.9% | 11.2% | 9.3% | 11.2% | 14.2% | 11.5% | 8.9% | 8.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 5.5% | 9.3% | 4.7% | 10.5% |
| Disagree | 6140.731 | 2.319 | 3.487 | 9.186 | 10.549 | 55.826 | 292.988 | 505.841 | 252.108 | 850.938 |
| | 6.1% | 3.2% | 10.8% | 5.5% | 5.2% | 6.2% | 7.1% | 5.8% | 4.5% | 6.6% |
| | | 0.0% | 0.1% | 0.1% | 0.2% | 0.9% | 4.8% | 8.2% | 4.1% | 13.9% |
| Strongly Disagree | 5294.987 | 2.582 | 1.417 | 5.193 | 8.823 | 28.387 | 246.245 | 491.215 | 211.347 | 955.084 |
| | 5.3% | 3.5% | 4.4% | 3.1% | 4.3% | 3.2% | 5.9% | 5.7% | 3.8% | 7.4% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.5% | 4.7% | 9.3% | 4.0% | 18.0% |
| Do Not Know | 597.989 | 0 | 0.155 | 1.997 | 1.6 | 0.895 | 53.714 | 71.249 | 35.413 | 46.503 |
| | 0.6% | | 0.5% | 1.2% | 0.8% | 0.1% | 1.3% | 0.8% | 0.6% | 0.4% |
| | | 0.0% | 0.0% | 0.3% | 0.3% | 0.1% | 9.0% | 11.9% | 5.9% | 7.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 34598.188 | 14231.801 | 773.976 | 3479.485 | 4134.841 | 1736.724 | 275.387 | 3831.3880 |
| | 34.4% | 34.5% | 36.3% | 35.5% | 34.6% | 31.6% | 31.5% | 35.0% |
| | | 41.1% | 2.2% | 10.1% | 12.0% | 5.0% | 0.8% | 11.1% |
| Agree | 43292.304 | 17812.191 | 919.61100 | 4415.894 | 5111.0800 | 2359.381 | 375.514 | 4630.7110 |
| | 43.0% | 43.2% | 43.1% | 45.1% | 42.7% | 42.9% | 42.9% | 42.3% |
| | | 41.1% | 2.1% | 10.2% | 11.8% | 5.4% | 0.9% | 10.7% |
| Neither Agree nor Disagree | 10729.392 | 4363.058 | 216.12 | 893.93100 | 1278.911 | 655.61 | 96.414 | 1222.072 |
| | 10.7% | 10.6% | 10.1% | 9.1% | 10.7% | 11.9% | 11.0% | 11.2% |
| | | 40.7% | 2.0% | 8.3% | 11.9% | 6.1% | 0.9% | 11.4% |
| Disagree | 6140.731 | 2611.297 | 104.542 | 608.655 | 789.35300 | 386.148 | 61.829 | 660.77 |
| | 6.1% | 6.3% | 4.9% | 6.2% | 6.6% | 7.0% | 7.1% | 6.0% |
| | | 42.5% | 1.7% | 9.9% | 12.9% | 6.3% | 1.0% | 10.8% |
| Strongly Disagree | 5294.987 | 1973.984 | 99.651 | 371.766 | 582.712 | 319.006 | 58.226 | 542.623 |
| | 5.3% | 4.8% | 4.7% | 3.8% | 4.9% | 5.8% | 6.7% | 5.0% |
| | | 37.3% | 1.9% | 7.0% | 11.0% | 6.0% | 1.1% | 10.2% |
| Do Not Know | 597.989 | 215.418 | 18.692 | 29.809 | 61.453 | 41.103 | 7.346 | 57.015 |
| | 0.6% | 0.5% | 0.9% | 0.3% | 0.5% | 0.7% | 0.8% | 0.5% |
| | | 36.0% | 3.1% | 5.0% | 10.3% | 6.9% | 1.2% | 9.5% |

# FHCS Report by Agency

(10) My workload is reasonable.

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 13570.078 | 12.227 | 258.408 | 156.544 | 407.881 | 797.275 | 135.033 | 575.191 | 42.697 | 155.711 | 13.208 | 189.248 | 534.133 | 88.2530 | 211.149 |
| | 13.5% | 10.3% | 12.8% | 14.9% | 11.1% | 12.3% | 12.8% | 13.2% | 14.4% | 13.6% | 8.9% | 19.9% | 15.3% | 13.3% | 16.8% |
| | | 0.1% | 1.9% | 1.2% | 3.0% | 5.9% | 1.0% | 4.2% | 0.3% | 1.1% | 0.1% | 1.4% | 3.9% | 0.7% | 1.6% |
| Agree | 51799.138 | 54.836 | 1031.04 | 606.045 | 1818.53 | 3229.6 | 536.493 | 2346.83 | 152.07 | 636.656 | 76.0120 | 457.694 | 1777.26 | 325.445 | 687.274 |
| | 51.5% | 46.1% | 51.2% | 57.6% | 49.5% | 49.7% | 50.8% | 53.8% | 51.3% | 55.6% | 51.3% | 48.1% | 51.0% | 49.2% | 54.7% |
| | | 0.1% | 2.0% | 1.2% | 3.5% | 6.2% | 1.0% | 4.5% | 0.3% | 1.2% | 0.1% | 0.9% | 3.4% | 0.6% | 1.3% |
| Neither Agree nor Disagree | 10167.975 | 8.119 | 200.586 | 96.3550 | 378.467 | 729.318 | 121.636 | 389.8 | 30.594 | 106.5 | 14.83 | 94.972 | 384.746 | 61.174 | 120.159 |
| | 10.1% | 6.8% | 10.0% | 9.2% | 10.3% | 11.2% | 11.5% | 8.9% | 10.3% | 9.3% | 10.0% | 10.0% | 11.0% | 9.2% | 9.6% |
| | | 0.1% | 2.0% | 0.9% | 3.7% | 7.2% | 1.2% | 3.8% | 0.3% | 1.0% | 0.1% | 0.9% | 3.8% | 0.6% | 1.2% |
| Disagree | 15626.503 | 28.42 | 343.62 | 125.928 | 701.591 | 992.236 | 166.218 | 667.467 | 49.751 | 164.339 | 27.184 | 138.895 | 534.538 | 116.276 | 170.063 |
| | 15.5% | 23.9% | 17.1% | 12.0% | 19.1% | 15.3% | 15.8% | 15.3% | 16.8% | 14.4% | 18.3% | 14.6% | 15.3% | 17.6% | 13.5% |
| | | 0.2% | 2.2% | 0.8% | 4.5% | 6.3% | 1.1% | 4.3% | 0.3% | 1.1% | 0.2% | 0.9% | 3.4% | 0.7% | 1.1% |
| Strongly Disagree | 9276.356 | 14.727 | 180.09 | 67.081 | 364.773 | 741.565 | 94.939 | 378.734 | 20.972 | 79.38 | 17.024 | 68.969 | 245.079 | 70.376 | 66.378 |
| | 9.2% | 12.4% | 8.9% | 6.4% | 9.9% | 11.4% | 9.0% | 8.7% | 7.1% | 6.9% | 11.5% | 7.3% | 7.0% | 10.6% | 5.3% |
| | | 0.2% | 1.9% | 0.7% | 3.9% | 8.0% | 1.0% | 4.1% | 0.2% | 0.9% | 0.2% | 0.7% | 2.6% | 0.8% | 0.7% |
| Do Not Know | 213.541 | 0.591 | 1.413 | 0 | 4.176 | 6.429 | 0.87 | 0.069 | 0.587 | 1.528 | 0 | 1.242 | 10.073 | 0.407 | 0.525 |
| | 0.2% | 0.5% | 0.1% | | 0.1% | 0.1% | 0.1% | 0.0% | 0.2% | 0.1% | | 0.1% | 0.3% | 0.1% | 0.0% |
| | | 0.3% | 0.7% | 0.0% | 2.0% | 3.0% | 0.4% | 0.0% | 0.3% | 0.7% | 0.0% | 0.6% | 4.7% | 0.2% | 0.2% |

# FHCS Report by Agency

(10) My workload is reasonable.

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.270 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 13570.078 | 11.778 | 3.074 | 22.416 | 31.139 | 108.945 | 386.822 | 1150.41 | 609.53 | 1647.03 |
| | 13.5% | 16.1% | 9.5% | 13.3% | 15.3% | 12.2% | 9.3% | 13.3% | 10.8% | 12.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 2.9% | 8.5% | 4.5% | 12.1% |
| Agree | 51799.138 | 33.938 | 15.136 | 90.835 | 97.099 | 456.545 | 1749.54 | 4542.57 | 2807.66 | 6521.07 |
| | 51.5% | 46.5% | 46.8% | 54.0% | 47.7% | 51.1% | 42.1% | 52.3% | 49.9% | 50.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.4% | 8.8% | 5.4% | 12.6% |
| Neither Agree nor Disagree | 10167.975 | 7.246 | 4.35 | 18.37 | 21.613 | 83.9860 | 479.968 | 790.683 | 606.630 | 1368.93 |
| | 10.1% | 9.9% | 13.5% | 10.9% | 10.6% | 9.4% | 11.6% | 9.1% | 10.8% | 10.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.7% | 7.8% | 6.0% | 13.5% |
| Disagree | 15626.503 | 12.11 | 6.813 | 23.825 | 30.958 | 157.558 | 770.663 | 1341.57 | 1071.07 | 1951.52 |
| | 15.5% | 16.6% | 21.1% | 14.2% | 15.2% | 17.6% | 18.6% | 15.5% | 19.0% | 15.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.9% | 8.6% | 6.9% | 12.5% |
| Strongly Disagree | 9276.356 | 7.649 | 2.937 | 12.362 | 22.659 | 83.191 | 748.744 | 839.592 | 525.668 | 1312.93 |
| | 9.2% | 10.5% | 9.1% | 7.3% | 11.1% | 9.3% | 18.0% | 9.7% | 9.3% | 10.2% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 8.1% | 9.1% | 5.7% | 14.2% |
| Do Not Know | 213.541 | 0.243 | 0 | 0.383 | 0 | 3.045 | 16.41 | 15.635 | 9.721 | 96.763 |
| | 0.2% | 0.3% | | 0.2% | | 0.3% | 0.4% | 0.2% | 0.2% | 0.8% |
| | | 0.1% | 0.0% | 0.2% | 0.0% | 1.4% | 7.7% | 7.3% | 4.6% | 45.3% |

# FHCS Report by Agency

(10) My workload is reasonable.

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 13570.078 | 6021.982 | 343.345 | 1612.675 | 1695.376 | 691.36900 | 121.936 | 1557.281 |
| | 13.5% | 14.6% | 16.1% | 16.5% | 14.2% | 12.6% | 13.9% | 14.2% |
| | | 44.4% | 2.5% | 11.9% | 12.5% | 5.1% | 0.9% | 11.5% |
| Agree | 51799.138 | 21748.958 | 1094.076 | 5345.8290 | 6448.6040 | 2739.722 | 443.882 | 5676.845 |
| | 51.5% | 52.8% | 51.3% | 54.6% | 53.9% | 49.8% | 50.7% | 51.9% |
| | | 42.0% | 2.1% | 10.3% | 12.4% | 5.3% | 0.9% | 11.0% |
| Neither Agree nor Disagree | 10167.975 | 4048.948 | 238.076 | 849.592 | 1140.6 | 614.70600 | 95.537 | 1110.437 |
| | 10.1% | 9.8% | 11.2% | 8.7% | 9.5% | 11.2% | 10.9% | 10.1% |
| | | 39.8% | 2.3% | 8.4% | 11.2% | 6.0% | 0.9% | 10.9% |
| Disagree | 15626.503 | 6033.896 | 279.863 | 1312.108 | 1720.574 | 861.103 | 141.431 | 1718.817 |
| | 15.5% | 14.6% | 13.1% | 13.4% | 14.4% | 15.7% | 16.2% | 15.7% |
| | | 38.6% | 1.8% | 8.4% | 11.0% | 5.5% | 0.9% | 11.0% |
| Strongly Disagree | 9276.356 | 3310.534 | 172.092 | 676.475 | 943.70400 | 583.599 | 71.559 | 863.105 |
| | 9.2% | 8.0% | 8.1% | 6.9% | 7.9% | 10.6% | 8.2% | 7.9% |
| | | 35.7% | 1.9% | 7.3% | 10.2% | 6.3% | 0.8% | 9.3% |
| Do Not Know | 213.541 | 43.431 | 5.14 | 2.861 | 9.492 | 7.473 | 0.371 | 18.094 |
| | 0.2% | 0.1% | 0.2% | 0.0% | 0.1% | 0.1% | 0.0% | 0.2% |
| | | 20.3% | 2.4% | 1.3% | 4.4% | 3.5% | 0.2% | 8.5% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 19418.103 | 20.027 | 347.633 | 180.853 | 648.568 | 980.991 | 173.623 | 744.369 | 42.785 | 185.233 | 18.685 | 224.725 | 683.632 | 105.298 | 258.255 |
| | 19.3% | 16.8% | 17.3% | 17.2% | 17.6% | 15.1% | 16.5% | 17.1% | 14.4% | 16.2% | 12.6% | 23.6% | 19.6% | 15.9% | 20.6% |
| | | 0.1% | 1.8% | 0.9% | 3.3% | 5.1% | 0.9% | 3.8% | 0.2% | 1.0% | 0.1% | 1.2% | 3.5% | 0.5% | 1.3% |
| Agree | 43930.690 | 50.175 | 920.839 | 441.02 | 1707.48 | 2762.67 | 460.39 | 1945.46 | 119.852 | 516.234 | 59.395 | 391.842 | 1501.03 | 271.1 | 608.026 |
| | 43.6% | 42.2% | 45.7% | 41.9% | 46.5% | 42.5% | 43.6% | 44.6% | 40.4% | 45.1% | 40.1% | 41.2% | 43.1% | 41.0% | 48.4% |
| | | 0.1% | 2.1% | 1.0% | 3.9% | 6.3% | 1.0% | 4.4% | 0.3% | 1.2% | 0.1% | 0.9% | 3.4% | 0.6% | 1.4% |
| Neither Agree nor Disagree | 11217.722 | 14.367 | 267.126 | 116.098 | 443.345 | 779.297 | 140.596 | 597.609 | 39.847 | 132.645 | 17.479 | 107.266 | 430.801 | 75.2900 | 133.334 |
| | 11.1% | 12.1% | 13.3% | 11.0% | 12.1% | 12.0% | 13.3% | 13.7% | 13.4% | 11.6% | 11.8% | 11.3% | 12.4% | 11.4% | 10.6% |
| | | 0.1% | 2.4% | 1.0% | 4.0% | 6.9% | 1.3% | 5.3% | 0.4% | 1.2% | 0.2% | 1.0% | 3.8% | 0.7% | 1.2% |
| Disagree | 15555.882 | 21.477 | 303.66 | 187.98 | 550.155 | 1149.45 | 164.81 | 614.484 | 55.075 | 190.395 | 29.779 | 136.007 | 515.307 | 120.12 | 169.72 |
| | 15.5% | 18.1% | 15.1% | 17.9% | 15.0% | 17.7% | 15.6% | 14.1% | 18.6% | 16.6% | 20.1% | 14.3% | 14.8% | 18.1% | 13.5% |
| | | 0.1% | 2.0% | 1.2% | 3.5% | 7.4% | 1.1% | 4.0% | 0.4% | 1.2% | 0.2% | 0.9% | 3.3% | 0.8% | 1.1% |
| Strongly Disagree | 10387.673 | 12.874 | 169.37 | 126.002 | 317.078 | 819.819 | 111.177 | 455.171 | 37.975 | 117.842 | 22.27 | 89.47 | 348.39 | 85.857 | 85.874 |
| | 10.3% | 10.8% | 8.4% | 12.0% | 8.6% | 12.6% | 10.5% | 10.4% | 12.8% | 10.3% | 15.0% | 9.4% | 10.0% | 13.0% | 6.8% |
| | | 0.1% | 1.6% | 1.2% | 3.1% | 7.9% | 1.1% | 4.4% | 0.4% | 1.1% | 0.2% | 0.9% | 3.4% | 0.8% | 0.8% |
| Do Not Know | 143.521 | 0 | 6.532 | 0 | 8.787 | 4.198 | 4.593 | 1.002 | 1.137 | 1.765 | 0.65 | 1.71 | 6.675 | 4.266 | 0.339 |
| | 0.1% | | 0.3% | | 0.2% | 0.1% | 0.4% | 0.0% | 0.4% | 0.2% | 0.4% | 0.2% | 0.2% | 0.6% | 0.0% |
| | | 0.0% | 4.6% | 0.0% | 6.1% | 2.9% | 3.2% | 0.7% | 0.8% | 1.2% | 0.5% | 1.2% | 4.7% | 3.0% | 0.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 19418.103 | 17.053 | 5.305 | 31.69 | 35.101 | 136.28 | 683.917 | 1485.14 | 893.795 | 3006.43 |
| | 19.3% | 23.4% | 16.4% | 18.8% | 17.3% | 15.3% | 16.5% | 17.1% | 15.9% | 23.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.5% | 7.6% | 4.6% | 15.5% |
| Agree | 43930.690 | 29.689 | 16.741 | 75.4670 | 89.996 | 350.495 | 1717.09 | 3874.85 | 2643.24 | 5506.07 |
| | 43.6% | 40.7% | 51.8% | 44.9% | 44.2% | 39.2% | 41.4% | 44.6% | 46.9% | 42.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.9% | 8.8% | 6.0% | 12.5% |
| Neither Agree nor Disagree | 11217.722 | 7.561 | 3.49 | 18.947 | 23.99 | 96.7660 | 617.905 | 908.241 | 713.986 | 808.861 |
| | 11.1% | 10.4% | 10.8% | 11.3% | 11.8% | 10.8% | 14.9% | 10.5% | 12.7% | 6.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 5.5% | 8.1% | 6.4% | 7.2% |
| Disagree | 15555.882 | 11.911 | 5.59 | 24.174 | 32.994 | 197.368 | 677.45 | 1611.87 | 855.414 | 1843.42 |
| | 15.5% | 16.3% | 17.3% | 14.4% | 16.2% | 22.1% | 16.3% | 18.6% | 15.2% | 14.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.3% | 4.4% | 10.4% | 5.5% | 11.9% |
| Strongly Disagree | 10387.673 | 6.75 | 1.184 | 17.686 | 20.355 | 108.715 | 438.825 | 794.482 | 513.694 | 1725.05 |
| | 10.3% | 9.3% | 3.7% | 10.5% | 10.0% | 12.2% | 10.6% | 9.2% | 9.1% | 13.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.2% | 7.6% | 4.9% | 16.6% |
| Do Not Know | 143.521 | 0 | 0 | 0.227 | 1.032 | 3.646 | 16.96 | 5.863 | 10.144 | 8.405 |
| | 0.1% | | | 0.1% | 0.5% | 0.4% | 0.4% | 0.1% | 0.2% | 0.1% |
| | | 0.0% | 0.0% | 0.2% | 0.7% | 2.5% | 11.8% | 4.1% | 7.1% | 5.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 19418.103 | 8508.71 | 435.795 | 2036.619 | 2509.016 | 1016.003 | 178.209 | 2333.068 |
| | 19.3% | 20.6% | 20.4% | 20.8% | 21.0% | 18.5% | 20.4% | 21.3% |
| | | 43.8% | 2.2% | 10.5% | 12.9% | 5.2% | 0.9% | 12.0% |
| Agree | 43930.690 | 17871.538 | 981.55200 | 4324.964 | 5262.7250 | 2219.038 | 363.777 | 4719.4820 |
| | 43.6% | 43.4% | 46.0% | 44.1% | 44.0% | 40.4% | 41.6% | 43.1% |
| | | 40.7% | 2.2% | 9.8% | 12.0% | 5.1% | 0.8% | 10.7% |
| Neither Agree nor Disagree | 11217.722 | 4722.875 | 211.065 | 1160.443 | 1403.807 | 694.789 | 85.566 | 1167.205 |
| | 11.1% | 11.5% | 9.9% | 11.8% | 11.7% | 12.6% | 9.8% | 10.7% |
| | | 42.1% | 1.9% | 10.3% | 12.5% | 6.2% | 0.8% | 10.4% |
| Disagree | 15555.882 | 6087.272 | 331.113 | 1438.113 | 1597.537 | 940.934 | 130.759 | 1648.816 |
| | 15.5% | 14.8% | 15.5% | 14.7% | 13.4% | 17.1% | 14.9% | 15.1% |
| | | 39.1% | 2.1% | 9.2% | 10.3% | 6.0% | 0.8% | 10.6% |
| Strongly Disagree | 10387.673 | 3961.764 | 173.067 | 831.978 | 1162.35 | 614.045 | 116.405 | 1063.919 |
| | 10.3% | 9.6% | 8.1% | 8.5% | 9.7% | 11.2% | 13.3% | 9.7% |
| | | 38.1% | 1.7% | 8.0% | 11.2% | 5.9% | 1.1% | 10.2% |
| Do Not Know | 143.521 | 55.59 | 0 | 7.423 | 22.915 | 13.163 | 0 | 12.089 |
| | 0.1% | 0.1% | | 0.1% | 0.2% | 0.2% | | 0.1% |
| | | 38.7% | 0.0% | 5.2% | 16.0% | 9.2% | 0.0% | 8.4% |

# FHCS Report by Agency

(12) This is a friendly place to work.

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100600.23 | 118.92 | 2013.92 | 1052.39 | 3674.07 | 6489.02 | 1054.56 | 4358.94 | 296.506 | 1143.78 | 148.258 | 950.857 | 3484.93 | 662.224 | 1255.93 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 22046.49 | 21.093 | 488.081 | 259.525 | 928.495 | 1060.71 | 237.342 | 1015.96 | 51.258 | 295.976 | 21.167 | 255.467 | 823.361 | 121.966 | 460.807 |
| | 21.9% | 17.7% | 24.2% | 24.7% | 25.3% | 16.3% | 22.5% | 23.3% | 17.3% | 25.9% | 14.3% | 26.9% | 23.6% | 18.4% | 36.7% |
| | | 0.1% | 2.2% | 1.2% | 4.2% | 4.8% | 1.1% | 4.6% | 0.2% | 1.3% | 0.1% | 1.2% | 3.7% | 0.6% | 2.1% |
| Agree | 46733.285 | 59.839 | 1010.52 | 485.255 | 1675.46 | 2785.34 | 471.11 | 1974.48 | 138.57 | 572.306 | 67.9240 | 421.223 | 1579.5 | 321.492 | 596.938 |
| | 46.5% | 50.3% | 50.2% | 46.1% | 45.6% | 42.9% | 44.7% | 45.3% | 46.7% | 50.0% | 45.8% | 44.3% | 45.3% | 48.5% | 47.5% |
| | | 0.1% | 2.2% | 1.0% | 3.6% | 6.0% | 1.0% | 4.2% | 0.3% | 1.2% | 0.1% | 0.9% | 3.4% | 0.7% | 1.3% |
| Neither Agree nor Disagree | 14908.183 | 20.173 | 267.741 | 137.682 | 535.608 | 1089.19 | 160.938 | 692.718 | 47.233 | 148.378 | 26.224 | 127.95 | 559.706 | 108.293 | 119.23 |
| | 14.8% | 17.0% | 13.3% | 13.1% | 14.6% | 16.8% | 15.3% | 15.9% | 15.9% | 13.0% | 17.7% | 13.5% | 16.1% | 16.4% | 9.5% |
| | | 0.1% | 1.8% | 0.9% | 3.6% | 7.3% | 1.1% | 4.6% | 0.3% | 1.0% | 0.2% | 0.9% | 3.8% | 0.7% | 0.8% |
| Disagree | 10086.6 | 12.271 | 150.33 | 99.71 | 355.345 | 884.462 | 101.425 | 384.644 | 34.604 | 79.697 | 19.325 | 93.419 | 304.426 | 64.506 | 56.226 |
| | 10.0% | 10.3% | 7.5% | 9.5% | 9.7% | 13.6% | 9.6% | 8.8% | 11.7% | 7.0% | 13.0% | 9.8% | 8.7% | 9.7% | 4.5% |
| | | 0.1% | 1.5% | 1.0% | 3.5% | 8.8% | 1.0% | 3.8% | 0.3% | 0.8% | 0.2% | 0.9% | 3.0% | 0.6% | 0.6% |
| Strongly Disagree | 6825.669 | 5.544 | 97.2520 | 70.217 | 179.165 | 669.326 | 83.74 | 291.142 | 24.841 | 47.426 | 13.618 | 52.798 | 217.945 | 45.967 | 22.733 |
| | 6.8% | 4.7% | 4.8% | 6.7% | 4.9% | 10.3% | 7.9% | 6.7% | 8.4% | 4.1% | 9.2% | 5.6% | 6.3% | 6.9% | 1.8% |
| | | 0.1% | 1.4% | 1.0% | 2.6% | 9.8% | 1.2% | 4.3% | 0.4% | 0.7% | 0.2% | 0.8% | 3.2% | 0.7% | 0.3% |

# FHCS Report by Agency

(12) This is a friendly place to work.

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100600.23 | 72.537 | 32.191 | 167.953 | 203.529 | 893.366 | 4128.55 | 8681.14 | 5623.6 | 12900.8 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 22046.49 | 18.181 | 5.752 | 39.8490 | 34.14 | 162.694 | 882.724 | 1489.13 | 1337.6 | 2430.22 |
| | 21.9% | 25.1% | 17.9% | 23.7% | 16.8% | 18.2% | 21.4% | 17.2% | 23.8% | 18.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 4.0% | 6.8% | 6.1% | 11.0% |
| Agree | 46733.285 | 32.873 | 16.316 | 82.816 | 101.148 | 443.298 | 1764.72 | 4337.57 | 2732.43 | 5971.89 |
| | 46.5% | 45.3% | 50.7% | 49.3% | 49.7% | 49.6% | 42.7% | 50.0% | 48.6% | 46.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.8% | 9.3% | 5.8% | 12.8% |
| Neither Agree nor Disagree | 14908.183 | 10.195 | 4.333 | 25.063 | 33.613 | 150.828 | 771.409 | 1294.62 | 760.566 | 1863.95 |
| | 14.8% | 14.1% | 13.5% | 14.9% | 16.5% | 16.9% | 18.7% | 14.9% | 13.5% | 14.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 5.2% | 8.7% | 5.1% | 12.5% |
| Disagree | 10086.6 | 7.156 | 4.209 | 12.83 | 21.893 | 71.763 | 389.19 | 1012.64 | 493.093 | 1423.35 |
| | 10.0% | 9.9% | 13.1% | 7.6% | 10.8% | 8.0% | 9.4% | 11.7% | 8.8% | 11.0% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 3.9% | 10.0% | 4.9% | 14.1% |
| Strongly Disagree | 6825.669 | 4.132 | 1.581 | 7.395 | 12.735 | 64.783 | 320.506 | 547.188 | 299.911 | 1211.38 |
| | 6.8% | 5.7% | 4.9% | 4.4% | 6.3% | 7.3% | 7.8% | 6.3% | 5.3% | 9.4% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 4.7% | 8.0% | 4.4% | 17.7% |

# FHCS Report by Agency

(12) This is a friendly place to work.

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100600.23 | 41192.243 | 2132.952 | 9801.0970 | 11945.991 | 5494.913 | 874.973 | 10942.317 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 22046.49 | 9604.998 | 539.081 | 2584.0310 | 2795.032 | 934.27400 | 165.842 | 2586.738 |
| | 21.9% | 23.3% | 25.3% | 26.4% | 23.4% | 17.0% | 19.0% | 23.6% |
| | | 43.6% | 2.4% | 11.7% | 12.7% | 4.2% | 0.8% | 11.7% |
| Agree | 46733.285 | 19090.277 | 1090.7 | 4497.7900 | 5471.5790 | 2533.556 | 378.454 | 5118.198 |
| | 46.5% | 46.3% | 51.1% | 45.9% | 45.8% | 46.1% | 43.3% | 46.8% |
| | | 40.8% | 2.3% | 9.6% | 11.7% | 5.4% | 0.8% | 11.0% |
| Neither Agree nor Disagree | 14908.183 | 5952.545 | 274.423 | 1271.636 | 1789.167 | 934.351 | 139.888 | 1543.08 |
| | 14.8% | 14.5% | 12.9% | 13.0% | 15.0% | 17.0% | 16.0% | 14.1% |
| | | 39.9% | 1.8% | 8.5% | 12.0% | 6.3% | 0.9% | 10.4% |
| Disagree | 10086.6 | 4010.083 | 113.721 | 944.52800 | 1141.299 | 650.687 | 110.895 | 1048.953 |
| | 10.0% | 9.7% | 5.3% | 9.6% | 9.6% | 11.8% | 12.7% | 9.6% |
| | | 39.8% | 1.1% | 9.4% | 11.3% | 6.5% | 1.1% | 10.4% |
| Strongly Disagree | 6825.669 | 2534.34 | 115.027 | 503.112 | 748.91400 | 442.045 | 79.894 | 645.348 |
| | 6.8% | 6.2% | 5.4% | 5.1% | 6.3% | 8.0% | 9.1% | 5.9% |
| | | 37.1% | 1.7% | 7.4% | 11.0% | 6.5% | 1.2% | 9.5% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 19998.566 | 16.498 | 421.651 | 231.655 | 844.767 | 1035.88 | 198.521 | 935.954 | 41.905 | 257.757 | 20.887 | 241.677 | 752.817 | 89.7280 | 424.257 |
| | 19.9% | 13.9% | 20.9% | 22.0% | 23.0% | 15.9% | 18.8% | 21.5% | 14.1% | 22.5% | 14.1% | 25.4% | 21.6% | 13.6% | 33.8% |
| | | 0.1% | 2.1% | 1.2% | 4.2% | 5.2% | 1.0% | 4.7% | 0.2% | 1.3% | 0.1% | 1.2% | 3.8% | 0.4% | 2.1% |
| Agree | 40503.035 | 44.135 | 865.543 | 405.156 | 1512.82 | 2563.12 | 418.672 | 1750.19 | 103.42 | 500.132 | 56.452 | 368.952 | 1387.44 | 253.747 | 508.333 |
| | 40.2% | 37.1% | 43.0% | 38.5% | 41.2% | 39.5% | 39.7% | 40.2% | 34.9% | 43.7% | 38.1% | 38.8% | 39.8% | 38.3% | 40.5% |
| | | 0.1% | 2.1% | 1.0% | 3.7% | 6.3% | 1.0% | 4.3% | 0.3% | 1.2% | 0.1% | 0.9% | 3.4% | 0.6% | 1.3% |
| Neither Agree nor Disagree | 18326.101 | 27.449 | 372.946 | 159.038 | 666.455 | 1293.20 | 213.012 | 766.695 | 68.161 | 198.121 | 30.582 | 167.318 | 672.594 | 157.693 | 182.911 |
| | 18.2% | 23.1% | 18.5% | 15.1% | 18.1% | 19.9% | 20.2% | 17.6% | 23.0% | 17.3% | 20.6% | 17.6% | 19.3% | 23.8% | 14.6% |
| | | 0.1% | 2.0% | 0.9% | 3.6% | 7.1% | 1.2% | 4.2% | 0.4% | 1.1% | 0.2% | 0.9% | 3.7% | 0.9% | 1.0% |
| Disagree | 13251.539 | 20.789 | 248.730 | 165.102 | 439.021 | 900.935 | 130.793 | 546.742 | 51.086 | 122.099 | 25.437 | 109.631 | 411.511 | 102.916 | 96.591 |
| | 13.2% | 17.5% | 12.3% | 15.7% | 11.9% | 13.9% | 12.4% | 12.5% | 17.2% | 10.7% | 17.2% | 11.5% | 11.8% | 15.5% | 7.7% |
| | | 0.2% | 1.9% | 1.2% | 3.3% | 6.8% | 1.0% | 4.1% | 0.4% | 0.9% | 0.2% | 0.8% | 3.1% | 0.8% | 0.7% |
| Strongly Disagree | 8489.877 | 10.049 | 102.831 | 88.947 | 212.21 | 698.986 | 92.92 | 354.896 | 31.943 | 64.483 | 14.543 | 61.017 | 252.791 | 56.166 | 43.181 |
| | 8.4% | 8.5% | 5.1% | 8.5% | 5.8% | 10.8% | 8.8% | 8.1% | 10.8% | 5.6% | 9.8% | 6.4% | 7.3% | 8.5% | 3.4% |
| | | 0.1% | 1.2% | 1.0% | 2.5% | 8.2% | 1.1% | 4.2% | 0.4% | 0.8% | 0.2% | 0.7% | 3.0% | 0.7% | 0.5% |
| Do Not Know | 84.473 | 0 | 3.459 | 2.055 | 0.147 | 4.299 | 1.271 | 3.614 | 0.156 | 1.522 | 0.357 | 2.425 | 8.685 | 1.681 | 0.275 |
| | 0.1% | | 0.2% | 0.2% | 0.0% | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% | 0.2% | 0.3% | 0.2% | 0.3% | 0.0% |
| | | 0.0% | 4.1% | 2.4% | 0.2% | 5.1% | 1.5% | 4.3% | 0.2% | 1.8% | 0.4% | 2.9% | 10.3% | 2.0% | 0.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.270 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 19998.566 | 21.36 | 6.341 | 33.21 | 28.473 | 130.601 | 694.449 | 1251.88 | 1090.61 | 2454.18 |
| | 19.9% | 29.3% | 19.6% | 19.7% | 14.0% | 14.6% | 16.7% | 14.4% | 19.4% | 19.0% |
| | | 0.1% | 0.0% | 0.2% | 0.1% | 0.7% | 3.5% | 6.3% | 5.5% | 12.3% |
| Agree | 40503.035 | 28.844 | 15.704 | 68.9460 | 72.854 | 387.791 | 1700.33 | 3552.08 | 2406.54 | 5436.07 |
| | 40.2% | 39.5% | 48.6% | 41.0% | 35.8% | 43.4% | 41.0% | 40.9% | 42.7% | 42.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.2% | 8.8% | 5.9% | 13.4% |
| Neither Agree nor Disagree | 18326.101 | 10.458 | 5.737 | 32.295 | 48.5240 | 186.41 | 726.767 | 1622.07 | 1081.98 | 2029.78 |
| | 18.2% | 14.3% | 17.8% | 19.2% | 23.8% | 20.9% | 17.5% | 18.7% | 19.2% | 15.7% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 1.0% | 4.0% | 8.9% | 5.9% | 11.1% |
| Disagree | 13251.539 | 7.558 | 3.451 | 22.25 | 33.758 | 125.482 | 550.893 | 1503.55 | 683.906 | 1589.33 |
| | 13.2% | 10.4% | 10.7% | 13.2% | 16.6% | 14.0% | 13.3% | 17.3% | 12.1% | 12.3% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 0.9% | 4.2% | 11.3% | 5.2% | 12.0% |
| Strongly Disagree | 8489.877 | 4.501 | 1.077 | 11.248 | 19.859 | 62.917 | 472.836 | 749.008 | 358.023 | 1388.19 |
| | 8.4% | 6.2% | 3.3% | 6.7% | 9.8% | 7.0% | 11.4% | 8.6% | 6.4% | 10.8% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 5.6% | 8.8% | 4.2% | 16.4% |
| Do Not Know | 84.473 | 0.243 | 0 | 0.242 | 0 | 0.069 | 6.872 | 1.871 | 9.215 | 0.693 |
| | 0.1% | 0.3% | | 0.1% | | 0.0% | 0.2% | 0.0% | 0.2% | 0.0% |
| | | 0.3% | 0.0% | 0.3% | 0.0% | 0.1% | 8.1% | 2.2% | 10.9% | 0.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 19998.566 | 8773.515 | 520.84 | 2325.576 | 2552.091 | 808.21500 | 146.253 | 2420.54 |
| | 19.9% | 21.3% | 24.4% | 23.7% | 21.3% | 14.7% | 16.7% | 22.1% |
| | | 43.9% | 2.6% | 11.6% | 12.8% | 4.0% | 0.7% | 12.1% |
| Agree | 40503.035 | 16095.77 | 917.53200 | 3909.536 | 4715.38 | 2013.689 | 299.314 | 4240.3190 |
| | 40.2% | 39.1% | 43.0% | 39.9% | 39.4% | 36.6% | 34.2% | 38.7% |
| | | 39.7% | 2.3% | 9.7% | 11.6% | 5.0% | 0.7% | 10.5% |
| Neither Agree nor Disagree | 18326.101 | 7605.901 | 345.741 | 1710.099 | 2209.072 | 1119.937 | 186.251 | 2034.801 |
| | 18.2% | 18.5% | 16.2% | 17.5% | 18.5% | 20.4% | 21.3% | 18.6% |
| | | 41.5% | 1.9% | 9.3% | 12.1% | 6.1% | 1.0% | 11.1% |
| Disagree | 13251.539 | 5359.981 | 209.687 | 1175.801 | 1540.343 | 907.908 | 144.648 | 1381.594 |
| | 13.2% | 13.0% | 9.8% | 12.0% | 12.9% | 16.5% | 16.5% | 12.6% |
| | | 40.4% | 1.6% | 8.9% | 11.6% | 6.9% | 1.1% | 10.4% |
| Strongly Disagree | 8489.877 | 3337.26 | 138.178 | 676.788 | 925.44400 | 639.867 | 98.25 | 858.733 |
| | 8.4% | 8.1% | 6.5% | 6.9% | 7.7% | 11.6% | 11.2% | 7.8% |
| | | 39.3% | 1.6% | 8.0% | 10.9% | 7.5% | 1.2% | 10.1% |
| Do Not Know | 84.473 | 35.322 | 0.614 | 1.74 | 16.02 | 8.356 | 0 | 8.592 |
| | 0.1% | 0.1% | 0.0% | 0.0% | 0.1% | 0.2% | | 0.1% |
| | | 41.8% | 0.7% | 2.1% | 19.0% | 9.9% | 0.0% | 10.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 10287.909 | 7.11 | 242.432 | 146.285 | 337.829 | 575.943 | 106.799 | 429.628 | 29.831 | 103.183 | 8.279 | 173.926 | 494.175 | 59.086 | 174.066 |
| | 10.2% | 6.0% | 12.0% | 13.9% | 9.2% | 8.9% | 10.1% | 9.9% | 10.1% | 9.0% | 5.6% | 18.3% | 14.2% | 8.9% | 13.9% |
| | | 0.1% | 2.4% | 1.4% | 3.3% | 5.6% | 1.0% | 4.2% | 0.3% | 1.0% | 0.1% | 1.7% | 4.8% | 0.6% | 1.7% |
| Agree | 38544.703 | 45.295 | 885.352 | 450.767 | 1391.20 | 2145.86 | 431.986 | 1543.69 | 118.15 | 456.734 | 46.703 | 432.368 | 1462.15 | 241.842 | 505.191 |
| | 38.3% | 38.1% | 43.9% | 42.9% | 37.9% | 33.0% | 40.9% | 35.4% | 39.8% | 39.9% | 31.5% | 45.5% | 41.9% | 36.5% | 40.2% |
| | | 0.1% | 2.3% | 1.2% | 3.6% | 5.6% | 1.1% | 4.0% | 0.3% | 1.2% | 0.1% | 1.1% | 3.8% | 0.6% | 1.3% |
| Neither Agree nor Disagree | 13144.554 | 14.508 | 290.255 | 126.613 | 419.004 | 848.03 | 143.721 | 531.264 | 40.973 | 154.214 | 20.92 | 101.249 | 442.357 | 80.5310 | 187.792 |
| | 13.1% | 12.2% | 14.4% | 12.0% | 11.4% | 13.1% | 13.6% | 12.2% | 13.8% | 13.5% | 14.1% | 10.6% | 12.7% | 12.2% | 15.0% |
| | | 0.1% | 2.2% | 1.0% | 3.2% | 6.5% | 1.1% | 4.0% | 0.3% | 1.2% | 0.2% | 0.8% | 3.4% | 0.6% | 1.4% |
| Disagree | 25189.987 | 34.961 | 423.044 | 239.102 | 963.625 | 1619.13 | 255.524 | 1212.08 | 71.577 | 298.186 | 46.796 | 172.815 | 780.126 | 187.743 | 284.76 |
| | 25.0% | 29.4% | 21.0% | 22.7% | 26.2% | 24.9% | 24.2% | 27.8% | 24.1% | 26.1% | 31.6% | 18.2% | 22.4% | 28.4% | 22.7% |
| | | 0.1% | 1.7% | 0.9% | 3.8% | 6.4% | 1.0% | 4.8% | 0.3% | 1.2% | 0.2% | 0.7% | 3.1% | 0.7% | 1.1% |
| Strongly Disagree | 13354.037 | 17.046 | 169.405 | 83.21 | 558.372 | 1295.5 | 114.346 | 631.753 | 35.243 | 130.261 | 25.56 | 69.966 | 302.035 | 92.074 | 102.593 |
| | 13.3% | 14.3% | 8.4% | 7.9% | 15.2% | 19.9% | 10.8% | 14.5% | 11.9% | 11.4% | 17.2% | 7.4% | 8.7% | 13.9% | 8.2% |
| | | 0.1% | 1.3% | 0.6% | 4.2% | 9.7% | 0.9% | 4.7% | 0.3% | 1.0% | 0.2% | 0.5% | 2.3% | 0.7% | 0.8% |
| Do Not Know | 132.401 | 0 | 4.672 | 5.976 | 5.384 | 11.964 | 2.813 | 9.683 | 0.897 | 1.536 | 0 | 0.696 | 4.988 | 0.655 | 1.146 |
| | 0.1% | | 0.2% | 0.6% | 0.1% | 0.2% | 0.3% | 0.2% | 0.3% | 0.1% | | 0.1% | 0.1% | 0.1% | 0.1% |
| | | 0.0% | 3.5% | 4.5% | 4.1% | 9.0% | 2.1% | 7.3% | 0.7% | 1.2% | 0.0% | 0.5% | 3.8% | 0.5% | 0.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 10287.909 | 15.769 | 3.105 | 20.741 | 17.207 | 85.0810 | 457.66 | 609.285 | 472.999 | 1037.52 |
| | 10.2% | 21.6% | 9.6% | 12.3% | 8.5% | 9.5% | 11.0% | 7.0% | 8.4% | 8.0% |
| | | 0.2% | 0.0% | 0.2% | 0.2% | 0.8% | 4.4% | 5.9% | 4.6% | 10.1% |
| Agree | 38544.703 | 26.908 | 15.042 | 75.9250 | 61.4900 | 299.615 | 1463.02 | 3229.79 | 2207.82 | 5075.27 |
| | 38.3% | 36.9% | 46.6% | 45.1% | 30.2% | 33.5% | 35.2% | 37.2% | 39.2% | 39.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.8% | 8.4% | 5.7% | 13.2% |
| Neither Agree nor Disagree | 13144.554 | 7.555 | 4.391 | 20.854 | 27.283 | 135.713 | 492.010 | 1119.55 | 775.004 | 1542 |
| | 13.1% | 10.4% | 13.6% | 12.4% | 13.4% | 15.2% | 11.8% | 12.9% | 13.8% | 12.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.7% | 8.5% | 5.9% | 11.7% |
| Disagree | 25189.987 | 16.765 | 7.526 | 37.0920 | 58.7310 | 274.672 | 1049.86 | 2600.47 | 1497.97 | 2931.32 |
| | 25.0% | 23.0% | 23.3% | 22.1% | 28.9% | 30.7% | 25.3% | 30.0% | 26.6% | 22.7% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.1% | 4.2% | 10.3% | 5.9% | 11.6% |
| Strongly Disagree | 13354.037 | 5.967 | 2.246 | 13.403 | 38.7570 | 98.1200 | 673.19 | 1117.41 | 670.461 | 2306.4 |
| | 13.3% | 8.2% | 7.0% | 8.0% | 19.0% | 11.0% | 16.2% | 12.9% | 11.9% | 17.9% |
| | | 0.0% | 0.0% | 0.1% | 0.3% | 0.7% | 5.0% | 8.4% | 5.0% | 17.3% |
| Do Not Know | 132.401 | 0 | 0 | 0.176 | 0 | 0.069 | 16.41 | 3.945 | 6.021 | 5.74 |
| | 0.1% | | | 0.1% | | 0.0% | 0.4% | 0.0% | 0.1% | 0.0% |
| | | 0.0% | 0.0% | 0.1% | 0.0% | 0.1% | 12.4% | 3.0% | 4.5% | 4.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 10287.909 | 4679.971 | 333.463 | 1184.015 | 1329.21 | 562.37200 | 98.527 | 1172.384 |
| | 10.2% | 11.4% | 15.6% | 12.1% | 11.1% | 10.2% | 11.3% | 10.7% |
| | | 45.5% | 3.2% | 11.5% | 12.9% | 5.5% | 1.0% | 11.4% |
| Agree | 38544.703 | 15932.538 | 804.589 | 3935.336 | 4607.045 | 2189.028 | 300.879 | 4095.6610 |
| | 38.3% | 38.7% | 37.7% | 40.2% | 38.5% | 39.8% | 34.4% | 37.4% |
| | | 41.3% | 2.1% | 10.2% | 12.0% | 5.7% | 0.8% | 10.6% |
| Neither Agree nor Disagree | 13144.554 | 5618.768 | 327.348 | 1303.386 | 1604.108 | 765.13700 | 136.095 | 1482.694 |
| | 13.1% | 13.6% | 15.3% | 13.3% | 13.4% | 13.9% | 15.6% | 13.5% |
| | | 42.7% | 2.5% | 9.9% | 12.2% | 5.8% | 1.0% | 11.3% |
| Disagree | 25189.987 | 10126.118 | 435.243 | 2320.126 | 2998.344 | 1332.109 | 234.293 | 2806.0030 |
| | 25.0% | 24.6% | 20.4% | 23.7% | 25.1% | 24.2% | 26.8% | 25.6% |
| | | 40.2% | 1.7% | 9.2% | 11.9% | 5.3% | 0.9% | 11.1% |
| Strongly Disagree | 13354.037 | 4800.724 | 231.949 | 1047.137 | 1398.715 | 643.848 | 102.796 | 1376.279 |
| | 13.3% | 11.7% | 10.9% | 10.7% | 11.7% | 11.7% | 11.8% | 12.6% |
| | | 35.9% | 1.7% | 7.8% | 10.5% | 4.8% | 0.8% | 10.3% |
| Do Not Know | 132.401 | 49.63 | 0 | 9.54 | 20.928 | 5.478 | 2.126 | 11.558 |
| | 0.1% | 0.1% | | 0.1% | 0.2% | 0.1% | 0.2% | 0.1% |
| | | 37.5% | 0.0% | 7.2% | 15.8% | 4.1% | 1.6% | 8.7% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 98569.009 | 117.73 | 1969.22 | 1019.73 | 3617.20 | 6427.41 | 1016.2 | 4279.89 | 284.694 | 1115.79 | 146.911 | 920.784 | 3424.18 | 635.201 | 1233.35 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.6% | 1.3% |
| Strongly Agree | 6586.154 | 5.906 | 154.697 | 65.419 | 224.667 | 422.422 | 68.807 | 258.522 | 22.375 | 66.69 | 7.282 | 105.999 | 311.153 | 23.568 | 112.285 |
| | 6.7% | 5.0% | 7.9% | 6.4% | 6.2% | 6.6% | 6.8% | 6.0% | 7.9% | 6.0% | 5.0% | 11.5% | 9.1% | 3.7% | 9.1% |
| | | 0.1% | 2.3% | 1.0% | 3.4% | 6.4% | 1.0% | 3.9% | 0.3% | 1.0% | 0.1% | 1.6% | 4.7% | 0.4% | 1.7% |
| Agree | 31640.853 | 45.412 | 790.963 | 318.601 | 1290.82 | 2142.71 | 368.548 | 1333.58 | 77.5230 | 391.544 | 49.7570 | 315.909 | 1330.8 | 160.151 | 404.552 |
| | 32.1% | 38.6% | 40.2% | 31.2% | 35.7% | 33.3% | 36.3% | 31.2% | 27.2% | 35.1% | 33.9% | 34.3% | 38.9% | 25.2% | 32.8% |
| | | 0.1% | 2.5% | 1.0% | 4.1% | 6.8% | 1.2% | 4.2% | 0.2% | 1.2% | 0.2% | 1.0% | 4.2% | 0.5% | 1.3% |
| Neither Agree nor Disagree | 23263.938 | 26.896 | 495.487 | 227.217 | 828.380 | 1570.05 | 263.779 | 952.402 | 63.6020 | 260.397 | 34.591 | 219.731 | 758.688 | 150.194 | 269.67 |
| | 23.6% | 22.8% | 25.2% | 22.3% | 22.9% | 24.4% | 26.0% | 22.3% | 22.3% | 23.3% | 23.5% | 23.9% | 22.2% | 23.6% | 21.9% |
| | | 0.1% | 2.1% | 1.0% | 3.6% | 6.7% | 1.1% | 4.1% | 0.3% | 1.1% | 0.1% | 0.9% | 3.3% | 0.6% | 1.2% |
| Disagree | 23983.064 | 29.19 | 383.8 | 261.019 | 894.347 | 1340.33 | 209.767 | 1099.73 | 76.7970 | 268.086 | 33.477 | 186.356 | 734.473 | 174.642 | 285.508 |
| | 24.3% | 24.8% | 19.5% | 25.6% | 24.7% | 20.9% | 20.6% | 25.7% | 27.0% | 24.0% | 22.8% | 20.2% | 21.4% | 27.5% | 23.1% |
| | | 0.1% | 1.6% | 1.1% | 3.7% | 5.6% | 0.9% | 4.6% | 0.3% | 1.1% | 0.1% | 0.8% | 3.1% | 0.7% | 1.2% |
| Strongly Disagree | 13095 | 10.326 | 144.273 | 147.472 | 378.986 | 951.902 | 105.296 | 635.649 | 44.397 | 129.07 | 21.804 | 92.789 | 289.071 | 126.646 | 161.338 |
| | 13.3% | 8.8% | 7.3% | 14.5% | 10.5% | 14.8% | 10.4% | 14.9% | 15.6% | 11.6% | 14.8% | 10.1% | 8.4% | 19.9% | 13.1% |
| | | 0.1% | 1.1% | 1.1% | 2.9% | 7.3% | 0.8% | 4.9% | 0.3% | 1.0% | 0.2% | 0.7% | 2.2% | 1.0% | 1.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 98569.009 | 70.89 | 32.334 | 163.253 | 195.402 | 882.892 | 3951.98 | 8409.09 | 5552.81 | 12738.0 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.5% | 5.6% | 12.9% |
| Strongly Agree | 6586.154 | 9.53 | 5.163 | 14.525 | 7.735 | 71.011 | 198.793 | 401.681 | 263.569 | 890.833 |
| | 6.7% | 13.4% | 16.0% | 8.9% | 4.0% | 8.0% | 5.0% | 4.8% | 4.7% | 7.0% |
| | | 0.1% | 0.1% | 0.2% | 0.1% | 1.1% | 3.0% | 6.1% | 4.0% | 13.5% |
| Agree | 31640.853 | 26.632 | 19.271 | 62.83 | 37.446 | 296.82 | 1135.4 | 2379.6 | 1839.52 | 3849.98 |
| | 32.1% | 37.6% | 59.6% | 38.5% | 19.2% | 33.6% | 28.7% | 28.3% | 33.1% | 30.2% |
| | | 0.1% | 0.1% | 0.2% | 0.1% | 0.9% | 3.6% | 7.5% | 5.8% | 12.2% |
| Neither Agree nor Disagree | 23263.938 | 16.726 | 4.322 | 39.485 | 47.245 | 203.695 | 912.825 | 2061.4 | 1414.38 | 2874.94 |
| | 23.6% | 23.6% | 13.4% | 24.2% | 24.2% | 23.1% | 23.1% | 24.5% | 25.5% | 22.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.9% | 8.9% | 6.1% | 12.4% |
| Disagree | 23983.064 | 13.561 | 2.47 | 33.384 | 47.526 | 217.73 | 1057.62 | 2229.16 | 1424.73 | 3267.47 |
| | 24.3% | 19.1% | 7.6% | 20.4% | 24.3% | 24.7% | 26.8% | 26.5% | 25.7% | 25.7% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 4.4% | 9.3% | 5.9% | 13.6% |
| Strongly Disagree | 13095 | 4.441 | 1.108 | 13.029 | 55.4500 | 93.636 | 647.333 | 1337.25 | 610.615 | 1854.82 |
| | 13.3% | 6.3% | 3.4% | 8.0% | 28.4% | 10.6% | 16.4% | 15.9% | 11.0% | 14.6% |
| | | 0.0% | 0.0% | 0.1% | 0.4% | 0.7% | 4.9% | 10.2% | 4.7% | 14.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 98569.009 | 40364.042 | 2082.564 | 9638.684 | 11731.197 | 5341.9080 | 860.08400 | 10709.605 |
| | 100% | 41.0% | 2.1% | 9.8% | 11.9% | 5.4% | 0.9% | 10.9% |
| Strongly Agree | 6586.154 | 2873.522 | 169.055 | 763.486 | 867.77900 | 309.86 | 41.345 | 721.997 |
| | 6.7% | 7.1% | 8.1% | 7.9% | 7.4% | 5.8% | 4.8% | 6.7% |
| | | 43.6% | 2.6% | 11.6% | 13.2% | 4.7% | 0.6% | 11.0% |
| Agree | 31640.853 | 12972.49 | 704.625 | 3234.342 | 3803.1850 | 1462.3780 | 244.03 | 3523.93 |
| | 32.1% | 32.1% | 33.8% | 33.6% | 32.4% | 27.4% | 28.4% | 32.9% |
| | | 41.0% | 2.2% | 10.2% | 12.0% | 4.6% | 0.8% | 11.1% |
| Neither Agree nor Disagree | 23263.938 | 9567.842 | 498.452 | 2399.778 | 2666.006 | 1342.1590 | 210.9 | 2450.5470 |
| | 23.6% | 23.7% | 23.9% | 24.9% | 22.7% | 25.1% | 24.5% | 22.9% |
| | | 41.1% | 2.1% | 10.3% | 11.5% | 5.8% | 0.9% | 10.5% |
| Disagree | 23983.064 | 9711.884 | 466.626 | 2200.856 | 2906.1070 | 1359.553 | 230.041 | 2548.701 |
| | 24.3% | 24.1% | 22.4% | 22.8% | 24.8% | 25.5% | 26.7% | 23.8% |
| | | 40.5% | 1.9% | 9.2% | 12.1% | 5.7% | 1.0% | 10.6% |
| Strongly Disagree | 13095 | 5238.304 | 243.806 | 1040.222 | 1488.12 | 867.95800 | 133.768 | 1464.43 |
| | 13.3% | 13.0% | 11.7% | 10.8% | 12.7% | 16.2% | 15.6% | 13.7% |
| | | 40.0% | 1.9% | 7.9% | 11.4% | 6.6% | 1.0% | 11.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 97166.288 | 114.174 | 1931.78 | 994.114 | 3498.87 | 6324.8 | 999.192 | 4241.52 | 281.33 | 1088.13 | 142.608 | 920.031 | 3284.13 | 631.091 | 1207.29 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.6% | 6.5% | 1.0% | 4.4% | 0.3% | 1.1% | 0.1% | 0.9% | 3.4% | 0.6% | 1.2% |
| Strongly Agree | 7461.547 | 9.181 | 225.121 | 89.844 | 298.59 | 398.721 | 90.038 | 299.377 | 22.352 | 86.5570 | 7.825 | 121.332 | 348.942 | 46.853 | 142.663 |
| | 7.7% | 8.0% | 11.7% | 9.0% | 8.5% | 6.3% | 9.0% | 7.1% | 7.9% | 8.0% | 5.5% | 13.2% | 10.6% | 7.4% | 11.8% |
| | | 0.1% | 3.0% | 1.2% | 4.0% | 5.3% | 1.2% | 4.0% | 0.3% | 1.2% | 0.1% | 1.6% | 4.7% | 0.6% | 1.9% |
| Agree | 27590.013 | 40.159 | 714.899 | 326.695 | 1129.56 | 1458.38 | 306.637 | 1093.94 | 73.5840 | 344.252 | 41.9770 | 287.03 | 1036.93 | 160.37 | 432.311 |
| | 28.4% | 35.2% | 37.0% | 32.9% | 32.3% | 23.1% | 30.7% | 25.8% | 26.2% | 31.6% | 29.4% | 31.2% | 31.6% | 25.4% | 35.8% |
| | | 0.1% | 2.6% | 1.2% | 4.1% | 5.3% | 1.1% | 4.0% | 0.3% | 1.2% | 0.2% | 1.0% | 3.8% | 0.6% | 1.6% |
| Neither Agree nor Disagree | 23635.749 | 25.175 | 444.162 | 224.313 | 876.458 | 1529.89 | 237.171 | 1039.34 | 66.816 | 256.861 | 28.093 | 209.905 | 820.105 | 164.682 | 280.447 |
| | 24.3% | 22.0% | 23.0% | 22.6% | 25.0% | 24.2% | 23.7% | 24.5% | 23.8% | 23.6% | 19.7% | 22.8% | 25.0% | 26.1% | 23.2% |
| | | 0.1% | 1.9% | 0.9% | 3.7% | 6.5% | 1.0% | 4.4% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Disagree | 19513.944 | 23.484 | 315.465 | 169.308 | 714.555 | 1339.07 | 181.375 | 889.229 | 62.1140 | 213.426 | 31.161 | 147.719 | 585.087 | 127.874 | 189.993 |
| | 20.1% | 20.6% | 16.3% | 17.0% | 20.4% | 21.2% | 18.2% | 21.0% | 22.1% | 19.6% | 21.9% | 16.1% | 17.8% | 20.3% | 15.7% |
| | | 0.1% | 1.6% | 0.9% | 3.7% | 6.9% | 0.9% | 4.6% | 0.3% | 1.1% | 0.2% | 0.8% | 3.0% | 0.7% | 1.0% |
| Strongly Disagree | 18965.035 | 16.175 | 232.128 | 183.954 | 479.708 | 1598.74 | 183.971 | 919.633 | 56.4640 | 187.037 | 33.552 | 154.045 | 493.065 | 131.312 | 161.871 |
| | 19.5% | 14.2% | 12.0% | 18.5% | 13.7% | 25.3% | 18.4% | 21.7% | 20.1% | 17.2% | 23.5% | 16.7% | 15.0% | 20.8% | 13.4% |
| | | 0.1% | 1.2% | 1.0% | 2.5% | 8.4% | 1.0% | 4.8% | 0.3% | 1.0% | 0.2% | 0.8% | 2.6% | 0.7% | 0.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 97166.288 | 68.748 | 30.815 | 162.15 | 193.614 | 860.647 | 3922.83 | 8364.1 | 5421.64 | 12571.6 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.6% | 5.6% | 12.9% |
| Strongly Agree | 7461.547 | 10.009 | 4.437 | 18.195 | 16.124 | 56.812 | 310.593 | 535.919 | 294.027 | 905.533 |
| | 7.7% | 14.6% | 14.4% | 11.2% | 8.3% | 6.6% | 7.9% | 6.4% | 5.4% | 7.2% |
| | | 0.1% | 0.1% | 0.2% | 0.2% | 0.8% | 4.2% | 7.2% | 3.9% | 12.1% |
| Agree | 27590.013 | 21.761 | 13.635 | 50.78 | 55.5590 | 256.337 | 1070.41 | 2794.84 | 1662.16 | 3397.26 |
| | 28.4% | 31.7% | 44.2% | 31.3% | 28.7% | 29.8% | 27.3% | 33.4% | 30.7% | 27.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.9% | 10.1% | 6.0% | 12.3% |
| Neither Agree nor Disagree | 23635.749 | 14.447 | 6.709 | 39.0820 | 48.4100 | 207.423 | 1009.68 | 1903.00 | 1453.4 | 3225.16 |
| | 24.3% | 21.0% | 21.8% | 24.1% | 25.0% | 24.1% | 25.7% | 22.8% | 26.8% | 25.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.3% | 8.1% | 6.1% | 13.6% |
| Disagree | 19513.944 | 12.493 | 4.019 | 30.083 | 37.254 | 186.678 | 790.374 | 1595.6 | 1135.73 | 2529.94 |
| | 20.1% | 18.2% | 13.0% | 18.6% | 19.2% | 21.7% | 20.1% | 19.1% | 20.9% | 20.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.1% | 8.2% | 5.8% | 13.0% |
| Strongly Disagree | 18965.035 | 10.038 | 2.015 | 24.01 | 36.267 | 153.397 | 741.771 | 1534.74 | 876.328 | 2513.67 |
| | 19.5% | 14.6% | 6.5% | 14.8% | 18.7% | 17.8% | 18.9% | 18.3% | 16.2% | 20.0% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 3.9% | 8.1% | 4.6% | 13.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 97166.288 | 39911.136 | 2085.613 | 9501.127 | 11550.84 | 5285.026 | 853.649 | 10634.881 |
| | 100% | 41.1% | 2.1% | 9.8% | 11.9% | 5.4% | 0.9% | 10.9% |
| Strongly Agree | 7461.547 | 3122.502 | 236.122 | 769.01 | 906.42500 | 374.689 | 63.193 | 773.063 |
| | 7.7% | 7.8% | 11.3% | 8.1% | 7.8% | 7.1% | 7.4% | 7.3% |
| | | 41.8% | 3.2% | 10.3% | 12.1% | 5.0% | 0.8% | 10.4% |
| Agree | 27590.013 | 10820.545 | 607.60900 | 2597.082 | 3012.3250 | 1336.795 | 176.82 | 3089.914 |
| | 28.4% | 27.1% | 29.1% | 27.3% | 26.1% | 25.3% | 20.7% | 29.1% |
| | | 39.2% | 2.2% | 9.4% | 10.9% | 4.8% | 0.6% | 11.2% |
| Neither Agree nor Disagree | 23635.749 | 9525.021 | 471.122 | 2228.355 | 2879.095 | 1356.162 | 172.541 | 2417.746 |
| | 24.3% | 23.9% | 22.6% | 23.5% | 24.9% | 25.7% | 20.2% | 22.7% |
| | | 40.3% | 2.0% | 9.4% | 12.2% | 5.7% | 0.7% | 10.2% |
| Disagree | 19513.944 | 8201.926 | 401.053 | 1976.81 | 2431.557 | 1062.724 | 204.095 | 2125.687 |
| | 20.1% | 20.6% | 19.2% | 20.8% | 21.1% | 20.1% | 23.9% | 20.0% |
| | | 42.0% | 2.1% | 10.1% | 12.5% | 5.4% | 1.0% | 10.9% |
| Strongly Disagree | 18965.035 | 8241.142 | 369.707 | 1929.87 | 2321.438 | 1154.656 | 237 | 2228.471 |
| | 19.5% | 20.6% | 17.7% | 20.3% | 20.1% | 21.8% | 27.8% | 21.0% |
| | | 43.5% | 1.9% | 10.2% | 12.2% | 6.1% | 1.2% | 11.8% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100192.75 | 118.246 | 1998.78 | 1042.45 | 3655.15 | 6468.19 | 1047.31 | 4339.71 | 294.443 | 1138.91 | 147.082 | 940.789 | 3467.80 | 656.101 | 1248.67 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.6% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 12602.284 | 16.165 | 243.53 | 111.542 | 417.659 | 564.190 | 118.58 | 460.302 | 38.514 | 137.796 | 14.813 | 168.909 | 482.861 | 65.038 | 219.372 |
| | 12.6% | 13.7% | 12.2% | 10.7% | 11.4% | 8.7% | 11.3% | 10.6% | 13.1% | 12.1% | 10.1% | 18.0% | 13.9% | 9.9% | 17.6% |
| | | 0.1% | 1.9% | 0.9% | 3.3% | 4.5% | 0.9% | 3.7% | 0.3% | 1.1% | 0.1% | 1.3% | 3.8% | 0.5% | 1.7% |
| Agree | 44584.765 | 55.6410 | 919.127 | 535.385 | 1702.92 | 2806.17 | 470.028 | 2000.07 | 130.21 | 559.588 | 60.209 | 432.2 | 1425.34 | 302.173 | 660.06 |
| | 44.5% | 47.1% | 46.0% | 51.4% | 46.6% | 43.4% | 44.9% | 46.1% | 44.2% | 49.1% | 40.9% | 45.9% | 41.1% | 46.1% | 52.9% |
| | | 0.1% | 2.1% | 1.2% | 3.8% | 6.3% | 1.1% | 4.5% | 0.3% | 1.3% | 0.1% | 1.0% | 3.2% | 0.7% | 1.5% |
| Neither Agree nor Disagree | 18759.811 | 25.722 | 409.487 | 172.8 | 697.43 | 1357.44 | 195.963 | 788 | 52.599 | 199.234 | 26.004 | 146.33 | 673.864 | 118.942 | 193.515 |
| | 18.7% | 21.8% | 20.5% | 16.6% | 19.1% | 21.0% | 18.7% | 18.2% | 17.9% | 17.5% | 17.7% | 15.6% | 19.4% | 18.1% | 15.5% |
| | | 0.1% | 2.2% | 0.9% | 3.7% | 7.2% | 1.0% | 4.2% | 0.3% | 1.1% | 0.1% | 0.8% | 3.6% | 0.6% | 1.0% |
| Disagree | 15978.004 | 16.11 | 294.473 | 143.426 | 582.682 | 1097.35 | 168.665 | 719.205 | 44.433 | 157.296 | 28.701 | 124.028 | 582.108 | 101.229 | 132.077 |
| | 15.9% | 13.6% | 14.7% | 13.8% | 15.9% | 17.0% | 16.1% | 16.6% | 15.1% | 13.8% | 19.5% | 13.2% | 16.8% | 15.4% | 10.6% |
| | | 0.1% | 1.8% | 0.9% | 3.6% | 6.9% | 1.1% | 4.5% | 0.3% | 1.0% | 0.2% | 0.8% | 3.6% | 0.6% | 0.8% |
| Strongly Disagree | 8267.89 | 4.608 | 132.16 | 79.297 | 254.453 | 643.042 | 94.069 | 372.135 | 28.687 | 85 | 17.355 | 69.322 | 303.626 | 68.719 | 43.645 |
| | 8.3% | 3.9% | 6.6% | 7.6% | 7.0% | 9.9% | 9.0% | 8.6% | 9.7% | 7.5% | 11.8% | 7.4% | 8.8% | 10.5% | 3.5% |
| | | 0.1% | 1.6% | 1.0% | 3.1% | 7.8% | 1.1% | 4.5% | 0.3% | 1.0% | 0.2% | 0.8% | 3.7% | 0.8% | 0.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100192.75 | 72.294 | 32.31 | 165.926 | 202.616 | 893.44 | 4080.32 | 8576.33 | 5608.66 | 12892.1 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.9% |
| Strongly Agree | 12602.284 | 11.83 | 4.095 | 20.914 | 26.468 | 89.6720 | 444.354 | 1150 | 564.486 | 2304.04 |
| | 12.6% | 16.4% | 12.7% | 12.6% | 13.1% | 10.0% | 10.9% | 13.4% | 10.1% | 17.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.5% | 9.1% | 4.5% | 18.3% |
| Agree | 44584.765 | 31.467 | 16.191 | 74.011 | 80.086 | 423.008 | 1641.43 | 3939.52 | 2733.73 | 5332.77 |
| | 44.5% | 43.5% | 50.1% | 44.6% | 39.5% | 47.3% | 40.2% | 45.9% | 48.7% | 41.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.7% | 8.8% | 6.1% | 12.0% |
| Neither Agree nor Disagree | 18759.811 | 12.854 | 5.057 | 32.46 | 44.3090 | 167.092 | 830.351 | 1613.18 | 1134.07 | 2060.33 |
| | 18.7% | 17.8% | 15.7% | 19.6% | 21.9% | 18.7% | 20.4% | 18.8% | 20.2% | 16.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.4% | 8.6% | 6.0% | 11.0% |
| Disagree | 15978.004 | 9.43 | 4.575 | 25.153 | 32.814 | 159.751 | 807.056 | 1188.63 | 832.407 | 1818.83 |
| | 15.9% | 13.0% | 14.2% | 15.2% | 16.2% | 17.9% | 19.8% | 13.9% | 14.8% | 14.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 5.1% | 7.4% | 5.2% | 11.4% |
| Strongly Disagree | 8267.89 | 6.713 | 2.392 | 13.388 | 18.939 | 53.917 | 357.125 | 685.001 | 343.963 | 1376.18 |
| | 8.3% | 9.3% | 7.4% | 8.1% | 9.3% | 6.0% | 8.8% | 8.0% | 6.1% | 10.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 4.3% | 8.3% | 4.2% | 16.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100192.75 | 41105.097 | 2133.343 | 9788.7070 | 11922.451 | 5475.943 | 872.899 | 10911.754 |
| | 100% | 41.0% | 2.1% | 9.8% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 12602.284 | 4927.159 | 274.023 | 1250.925 | 1423.065 | 552.65200 | 91.877 | 1334.617 |
| | 12.6% | 12.0% | 12.8% | 12.8% | 11.9% | 10.1% | 10.5% | 12.2% |
| | | 39.1% | 2.2% | 9.9% | 11.3% | 4.4% | 0.7% | 10.6% |
| Agree | 44584.765 | 18253.430 | 1058.949 | 4404.2970 | 5243.1150 | 2312.995 | 342.158 | 4891.9160 |
| | 44.5% | 44.4% | 49.6% | 45.0% | 44.0% | 42.2% | 39.2% | 44.8% |
| | | 40.9% | 2.4% | 9.9% | 11.8% | 5.2% | 0.8% | 11.0% |
| Neither Agree nor Disagree | 18759.811 | 7802.778 | 331.379 | 1932.052 | 2259.142 | 1071.034 | 162.118 | 2047.053 |
| | 18.7% | 19.0% | 15.5% | 19.7% | 18.9% | 19.6% | 18.6% | 18.8% |
| | | 41.6% | 1.8% | 10.3% | 12.0% | 5.7% | 0.9% | 10.9% |
| Disagree | 15978.004 | 6907.573 | 337.699 | 1540.269 | 2064.811 | 1040.945 | 179.6 | 1744.249 |
| | 15.9% | 16.8% | 15.8% | 15.7% | 17.3% | 19.0% | 20.6% | 16.0% |
| | | 43.2% | 2.1% | 9.6% | 12.9% | 6.5% | 1.1% | 10.9% |
| Strongly Disagree | 8267.89 | 3214.157 | 131.293 | 661.164 | 932.31800 | 498.317 | 97.146 | 893.919 |
| | 8.3% | 7.8% | 6.2% | 6.8% | 7.8% | 9.1% | 11.1% | 8.2% |
| | | 38.9% | 1.6% | 8.0% | 11.3% | 6.0% | 1.2% | 10.8% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 16234.235 | 19.913 | 343.312 | 220.226 | 603.033 | 770.442 | 154.709 | 627.64 | 44.6070 | 191.154 | 20.774 | 226.004 | 642.909 | 95.2070 | 296.123 |
| | 16.1% | 16.7% | 17.0% | 20.9% | 16.4% | 11.9% | 14.7% | 14.4% | 15.0% | 16.7% | 14.0% | 23.8% | 18.4% | 14.4% | 23.6% |
| | | 0.1% | 2.1% | 1.4% | 3.7% | 4.7% | 1.0% | 3.9% | 0.3% | 1.2% | 0.1% | 1.4% | 4.0% | 0.6% | 1.8% |
| Agree | 43229.662 | 52.5120 | 938.250 | 487.734 | 1620.59 | 2751.05 | 463.895 | 1909.85 | 132.086 | 530.121 | 57.066 | 401.911 | 1391.63 | 268.863 | 606.434 |
| | 42.9% | 44.2% | 46.6% | 46.4% | 44.1% | 42.3% | 44.0% | 43.8% | 44.5% | 46.3% | 38.5% | 42.3% | 39.9% | 40.6% | 48.3% |
| | | 0.1% | 2.2% | 1.1% | 3.7% | 6.4% | 1.1% | 4.4% | 0.3% | 1.2% | 0.1% | 0.9% | 3.2% | 0.6% | 1.4% |
| Neither Agree nor Disagree | 18912.766 | 23.92 | 358.031 | 156.225 | 679.032 | 1263.93 | 199.89 | 769.359 | 50.2 | 202.823 | 27.651 | 141.801 | 641.946 | 146.633 | 194.54 |
| | 18.8% | 20.1% | 17.8% | 14.9% | 18.5% | 19.5% | 18.9% | 17.7% | 16.9% | 17.7% | 18.7% | 14.9% | 18.4% | 22.2% | 15.5% |
| | | 0.1% | 1.9% | 0.8% | 3.6% | 6.7% | 1.1% | 4.1% | 0.3% | 1.1% | 0.1% | 0.7% | 3.4% | 0.8% | 1.0% |
| Disagree | 13882.459 | 15.39 | 257.997 | 110.201 | 525.81 | 1022.85 | 147.829 | 632.451 | 42.086 | 136.265 | 23.106 | 119.421 | 510.691 | 85.647 | 115.864 |
| | 13.8% | 12.9% | 12.8% | 10.5% | 14.3% | 15.7% | 14.0% | 14.5% | 14.2% | 11.9% | 15.6% | 12.6% | 14.7% | 12.9% | 9.2% |
| | | 0.1% | 1.9% | 0.8% | 3.8% | 7.4% | 1.1% | 4.6% | 0.3% | 1.0% | 0.2% | 0.9% | 3.7% | 0.6% | 0.8% |
| Strongly Disagree | 8216.082 | 7.185 | 112.224 | 75.512 | 240.525 | 677.457 | 84.813 | 399.55 | 27.272 | 81.679 | 18.899 | 60.565 | 289.818 | 62.642 | 40.544 |
| | 8.2% | 6.0% | 5.6% | 7.2% | 6.5% | 10.4% | 8.0% | 9.2% | 9.2% | 7.1% | 12.7% | 6.4% | 8.3% | 9.5% | 3.2% |
| | | 0.1% | 1.4% | 0.9% | 2.9% | 8.2% | 1.0% | 4.9% | 0.3% | 1.0% | 0.2% | 0.7% | 3.5% | 0.8% | 0.5% |
| Do Not Know | 178.387 | 0 | 5.346 | 2.055 | 6.425 | 10.687 | 4.053 | 19.242 | 0.42 | 2.072 | 0.762 | 1.318 | 8.844 | 2.939 | 2.043 |
| | 0.2% | | 0.3% | 0.2% | 0.2% | 0.2% | 0.4% | 0.4% | 0.1% | 0.2% | 0.5% | 0.1% | 0.3% | 0.4% | 0.2% |
| | | 0.0% | 3.0% | 1.2% | 3.6% | 6.0% | 2.3% | 10.8% | 0.2% | 1.2% | 0.4% | 0.7% | 5.0% | 1.6% | 1.1% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 16234.235 | 19.295 | 4.585 | 27.546 | 29.81 | 114.688 | 626.259 | 1316.63 | 813.986 | 2639.1 |
| | 16.1% | 26.4% | 14.2% | 16.4% | 14.7% | 12.8% | 15.1% | 15.2% | 14.5% | 20.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.9% | 8.1% | 5.0% | 16.3% |
| Agree | 43229.662 | 27.526 | 16.991 | 75.4760 | 89.93 | 407.06 | 1543.34 | 3954.07 | 2694.44 | 5381.06 |
| | 42.9% | 37.7% | 52.6% | 44.9% | 44.2% | 45.6% | 37.2% | 45.6% | 47.9% | 41.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.6% | 9.1% | 6.2% | 12.4% |
| Neither Agree nor Disagree | 18912.766 | 11.392 | 4.902 | 29.123 | 38.78 | 165.912 | 841.132 | 1631.31 | 1011.99 | 2086.81 |
| | 18.8% | 15.6% | 15.2% | 17.3% | 19.1% | 18.6% | 20.3% | 18.8% | 18.0% | 16.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.4% | 8.6% | 5.4% | 11.0% |
| Disagree | 13882.459 | 7.862 | 3.581 | 22.875 | 28.483 | 154.927 | 662.838 | 1011.92 | 784.23 | 1314.93 |
| | 13.8% | 10.8% | 11.1% | 13.6% | 14.0% | 17.3% | 16.0% | 11.7% | 13.9% | 10.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 4.8% | 7.3% | 5.6% | 9.5% |
| Strongly Disagree | 8216.082 | 6.889 | 2.251 | 12.835 | 15.834 | 47.037 | 463.916 | 744.538 | 315.11 | 1472.08 |
| | 8.2% | 9.4% | 7.0% | 7.6% | 7.8% | 5.3% | 11.2% | 8.6% | 5.6% | 11.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.6% | 5.6% | 9.1% | 3.8% | 17.9% |
| Do Not Know | 178.387 | 0 | 0 | 0.336 | 0.631 | 3.646 | 14.665 | 21.996 | 10.519 | 4.26 |
| | 0.2% | | | 0.2% | 0.3% | 0.4% | 0.4% | 0.3% | 0.2% | 0.0% |
| | | 0.0% | 0.0% | 0.2% | 0.4% | 2.0% | 8.2% | 12.3% | 5.9% | 2.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 16234.235 | 6386.292 | 432.901 | 1583.321 | 1795.774 | 770.567 | 122.29 | 1681.439 |
| | 16.1% | 15.5% | 20.3% | 16.2% | 15.0% | 14.0% | 14.0% | 15.4% |
| | | 39.3% | 2.7% | 9.8% | 11.1% | 4.7% | 0.8% | 10.4% |
| Agree | 43229.662 | 17427.779 | 955.51500 | 4148.137 | 5036.1830 | 2319.292 | 318.514 | 4650.1380 |
| | 42.9% | 42.3% | 44.8% | 42.3% | 42.1% | 42.2% | 36.4% | 42.5% |
| | | 40.3% | 2.2% | 9.6% | 11.6% | 5.4% | 0.7% | 10.8% |
| Neither Agree nor Disagree | 18912.766 | 8235.4380 | 286.392 | 2087.2480 | 2472.295 | 1061.072 | 173.788 | 2154.643 |
| | 18.8% | 20.0% | 13.4% | 21.3% | 20.7% | 19.3% | 19.9% | 19.7% |
| | | 43.5% | 1.5% | 11.0% | 13.1% | 5.6% | 0.9% | 11.4% |
| Disagree | 13882.459 | 6145.205 | 306.055 | 1413.748 | 1805.672 | 847.388 | 165.602 | 1606.74 |
| | 13.8% | 14.9% | 14.4% | 14.4% | 15.1% | 15.4% | 18.9% | 14.7% |
| | | 44.3% | 2.2% | 10.2% | 13.0% | 6.1% | 1.2% | 11.6% |
| Strongly Disagree | 8216.082 | 2956.907 | 151.729 | 565.218 | 819.846 | 487.679 | 89.607 | 842.828 |
| | 8.2% | 7.2% | 7.1% | 5.8% | 6.9% | 8.9% | 10.2% | 7.7% |
| | | 36.0% | 1.8% | 6.9% | 10.0% | 5.9% | 1.1% | 10.3% |
| Do Not Know | 178.387 | 56.128 | 0 | 1.868 | 28.58 | 11.974 | 4.915 | 8.791 |
| | 0.2% | 0.1% | | 0.0% | 0.2% | 0.2% | 0.6% | 0.1% |
| | | 31.5% | 0.0% | 1.0% | 16.0% | 6.7% | 2.8% | 4.9% |

# FHCS Report by Agency

(19) The work I do is important.

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 46552.358 | 54.332 | 784.871 | 379.881 | 1627.47 | 2962.27 | 473.857 | 2024.37 | 123.115 | 433.543 | 59.991 | 420.310 | 1633.65 | 265.944 | 513.114 |
| | 46.3% | 45.7% | 38.9% | 36.1% | 44.3% | 45.6% | 44.9% | 46.5% | 41.5% | 37.9% | 40.5% | 44.2% | 46.9% | 40.2% | 40.9% |
| | | 0.1% | 1.7% | 0.8% | 3.5% | 6.4% | 1.0% | 4.3% | 0.3% | 0.9% | 0.1% | 0.9% | 3.5% | 0.6% | 1.1% |
| Agree | 44702.664 | 53.717 | 1001.64 | 512.96 | 1713.68 | 2869.5 | 475.993 | 1993.24 | 137.506 | 560.893 | 72.0220 | 424.118 | 1510.96 | 305.721 | 606.337 |
| | 44.4% | 45.2% | 49.7% | 48.8% | 46.6% | 44.2% | 45.1% | 45.7% | 46.3% | 49.0% | 48.6% | 44.6% | 43.3% | 46.2% | 48.3% |
| | | 0.1% | 2.2% | 1.1% | 3.8% | 6.4% | 1.1% | 4.5% | 0.3% | 1.3% | 0.2% | 0.9% | 3.4% | 0.7% | 1.4% |
| Neither Agree nor Disagree | 5902.488 | 6.365 | 160.749 | 95.354 | 233.456 | 416.815 | 69.1690 | 190.193 | 21.582 | 97.711 | 9.422 | 60.663 | 226.537 | 59.225 | 98.69 |
| | 5.9% | 5.4% | 8.0% | 9.1% | 6.4% | 6.4% | 6.6% | 4.4% | 7.3% | 8.5% | 6.4% | 6.4% | 6.5% | 8.9% | 7.9% |
| | | 0.1% | 2.7% | 1.6% | 4.0% | 7.1% | 1.2% | 3.2% | 0.4% | 1.7% | 0.2% | 1.0% | 3.8% | 1.0% | 1.7% |
| Disagree | 2001.268 | 3.212 | 36.785 | 33.538 | 58.032 | 136.836 | 21.229 | 74.252 | 7.438 | 32.458 | 3.214 | 17.08 | 58.205 | 16.841 | 24.861 |
| | 2.0% | 2.7% | 1.8% | 3.2% | 1.6% | 2.1% | 2.0% | 1.7% | 2.5% | 2.8% | 2.2% | 1.8% | 1.7% | 2.5% | 2.0% |
| | | 0.2% | 1.8% | 1.7% | 2.9% | 6.8% | 1.1% | 3.7% | 0.4% | 1.6% | 0.2% | 0.9% | 2.9% | 0.8% | 1.2% |
| Strongly Disagree | 1215.6 | 1.138 | 21.754 | 27.232 | 33.291 | 90.478 | 11.48 | 54.823 | 4.729 | 14.174 | 3.252 | 20.629 | 42.201 | 10.663 | 9.08 |
| | 1.2% | 1.0% | 1.1% | 2.6% | 0.9% | 1.4% | 1.1% | 1.3% | 1.6% | 1.2% | 2.2% | 2.2% | 1.2% | 1.6% | 0.7% |
| | | 0.1% | 1.8% | 2.2% | 2.7% | 7.4% | 0.9% | 4.5% | 0.4% | 1.2% | 0.3% | 1.7% | 3.5% | 0.9% | 0.7% |
| Do Not Know | 279.213 | 0.156 | 9.359 | 2.988 | 9.489 | 20.525 | 3.461 | 21.221 | 2.301 | 5.335 | 0.357 | 8.22 | 14.279 | 3.537 | 3.466 |
| | 0.3% | 0.1% | 0.5% | 0.3% | 0.3% | 0.3% | 0.3% | 0.5% | 0.8% | 0.5% | 0.2% | 0.9% | 0.4% | 0.5% | 0.3% |
| | | 0.1% | 3.4% | 1.1% | 3.4% | 7.4% | 1.2% | 7.6% | 0.8% | 1.9% | 0.1% | 2.9% | 5.1% | 1.3% | 1.2% |

# FHCS Report by Agency

(19) The work I do is important.

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 46552.358 | 39.3310 | 11.839 | 79.896 | 86.674 | 378.814 | 2251.84 | 3279.15 | 2370.05 | 7531.77 |
| | 46.3% | 53.9% | 36.6% | 47.5% | 42.6% | 42.4% | 54.2% | 37.8% | 42.1% | 58.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.8% | 7.0% | 5.1% | 16.2% |
| Agree | 44702.664 | 26.775 | 18.568 | 73.2870 | 94.404 | 424.279 | 1669.36 | 4293.07 | 2755.94 | 4771.18 |
| | 44.4% | 36.7% | 57.5% | 43.6% | 46.4% | 47.5% | 40.2% | 49.5% | 48.9% | 37.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.7% | 9.6% | 6.2% | 10.7% |
| Neither Agree nor Disagree | 5902.488 | 3.901 | 1.784 | 8.299 | 13.489 | 63.439 | 142.22 | 647.998 | 347.688 | 372.819 |
| | 5.9% | 5.3% | 5.5% | 4.9% | 6.6% | 7.1% | 3.4% | 7.5% | 6.2% | 2.9% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.1% | 2.4% | 11.0% | 5.9% | 6.3% |
| Disagree | 2001.268 | 1.92 | 0 | 4.191 | 5.38 | 19.081 | 47.24 | 252.84 | 98.279 | 142.422 |
| | 2.0% | 2.6% | | 2.5% | 2.6% | 2.1% | 1.1% | 2.9% | 1.7% | 1.1% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 1.0% | 2.4% | 12.6% | 4.9% | 7.1% |
| Strongly Disagree | 1215.6 | 0.213 | 0.119 | 2.302 | 2.83 | 7.588 | 27.743 | 179.465 | 49.125 | 77.516 |
| | 1.2% | 0.3% | 0.4% | 1.4% | 1.4% | 0.8% | 0.7% | 2.1% | 0.9% | 0.6% |
| | | 0.0% | 0.0% | 0.2% | 0.2% | 0.6% | 2.3% | 14.8% | 4.0% | 6.4% |
| Do Not Know | 279.213 | 0.824 | 0 | 0.216 | 0.691 | 0.069 | 13.744 | 27.931 | 9.193 | 2.526 |
| | 0.3% | 1.1% | | 0.1% | 0.3% | 0.0% | 0.3% | 0.3% | 0.2% | 0.0% |
| | | 0.3% | 0.0% | 0.1% | 0.2% | 0.0% | 4.9% | 10.0% | 3.3% | 0.9% |

# FHCS Report by Agency

(19) The work I do is important.

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 46552.358 | 18766.287 | 943.25200 | 4437.886 | 5502.163 | 2338.942 | 404.052 | 5139.9920 |
| | 46.3% | 45.5% | 44.2% | 45.3% | 46.0% | 42.5% | 46.2% | 47.0% |
| | | 40.3% | 2.0% | 9.5% | 11.8% | 5.0% | 0.9% | 11.0% |
| Agree | 44702.664 | 18337.508 | 966.683 | 4454.293 | 5319.6390 | 2519.197 | 372.761 | 4704.9350 |
| | 44.4% | 44.5% | 45.3% | 45.5% | 44.5% | 45.8% | 42.6% | 43.0% |
| | | 41.0% | 2.2% | 10.0% | 11.9% | 5.6% | 0.8% | 10.5% |
| Neither Agree nor Disagree | 5902.488 | 2554.92 | 139.856 | 553.898 | 689.89100 | 390.66 | 60.355 | 720.26 |
| | 5.9% | 6.2% | 6.6% | 5.7% | 5.8% | 7.1% | 6.9% | 6.6% |
| | | 43.3% | 2.4% | 9.4% | 11.7% | 6.6% | 1.0% | 12.2% |
| Disagree | 2001.268 | 905.934 | 48.075 | 234.506 | 256.426 | 127.832 | 22.477 | 216.618 |
| | 2.0% | 2.2% | 2.3% | 2.4% | 2.1% | 2.3% | 2.6% | 2.0% |
| | | 45.3% | 2.4% | 11.7% | 12.8% | 6.4% | 1.1% | 10.8% |
| Strongly Disagree | 1215.6 | 523.775 | 34.726 | 102.177 | 155.646 | 94.486 | 9.493 | 127.247 |
| | 1.2% | 1.3% | 1.6% | 1.0% | 1.3% | 1.7% | 1.1% | 1.2% |
| | | 43.1% | 2.9% | 8.4% | 12.8% | 7.8% | 0.8% | 10.5% |
| Do Not Know | 279.213 | 119.325 | 0 | 16.78 | 34.585 | 26.855 | 5.578 | 35.527 |
| | 0.3% | 0.3% | | 0.2% | 0.3% | 0.5% | 0.6% | 0.3% |
| | | 42.7% | 0.0% | 6.0% | 12.4% | 9.6% | 2.0% | 12.7% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 8940.85 | 8.803 | 149.552 | 84.341 | 253.671 | 383.088 | 88.973 | 298.777 | 23.597 | 70 | 8.397 | 140.458 | 356.053 | 55.564 | 157.054 |
| | 8.9% | 7.4% | 7.4% | 8.0% | 6.9% | 5.9% | 8.4% | 6.9% | 8.0% | 6.1% | 5.7% | 14.8% | 10.2% | 8.4% | 12.5% |
| | | 0.1% | 1.7% | 0.9% | 2.8% | 4.3% | 1.0% | 3.3% | 0.3% | 0.8% | 0.1% | 1.6% | 4.0% | 0.6% | 1.8% |
| Agree | 27257.177 | 30.332 | 562.698 | 326.194 | 986.684 | 1551.53 | 276.279 | 1088.88 | 71.735 | 294.392 | 29.347 | 296.350 | 944.159 | 151.089 | 436.008 |
| | 27.1% | 25.5% | 27.9% | 31.0% | 26.8% | 23.9% | 26.2% | 25.0% | 24.2% | 25.7% | 19.8% | 31.2% | 27.1% | 22.8% | 34.7% |
| | | 0.1% | 2.1% | 1.2% | 3.6% | 5.7% | 1.0% | 4.0% | 0.3% | 1.1% | 0.1% | 1.1% | 3.5% | 0.6% | 1.6% |
| Neither Agree nor Disagree | 24066.054 | 30.547 | 531.125 | 226.957 | 960.631 | 1442.74 | 259.814 | 1146.82 | 72.181 | 283.769 | 33.031 | 189.490 | 832.356 | 162.031 | 315.772 |
| | 23.9% | 25.7% | 26.4% | 21.6% | 26.1% | 22.2% | 24.6% | 26.3% | 24.3% | 24.8% | 22.3% | 19.9% | 23.9% | 24.5% | 25.2% |
| | | 0.1% | 2.2% | 0.9% | 4.0% | 6.0% | 1.1% | 4.8% | 0.3% | 1.2% | 0.1% | 0.8% | 3.5% | 0.7% | 1.3% |
| Disagree | 23810.515 | 28.374 | 488.716 | 244.809 | 915.773 | 1657.65 | 249.761 | 1108.37 | 72.919 | 306.594 | 41.375 | 199.746 | 802.251 | 167.783 | 238.282 |
| | 23.7% | 23.9% | 24.3% | 23.3% | 24.9% | 25.5% | 23.7% | 25.4% | 24.6% | 26.8% | 27.9% | 21.0% | 23.0% | 25.3% | 19.0% |
| | | 0.1% | 2.1% | 1.0% | 3.8% | 7.0% | 1.0% | 4.7% | 0.3% | 1.3% | 0.2% | 0.8% | 3.4% | 0.7% | 1.0% |
| Strongly Disagree | 16248.049 | 20.527 | 272.872 | 166.664 | 545.439 | 1448.91 | 173.386 | 709.051 | 54.161 | 183.256 | 35.145 | 119.987 | 542.013 | 118.975 | 103.847 |
| | 16.1% | 17.3% | 13.5% | 15.8% | 14.8% | 22.3% | 16.4% | 16.3% | 18.3% | 16.0% | 23.7% | 12.6% | 15.5% | 18.0% | 8.3% |
| | | 0.1% | 1.7% | 1.0% | 3.4% | 8.9% | 1.1% | 4.4% | 0.3% | 1.1% | 0.2% | 0.7% | 3.3% | 0.7% | 0.6% |
| Do Not Know | 330.946 | 0.337 | 10.197 | 2.988 | 13.218 | 12.499 | 6.976 | 6.198 | 2.078 | 6.103 | 0.963 | 4.989 | 9.002 | 6.489 | 4.585 |
| | 0.3% | 0.3% | 0.5% | 0.3% | 0.4% | 0.2% | 0.7% | 0.1% | 0.7% | 0.5% | 0.6% | 0.5% | 0.3% | 1.0% | 0.4% |
| | | 0.1% | 3.1% | 0.9% | 4.0% | 3.8% | 2.1% | 1.9% | 0.6% | 1.8% | 0.3% | 1.5% | 2.7% | 2.0% | 1.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 8940.85 | 7.954 | 2.7 | 17.207 | 16.576 | 78.2520 | 381.28 | 665.663 | 372.438 | 1565.42 |
| | 8.9% | 10.9% | 8.4% | 10.2% | 8.1% | 8.8% | 9.2% | 7.7% | 6.6% | 12.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.3% | 7.4% | 4.2% | 17.5% |
| Agree | 27257.177 | 20.305 | 10.446 | 49.3770 | 51.5560 | 234.07 | 1080.81 | 2402.49 | 1509.02 | 3386.82 |
| | 27.1% | 27.8% | 32.3% | 29.4% | 25.3% | 26.2% | 26.0% | 27.7% | 26.8% | 26.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.8% | 5.5% | 12.4% |
| Neither Agree nor Disagree | 24066.054 | 15.356 | 7.263 | 40.2090 | 46.6950 | 203.147 | 931.266 | 1802.66 | 1527.52 | 3236.69 |
| | 23.9% | 21.0% | 22.5% | 23.9% | 22.9% | 22.7% | 22.4% | 20.8% | 27.1% | 25.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.9% | 7.5% | 6.3% | 13.4% |
| Disagree | 23810.515 | 17.427 | 6.528 | 36.844 | 50.0640 | 239.691 | 971.498 | 2194.01 | 1378.47 | 2339.62 |
| | 23.7% | 23.9% | 20.2% | 21.9% | 24.6% | 26.8% | 23.4% | 25.3% | 24.5% | 18.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.1% | 9.2% | 5.8% | 9.8% |
| Strongly Disagree | 16248.049 | 11.213 | 5.254 | 23.629 | 38.2 | 132.089 | 772.849 | 1561.1 | 823.362 | 2303.88 |
| | 16.1% | 15.4% | 16.3% | 14.0% | 18.8% | 14.8% | 18.6% | 18.0% | 14.6% | 17.9% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 4.8% | 9.6% | 5.1% | 14.2% |
| Do Not Know | 330.946 | 0.709 | 0.119 | 0.925 | 0.377 | 6.021 | 14.441 | 54.527 | 19.466 | 65.82 |
| | 0.3% | 1.0% | 0.4% | 0.5% | 0.2% | 0.7% | 0.3% | 0.6% | 0.3% | 0.5% |
| | | 0.2% | 0.0% | 0.3% | 0.1% | 1.8% | 4.4% | 16.5% | 5.9% | 19.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 8940.85 | 3755.036 | 243.116 | 967.04000 | 1163.138 | 405.977 | 70.378 | 905.387 |
| | 8.9% | 9.1% | 11.4% | 9.9% | 9.7% | 7.4% | 8.0% | 8.3% |
| | | 42.0% | 2.7% | 10.8% | 13.0% | 4.5% | 0.8% | 10.1% |
| Agree | 27257.177 | 11466.616 | 596.029 | 2908.025 | 3340.822 | 1387.105 | 211.358 | 3023.2770 |
| | 27.1% | 27.8% | 27.9% | 29.7% | 27.9% | 25.2% | 24.2% | 27.6% |
| | | 42.1% | 2.2% | 10.7% | 12.3% | 5.1% | 0.8% | 11.1% |
| Neither Agree nor Disagree | 24066.054 | 9767.972 | 504.048 | 2339.696 | 2760.468 | 1292.434 | 192.839 | 2678.487 |
| | 23.9% | 23.7% | 23.6% | 23.9% | 23.1% | 23.5% | 22.0% | 24.5% |
| | | 40.6% | 2.1% | 9.7% | 11.5% | 5.4% | 0.8% | 11.1% |
| Disagree | 23810.515 | 10053.966 | 461.596 | 2396.321 | 2976.356 | 1415.057 | 216.684 | 2587.952 |
| | 23.7% | 24.4% | 21.6% | 24.5% | 24.9% | 25.7% | 24.8% | 23.6% |
| | | 42.2% | 1.9% | 10.1% | 12.5% | 5.9% | 0.9% | 10.9% |
| Strongly Disagree | 16248.049 | 6082.24 | 327.803 | 1163.592 | 1704.172 | 981.587 | 180.297 | 1724.789 |
| | 16.1% | 14.8% | 15.4% | 11.9% | 14.3% | 17.9% | 20.6% | 15.8% |
| | | 37.4% | 2.0% | 7.2% | 10.5% | 6.0% | 1.1% | 10.6% |
| Do Not Know | 330.946 | 81.919 | 0 | 24.866 | 13.394 | 15.812 | 3.16 | 24.687 |
| | 0.3% | 0.2% | | 0.3% | 0.1% | 0.3% | 0.4% | 0.2% |
| | | 24.8% | 0.0% | 7.5% | 4.0% | 4.8% | 1.0% | 7.5% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 99722.660 | 118.722 | 1989.19 | 1044.59 | 3629.52 | 6408.31 | 1041.57 | 4324.49 | 292.18 | 1129.38 | 146.979 | 938.745 | 3439.18 | 646.531 | 1248.3 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.6% | 6.4% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.4% | 0.6% | 1.3% |
| Strongly Agree | 8322.9 | 7.891 | 164.355 | 95.116 | 304.11 | 317.594 | 79.893 | 378.433 | 22.508 | 93.3130 | 5.873 | 146.49 | 350.996 | 40.255 | 176.767 |
| | 8.3% | 6.6% | 8.3% | 9.1% | 8.4% | 5.0% | 7.7% | 8.8% | 7.7% | 8.3% | 4.0% | 15.6% | 10.2% | 6.2% | 14.2% |
| | | 0.1% | 2.0% | 1.1% | 3.7% | 3.8% | 1.0% | 4.5% | 0.3% | 1.1% | 0.1% | 1.8% | 4.2% | 0.5% | 2.1% |
| Agree | 30596.581 | 34.234 | 666.567 | 379.272 | 1201.39 | 1490.12 | 306.495 | 1470.40 | 79.575 | 389.343 | 37.288 | 346.691 | 986.351 | 187.251 | 525.779 |
| | 30.7% | 28.8% | 33.5% | 36.3% | 33.1% | 23.3% | 29.4% | 34.0% | 27.2% | 34.5% | 25.4% | 36.9% | 28.7% | 29.0% | 42.1% |
| | | 0.1% | 2.2% | 1.2% | 3.9% | 4.9% | 1.0% | 4.8% | 0.3% | 1.3% | 0.1% | 1.1% | 3.2% | 0.6% | 1.7% |
| Neither Agree nor Disagree | 22627.07 | 32.03 | 460.813 | 218.396 | 836.366 | 1512.63 | 246.63 | 824.625 | 58.118 | 252.015 | 31.62 | 186.012 | 842.844 | 145.561 | 264.942 |
| | 22.7% | 27.0% | 23.2% | 20.9% | 23.0% | 23.6% | 23.7% | 19.1% | 19.9% | 22.3% | 21.5% | 19.8% | 24.5% | 22.5% | 21.2% |
| | | 0.1% | 2.0% | 1.0% | 3.7% | 6.7% | 1.1% | 3.6% | 0.3% | 1.1% | 0.1% | 0.8% | 3.7% | 0.6% | 1.2% |
| Disagree | 22658.818 | 28.079 | 434.662 | 217.141 | 805.963 | 1800.83 | 232.782 | 1062.32 | 75.852 | 247.095 | 43.388 | 153.248 | 745.418 | 155.758 | 194.056 |
| | 22.7% | 23.7% | 21.9% | 20.8% | 22.2% | 28.1% | 22.3% | 24.6% | 26.0% | 21.9% | 29.5% | 16.3% | 21.7% | 24.1% | 15.5% |
| | | 0.1% | 1.9% | 1.0% | 3.6% | 7.9% | 1.0% | 4.7% | 0.3% | 1.1% | 0.2% | 0.7% | 3.3% | 0.7% | 0.9% |
| Strongly Disagree | 15517.291 | 16.488 | 262.794 | 134.661 | 481.697 | 1287.14 | 175.769 | 588.716 | 56.127 | 147.611 | 28.81 | 106.304 | 513.575 | 117.706 | 86.753 |
| | 15.6% | 13.9% | 13.2% | 12.9% | 13.3% | 20.1% | 16.9% | 13.6% | 19.2% | 13.1% | 19.6% | 11.3% | 14.9% | 18.2% | 6.9% |
| | | 0.1% | 1.7% | 0.9% | 3.1% | 8.3% | 1.1% | 3.8% | 0.4% | 1.0% | 0.2% | 0.7% | 3.3% | 0.8% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 99722.660 | 72.226 | 32.04 | 165.26 | 200.696 | 892.811 | 4016.12 | 8591.34 | 5578.09 | 12866.6 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.6% | 5.6% | 12.9% |
| Strongly Agree | 8322.9 | 8.17 | 3.417 | 15.926 | 16.052 | 54.789 | 275.039 | 606.294 | 356.697 | 1162.30 |
| | 8.3% | 11.3% | 10.7% | 9.6% | 8.0% | 6.1% | 6.8% | 7.1% | 6.4% | 9.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.3% | 7.3% | 4.3% | 14.0% |
| Agree | 30596.581 | 20.158 | 11.633 | 56.1660 | 55.5870 | 217.849 | 1087.82 | 2317.55 | 1840.65 | 4006.33 |
| | 30.7% | 27.9% | 36.3% | 34.0% | 27.7% | 24.4% | 27.1% | 27.0% | 33.0% | 31.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.6% | 7.6% | 6.0% | 13.1% |
| Neither Agree nor Disagree | 22627.07 | 17.005 | 6.362 | 35.638 | 43.5550 | 209.62 | 833.16 | 2022.55 | 1439.2 | 2569.98 |
| | 22.7% | 23.5% | 19.9% | 21.6% | 21.7% | 23.5% | 20.7% | 23.5% | 25.8% | 20.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.7% | 8.9% | 6.4% | 11.4% |
| Disagree | 22658.818 | 17.258 | 7.444 | 37.9580 | 48.8420 | 261.132 | 1042.54 | 2094.58 | 1195.41 | 2634.53 |
| | 22.7% | 23.9% | 23.2% | 23.0% | 24.3% | 29.2% | 26.0% | 24.4% | 21.4% | 20.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.2% | 4.6% | 9.2% | 5.3% | 11.6% |
| Strongly Disagree | 15517.291 | 9.635 | 3.184 | 19.572 | 36.66 | 149.421 | 777.56 | 1550.37 | 746.135 | 2493.44 |
| | 15.6% | 13.3% | 9.9% | 11.8% | 18.3% | 16.7% | 19.4% | 18.0% | 13.4% | 19.4% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.0% | 5.0% | 10.0% | 4.8% | 16.1% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 99722.660 | 40909.816 | 2115.418 | 9761.7780 | 11868.215 | 5454.2370 | 863.993 | 10846.175 |
| | 100% | 41.0% | 2.1% | 9.8% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 8322.9 | 3640.62 | 231.934 | 947.10100 | 1029.899 | 364.812 | 63.892000 | 1002.982 |
| | 8.3% | 8.9% | 11.0% | 9.7% | 8.7% | 6.7% | 7.4% | 9.2% |
| | | 43.7% | 2.8% | 11.4% | 12.4% | 4.4% | 0.8% | 12.1% |
| Agree | 30596.581 | 12882.094 | 676.955 | 3379.0360 | 3785.2110 | 1585.655 | 205.147 | 3250.09 |
| | 30.7% | 31.5% | 32.0% | 34.6% | 31.9% | 29.1% | 23.7% | 30.0% |
| | | 42.1% | 2.2% | 11.0% | 12.4% | 5.2% | 0.7% | 10.6% |
| Neither Agree nor Disagree | 22627.07 | 9537.4060 | 523.39100 | 2317.1250 | 2846.238 | 1180.926 | 182.907 | 2486.8190 |
| | 22.7% | 23.3% | 24.7% | 23.7% | 24.0% | 21.7% | 21.2% | 22.9% |
| | | 42.2% | 2.3% | 10.2% | 12.6% | 5.2% | 0.8% | 11.0% |
| Disagree | 22658.818 | 9122.5310 | 444.781 | 1978.238 | 2657.634 | 1346.992 | 224.261 | 2470.625 |
| | 22.7% | 22.3% | 21.0% | 20.3% | 22.4% | 24.7% | 26.0% | 22.8% |
| | | 40.3% | 2.0% | 8.7% | 11.7% | 5.9% | 1.0% | 10.9% |
| Strongly Disagree | 15517.291 | 5727.165 | 238.357 | 1140.278 | 1549.233 | 975.85200 | 187.786 | 1635.659 |
| | 15.6% | 14.0% | 11.3% | 11.7% | 13.1% | 17.9% | 21.7% | 15.1% |
| | | 36.9% | 1.5% | 7.3% | 10.0% | 6.3% | 1.2% | 10.5% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 99899.974 | 118.275 | 1994.57 | 1043.26 | 3642.76 | 6455.18 | 1045.38 | 4318.93 | 293.003 | 1133.62 | 147.275 | 941.327 | 3458.4 | 650.460 | 1241.95 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.6% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 8355.49 | 8.188 | 154.72 | 82.166 | 229.198 | 311.467 | 77.034 | 370.751 | 24.757 | 71.599 | 6.313 | 129.823 | 328.585 | 43.956 | 139.686 |
| | 8.4% | 6.9% | 7.8% | 7.9% | 6.3% | 4.8% | 7.4% | 8.6% | 8.4% | 6.3% | 4.3% | 13.8% | 9.5% | 6.8% | 11.2% |
| | | 0.1% | 1.9% | 1.0% | 2.7% | 3.7% | 0.9% | 4.4% | 0.3% | 0.9% | 0.1% | 1.6% | 3.9% | 0.5% | 1.7% |
| Agree | 40729.581 | 54.202 | 857.778 | 450.302 | 1432.46 | 2282.57 | 397.845 | 1666.05 | 117.006 | 472.395 | 52.226 | 432.62 | 1346.03 | 250.356 | 606.877 |
| | 40.8% | 45.8% | 43.0% | 43.2% | 39.3% | 35.4% | 38.1% | 38.6% | 39.9% | 41.7% | 35.5% | 46.0% | 38.9% | 38.5% | 48.9% |
| | | 0.1% | 2.1% | 1.1% | 3.5% | 5.6% | 1.0% | 4.1% | 0.3% | 1.2% | 0.1% | 1.1% | 3.3% | 0.6% | 1.5% |
| Neither Agree nor Disagree | 21767.82 | 28.288 | 450.578 | 230.543 | 869.658 | 1423.15 | 249.896 | 1035.95 | 64.3290 | 257.8 | 34.161 | 173.872 | 756.895 | 155.041 | 280.691 |
| | 21.8% | 23.9% | 22.6% | 22.1% | 23.9% | 22.0% | 23.9% | 24.0% | 22.0% | 22.7% | 23.2% | 18.5% | 21.9% | 23.8% | 22.6% |
| | | 0.1% | 2.1% | 1.1% | 4.0% | 6.5% | 1.1% | 4.8% | 0.3% | 1.2% | 0.2% | 0.8% | 3.5% | 0.7% | 1.3% |
| Disagree | 19746.543 | 20.332 | 380.922 | 182.64 | 814.464 | 1430.58 | 205.544 | 898.372 | 52.9660 | 229.785 | 34.075 | 139.357 | 711.434 | 133.446 | 160.612 |
| | 19.8% | 17.2% | 19.1% | 17.5% | 22.4% | 22.2% | 19.7% | 20.8% | 18.1% | 20.3% | 23.1% | 14.8% | 20.6% | 20.5% | 12.9% |
| | | 0.1% | 1.9% | 0.9% | 4.1% | 7.2% | 1.0% | 4.5% | 0.3% | 1.2% | 0.2% | 0.7% | 3.6% | 0.7% | 0.8% |
| Strongly Disagree | 9300.54 | 7.265 | 150.568 | 97.612 | 296.976 | 1007.41 | 115.058 | 347.804 | 33.945 | 102.042 | 20.5 | 65.655 | 315.451 | 67.661 | 54.081 |
| | 9.3% | 6.1% | 7.5% | 9.4% | 8.2% | 15.6% | 11.0% | 8.1% | 11.6% | 9.0% | 13.9% | 7.0% | 9.1% | 10.4% | 4.4% |
| | | 0.1% | 1.6% | 1.0% | 3.2% | 10.8% | 1.2% | 3.7% | 0.4% | 1.1% | 0.2% | 0.7% | 3.4% | 0.7% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 99899.974 | 72.151 | 32.314 | 165.895 | 203.063 | 894.963 | 4067.5 | 8585.67 | 5587.35 | 12854.1 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.9% |
| Strongly Agree | 8355.49 | 7.822 | 2.088 | 18.091 | 17.644 | 55.813 | 352.88 | 786.317 | 350.005 | 1495.41 |
| | 8.4% | 10.8% | 6.5% | 10.9% | 8.7% | 6.2% | 8.7% | 9.2% | 6.3% | 11.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 4.2% | 9.4% | 4.2% | 17.9% |
| Agree | 40729.581 | 28.967 | 13.627 | 76.512 | 79.508 | 322.109 | 1582.4 | 3645.21 | 2400.32 | 5402.8 |
| | 40.8% | 40.1% | 42.2% | 46.1% | 39.2% | 36.0% | 38.9% | 42.5% | 43.0% | 42.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.9% | 8.9% | 5.9% | 13.3% |
| Neither Agree nor Disagree | 21767.82 | 15.486 | 6.22 | 33.593 | 41.715 | 210.901 | 853.368 | 1740.33 | 1313.29 | 2314.53 |
| | 21.8% | 21.5% | 19.2% | 20.2% | 20.5% | 23.6% | 21.0% | 20.3% | 23.5% | 18.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.9% | 8.0% | 6.0% | 10.6% |
| Disagree | 19746.543 | 13.016 | 8.559 | 25.246 | 42.381 | 238.556 | 887.012 | 1586.02 | 1046.99 | 2478.64 |
| | 19.8% | 18.0% | 26.5% | 15.2% | 20.9% | 26.7% | 21.8% | 18.5% | 18.7% | 19.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.2% | 4.5% | 8.0% | 5.3% | 12.6% |
| Strongly Disagree | 9300.54 | 6.86 | 1.82 | 12.453 | 21.815 | 67.584 | 391.838 | 827.797 | 476.754 | 1162.72 |
| | 9.3% | 9.5% | 5.6% | 7.5% | 10.7% | 7.6% | 9.6% | 9.6% | 8.5% | 9.0% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 4.2% | 8.9% | 5.1% | 12.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 99899.974 | 40952.593 | 2115.143 | 9753.9760 | 11896.546 | 5448.387 | 863.85600 | 10874.685 |
| | 100% | 41.0% | 2.1% | 9.8% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 8355.49 | 3291.176 | 222.544 | 759.05000 | 1036.494 | 416.773 | 59.108 | 797.207 |
| | 8.4% | 8.0% | 10.5% | 7.8% | 8.7% | 7.6% | 6.8% | 7.3% |
| | | 39.4% | 2.7% | 9.1% | 12.4% | 5.0% | 0.7% | 9.5% |
| Agree | 40729.581 | 16759.414 | 924.243 | 4109.6550 | 4709.2 | 2244.88 | 326.01800 | 4445.418 |
| | 40.8% | 40.9% | 43.7% | 42.1% | 39.6% | 41.2% | 37.7% | 40.9% |
| | | 41.1% | 2.3% | 10.1% | 11.6% | 5.5% | 0.8% | 10.9% |
| Neither Agree nor Disagree | 21767.82 | 9227.544 | 391.027 | 2197.1120 | 2783.98 | 1241.72 | 176.475 | 2437.23 |
| | 21.8% | 22.5% | 18.5% | 22.5% | 23.4% | 22.8% | 20.4% | 22.4% |
| | | 42.4% | 1.8% | 10.1% | 12.8% | 5.7% | 0.8% | 11.2% |
| Disagree | 19746.543 | 8025.595 | 401.192 | 1915.847 | 2345.192 | 1017.004 | 190.668 | 2155.692 |
| | 19.8% | 19.6% | 19.0% | 19.6% | 19.7% | 18.7% | 22.1% | 19.8% |
| | | 40.6% | 2.0% | 9.7% | 11.9% | 5.2% | 1.0% | 10.9% |
| Strongly Disagree | 9300.54 | 3648.864 | 176.137 | 772.31200 | 1021.68 | 528.01000 | 111.587 | 1039.138 |
| | 9.3% | 8.9% | 8.3% | 7.9% | 8.6% | 9.7% | 12.9% | 9.6% |
| | | 39.2% | 1.9% | 8.3% | 11.0% | 5.7% | 1.2% | 11.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 12080.778 | 12.46 | 183.542 | 120.263 | 337.019 | 664.919 | 125.631 | 487.491 | 30.627 | 94.5890 | 11.32 | 156.786 | 456.883 | 69.332 | 231.364 |
| | 12.0% | 10.5% | 9.1% | 11.4% | 9.2% | 10.2% | 11.9% | 11.2% | 10.3% | 8.3% | 7.6% | 16.5% | 13.1% | 10.5% | 18.4% |
| | | 0.1% | 1.5% | 1.0% | 2.8% | 5.5% | 1.0% | 4.0% | 0.3% | 0.8% | 0.1% | 1.3% | 3.8% | 0.6% | 1.9% |
| Agree | 31245.73 | 34.76 | 677.352 | 349.878 | 1095.87 | 1853.42 | 347.585 | 1231.95 | 83.847 | 360.375 | 38.414 | 322.324 | 1113.00 | 201.509 | 483.227 |
| | 31.0% | 29.2% | 33.6% | 33.3% | 29.8% | 28.5% | 32.9% | 28.3% | 28.3% | 31.5% | 25.9% | 33.9% | 31.9% | 30.4% | 38.5% |
| | | 0.1% | 2.2% | 1.1% | 3.5% | 5.9% | 1.1% | 3.9% | 0.3% | 1.2% | 0.1% | 1.0% | 3.6% | 0.6% | 1.5% |
| Neither Agree nor Disagree | 26525.327 | 34.996 | 574.277 | 290.877 | 1127.89 | 1736.7 | 283.485 | 1138.4 | 81.802 | 316.258 | 34.987 | 236.223 | 939.504 | 192.134 | 295.172 |
| | 26.4% | 29.4% | 28.5% | 27.7% | 30.7% | 26.7% | 26.9% | 26.1% | 27.6% | 27.6% | 23.6% | 24.8% | 27.0% | 29.0% | 23.5% |
| | | 0.1% | 2.2% | 1.1% | 4.3% | 6.5% | 1.1% | 4.3% | 0.3% | 1.2% | 0.1% | 0.9% | 3.5% | 0.7% | 1.1% |
| Disagree | 17418.752 | 22.106 | 338.637 | 157.398 | 656.371 | 1045.87 | 158.053 | 835.369 | 55.555 | 218.832 | 31.918 | 135.476 | 512.503 | 113.529 | 161.226 |
| | 17.3% | 18.6% | 16.8% | 15.0% | 17.9% | 16.1% | 15.0% | 19.2% | 18.7% | 19.1% | 21.5% | 14.2% | 14.7% | 17.2% | 12.8% |
| | | 0.1% | 1.9% | 0.9% | 3.8% | 6.0% | 0.9% | 4.8% | 0.3% | 1.3% | 0.2% | 0.8% | 2.9% | 0.7% | 0.9% |
| Strongly Disagree | 13123.007 | 14.471 | 231.315 | 127.654 | 451.338 | 1175.42 | 136.826 | 646.267 | 43.548 | 151.121 | 31.619 | 97.183 | 448.168 | 80.858 | 82.133 |
| | 13.0% | 12.2% | 11.5% | 12.1% | 12.3% | 18.1% | 13.0% | 14.8% | 14.7% | 13.2% | 21.3% | 10.2% | 12.9% | 12.2% | 6.5% |
| | | 0.1% | 1.8% | 1.0% | 3.4% | 9.0% | 1.0% | 4.9% | 0.3% | 1.2% | 0.2% | 0.7% | 3.4% | 0.6% | 0.6% |
| Do Not Know | 259.997 | 0.127 | 10.037 | 5.883 | 6.923 | 20.089 | 3.609 | 18.628 | 1.292 | 2.939 | 0 | 3.028 | 15.772 | 4.569 | 2.426 |
| | 0.3% | 0.1% | 0.5% | 0.6% | 0.2% | 0.3% | 0.3% | 0.4% | 0.4% | 0.3% | | 0.3% | 0.5% | 0.7% | 0.2% |
| | | 0.0% | 3.9% | 2.3% | 2.7% | 7.7% | 1.4% | 7.2% | 0.5% | 1.1% | 0.0% | 1.2% | 6.1% | 1.8% | 0.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 12080.778 | 11.073 | 3.668 | 25.273 | 23.241 | 112.5 | 598.495 | 902.081 | 496.826 | 1635.08 |
| | 12.0% | 15.2% | 11.4% | 15.0% | 11.4% | 12.6% | 14.4% | 10.4% | 8.8% | 12.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 5.0% | 7.5% | 4.1% | 13.5% |
| Agree | 31245.73 | 26.339 | 12.759 | 57.2960 | 61.6810 | 309.807 | 1298.75 | 2562.97 | 1873.53 | 3997.59 |
| | 31.0% | 36.1% | 39.5% | 34.1% | 30.3% | 34.7% | 31.3% | 29.5% | 33.3% | 31.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.2% | 8.2% | 6.0% | 12.8% |
| Neither Agree nor Disagree | 26525.327 | 16.041 | 7.237 | 44.9220 | 49.6110 | 228.818 | 958.247 | 2248.76 | 1689.16 | 3226.51 |
| | 26.4% | 22.0% | 22.4% | 26.7% | 24.4% | 25.6% | 23.1% | 25.9% | 30.0% | 25.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.6% | 8.5% | 6.4% | 12.2% |
| Disagree | 17418.752 | 11.527 | 5.437 | 24.75 | 37.1270 | 144.554 | 746.971 | 1656.66 | 967.41 | 2168.69 |
| | 17.3% | 15.8% | 16.8% | 14.7% | 18.2% | 16.2% | 18.0% | 19.1% | 17.2% | 16.8% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 4.3% | 9.5% | 5.6% | 12.5% |
| Strongly Disagree | 13123.007 | 7.741 | 3.209 | 15.544 | 31.209 | 97.522 | 516.868 | 1275.92 | 586.411 | 1863.99 |
| | 13.0% | 10.6% | 9.9% | 9.2% | 15.3% | 10.9% | 12.4% | 14.7% | 10.4% | 14.5% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 3.9% | 9.7% | 4.5% | 14.2% |
| Do Not Know | 259.997 | 0.243 | 0 | 0.406 | 0.599 | 0.069 | 32.82 | 34.061 | 16.94 | 6.361 |
| | 0.3% | 0.3% | | 0.2% | 0.3% | 0.0% | 0.8% | 0.4% | 0.3% | 0.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.0% | 12.6% | 13.1% | 6.5% | 2.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.71600 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 12080.778 | 5290.313 | 320.169 | 1395.84 | 1548.085 | 589.82800 | 118.125 | 1318.266 |
| | 12.0% | 12.8% | 15.0% | 14.2% | 12.9% | 10.7% | 13.5% | 12.0% |
| | | 43.8% | 2.7% | 11.6% | 12.8% | 4.9% | 1.0% | 10.9% |
| Agree | 31245.73 | 12851.507 | 675.535 | 3325.157 | 3770.433 | 1517.142 | 231.795 | 3331.4450 |
| | 31.0% | 31.2% | 31.7% | 33.9% | 31.5% | 27.6% | 26.5% | 30.4% |
| | | 41.1% | 2.2% | 10.6% | 12.1% | 4.9% | 0.7% | 10.7% |
| Neither Agree nor Disagree | 26525.327 | 10773.314 | 504.593 | 2424.362 | 3141.029 | 1516.281 | 216.848 | 2970.201 |
| | 26.4% | 26.1% | 23.7% | 24.7% | 26.3% | 27.6% | 24.8% | 27.1% |
| | | 40.6% | 1.9% | 9.1% | 11.8% | 5.7% | 0.8% | 11.2% |
| Disagree | 17418.752 | 7212.776 | 385.917 | 1613.244 | 2170.391 | 1036.061 | 168.778 | 1838.385 |
| | 17.3% | 17.5% | 18.1% | 16.5% | 18.1% | 18.8% | 19.3% | 16.8% |
| | | 41.4% | 2.2% | 9.3% | 12.5% | 5.9% | 1.0% | 10.6% |
| Strongly Disagree | 13123.007 | 5006.663 | 240.624 | 1031.512 | 1311.52 | 824.825 | 136.59 | 1461.592 |
| | 13.0% | 12.1% | 11.3% | 10.5% | 11.0% | 15.0% | 15.6% | 13.4% |
| | | 38.2% | 1.8% | 7.9% | 10.0% | 6.3% | 1.0% | 11.1% |
| Do Not Know | 259.997 | 73.176 | 5.754 | 9.425 | 16.892 | 13.835 | 2.58 | 24.69 |
| | 0.3% | 0.2% | 0.3% | 0.1% | 0.1% | 0.3% | 0.3% | 0.2% |
| | | 28.1% | 2.2% | 3.6% | 6.5% | 5.3% | 1.0% | 9.5% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 14382.133 | 17.925 | 263.68 | 146.907 | 459.334 | 903.013 | 153.825 | 636.121 | 41.412 | 131.461 | 13.462 | 180.477 | 535.768 | 84.64 | 290.995 |
| | 14.3% | 15.1% | 13.1% | 14.0% | 12.5% | 13.9% | 14.6% | 14.6% | 14.0% | 11.5% | 9.1% | 19.0% | 15.4% | 12.8% | 23.2% |
| | | 0.1% | 1.8% | 1.0% | 3.2% | 6.3% | 1.1% | 4.4% | 0.3% | 0.9% | 0.1% | 1.3% | 3.7% | 0.6% | 2.0% |
| Agree | 33137.404 | 42.791 | 717.827 | 374.131 | 1271.1 | 2071.81 | 360.828 | 1292.99 | 93.853 | 398.128 | 37.183 | 318.706 | 1168.43 | 209.179 | 507.079 |
| | 32.9% | 36.0% | 35.6% | 35.6% | 34.6% | 31.9% | 34.2% | 29.7% | 31.6% | 34.8% | 25.1% | 33.5% | 33.5% | 31.6% | 40.4% |
| | | 0.1% | 2.2% | 1.1% | 3.8% | 6.3% | 1.1% | 3.9% | 0.3% | 1.2% | 0.1% | 1.0% | 3.5% | 0.6% | 1.5% |
| Neither Agree nor Disagree | 24351.757 | 32.689 | 532.562 | 260.621 | 984.362 | 1492.78 | 257.221 | 1094.27 | 73.874 | 289.111 | 41.213 | 224.250 | 839.717 | 192.246 | 262.418 |
| | 24.2% | 27.5% | 26.4% | 24.8% | 26.8% | 23.0% | 24.4% | 25.1% | 24.9% | 25.3% | 27.8% | 23.6% | 24.1% | 29.0% | 20.9% |
| | | 0.1% | 2.2% | 1.1% | 4.0% | 6.1% | 1.1% | 4.5% | 0.3% | 1.2% | 0.2% | 0.9% | 3.4% | 0.8% | 1.1% |
| Disagree | 14132.374 | 11.91 | 242.907 | 133.204 | 486.297 | 975.422 | 131.086 | 631.851 | 38.475 | 163.217 | 26.617 | 109.439 | 454.072 | 77.852 | 98.608 |
| | 14.0% | 10.0% | 12.1% | 12.7% | 13.2% | 15.0% | 12.4% | 14.5% | 13.0% | 14.3% | 18.0% | 11.5% | 13.0% | 11.8% | 7.9% |
| | | 0.1% | 1.7% | 0.9% | 3.4% | 6.9% | 0.9% | 4.5% | 0.3% | 1.2% | 0.2% | 0.8% | 3.2% | 0.6% | 0.7% |
| Strongly Disagree | 12003.556 | 11.074 | 177.171 | 117.021 | 353.23 | 879.925 | 117.247 | 592.349 | 36.762 | 126.184 | 27.373 | 95.391 | 386.293 | 75.7080 | 70.613 |
| | 11.9% | 9.3% | 8.8% | 11.1% | 9.6% | 13.5% | 11.1% | 13.6% | 12.4% | 11.0% | 18.5% | 10.0% | 11.1% | 11.4% | 5.6% |
| | | 0.1% | 1.5% | 1.0% | 2.9% | 7.3% | 1.0% | 4.9% | 0.3% | 1.1% | 0.2% | 0.8% | 3.2% | 0.6% | 0.6% |
| Do Not Know | 2646.367 | 2.531 | 81.013 | 20.069 | 121.096 | 173.47 | 34.982 | 110.516 | 12.295 | 36.013 | 2.41 | 22.757 | 101.55 | 22.306 | 25.835 |
| | 2.6% | 2.1% | 4.0% | 1.9% | 3.3% | 2.7% | 3.3% | 2.5% | 4.1% | 3.1% | 1.6% | 2.4% | 2.9% | 3.4% | 2.1% |
| | | 0.1% | 3.1% | 0.8% | 4.6% | 6.6% | 1.3% | 4.2% | 0.5% | 1.4% | 0.1% | 0.9% | 3.8% | 0.8% | 1.0% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 14382.133 | 13.638 | 6.121 | 27.749 | 25.002 | 153.356 | 527.756 | 1122.83 | 669.735 | 1728.64 |
| | 14.3% | 18.7% | 18.9% | 16.5% | 12.3% | 17.2% | 12.7% | 12.9% | 11.9% | 13.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 3.7% | 7.8% | 4.7% | 12.0% |
| Agree | 33137.404 | 25.517 | 14.026 | 55.3890 | 74.131 | 350.759 | 1461.24 | 2895.18 | 2051.09 | 3920.40 |
| | 32.9% | 35.0% | 43.4% | 32.9% | 36.4% | 39.3% | 35.2% | 33.4% | 36.4% | 30.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 4.4% | 8.7% | 6.2% | 11.8% |
| Neither Agree nor Disagree | 24351.757 | 15.194 | 7.587 | 39.619 | 47.6330 | 202.042 | 946.62 | 1902.75 | 1451.23 | 3145.66 |
| | 24.2% | 20.8% | 23.5% | 23.6% | 23.4% | 22.6% | 22.8% | 21.9% | 25.8% | 24.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.9% | 7.8% | 6.0% | 12.9% |
| Disagree | 14132.374 | 10.458 | 2.759 | 22.61 | 24.707 | 98.04 | 584.243 | 1348.68 | 792.811 | 1763.48 |
| | 14.0% | 14.3% | 8.5% | 13.4% | 12.1% | 11.0% | 14.1% | 15.5% | 14.1% | 13.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 4.1% | 9.5% | 5.6% | 12.5% |
| Strongly Disagree | 12003.556 | 6.236 | 1.06 | 16.44 | 25.249 | 67.986 | 484.432 | 1021.6 | 517.694 | 1894.89 |
| | 11.9% | 8.5% | 3.3% | 9.8% | 12.4% | 7.6% | 11.7% | 11.8% | 9.2% | 14.7% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.6% | 4.0% | 8.5% | 4.3% | 15.8% |
| Do Not Know | 2646.367 | 1.921 | 0.757 | 6.384 | 6.746 | 21.087 | 147.859 | 389.423 | 147.717 | 445.164 |
| | 2.6% | 2.6% | 2.3% | 3.8% | 3.3% | 2.4% | 3.6% | 4.5% | 2.6% | 3.5% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 0.8% | 5.6% | 14.7% | 5.6% | 16.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.71600 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 14382.133 | 6248.287 | 460.36 | 1600.185 | 1805.01 | 671.42 | 126.797 | 1584.515 |
| | 14.3% | 15.2% | 21.6% | 16.3% | 15.1% | 12.2% | 14.5% | 14.5% |
| | | 43.4% | 3.2% | 11.1% | 12.6% | 4.7% | 0.9% | 11.0% |
| Agree | 33137.404 | 13425.642 | 675.191 | 3381.268 | 3853.496 | 1653.299 | 219.614 | 3642.7740 |
| | 32.9% | 32.6% | 31.7% | 34.5% | 32.2% | 30.1% | 25.1% | 33.3% |
| | | 40.5% | 2.0% | 10.2% | 11.6% | 5.0% | 0.7% | 11.0% |
| Neither Agree nor Disagree | 24351.757 | 10016.093 | 462.211 | 2206.3080 | 3076.019 | 1441.091 | 193.357 | 2637.107 |
| | 24.2% | 24.3% | 21.7% | 22.5% | 25.7% | 26.2% | 22.1% | 24.1% |
| | | 41.1% | 1.9% | 9.1% | 12.6% | 5.9% | 0.8% | 10.8% |
| Disagree | 14132.374 | 5903.629 | 282.908 | 1393.914 | 1701.425 | 841.257 | 183.525 | 1500.6 |
| | 14.0% | 14.3% | 13.3% | 14.2% | 14.2% | 15.3% | 21.0% | 13.7% |
| | | 41.8% | 2.0% | 9.9% | 12.0% | 6.0% | 1.3% | 10.6% |
| Strongly Disagree | 12003.556 | 4901.632 | 202.482 | 1069.529 | 1353.979 | 750.035 | 137.712 | 1387.895 |
| | 11.9% | 11.9% | 9.5% | 10.9% | 11.3% | 13.6% | 15.7% | 12.7% |
| | | 40.8% | 1.7% | 8.9% | 11.3% | 6.2% | 1.1% | 11.6% |
| Do Not Know | 2646.367 | 712.466 | 49.44 | 148.336 | 168.421 | 140.87 | 13.711 | 191.688 |
| | 2.6% | 1.7% | 2.3% | 1.5% | 1.4% | 2.6% | 1.6% | 1.8% |
| | | 26.9% | 1.9% | 5.6% | 6.4% | 5.3% | 0.5% | 7.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 92921.819 | 111.234 | 1797.08 | 895.484 | 3329.78 | 6174.43 | 939.987 | 4025.46 | 260.665 | 975.61 | 137.265 | 880.835 | 3167.39 | 582.979 | 1140.28 |
| | 100% | 0.1% | 1.9% | 1.0% | 3.6% | 6.6% | 1.0% | 4.3% | 0.3% | 1.0% | 0.1% | 0.9% | 3.4% | 0.6% | 1.2% |
| Strongly Agree | 9150.751 | 8.987 | 160.929 | 84.346 | 308.684 | 504.345 | 90.291 | 366.607 | 24.651 | 69.7 | 7.304 | 129.285 | 299.991 | 50.915 | 173.809 |
| | 9.8% | 8.1% | 9.0% | 9.4% | 9.3% | 8.2% | 9.6% | 9.1% | 9.5% | 7.1% | 5.3% | 14.7% | 9.5% | 8.7% | 15.2% |
| | | 0.1% | 1.8% | 0.9% | 3.4% | 5.5% | 1.0% | 4.0% | 0.3% | 0.8% | 0.1% | 1.4% | 3.3% | 0.6% | 1.9% |
| Agree | 31688.525 | 42.442 | 673.861 | 345.483 | 1144.54 | 1994.68 | 322.402 | 1349.82 | 73.1060 | 335.269 | 42.843 | 299.426 | 1037.71 | 175.444 | 494.698 |
| | 34.1% | 38.2% | 37.5% | 38.6% | 34.4% | 32.3% | 34.3% | 33.5% | 28.0% | 34.4% | 31.2% | 34.0% | 32.8% | 30.1% | 43.4% |
| | | 0.1% | 2.1% | 1.1% | 3.6% | 6.3% | 1.0% | 4.3% | 0.2% | 1.1% | 0.1% | 0.9% | 3.3% | 0.6% | 1.6% |
| Neither Agree nor Disagree | 26097.16 | 35.658 | 545.510 | 258.68 | 959.618 | 1590.81 | 274.278 | 1162.56 | 79.014 | 300.997 | 36.724 | 246.769 | 897.165 | 177.291 | 298.225 |
| | 28.1% | 32.1% | 30.4% | 28.9% | 28.8% | 25.8% | 29.2% | 28.9% | 30.3% | 30.9% | 26.8% | 28.0% | 28.3% | 30.4% | 26.2% |
| | | 0.1% | 2.1% | 1.0% | 3.7% | 6.1% | 1.1% | 4.5% | 0.3% | 1.2% | 0.1% | 0.9% | 3.4% | 0.7% | 1.1% |
| Disagree | 14598.892 | 14.203 | 233.65 | 114.452 | 579.294 | 1106.14 | 141.329 | 673.587 | 47.5420 | 158.892 | 28.434 | 115.031 | 526.472 | 97.4910 | 113.996 |
| | 15.7% | 12.8% | 13.0% | 12.8% | 17.4% | 17.9% | 15.0% | 16.7% | 18.2% | 16.3% | 20.7% | 13.1% | 16.6% | 16.7% | 10.0% |
| | | 0.1% | 1.6% | 0.8% | 4.0% | 7.6% | 1.0% | 4.6% | 0.3% | 1.1% | 0.2% | 0.8% | 3.6% | 0.7% | 0.8% |
| Strongly Disagree | 11386.491 | 9.944 | 183.131 | 92.523 | 337.638 | 978.447 | 111.687 | 472.886 | 36.352 | 110.752 | 21.96 | 90.324 | 406.057 | 81.8380 | 59.555 |
| | 12.3% | 8.9% | 10.2% | 10.3% | 10.1% | 15.8% | 11.9% | 11.7% | 13.9% | 11.4% | 16.0% | 10.3% | 12.8% | 14.0% | 5.2% |
| | | 0.1% | 1.6% | 0.8% | 3.0% | 8.6% | 1.0% | 4.2% | 0.3% | 1.0% | 0.2% | 0.8% | 3.6% | 0.7% | 0.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 92921.819 | 64.711 | 27.757 | 149.383 | 186.391 | 837.994 | 3817.95 | 7885.80 | 5160.24 | 12223.9 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.5% | 5.6% | 13.2% |
| Strongly Agree | 9150.751 | 6.567 | 2.88 | 16.525 | 17.327 | 79.03 | 315.885 | 828.686 | 393.847 | 1491.4 |
| | 9.8% | 10.1% | 10.4% | 11.1% | 9.3% | 9.4% | 8.3% | 10.5% | 7.6% | 12.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.5% | 9.1% | 4.3% | 16.3% |
| Agree | 31688.525 | 21.226 | 11.998 | 51.2190 | 65.6340 | 324.27 | 1308.36 | 2779.97 | 1829.36 | 4086.99 |
| | 34.1% | 32.8% | 43.2% | 34.3% | 35.2% | 38.7% | 34.3% | 35.3% | 35.5% | 33.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.1% | 8.8% | 5.8% | 12.9% |
| Neither Agree nor Disagree | 26097.16 | 18.583 | 8.644 | 42.5930 | 50.9300 | 203.511 | 1072.71 | 2260.52 | 1505.21 | 3208.53 |
| | 28.1% | 28.7% | 31.1% | 28.5% | 27.3% | 24.3% | 28.1% | 28.7% | 29.2% | 26.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.1% | 8.7% | 5.8% | 12.3% |
| Disagree | 14598.892 | 9.681 | 2.46 | 22.238 | 28.127 | 149.103 | 627.027 | 1197.62 | 891.359 | 1647.32 |
| | 15.7% | 15.0% | 8.9% | 14.9% | 15.1% | 17.8% | 16.4% | 15.2% | 17.3% | 13.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.3% | 8.2% | 6.1% | 11.3% |
| Strongly Disagree | 11386.491 | 8.654 | 1.775 | 16.808 | 24.373 | 82.08 | 493.973 | 818.997 | 540.469 | 1789.62 |
| | 12.3% | 13.4% | 6.4% | 11.3% | 13.1% | 9.8% | 12.9% | 10.4% | 10.5% | 14.6% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 4.3% | 7.2% | 4.7% | 15.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 92921.819 | 38149.243 | 1899.303 | 9060.782 | 11275.741 | 5025.1160 | 826.22000 | 10062.081 |
| | 100% | 41.1% | 2.0% | 9.8% | 12.1% | 5.4% | 0.9% | 10.8% |
| Strongly Agree | 9150.751 | 3718.763 | 276.557 | 939.17000 | 1131.697 | 396.48700 | 65.221 | 909.631 |
| | 9.8% | 9.7% | 14.6% | 10.4% | 10.0% | 7.9% | 7.9% | 9.0% |
| | | 40.6% | 3.0% | 10.3% | 12.4% | 4.3% | 0.7% | 9.9% |
| Agree | 31688.525 | 12877.773 | 634.118 | 3140.205 | 3710.1540 | 1577.96 | 232.69500 | 3582.641 |
| | 34.1% | 33.8% | 33.4% | 34.7% | 32.9% | 31.4% | 28.2% | 35.6% |
| | | 40.6% | 2.0% | 9.9% | 11.7% | 5.0% | 0.7% | 11.3% |
| Neither Agree nor Disagree | 26097.16 | 10862.622 | 492.856 | 2617.839 | 3162.6230 | 1548.181 | 219.626 | 2821.497 |
| | 28.1% | 28.5% | 25.9% | 28.9% | 28.0% | 30.8% | 26.6% | 28.0% |
| | | 41.6% | 1.9% | 10.0% | 12.1% | 5.9% | 0.8% | 10.8% |
| Disagree | 14598.892 | 6073.439 | 285.72 | 1319.411 | 1905.167 | 832.42100 | 178.568 | 1552.152 |
| | 15.7% | 15.9% | 15.0% | 14.6% | 16.9% | 16.6% | 21.6% | 15.4% |
| | | 41.6% | 2.0% | 9.0% | 13.1% | 5.7% | 1.2% | 10.6% |
| Strongly Disagree | 11386.491 | 4616.646 | 210.052 | 1044.157 | 1366.1 | 670.06700 | 130.11 | 1196.16 |
| | 12.3% | 12.1% | 11.1% | 11.5% | 12.1% | 13.3% | 15.7% | 11.9% |
| | | 40.5% | 1.8% | 9.2% | 12.0% | 5.9% | 1.1% | 10.5% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 95773.166 | 114.581 | 1858.51 | 997.02 | 3526.31 | 6247.52 | 990.757 | 4157.14 | 276.441 | 1060.3 | 141.167 | 902.473 | 3253.14 | 613.792 | 1196.15 |
| | 100% | 0.1% | 1.9% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.4% | 0.6% | 1.2% |
| Strongly Agree | 12271.342 | 19.067 | 268.412 | 132.918 | 463.617 | 654.604 | 130.61 | 530.797 | 32.919 | 125.056 | 11.557 | 140.088 | 420.634 | 70.048 | 244.125 |
| | 12.8% | 16.6% | 14.4% | 13.3% | 13.1% | 10.5% | 13.2% | 12.8% | 11.9% | 11.8% | 8.2% | 15.5% | 12.9% | 11.4% | 20.4% |
| | | 0.2% | 2.2% | 1.1% | 3.8% | 5.3% | 1.1% | 4.3% | 0.3% | 1.0% | 0.1% | 1.1% | 3.4% | 0.6% | 2.0% |
| Agree | 30467.698 | 35.986 | 658.91 | 345.816 | 1288.42 | 1707.97 | 319.754 | 1302.71 | 78.799 | 342.17 | 37.191 | 281.138 | 1005.73 | 174.779 | 463.428 |
| | 31.8% | 31.4% | 35.5% | 34.7% | 36.5% | 27.3% | 32.3% | 31.3% | 28.5% | 32.3% | 26.3% | 31.2% | 30.9% | 28.5% | 38.7% |
| | | 0.1% | 2.2% | 1.1% | 4.2% | 5.6% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.3% | 0.6% | 1.5% |
| Neither Agree nor Disagree | 24241.446 | 24.259 | 468.965 | 237.98 | 854.621 | 1521.73 | 247.876 | 1053.76 | 74.225 | 260.313 | 36.198 | 239.953 | 880.658 | 156.7 | 264.658 |
| | 25.3% | 21.2% | 25.2% | 23.9% | 24.2% | 24.4% | 25.0% | 25.3% | 26.9% | 24.6% | 25.6% | 26.6% | 27.1% | 25.5% | 22.1% |
| | | 0.1% | 1.9% | 1.0% | 3.5% | 6.3% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 1.0% | 3.6% | 0.6% | 1.1% |
| Disagree | 15924.662 | 19.534 | 274.824 | 167.006 | 582.925 | 1198.73 | 161.602 | 611.468 | 52.45 | 200.101 | 28.231 | 128.955 | 522.732 | 119.545 | 145.958 |
| | 16.6% | 17.0% | 14.8% | 16.8% | 16.5% | 19.2% | 16.3% | 14.7% | 19.0% | 18.9% | 20.0% | 14.3% | 16.1% | 19.5% | 12.2% |
| | | 0.1% | 1.7% | 1.0% | 3.7% | 7.5% | 1.0% | 3.8% | 0.3% | 1.3% | 0.2% | 0.8% | 3.3% | 0.8% | 0.9% |
| Strongly Disagree | 12868.018 | 15.735 | 187.394 | 113.3 | 336.725 | 1164.49 | 130.915 | 658.400 | 38.048 | 132.658 | 27.99 | 112.339 | 423.387 | 92.7200 | 77.978 |
| | 13.4% | 13.7% | 10.1% | 11.4% | 9.5% | 18.6% | 13.2% | 15.8% | 13.8% | 12.5% | 19.8% | 12.4% | 13.0% | 15.1% | 6.5% |
| | | 0.1% | 1.5% | 0.9% | 2.6% | 9.0% | 1.0% | 5.1% | 0.3% | 1.0% | 0.2% | 0.9% | 3.3% | 0.7% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 95773.166 | 67.281 | 30.669 | 155.943 | 195.952 | 866.481 | 3868.63 | 8099.48 | 5392.26 | 12346.5 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.5% | 5.6% | 12.9% |
| Strongly Agree | 12271.342 | 10.234 | 4.957 | 22.739 | 22.768 | 149.701 | 547.99 | 1144.69 | 629.936 | 1627.29 |
| | 12.8% | 15.2% | 16.2% | 14.6% | 11.6% | 17.3% | 14.2% | 14.1% | 11.7% | 13.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.2% | 4.5% | 9.3% | 5.1% | 13.3% |
| Agree | 30467.698 | 18.765 | 13.101 | 54.1 | 61.9280 | 289.539 | 1149.98 | 2706.62 | 1985.47 | 3598.93 |
| | 31.8% | 27.9% | 42.7% | 34.7% | 31.6% | 33.4% | 29.7% | 33.4% | 36.8% | 29.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.8% | 8.9% | 6.5% | 11.8% |
| Neither Agree nor Disagree | 24241.446 | 16.393 | 6.391 | 39.314 | 54.2970 | 194.425 | 1029.81 | 1956.64 | 1312.53 | 3198.20 |
| | 25.3% | 24.4% | 20.8% | 25.2% | 27.7% | 22.4% | 26.6% | 24.2% | 24.3% | 25.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.2% | 8.1% | 5.4% | 13.2% |
| Disagree | 15924.662 | 12.992 | 4.583 | 23.983 | 29.481 | 155.754 | 626.566 | 1334.87 | 918.949 | 1839.80 |
| | 16.6% | 19.3% | 14.9% | 15.4% | 15.0% | 18.0% | 16.2% | 16.5% | 17.0% | 14.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.9% | 8.4% | 5.8% | 11.6% |
| Strongly Disagree | 12868.018 | 8.897 | 1.637 | 15.807 | 27.478 | 77.062 | 514.286 | 956.659 | 545.366 | 2082.28 |
| | 13.4% | 13.2% | 5.3% | 10.1% | 14.0% | 8.9% | 13.3% | 11.8% | 10.1% | 16.9% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.6% | 4.0% | 7.4% | 4.2% | 16.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 95773.166 | 39414.681 | 2028.158 | 9388.256 | 11485.031 | 5221.612 | 844.649 | 10446.975 |
| | 100% | 41.2% | 2.1% | 9.8% | 12.0% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 12271.342 | 4866.586 | 342.94300 | 1124.627 | 1333.617 | 591.211 | 94.968 | 1379.22 |
| | 12.8% | 12.3% | 16.9% | 12.0% | 11.6% | 11.3% | 11.2% | 13.2% |
| | | 39.7% | 2.8% | 9.2% | 10.9% | 4.8% | 0.8% | 11.2% |
| Agree | 30467.698 | 12546.454 | 741.44800 | 3003.085 | 3655.224 | 1525.354 | 220.49 | 3400.8530 |
| | 31.8% | 31.8% | 36.6% | 32.0% | 31.8% | 29.2% | 26.1% | 32.6% |
| | | 41.2% | 2.4% | 9.9% | 12.0% | 5.0% | 0.7% | 11.2% |
| Neither Agree nor Disagree | 24241.446 | 10111.557 | 426.802 | 2409.061 | 3042.036 | 1375.055 | 201.779 | 2656.8240 |
| | 25.3% | 25.7% | 21.0% | 25.7% | 26.5% | 26.3% | 23.9% | 25.4% |
| | | 41.7% | 1.8% | 9.9% | 12.5% | 5.7% | 0.8% | 11.0% |
| Disagree | 15924.662 | 6763.616 | 306.58 | 1642.745 | 2016.694 | 953.62700 | 182.606 | 1661.364 |
| | 16.6% | 17.2% | 15.1% | 17.5% | 17.6% | 18.3% | 21.6% | 15.9% |
| | | 42.5% | 1.9% | 10.3% | 12.7% | 6.0% | 1.1% | 10.4% |
| Strongly Disagree | 12868.018 | 5126.468 | 210.385 | 1208.738 | 1437.46 | 776.365 | 144.806 | 1348.714 |
| | 13.4% | 13.0% | 10.4% | 12.9% | 12.5% | 14.9% | 17.1% | 12.9% |
| | | 39.8% | 1.6% | 9.4% | 11.2% | 6.0% | 1.1% | 10.5% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 93096.516 | 107.169 | 1764.93 | 951.21 | 3354.74 | 6105.94 | 937.086 | 4030.86 | 266.389 | 991.911 | 136.913 | 868.169 | 3094.63 | 590.328 | 1169.27 |
| | 100% | 0.1% | 1.9% | 1.0% | 3.6% | 6.6% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.3% | 0.6% | 1.3% |
| Strongly Agree | 12653.203 | 19.581 | 224.068 | 141.752 | 405.725 | 848.092 | 124.211 | 522.519 | 29.586 | 119.448 | 11.884 | 147.683 | 392.29 | 76.0590 | 255.952 |
| | 13.6% | 18.3% | 12.7% | 14.9% | 12.1% | 13.9% | 13.3% | 13.0% | 11.1% | 12.0% | 8.7% | 17.0% | 12.7% | 12.9% | 21.9% |
| | | 0.2% | 1.8% | 1.1% | 3.2% | 6.7% | 1.0% | 4.1% | 0.2% | 0.9% | 0.1% | 1.2% | 3.1% | 0.6% | 2.0% |
| Agree | 38577.298 | 47.367 | 740.564 | 420.192 | 1417.74 | 2425 | 381.405 | 1644.76 | 105.486 | 421.787 | 46.9490 | 353.413 | 1141.62 | 212.494 | 565.499 |
| | 41.4% | 44.2% | 42.0% | 44.2% | 42.3% | 39.7% | 40.7% | 40.8% | 39.6% | 42.5% | 34.3% | 40.7% | 36.9% | 36.0% | 48.4% |
| | | 0.1% | 1.9% | 1.1% | 3.7% | 6.3% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.0% | 0.6% | 1.5% |
| Neither Agree nor Disagree | 20422.618 | 21.021 | 440.830 | 198.915 | 804.537 | 1302.42 | 229.379 | 864.308 | 59.9850 | 240.3 | 29.483 | 194.781 | 782.307 | 153.163 | 211.232 |
| | 21.9% | 19.6% | 25.0% | 20.9% | 24.0% | 21.3% | 24.5% | 21.4% | 22.5% | 24.2% | 21.5% | 22.4% | 25.3% | 25.9% | 18.1% |
| | | 0.1% | 2.2% | 1.0% | 3.9% | 6.4% | 1.1% | 4.2% | 0.3% | 1.2% | 0.1% | 1.0% | 3.8% | 0.7% | 1.0% |
| Disagree | 12775.943 | 12.681 | 234.682 | 102.466 | 459.958 | 854.969 | 123.681 | 606.306 | 42.75 | 133.256 | 29.677 | 107.589 | 472.323 | 89.223 | 92.97 |
| | 13.7% | 11.8% | 13.3% | 10.8% | 13.7% | 14.0% | 13.2% | 15.0% | 16.0% | 13.4% | 21.7% | 12.4% | 15.3% | 15.1% | 8.0% |
| | | 0.1% | 1.8% | 0.8% | 3.6% | 6.7% | 1.0% | 4.7% | 0.3% | 1.0% | 0.2% | 0.8% | 3.7% | 0.7% | 0.7% |
| Strongly Disagree | 8667.4540 | 6.519 | 124.784 | 87.885 | 266.777 | 675.461 | 78.41 | 392.973 | 28.582 | 77.1200 | 18.92 | 64.703 | 306.093 | 59.389 | 43.612 |
| | 9.3% | 6.1% | 7.1% | 9.2% | 8.0% | 11.1% | 8.4% | 9.7% | 10.7% | 7.8% | 13.8% | 7.5% | 9.9% | 10.1% | 3.7% |
| | | 0.1% | 1.4% | 1.0% | 3.1% | 7.8% | 0.9% | 4.5% | 0.3% | 0.9% | 0.2% | 0.7% | 3.5% | 0.7% | 0.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 93096.516 | 62.207 | 28.038 | 147.329 | 190.685 | 821.62 | 3725.25 | 8042.36 | 5262.05 | 12099.9 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.6% | 5.7% | 13.0% |
| Strongly Agree | 12653.203 | 9.399 | 4.377 | 20.046 | 28.859 | 120.302 | 546.490 | 1237.74 | 547.847 | 1742.36 |
| | 13.6% | 15.1% | 15.6% | 13.6% | 15.1% | 14.6% | 14.7% | 15.4% | 10.4% | 14.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.3% | 9.8% | 4.3% | 13.8% |
| Agree | 38577.298 | 25.485 | 15.228 | 57.139 | 79.1700 | 358.864 | 1713.63 | 3539.91 | 2336.20 | 5161.97 |
| | 41.4% | 41.0% | 54.3% | 38.8% | 41.5% | 43.7% | 46.0% | 44.0% | 44.4% | 42.7% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 4.4% | 9.2% | 6.1% | 13.4% |
| Neither Agree nor Disagree | 20422.618 | 11.408 | 5.318 | 38.669 | 40.655 | 168.677 | 794 | 1593.93 | 1236.2 | 2179.6 |
| | 21.9% | 18.3% | 19.0% | 26.2% | 21.3% | 20.5% | 21.3% | 19.8% | 23.5% | 18.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.9% | 7.8% | 6.1% | 10.7% |
| Disagree | 12775.943 | 10.887 | 2.603 | 20.013 | 24.311 | 136.19 | 361.696 | 970.217 | 739.037 | 1601.66 |
| | 13.7% | 17.5% | 9.3% | 13.6% | 12.7% | 16.6% | 9.7% | 12.1% | 14.0% | 13.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 2.8% | 7.6% | 5.8% | 12.5% |
| Strongly Disagree | 8667.4540 | 5.028 | 0.512 | 11.462 | 17.69 | 37.587 | 309.43 | 700.562 | 402.766 | 1414.27 |
| | 9.3% | 8.1% | 1.8% | 7.8% | 9.3% | 4.6% | 8.3% | 8.7% | 7.7% | 11.7% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.4% | 3.6% | 8.1% | 4.6% | 16.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 93096.516 | 38347.569 | 1952.532 | 9195.095 | 11189.958 | 5106.3770 | 824.835 | 10078.772 |
| | 100% | 41.2% | 2.1% | 9.9% | 12.0% | 5.5% | 0.9% | 10.8% |
| Strongly Agree | 12653.203 | 5076.934 | 307.026 | 1278.067 | 1466.198 | 568.92200 | 97.820000 | 1358.901 |
| | 13.6% | 13.2% | 15.7% | 13.9% | 13.1% | 11.1% | 11.9% | 13.5% |
| | | 40.1% | 2.4% | 10.1% | 11.6% | 4.5% | 0.8% | 10.7% |
| Agree | 38577.298 | 15365.423 | 730.346 | 4006.02 | 4227.3150 | 1978.537 | 283.757 | 4139.448 |
| | 41.4% | 40.1% | 37.4% | 43.6% | 37.8% | 38.7% | 34.4% | 41.1% |
| | | 39.8% | 1.9% | 10.4% | 11.0% | 5.1% | 0.7% | 10.7% |
| Neither Agree nor Disagree | 20422.618 | 8821.5030 | 478.643 | 1861.554 | 2655.9910 | 1271.532 | 202.833 | 2350.9500 |
| | 21.9% | 23.0% | 24.5% | 20.2% | 23.7% | 24.9% | 24.6% | 23.3% |
| | | 43.2% | 2.3% | 9.1% | 13.0% | 6.2% | 1.0% | 11.5% |
| Disagree | 12775.943 | 5546.794 | 273.47 | 1260.621 | 1751.517 | 786.462 | 136.006 | 1338.718 |
| | 13.7% | 14.5% | 14.0% | 13.7% | 15.7% | 15.4% | 16.5% | 13.3% |
| | | 43.4% | 2.1% | 9.9% | 13.7% | 6.2% | 1.1% | 10.5% |
| Strongly Disagree | 8667.4540 | 3536.915 | 163.047 | 788.833 | 1088.937 | 500.92400 | 104.419 | 890.755 |
| | 9.3% | 9.2% | 8.4% | 8.6% | 9.7% | 9.8% | 12.7% | 8.8% |
| | | 40.8% | 1.9% | 9.1% | 12.6% | 5.8% | 1.2% | 10.3% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 14508.834 | 19.157 | 257.597 | 157.112 | 450.513 | 945.011 | 138.502 | 515.626 | 40.066 | 137.881 | 22.736 | 178.854 | 483.709 | 93.72 | 202.162 |
| | 14.4% | 16.1% | 12.8% | 14.9% | 12.3% | 14.5% | 13.1% | 11.8% | 13.5% | 12.1% | 15.3% | 18.8% | 13.9% | 14.2% | 16.1% |
| | | 0.1% | 1.8% | 1.1% | 3.1% | 6.5% | 1.0% | 3.6% | 0.3% | 1.0% | 0.2% | 1.2% | 3.3% | 0.6% | 1.4% |
| Agree | 57955.513 | 67.234 | 1182.1 | 621.319 | 2111.65 | 3567.96 | 573.731 | 2470.13 | 174.813 | 651.432 | 92.5220 | 545.671 | 1975.79 | 385.958 | 708.675 |
| | 57.6% | 56.5% | 58.7% | 59.1% | 57.5% | 54.9% | 54.4% | 56.7% | 58.9% | 56.9% | 62.4% | 57.4% | 56.7% | 58.3% | 56.4% |
| | | 0.1% | 2.0% | 1.1% | 3.6% | 6.2% | 1.0% | 4.3% | 0.3% | 1.1% | 0.2% | 0.9% | 3.4% | 0.7% | 1.2% |
| Neither Agree nor Disagree | 10713.267 | 13.376 | 234.179 | 120.313 | 432.896 | 740.709 | 118.241 | 540.879 | 32.816 | 120.077 | 11.975 | 94.9760 | 411.411 | 68.91 | 162.421 |
| | 10.6% | 11.2% | 11.6% | 11.4% | 11.8% | 11.4% | 11.2% | 12.4% | 11.1% | 10.5% | 8.1% | 10.0% | 11.8% | 10.4% | 12.9% |
| | | 0.1% | 2.2% | 1.1% | 4.0% | 6.9% | 1.1% | 5.0% | 0.3% | 1.1% | 0.1% | 0.9% | 3.8% | 0.6% | 1.5% |
| Disagree | 8646.236 | 10.543 | 199.467 | 110.199 | 353.674 | 596.238 | 118.331 | 429.364 | 27.174 | 136.923 | 13.26 | 63.119 | 291.254 | 50.529 | 107.576 |
| | 8.6% | 8.9% | 9.9% | 10.5% | 9.6% | 9.2% | 11.2% | 9.9% | 9.2% | 12.0% | 8.9% | 6.6% | 8.4% | 7.6% | 8.6% |
| | | 0.1% | 2.3% | 1.3% | 4.1% | 6.9% | 1.4% | 5.0% | 0.3% | 1.6% | 0.2% | 0.7% | 3.4% | 0.6% | 1.2% |
| Strongly Disagree | 2302.475 | 1.968 | 33.525 | 12.556 | 68.093 | 190.435 | 25.681 | 161.34 | 4.121 | 23.59 | 1.233 | 15.303 | 62.08 | 16.447 | 17.068 |
| | 2.3% | 1.7% | 1.7% | 1.2% | 1.9% | 2.9% | 2.4% | 3.7% | 1.4% | 2.1% | 0.8% | 1.6% | 1.8% | 2.5% | 1.4% |
| | | 0.1% | 1.5% | 0.5% | 3.0% | 8.3% | 1.1% | 7.0% | 0.2% | 1.0% | 0.1% | 0.7% | 2.7% | 0.7% | 0.7% |
| Do Not Know | 6527.266 | 6.642 | 108.292 | 30.454 | 258.593 | 456.063 | 80.703 | 240.76 | 17.681 | 74.2110 | 6.532 | 53.097 | 261.59 | 46.367 | 57.646 |
| | 6.5% | 5.6% | 5.4% | 2.9% | 7.0% | 7.0% | 7.6% | 5.5% | 6.0% | 6.5% | 4.4% | 5.6% | 7.5% | 7.0% | 4.6% |
| | | 0.1% | 1.7% | 0.5% | 4.0% | 7.0% | 1.2% | 3.7% | 0.3% | 1.1% | 0.1% | 0.8% | 4.0% | 0.7% | 0.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 14508.834 | 13.567 | 2.441 | 40.5380 | 36.711 | 121.663 | 659.133 | 1172.76 | 673.338 | 2017.38 |
| | 14.4% | 18.6% | 7.6% | 24.1% | 18.0% | 13.6% | 15.9% | 13.5% | 12.0% | 15.6% |
| | | 0.1% | 0.0% | 0.3% | 0.3% | 0.8% | 4.5% | 8.1% | 4.6% | 13.9% |
| Agree | 57955.513 | 38.778 | 19.166 | 88.623 | 118.956 | 493.616 | 2395.88 | 4682.52 | 3530.85 | 7402.95 |
| | 57.6% | 53.1% | 59.3% | 52.7% | 58.5% | 55.3% | 57.7% | 53.9% | 62.7% | 57.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.1% | 6.1% | 12.8% |
| Neither Agree nor Disagree | 10713.267 | 8.865 | 3.85 | 14.979 | 20.287 | 100.122 | 374.61 | 1044.82 | 565.347 | 999.687 |
| | 10.6% | 12.1% | 11.9% | 8.9% | 10.0% | 11.2% | 9.0% | 12.0% | 10.0% | 7.8% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 3.5% | 9.8% | 5.3% | 9.3% |
| Disagree | 8646.236 | 5.973 | 4.021 | 12.056 | 14.626 | 113.205 | 310.872 | 963.620 | 456.381 | 983.892 |
| | 8.6% | 8.2% | 12.4% | 7.2% | 7.2% | 12.7% | 7.5% | 11.1% | 8.1% | 7.6% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.3% | 3.6% | 11.1% | 5.3% | 11.4% |
| Strongly Disagree | 2302.475 | 0.797 | 0.774 | 2.035 | 3.401 | 8.618 | 94.116 | 229.829 | 81.515 | 540.2 |
| | 2.3% | 1.1% | 2.4% | 1.2% | 1.7% | 1.0% | 2.3% | 2.6% | 1.4% | 4.2% |
| | | 0.0% | 0.0% | 0.1% | 0.1% | 0.4% | 4.1% | 10.0% | 3.5% | 23.5% |
| Do Not Know | 6527.266 | 4.984 | 2.058 | 9.96 | 9.487 | 56.046 | 317.537 | 586.904 | 322.847 | 954.132 |
| | 6.5% | 6.8% | 6.4% | 5.9% | 4.7% | 6.3% | 7.6% | 6.8% | 5.7% | 7.4% |
| | | 0.1% | 0.0% | 0.2% | 0.1% | 0.9% | 4.9% | 9.0% | 4.9% | 14.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 14508.834 | 6128.663 | 326.134 | 1541.122 | 1700.618 | 787.11700 | 117.671 | 1656.001 |
| | 14.4% | 14.9% | 15.3% | 15.7% | 14.2% | 14.3% | 13.5% | 15.1% |
| | | 42.2% | 2.2% | 10.6% | 11.7% | 5.4% | 0.8% | 11.4% |
| Agree | 57955.513 | 24055.197 | 1215.627 | 5732.0440 | 6864.2900 | 3336.894 | 510.124 | 6396.218 |
| | 57.6% | 58.4% | 57.0% | 58.5% | 57.4% | 60.7% | 58.3% | 58.4% |
| | | 41.5% | 2.1% | 9.9% | 11.8% | 5.8% | 0.9% | 11.0% |
| Neither Agree nor Disagree | 10713.267 | 4477.52 | 254.573 | 1078.737 | 1305.24 | 528.05400 | 81.495 | 1229.421 |
| | 10.6% | 10.9% | 11.9% | 11.0% | 10.9% | 9.6% | 9.3% | 11.2% |
| | | 41.8% | 2.4% | 10.1% | 12.2% | 4.9% | 0.8% | 11.5% |
| Disagree | 8646.236 | 3273.939 | 196.48 | 758.048 | 1004.666 | 415.93600 | 80.219 | 818.59 |
| | 8.6% | 7.9% | 9.2% | 7.7% | 8.4% | 7.6% | 9.2% | 7.5% |
| | | 37.9% | 2.3% | 8.8% | 11.6% | 4.8% | 0.9% | 9.5% |
| Strongly Disagree | 2302.475 | 707.75 | 14.1 | 161.739 | 260.469 | 66.419 | 24.036 | 180.987 |
| | 2.3% | 1.7% | 0.7% | 1.7% | 2.2% | 1.2% | 2.7% | 1.7% |
| | | 30.7% | 0.6% | 7.0% | 11.3% | 2.9% | 1.0% | 7.9% |
| Do Not Know | 6527.266 | 2564.68 | 125.678 | 527.85 | 823.06700 | 363.552 | 61.171 | 663.362 |
| | 6.5% | 6.2% | 5.9% | 5.4% | 6.9% | 6.6% | 7.0% | 6.1% |
| | | 39.3% | 1.9% | 8.1% | 12.6% | 5.6% | 0.9% | 10.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 17414.507 | 24.54 | 288.976 | 189.868 | 562.84 | 1297.65 | 161.209 | 668.01 | 47.846 | 159.203 | 27.685 | 197.709 | 573.307 | 101.437 | 241.621 |
| | 17.3% | 20.6% | 14.3% | 18.0% | 15.3% | 20.0% | 15.3% | 15.3% | 16.1% | 13.9% | 18.7% | 20.8% | 16.4% | 15.3% | 19.2% |
| | | 0.1% | 1.7% | 1.1% | 3.2% | 7.5% | 0.9% | 3.8% | 0.3% | 0.9% | 0.2% | 1.1% | 3.3% | 0.6% | 1.4% |
| Agree | 63574.817 | 71.337 | 1268.66 | 664.498 | 2450.32 | 4073.49 | 629.515 | 2775.49 | 184.921 | 724.67 | 95.1670 | 579.67 | 2075.67 | 427.863 | 809.669 |
| | 63.2% | 60.0% | 63.0% | 63.2% | 66.7% | 62.7% | 59.7% | 63.7% | 62.3% | 63.3% | 64.2% | 61.0% | 59.5% | 64.6% | 64.5% |
| | | 0.1% | 2.0% | 1.0% | 3.9% | 6.4% | 1.0% | 4.4% | 0.3% | 1.1% | 0.1% | 0.9% | 3.3% | 0.7% | 1.3% |
| Neither Agree nor Disagree | 8198.0780 | 9.691 | 212.278 | 99.6770 | 264.031 | 525.186 | 99.001 | 366.471 | 29.015 | 101.25 | 8.972 | 72.819 | 349.240 | 50.908 | 99.225 |
| | 8.1% | 8.1% | 10.5% | 9.5% | 7.2% | 8.1% | 9.4% | 8.4% | 9.8% | 8.8% | 6.1% | 7.7% | 10.0% | 7.7% | 7.9% |
| | | 0.1% | 2.6% | 1.2% | 3.2% | 6.4% | 1.2% | 4.5% | 0.4% | 1.2% | 0.1% | 0.9% | 4.3% | 0.6% | 1.2% |
| Disagree | 5400.679 | 8.416 | 134.947 | 74.051 | 202.712 | 313.859 | 89.297 | 283.094 | 18.613 | 87.601 | 10.622 | 48.137 | 208.211 | 32.705 | 56.571 |
| | 5.4% | 7.1% | 6.7% | 7.0% | 5.5% | 4.8% | 8.5% | 6.5% | 6.3% | 7.7% | 7.2% | 5.1% | 6.0% | 4.9% | 4.5% |
| | | 0.2% | 2.5% | 1.4% | 3.8% | 5.8% | 1.7% | 5.2% | 0.3% | 1.6% | 0.2% | 0.9% | 3.9% | 0.6% | 1.0% |
| Strongly Disagree | 1113.615 | 0.957 | 23.733 | 3.969 | 43.263 | 52.847 | 16.599 | 48.887 | 3.631 | 16.329 | 1.432 | 6.852 | 51.404 | 12.212 | 8.999 |
| | 1.1% | 0.8% | 1.2% | 0.4% | 1.2% | 0.8% | 1.6% | 1.1% | 1.2% | 1.4% | 1.0% | 0.7% | 1.5% | 1.8% | 0.7% |
| | | 0.1% | 2.1% | 0.4% | 3.9% | 4.7% | 1.5% | 4.4% | 0.3% | 1.5% | 0.1% | 0.6% | 4.6% | 1.1% | 0.8% |
| Do Not Know | 4951.895 | 3.979 | 86.568 | 19.89 | 152.251 | 233.38 | 59.5680 | 216.143 | 12.645 | 55.061 | 4.38 | 45.833 | 227.999 | 36.806 | 39.463 |
| | 4.9% | 3.3% | 4.3% | 1.9% | 4.1% | 3.6% | 5.6% | 5.0% | 4.3% | 4.8% | 3.0% | 4.8% | 6.5% | 5.6% | 3.1% |
| | | 0.1% | 1.7% | 0.4% | 3.1% | 4.7% | 1.2% | 4.4% | 0.3% | 1.1% | 0.1% | 0.9% | 4.6% | 0.7% | 0.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.270 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 17414.507 | 15.724 | 3.097 | 41.8330 | 39.1920 | 156.945 | 872.602 | 1588.51 | 850.968 | 2185.1 |
| | 17.3% | 21.6% | 9.6% | 24.9% | 19.3% | 17.6% | 21.0% | 18.3% | 15.1% | 16.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 5.0% | 9.1% | 4.9% | 12.5% |
| Agree | 63574.817 | 37.615 | 20.162 | 92.607 | 127.22 | 532.726 | 2674.21 | 5362.42 | 3916.96 | 8072.26 |
| | 63.2% | 51.6% | 62.4% | 55.1% | 62.5% | 59.6% | 64.4% | 61.8% | 69.6% | 62.6% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 4.2% | 8.4% | 6.2% | 12.7% |
| Neither Agree nor Disagree | 8198.0780 | 8.084 | 3.446 | 12.232 | 17.337 | 70.656 | 241.751 | 712.983 | 369.892 | 1076.68 |
| | 8.1% | 11.1% | 10.7% | 7.3% | 8.5% | 7.9% | 5.8% | 8.2% | 6.6% | 8.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 2.9% | 8.7% | 4.5% | 13.1% |
| Disagree | 5400.679 | 5.675 | 3.065 | 11.588 | 11.382 | 90.388 | 130.535 | 551.693 | 249.283 | 503.812 |
| | 5.4% | 7.8% | 9.5% | 6.9% | 5.6% | 10.1% | 3.1% | 6.4% | 4.4% | 3.9% |
| | | 0.1% | 0.1% | 0.2% | 0.2% | 1.7% | 2.4% | 10.2% | 4.6% | 9.3% |
| Strongly Disagree | 1113.615 | 1.04 | 0.774 | 1.958 | 1.91 | 4.536 | 38.288 | 94.338 | 41.021 | 180.113 |
| | 1.1% | 1.4% | 2.4% | 1.2% | 0.9% | 0.5% | 0.9% | 1.1% | 0.7% | 1.4% |
| | | 0.1% | 0.1% | 0.2% | 0.2% | 0.4% | 3.4% | 8.5% | 3.7% | 16.2% |
| Do Not Know | 4951.895 | 4.826 | 1.766 | 7.973 | 6.427 | 38.019 | 194.761 | 370.507 | 202.152 | 880.278 |
| | 4.9% | 6.6% | 5.5% | 4.7% | 3.2% | 4.3% | 4.7% | 4.3% | 3.6% | 6.8% |
| | | 0.1% | 0.0% | 0.2% | 0.1% | 0.8% | 3.9% | 7.5% | 4.1% | 17.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 17414.507 | 7118.634 | 354.135 | 1751.208 | 1925.864 | 922.35200 | 141.37 | 2023.705 |
| | 17.3% | 17.3% | 16.6% | 17.9% | 16.1% | 16.8% | 16.2% | 18.5% |
| | | 40.9% | 2.0% | 10.1% | 11.1% | 5.3% | 0.8% | 11.6% |
| Agree | 63574.817 | 25907.697 | 1339.863 | 6178.8980 | 7490.9180 | 3447.012 | 560.635 | 6890.371 |
| | 63.2% | 62.9% | 62.8% | 63.1% | 62.6% | 62.7% | 64.1% | 63.0% |
| | | 40.8% | 2.1% | 9.7% | 11.8% | 5.4% | 0.9% | 10.8% |
| Neither Agree nor Disagree | 8198.0780 | 3397.253 | 190.277 | 844.219 | 988.13200 | 456.13400 | 60.189 | 858.302 |
| | 8.1% | 8.2% | 8.9% | 8.6% | 8.3% | 8.3% | 6.9% | 7.8% |
| | | 41.4% | 2.3% | 10.3% | 12.1% | 5.6% | 0.7% | 10.5% |
| Disagree | 5400.679 | 2274.422 | 138.151 | 494.94 | 724.867 | 329.836 | 53.499 | 533.129 |
| | 5.4% | 5.5% | 6.5% | 5.1% | 6.1% | 6.0% | 6.1% | 4.9% |
| | | 42.1% | 2.6% | 9.2% | 13.4% | 6.1% | 1.0% | 9.9% |
| Strongly Disagree | 1113.615 | 458.523 | 4.48 | 83.621 | 196.631 | 51.791 | 15.728 | 106.272 |
| | 1.1% | 1.1% | 0.2% | 0.9% | 1.6% | 0.9% | 1.8% | 1.0% |
| | | 41.2% | 0.4% | 7.5% | 17.7% | 4.7% | 1.4% | 9.5% |
| Do Not Know | 4951.895 | 2051.22 | 105.686 | 446.654 | 631.93800 | 290.847 | 43.295 | 532.8 |
| | 4.9% | 5.0% | 5.0% | 4.6% | 5.3% | 5.3% | 4.9% | 4.9% |
| | | 41.4% | 2.1% | 9.0% | 12.8% | 5.9% | 0.9% | 10.8% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 14294.647 | 20.775 | 208.121 | 134.347 | 419.354 | 1185.28 | 131.919 | 514.430 | 39.015 | 117.361 | 23.459 | 163.172 | 428.185 | 88.968 | 180.834 |
| | 14.2% | 17.5% | 10.3% | 12.8% | 11.4% | 18.2% | 12.5% | 11.8% | 13.2% | 10.3% | 15.8% | 17.2% | 12.3% | 13.4% | 14.4% |
| | | 0.1% | 1.5% | 0.9% | 2.9% | 8.3% | 0.9% | 3.6% | 0.3% | 0.8% | 0.2% | 1.1% | 3.0% | 0.6% | 1.3% |
| Agree | 54425.659 | 57.766 | 970.655 | 595.323 | 1955.02 | 3682.28 | 497.165 | 2293.96 | 148.834 | 534.645 | 74.3290 | 493.252 | 1637.1 | 329.675 | 667.265 |
| | 54.1% | 48.6% | 48.2% | 56.6% | 53.2% | 56.7% | 47.1% | 52.6% | 50.2% | 46.7% | 50.1% | 51.9% | 47.0% | 49.8% | 53.1% |
| | | 0.1% | 1.8% | 1.1% | 3.6% | 6.8% | 0.9% | 4.2% | 0.3% | 1.0% | 0.1% | 0.9% | 3.0% | 0.6% | 1.2% |
| Neither Agree nor Disagree | 12593.756 | 14.566 | 325.628 | 145.988 | 523.62 | 665.378 | 151.54 | 623.755 | 40.554 | 177.222 | 18.827 | 118.769 | 557.58 | 95.885 | 179.801 |
| | 12.5% | 12.2% | 16.2% | 13.9% | 14.2% | 10.2% | 14.4% | 14.3% | 13.7% | 15.5% | 12.7% | 12.5% | 16.0% | 14.5% | 14.3% |
| | | 0.1% | 2.6% | 1.2% | 4.2% | 5.3% | 1.2% | 5.0% | 0.3% | 1.4% | 0.1% | 0.9% | 4.4% | 0.8% | 1.4% |
| Disagree | 10413.515 | 16.607 | 307.727 | 126.012 | 434.67 | 552.967 | 154.273 | 500.398 | 38.268 | 193.765 | 20.878 | 92.4360 | 459.204 | 77.6590 | 137.947 |
| | 10.3% | 14.0% | 15.3% | 12.0% | 11.8% | 8.5% | 14.6% | 11.5% | 12.9% | 16.9% | 14.1% | 9.7% | 13.2% | 11.7% | 11.0% |
| | | 0.2% | 3.0% | 1.2% | 4.2% | 5.3% | 1.5% | 4.8% | 0.4% | 1.9% | 0.2% | 0.9% | 4.4% | 0.7% | 1.3% |
| Strongly Disagree | 1988.112 | 2.885 | 50.382 | 17.317 | 84.526 | 99.273 | 29.654 | 97.062 | 6.864 | 27.035 | 2.041 | 16.839 | 71.432 | 20.121 | 17.596 |
| | 2.0% | 2.4% | 2.5% | 1.6% | 2.3% | 1.5% | 2.8% | 2.2% | 2.3% | 2.4% | 1.4% | 1.8% | 2.0% | 3.0% | 1.4% |
| | | 0.1% | 2.5% | 0.9% | 4.3% | 5.0% | 1.5% | 4.9% | 0.3% | 1.4% | 0.1% | 0.8% | 3.6% | 1.0% | 0.9% |
| Do Not Know | 6937.902 | 6.321 | 152.647 | 32.966 | 258.231 | 311.245 | 90.638 | 328.489 | 23.136 | 94.086 | 8.724 | 66.552 | 332.337 | 49.623 | 72.105 |
| | 6.9% | 5.3% | 7.6% | 3.1% | 7.0% | 4.8% | 8.6% | 7.5% | 7.8% | 8.2% | 5.9% | 7.0% | 9.5% | 7.5% | 5.7% |
| | | 0.1% | 2.2% | 0.5% | 3.7% | 4.5% | 1.3% | 4.7% | 0.3% | 1.4% | 0.1% | 1.0% | 4.8% | 0.7% | 1.0% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 14294.647 | 12.524 | 2.389 | 33.203 | 34.206 | 123.748 | 638.236 | 1391.9 | 601.692 | 1844.97 |
| | 14.2% | 17.2% | 7.4% | 19.7% | 16.8% | 13.9% | 15.4% | 16.0% | 10.7% | 14.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.5% | 9.7% | 4.2% | 12.9% |
| Agree | 54425.659 | 34.731 | 16.507 | 79.127 | 114.58 | 433.746 | 2372.99 | 4692.3 | 3400.69 | 6789.56 |
| | 54.1% | 47.6% | 51.1% | 47.0% | 56.3% | 48.6% | 57.2% | 54.1% | 60.4% | 52.6% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 4.4% | 8.6% | 6.2% | 12.5% |
| Neither Agree nor Disagree | 12593.756 | 8.701 | 4.725 | 21.1 | 23.48 | 97.5070 | 420.229 | 995.627 | 699.12 | 1537.02 |
| | 12.5% | 11.9% | 14.6% | 12.5% | 11.5% | 10.9% | 10.1% | 11.5% | 12.4% | 11.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.3% | 7.9% | 5.6% | 12.2% |
| Disagree | 10413.515 | 8.09 | 6.19 | 19.323 | 18.543 | 163.022 | 366.434 | 894.030 | 556.207 | 1275.55 |
| | 10.3% | 11.1% | 19.2% | 11.5% | 9.1% | 18.3% | 8.8% | 10.3% | 9.9% | 9.9% |
| | | 0.1% | 0.1% | 0.2% | 0.2% | 1.6% | 3.5% | 8.6% | 5.3% | 12.2% |
| Strongly Disagree | 1988.112 | 1.631 | 0.97 | 3.513 | 3.565 | 15.157 | 72.989 | 168.459 | 81.001 | 286.682 |
| | 2.0% | 2.2% | 3.0% | 2.1% | 1.8% | 1.7% | 1.8% | 1.9% | 1.4% | 2.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.7% | 8.5% | 4.1% | 14.4% |
| Do Not Know | 6937.902 | 7.287 | 1.529 | 11.925 | 9.094 | 60.09 | 281.265 | 538.144 | 291.56 | 1164.45 |
| | 6.9% | 10.0% | 4.7% | 7.1% | 4.5% | 6.7% | 6.8% | 6.2% | 5.2% | 9.0% |
| | | 0.1% | 0.0% | 0.2% | 0.1% | 0.9% | 4.1% | 7.8% | 4.2% | 16.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 14294.647 | 5956.562 | 318.642 | 1453.071 | 1673.08 | 783.24800 | 129.098 | 1599.423 |
| | 14.2% | 14.5% | 14.9% | 14.8% | 14.0% | 14.2% | 14.8% | 14.6% |
| | | 41.7% | 2.2% | 10.2% | 11.7% | 5.5% | 0.9% | 11.2% |
| Agree | 54425.659 | 22554.162 | 1095.524 | 5426.9920 | 6414.7960 | 2986.062 | 459.93 | 6170.858 |
| | 54.1% | 54.7% | 51.4% | 55.4% | 53.6% | 54.3% | 52.6% | 56.4% |
| | | 41.4% | 2.0% | 10.0% | 11.8% | 5.5% | 0.8% | 11.3% |
| Neither Agree nor Disagree | 12593.756 | 5147.13 | 287.971 | 1288.732 | 1501.115 | 707.588 | 82.308 | 1279.416 |
| | 12.5% | 12.5% | 13.5% | 13.2% | 12.6% | 12.9% | 9.4% | 11.7% |
| | | 40.9% | 2.3% | 10.2% | 11.9% | 5.6% | 0.7% | 10.2% |
| Disagree | 10413.515 | 3993.318 | 263.142 | 857.331 | 1218.211 | 549.46600 | 116.474 | 988.694 |
| | 10.3% | 9.7% | 12.3% | 8.7% | 10.2% | 10.0% | 13.3% | 9.0% |
| | | 38.3% | 2.5% | 8.2% | 11.7% | 5.3% | 1.1% | 9.5% |
| Strongly Disagree | 1988.112 | 811.118 | 21.128 | 193.156 | 264.077 | 112.405 | 23.016 | 197.336 |
| | 2.0% | 2.0% | 1.0% | 2.0% | 2.2% | 2.0% | 2.6% | 1.8% |
| | | 40.8% | 1.1% | 9.7% | 13.3% | 5.7% | 1.2% | 9.9% |
| Do Not Know | 6937.902 | 2745.459 | 146.185 | 580.258 | 887.07100 | 359.203 | 63.89 | 708.852 |
| | 6.9% | 6.7% | 6.9% | 5.9% | 7.4% | 6.5% | 7.3% | 6.5% |
| | | 39.6% | 2.1% | 8.4% | 12.8% | 5.2% | 0.9% | 10.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 98608.863 | 115.385 | 1973.6 | 1023.25 | 3590.45 | 6350.44 | 1017.69 | 4277 | 285.567 | 1107.92 | 145.841 | 928.137 | 3382.77 | 648.925 | 1232.68 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.6% | 6.4% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.4% | 0.7% | 1.3% |
| Strongly Agree | 10026.469 | 13.07 | 288.451 | 87.8990 | 287.732 | 585.291 | 102.969 | 382.462 | 23.671 | 97.8990 | 8.031 | 163.122 | 378.005 | 84.7600 | 170.687 |
| | 10.2% | 11.3% | 14.6% | 8.6% | 8.0% | 9.2% | 10.1% | 8.9% | 8.3% | 8.8% | 5.5% | 17.6% | 11.2% | 13.1% | 13.8% |
| | | 0.1% | 2.9% | 0.9% | 2.9% | 5.8% | 1.0% | 3.8% | 0.2% | 1.0% | 0.1% | 1.6% | 3.8% | 0.8% | 1.7% |
| Agree | 36714.944 | 45.008 | 890.539 | 440.395 | 1452.63 | 2138.16 | 406.079 | 1435.13 | 91.744 | 423.299 | 47.011 | 371.362 | 1329.33 | 272.707 | 589.096 |
| | 37.2% | 39.0% | 45.1% | 43.0% | 40.5% | 33.7% | 39.9% | 33.6% | 32.1% | 38.2% | 32.2% | 40.0% | 39.3% | 42.0% | 47.8% |
| | | 0.1% | 2.4% | 1.2% | 4.0% | 5.8% | 1.1% | 3.9% | 0.2% | 1.2% | 0.1% | 1.0% | 3.6% | 0.7% | 1.6% |
| Neither Agree nor Disagree | 17903.866 | 19.827 | 300.72 | 185.096 | 670.91 | 1065.81 | 173.797 | 903.293 | 59.7430 | 198.573 | 25.183 | 142.782 | 638.596 | 107.149 | 210.198 |
| | 18.2% | 17.2% | 15.2% | 18.1% | 18.7% | 16.8% | 17.1% | 21.1% | 20.9% | 17.9% | 17.3% | 15.4% | 18.9% | 16.5% | 17.1% |
| | | 0.1% | 1.7% | 1.0% | 3.7% | 6.0% | 1.0% | 5.0% | 0.3% | 1.1% | 0.1% | 0.8% | 3.6% | 0.6% | 1.2% |
| Disagree | 19901.649 | 25.918 | 330.271 | 178.087 | 739.339 | 1424.7 | 205.53 | 926.7 | 64.8590 | 240.914 | 34.358 | 155.881 | 628.664 | 104.183 | 179.473 |
| | 20.2% | 22.5% | 16.7% | 17.4% | 20.6% | 22.4% | 20.2% | 21.7% | 22.7% | 21.7% | 23.6% | 16.8% | 18.6% | 16.1% | 14.6% |
| | | 0.1% | 1.7% | 0.9% | 3.7% | 7.2% | 1.0% | 4.7% | 0.3% | 1.2% | 0.2% | 0.8% | 3.2% | 0.5% | 0.9% |
| Strongly Disagree | 14061.935 | 11.562 | 163.616 | 131.768 | 439.835 | 1136.49 | 129.318 | 629.412 | 45.55 | 147.236 | 31.258 | 94.99 | 408.174 | 80.126 | 83.225 |
| | 14.3% | 10.0% | 8.3% | 12.9% | 12.3% | 17.9% | 12.7% | 14.7% | 16.0% | 13.3% | 21.4% | 10.2% | 12.1% | 12.3% | 6.8% |
| | | 0.1% | 1.2% | 0.9% | 3.1% | 8.1% | 0.9% | 4.5% | 0.3% | 1.0% | 0.2% | 0.7% | 2.9% | 0.6% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 98608.863 | 72.018 | 30.69 | 164.04 | 200.164 | 862.139 | 4023.43 | 8460.51 | 5510.28 | 12622.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 10026.469 | 11.1 | 2.856 | 21.11 | 24.856 | 67.398 | 393.631 | 963.693 | 396.924 | 1133.98 |
| | 10.2% | 15.4% | 9.3% | 12.9% | 12.4% | 7.8% | 9.8% | 11.4% | 7.2% | 9.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.9% | 9.6% | 4.0% | 11.3% |
| Agree | 36714.944 | 29.079 | 13.996 | 66.141 | 79.922 | 345.318 | 1374.46 | 3575.89 | 2046.30 | 4364.85 |
| | 37.2% | 40.4% | 45.6% | 40.3% | 39.9% | 40.1% | 34.2% | 42.3% | 37.1% | 34.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.7% | 9.7% | 5.6% | 11.9% |
| Neither Agree nor Disagree | 17903.866 | 9.788 | 5.306 | 27.702 | 31.711 | 151.303 | 720.469 | 1405.56 | 1105.11 | 2583.63 |
| | 18.2% | 13.6% | 17.3% | 16.9% | 15.8% | 17.5% | 17.9% | 16.6% | 20.1% | 20.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.0% | 7.9% | 6.2% | 14.4% |
| Disagree | 19901.649 | 13.358 | 4.982 | 30.829 | 40.485 | 194.053 | 841.118 | 1469.98 | 1226.62 | 2362.29 |
| | 20.2% | 18.5% | 16.2% | 18.8% | 20.2% | 22.5% | 20.9% | 17.4% | 22.3% | 18.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.2% | 7.4% | 6.2% | 11.9% |
| Strongly Disagree | 14061.935 | 8.693 | 3.55 | 18.258 | 23.19 | 104.067 | 693.748 | 1045.39 | 735.324 | 2177.49 |
| | 14.3% | 12.1% | 11.6% | 11.1% | 11.6% | 12.1% | 17.2% | 12.4% | 13.3% | 17.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 4.9% | 7.4% | 5.2% | 15.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 98608.863 | 40583.713 | 2095.626 | 9699.2490 | 11748.619 | 5399.4330 | 856.368 | 10784.418 |
| | 100% | 41.2% | 2.1% | 9.8% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 10026.469 | 4336.875 | 215.472 | 1058.4 | 1328.824 | 539.32800 | 79.923 | 1114.928 |
| | 10.2% | 10.7% | 10.3% | 10.9% | 11.3% | 10.0% | 9.3% | 10.3% |
| | | 43.3% | 2.1% | 10.6% | 13.3% | 5.4% | 0.8% | 11.1% |
| Agree | 36714.944 | 14886.493 | 804.227 | 3824.9810 | 4084.4610 | 1955.835 | 284.053 | 3932.936 |
| | 37.2% | 36.7% | 38.4% | 39.4% | 34.8% | 36.2% | 33.2% | 36.5% |
| | | 40.5% | 2.2% | 10.4% | 11.1% | 5.3% | 0.8% | 10.7% |
| Neither Agree nor Disagree | 17903.866 | 7161.6120 | 386.366 | 1641.69 | 2237.627 | 871.96600 | 118.117 | 1905.8460 |
| | 18.2% | 17.6% | 18.4% | 16.9% | 19.0% | 16.1% | 13.8% | 17.7% |
| | | 40.0% | 2.2% | 9.2% | 12.5% | 4.9% | 0.7% | 10.6% |
| Disagree | 19901.649 | 8479.0620 | 446.502 | 1954.862 | 2396.38 | 1157.132 | 208.75 | 2315.436 |
| | 20.2% | 20.9% | 21.3% | 20.2% | 20.4% | 21.4% | 24.4% | 21.5% |
| | | 42.6% | 2.2% | 9.8% | 12.0% | 5.8% | 1.0% | 11.6% |
| Strongly Disagree | 14061.935 | 5719.671 | 243.059 | 1219.316 | 1701.327 | 875.17200 | 165.525 | 1515.272 |
| | 14.3% | 14.1% | 11.6% | 12.6% | 14.5% | 16.2% | 19.3% | 14.1% |
| | | 40.7% | 1.7% | 8.7% | 12.1% | 6.2% | 1.2% | 10.8% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 98180.492 | 115.66 | 1950.53 | 1013.13 | 3552.40 | 6307.13 | 1011.09 | 4270.09 | 283.117 | 1102.31 | 145.34 | 920.875 | 3370.7 | 639.244 | 1229.04 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.6% | 6.4% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.4% | 0.7% | 1.3% |
| Strongly Agree | 9686.414 | 9.43300 | 300.155 | 109.988 | 263.556 | 530.239 | 98.23 | 322.263 | 22.384 | 102.331 | 7.66 | 154.484 | 373.859 | 98.4560 | 171.471 |
| | 9.9% | 8.2% | 15.4% | 10.9% | 7.4% | 8.4% | 9.7% | 7.5% | 7.9% | 9.3% | 5.3% | 16.8% | 11.1% | 15.4% | 14.0% |
| | | 0.1% | 3.1% | 1.1% | 2.7% | 5.5% | 1.0% | 3.3% | 0.2% | 1.1% | 0.1% | 1.6% | 3.9% | 1.0% | 1.8% |
| Agree | 30755.964 | 36.988 | 794.158 | 399.617 | 1152.55 | 1826.53 | 338.232 | 1232.26 | 80.942 | 410.371 | 40.2800 | 320.298 | 1073.57 | 230.491 | 507.269 |
| | 31.3% | 32.0% | 40.7% | 39.4% | 32.4% | 29.0% | 33.5% | 28.9% | 28.6% | 37.2% | 27.7% | 34.8% | 31.9% | 36.1% | 41.3% |
| | | 0.1% | 2.6% | 1.3% | 3.7% | 5.9% | 1.1% | 4.0% | 0.3% | 1.3% | 0.1% | 1.0% | 3.5% | 0.7% | 1.6% |
| Neither Agree nor Disagree | 19639.375 | 26.261 | 358.538 | 212.13 | 732.544 | 1131.52 | 213.911 | 872.063 | 57.6310 | 218.093 | 28.82 | 168.742 | 687.023 | 112.169 | 250.853 |
| | 20.0% | 22.7% | 18.4% | 20.9% | 20.6% | 17.9% | 21.2% | 20.4% | 20.4% | 19.8% | 19.8% | 18.3% | 20.4% | 17.5% | 20.4% |
| | | 0.1% | 1.8% | 1.1% | 3.7% | 5.8% | 1.1% | 4.4% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.6% | 1.3% |
| Disagree | 23766.023 | 31.436 | 347.076 | 186.329 | 969.793 | 1657.28 | 222.538 | 1129.56 | 77.724 | 243.242 | 42.606 | 186.934 | 775.092 | 109.411 | 212.202 |
| | 24.2% | 27.2% | 17.8% | 18.4% | 27.3% | 26.3% | 22.0% | 26.5% | 27.5% | 22.1% | 29.3% | 20.3% | 23.0% | 17.1% | 17.3% |
| | | 0.1% | 1.5% | 0.8% | 4.1% | 7.0% | 0.9% | 4.8% | 0.3% | 1.0% | 0.2% | 0.8% | 3.3% | 0.5% | 0.9% |
| Strongly Disagree | 14332.716 | 11.542 | 150.602 | 105.066 | 433.962 | 1161.57 | 138.177 | 713.937 | 44.4360 | 128.274 | 25.974 | 90.417 | 461.151 | 88.7170 | 87.241 |
| | 14.6% | 10.0% | 7.7% | 10.4% | 12.2% | 18.4% | 13.7% | 16.7% | 15.7% | 11.6% | 17.9% | 9.8% | 13.7% | 13.9% | 7.1% |
| | | 0.1% | 1.1% | 0.7% | 3.0% | 8.1% | 1.0% | 5.0% | 0.3% | 0.9% | 0.2% | 0.6% | 3.2% | 0.6% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 98180.492 | 71.234 | 30.981 | 165.202 | 199.171 | 871.82 | 4060.88 | 8311.04 | 5482.39 | 12552.8 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.5% | 5.6% | 12.8% |
| Strongly Agree | 9686.414 | 12.296 | 2.438 | 18.054 | 23.783 | 53.962 | 471.033 | 877.691 | 369.383 | 1164.79 |
| | 9.9% | 17.3% | 7.9% | 10.9% | 11.9% | 6.2% | 11.6% | 10.6% | 6.7% | 9.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.6% | 4.9% | 9.1% | 3.8% | 12.0% |
| Agree | 30755.964 | 28.412 | 13.332 | 57.395 | 71.2160 | 276.108 | 1279.65 | 3102.83 | 1733.27 | 2853.94 |
| | 31.3% | 39.9% | 43.0% | 34.7% | 35.8% | 31.7% | 31.5% | 37.3% | 31.6% | 22.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.2% | 10.1% | 5.6% | 9.3% |
| Neither Agree nor Disagree | 19639.375 | 11.359 | 5.295 | 35.161 | 38.56 | 161.972 | 809.124 | 1506.53 | 1271.17 | 2854.37 |
| | 20.0% | 15.9% | 17.1% | 21.3% | 19.4% | 18.6% | 19.9% | 18.1% | 23.2% | 22.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.1% | 7.7% | 6.5% | 14.5% |
| Disagree | 23766.023 | 13.147 | 5.611 | 35.51 | 43.899 | 264.065 | 923.923 | 1860.70 | 1412.76 | 3288.94 |
| | 24.2% | 18.5% | 18.1% | 21.5% | 22.0% | 30.3% | 22.8% | 22.4% | 25.8% | 26.2% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.1% | 3.9% | 7.8% | 5.9% | 13.8% |
| Strongly Disagree | 14332.716 | 6.02 | 4.305 | 19.082 | 21.713 | 115.713 | 577.153 | 963.298 | 695.801 | 2390.81 |
| | 14.6% | 8.5% | 13.9% | 11.6% | 10.9% | 13.3% | 14.2% | 11.6% | 12.7% | 19.0% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.8% | 4.0% | 6.7% | 4.9% | 16.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 98180.492 | 40524.279 | 2107.026 | 9711.649 | 11711.225 | 5364.447 | 852.416 | 10777.516 |
| | 100% | 41.3% | 2.1% | 9.9% | 11.9% | 5.5% | 0.9% | 11.0% |
| Strongly Agree | 9686.414 | 4128.476 | 227.164 | 1120.2 | 1196.793 | 495.552 | 63.388 | 1025.379 |
| | 9.9% | 10.2% | 10.8% | 11.5% | 10.2% | 9.2% | 7.4% | 9.5% |
| | | 42.6% | 2.3% | 11.6% | 12.4% | 5.1% | 0.7% | 10.6% |
| Agree | 30755.964 | 12896.26 | 757.10900 | 3345.8300 | 3605.7700 | 1700.259 | 220.252 | 3267.04 |
| | 31.3% | 31.8% | 35.9% | 34.5% | 30.8% | 31.7% | 25.8% | 30.3% |
| | | 41.9% | 2.5% | 10.9% | 11.7% | 5.5% | 0.7% | 10.6% |
| Neither Agree nor Disagree | 19639.375 | 7875.5500 | 442.553 | 1977.181 | 2251.546 | 1012.742 | 158.816 | 2032.7120 |
| | 20.0% | 19.4% | 21.0% | 20.4% | 19.2% | 18.9% | 18.6% | 18.9% |
| | | 40.1% | 2.3% | 10.1% | 11.5% | 5.2% | 0.8% | 10.4% |
| Disagree | 23766.023 | 9726.235 | 447.574 | 2160.423 | 2847.1800 | 1293.078 | 209.253 | 2768.727 |
| | 24.2% | 24.0% | 21.2% | 22.2% | 24.3% | 24.1% | 24.5% | 25.7% |
| | | 40.9% | 1.9% | 9.1% | 12.0% | 5.4% | 0.9% | 11.6% |
| Strongly Disagree | 14332.716 | 5897.758 | 232.626 | 1108.015 | 1809.936 | 862.816 | 200.707 | 1683.658 |
| | 14.6% | 14.6% | 11.0% | 11.4% | 15.5% | 16.1% | 23.5% | 15.6% |
| | | 41.1% | 1.6% | 7.7% | 12.6% | 6.0% | 1.4% | 11.7% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 98488.793 | 116.642 | 1970.32 | 1012.1 | 3554.28 | 6240.29 | 1016.96 | 4270.86 | 286.162 | 1117.59 | 145.663 | 925.572 | 3389.93 | 639.103 | 1234.98 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.6% | 6.3% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.4% | 0.6% | 1.3% |
| Strongly Agree | 9517.227 | 10.583 | 246.354 | 113.76 | 269.220 | 429.744 | 96.308 | 348.643 | 23.765 | 103.691 | 7.16 | 165.261 | 351.418 | 81.464 | 182.168 |
| | 9.7% | 9.1% | 12.5% | 11.2% | 7.6% | 6.9% | 9.5% | 8.2% | 8.3% | 9.3% | 4.9% | 17.9% | 10.4% | 12.7% | 14.8% |
| | | 0.1% | 2.6% | 1.2% | 2.8% | 4.5% | 1.0% | 3.7% | 0.2% | 1.1% | 0.1% | 1.7% | 3.7% | 0.9% | 1.9% |
| Agree | 33511.724 | 39.895 | 821.422 | 444.434 | 1286.39 | 1734 | 350.894 | 1341.67 | 99.558 | 459.503 | 43.1330 | 366.717 | 1218.48 | 257.326 | 582.208 |
| | 34.0% | 34.2% | 41.7% | 43.9% | 36.2% | 27.8% | 34.5% | 31.4% | 34.8% | 41.1% | 29.6% | 39.6% | 35.9% | 40.3% | 47.1% |
| | | 0.1% | 2.5% | 1.3% | 3.8% | 5.2% | 1.0% | 4.0% | 0.3% | 1.4% | 0.1% | 1.1% | 3.6% | 0.8% | 1.7% |
| Neither Agree nor Disagree | 21476.251 | 27.686 | 384.293 | 199.778 | 804.54 | 1642.88 | 230.578 | 1028.83 | 55.6410 | 229.856 | 36.585 | 168.055 | 820.314 | 120.346 | 251.015 |
| | 21.8% | 23.7% | 19.5% | 19.7% | 22.6% | 26.3% | 22.7% | 24.1% | 19.4% | 20.6% | 25.1% | 18.2% | 24.2% | 18.8% | 20.3% |
| | | 0.1% | 1.8% | 0.9% | 3.7% | 7.6% | 1.1% | 4.8% | 0.3% | 1.1% | 0.2% | 0.8% | 3.8% | 0.6% | 1.2% |
| Disagree | 21408.215 | 28.759 | 344.048 | 169.49 | 823.692 | 1480.39 | 218.885 | 949.625 | 67.7480 | 216.376 | 35.816 | 151.269 | 628.169 | 100.851 | 158.127 |
| | 21.7% | 24.7% | 17.5% | 16.7% | 23.2% | 23.7% | 21.5% | 22.2% | 23.7% | 19.4% | 24.6% | 16.3% | 18.5% | 15.8% | 12.8% |
| | | 0.1% | 1.6% | 0.8% | 3.8% | 6.9% | 1.0% | 4.4% | 0.3% | 1.0% | 0.2% | 0.7% | 2.9% | 0.5% | 0.7% |
| Strongly Disagree | 12575.376 | 9.719 | 174.198 | 84.635 | 370.433 | 953.275 | 120.29 | 602.092 | 39.45 | 108.167 | 22.969 | 74.27 | 371.542 | 79.116 | 61.458 |
| | 12.8% | 8.3% | 8.8% | 8.4% | 10.4% | 15.3% | 11.8% | 14.1% | 13.8% | 9.7% | 15.8% | 8.0% | 11.0% | 12.4% | 5.0% |
| | | 0.1% | 1.4% | 0.7% | 2.9% | 7.6% | 1.0% | 4.8% | 0.3% | 0.9% | 0.2% | 0.6% | 3.0% | 0.6% | 0.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 98488.793 | 71.093 | 30.905 | 165.099 | 199.793 | 875.635 | 4080.94 | 8440.75 | 5484.76 | 12686.8 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.9% |
| Strongly Agree | 9517.227 | 10.842 | 2.346 | 18.699 | 21.716 | 50.1350 | 434.429 | 838.781 | 326.992 | 1207.24 |
| | 9.7% | 15.3% | 7.6% | 11.3% | 10.9% | 5.7% | 10.6% | 9.9% | 6.0% | 9.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.5% | 4.6% | 8.8% | 3.4% | 12.7% |
| Agree | 33511.724 | 29.919 | 15.202 | 67.745 | 73.9980 | 287.185 | 1416.37 | 3477.56 | 1937.35 | 3003.61 |
| | 34.0% | 42.1% | 49.2% | 41.0% | 37.0% | 32.8% | 34.7% | 41.2% | 35.3% | 23.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.2% | 10.4% | 5.8% | 9.0% |
| Neither Agree nor Disagree | 21476.251 | 12.782 | 6.154 | 31.992 | 44.6930 | 211.546 | 774.082 | 1645.28 | 1417.13 | 2624.4 |
| | 21.8% | 18.0% | 19.9% | 19.4% | 22.4% | 24.2% | 19.0% | 19.5% | 25.8% | 20.7% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.0% | 3.6% | 7.7% | 6.6% | 12.2% |
| Disagree | 21408.215 | 12.62 | 4.523 | 29.462 | 36.438 | 221.117 | 893.405 | 1617.39 | 1201.78 | 3526.48 |
| | 21.7% | 17.8% | 14.6% | 17.8% | 18.2% | 25.3% | 21.9% | 19.2% | 21.9% | 27.8% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.0% | 4.2% | 7.6% | 5.6% | 16.5% |
| Strongly Disagree | 12575.376 | 4.93 | 2.68 | 17.201 | 22.948 | 105.652 | 562.653 | 861.737 | 601.501 | 2325.06 |
| | 12.8% | 6.9% | 8.7% | 10.4% | 11.5% | 12.1% | 13.8% | 10.2% | 11.0% | 18.3% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.8% | 4.5% | 6.9% | 4.8% | 18.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 98488.793 | 40532.605 | 2104.831 | 9675.377 | 11704.961 | 5393.3000 | 863.748 | 10790.388 |
| | 100% | 41.2% | 2.1% | 9.8% | 11.9% | 5.5% | 0.9% | 11.0% |
| Strongly Agree | 9517.227 | 4176.506 | 240.05 | 1092.274 | 1162.584 | 508.208 | 70.493 | 1102.897 |
| | 9.7% | 10.3% | 11.4% | 11.3% | 9.9% | 9.4% | 8.2% | 10.2% |
| | | 43.9% | 2.5% | 11.5% | 12.2% | 5.3% | 0.7% | 11.6% |
| Agree | 33511.724 | 14157.149 | 841.008 | 3428.494 | 4005.461 | 1907.2460 | 240.105 | 3734.835 |
| | 34.0% | 34.9% | 40.0% | 35.4% | 34.2% | 35.4% | 27.8% | 34.6% |
| | | 42.2% | 2.5% | 10.2% | 12.0% | 5.7% | 0.7% | 11.1% |
| Neither Agree nor Disagree | 21476.251 | 8707.805 | 397.123 | 2241.766 | 2539.496 | 1119.092 | 173.172 | 2237.156 |
| | 21.8% | 21.5% | 18.9% | 23.2% | 21.7% | 20.7% | 20.0% | 20.7% |
| | | 40.5% | 1.8% | 10.4% | 11.8% | 5.2% | 0.8% | 10.4% |
| Disagree | 21408.215 | 8491.748 | 391.68 | 1967.58 | 2450.83 | 1124.47 | 214.104 | 2343.084 |
| | 21.7% | 21.0% | 18.6% | 20.3% | 20.9% | 20.8% | 24.8% | 21.7% |
| | | 39.7% | 1.8% | 9.2% | 11.4% | 5.3% | 1.0% | 10.9% |
| Strongly Disagree | 12575.376 | 4999.397 | 234.97 | 945.263 | 1546.59 | 734.284 | 165.874 | 1372.416 |
| | 12.8% | 12.3% | 11.2% | 9.8% | 13.2% | 13.6% | 19.2% | 12.7% |
| | | 39.8% | 1.9% | 7.5% | 12.3% | 5.8% | 1.3% | 10.9% |

# FHCS Report by Agency

(34) Creativity and innovation are rewarded.

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 98215.748 | 115.431 | 1955.00 | 1016.29 | 3555.14 | 6387.56 | 1022.41 | 4234.13 | 286.171 | 1115.02 | 145.567 | 922.914 | 3399.34 | 630.158 | 1233.05 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.6% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.6% | 1.3% |
| Strongly Agree | 8171.716 | 9.844 | 211.568 | 94.754 | 257.759 | 407.863 | 78.984 | 320.026 | 19.813 | 94.721 | 7.63 | 135.591 | 318.13 | 62.135 | 183.99 |
| | 8.3% | 8.5% | 10.8% | 9.3% | 7.3% | 6.4% | 7.7% | 7.6% | 6.9% | 8.5% | 5.2% | 14.7% | 9.4% | 9.9% | 14.9% |
| | | 0.1% | 2.6% | 1.2% | 3.2% | 5.0% | 1.0% | 3.9% | 0.2% | 1.2% | 0.1% | 1.7% | 3.9% | 0.8% | 2.3% |
| Agree | 29430.333 | 38.143 | 691.821 | 338.952 | 1123.11 | 1735.10 | 295.691 | 1128.29 | 80.3550 | 397.38 | 38.989 | 323.756 | 1034.94 | 197.401 | 537.800 |
| | 30.0% | 33.0% | 35.4% | 33.4% | 31.6% | 27.2% | 28.9% | 26.6% | 28.1% | 35.6% | 26.8% | 35.1% | 30.4% | 31.3% | 43.6% |
| | | 0.1% | 2.4% | 1.2% | 3.8% | 5.9% | 1.0% | 3.8% | 0.3% | 1.4% | 0.1% | 1.1% | 3.5% | 0.7% | 1.8% |
| Neither Agree nor Disagree | 25033.694 | 30.15 | 472.418 | 263.928 | 933.974 | 1661.34 | 275.384 | 1151.00 | 72.3080 | 274.925 | 34.211 | 212.331 | 894.098 | 155.954 | 277.519 |
| | 25.5% | 26.1% | 24.2% | 26.0% | 26.3% | 26.0% | 26.9% | 27.2% | 25.3% | 24.7% | 23.5% | 23.0% | 26.3% | 24.7% | 22.5% |
| | | 0.1% | 1.9% | 1.1% | 3.7% | 6.6% | 1.1% | 4.6% | 0.3% | 1.1% | 0.1% | 0.8% | 3.6% | 0.6% | 1.1% |
| Disagree | 22567.756 | 26.289 | 396.005 | 214.478 | 844.678 | 1577.86 | 233.037 | 1060.29 | 66.5480 | 218.561 | 39.173 | 157.743 | 713.582 | 123.749 | 171.491 |
| | 23.0% | 22.8% | 20.3% | 21.1% | 23.8% | 24.7% | 22.8% | 25.0% | 23.3% | 19.6% | 26.9% | 17.1% | 21.0% | 19.6% | 13.9% |
| | | 0.1% | 1.8% | 1.0% | 3.7% | 7.0% | 1.0% | 4.7% | 0.3% | 1.0% | 0.2% | 0.7% | 3.2% | 0.5% | 0.8% |
| Strongly Disagree | 13012.249 | 11.005 | 183.191 | 104.173 | 395.618 | 1005.40 | 139.312 | 574.524 | 47.147 | 129.435 | 25.564 | 93.493 | 438.582 | 90.919 | 62.252 |
| | 13.2% | 9.5% | 9.4% | 10.3% | 11.1% | 15.7% | 13.6% | 13.6% | 16.5% | 11.6% | 17.6% | 10.1% | 12.9% | 14.4% | 5.0% |
| | | 0.1% | 1.4% | 0.8% | 3.0% | 7.7% | 1.1% | 4.4% | 0.4% | 1.0% | 0.2% | 0.7% | 3.4% | 0.7% | 0.5% |

# FHCS Report by Agency

(34) Creativity and innovation are rewarded.

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 98215.748 | 69.897 | 31.667 | 162.181 | 198.482 | 867.331 | 3980.66 | 8396.33 | 5504.61 | 12571.1 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.5% | 5.6% | 12.8% |
| Strongly Agree | 8171.716 | 11.412 | 2.715 | 17.291 | 20.149 | 55.626 | 305.42 | 621.361 | 315.403 | 1069.92 |
| | 8.3% | 16.3% | 8.6% | 10.7% | 10.2% | 6.4% | 7.7% | 7.4% | 5.7% | 8.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.7% | 7.6% | 3.9% | 13.1% |
| Agree | 29430.333 | 23.384 | 13.801 | 52.268 | 63.2350 | 264.022 | 1101.39 | 2777.33 | 1663.95 | 3099.99 |
| | 30.0% | 33.5% | 43.6% | 32.2% | 31.9% | 30.4% | 27.7% | 33.1% | 30.2% | 24.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.7% | 9.4% | 5.7% | 10.5% |
| Neither Agree nor Disagree | 25033.694 | 16.912 | 6.861 | 40.662 | 47.6150 | 210.375 | 1097.34 | 2005.64 | 1541.75 | 2897.83 |
| | 25.5% | 24.2% | 21.7% | 25.1% | 24.0% | 24.3% | 27.6% | 23.9% | 28.0% | 23.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.4% | 8.0% | 6.2% | 11.6% |
| Disagree | 22567.756 | 11.211 | 5.635 | 33.393 | 43.85 | 218.178 | 918.984 | 1935.82 | 1298.28 | 3570.54 |
| | 23.0% | 16.0% | 17.8% | 20.6% | 22.1% | 25.2% | 23.1% | 23.1% | 23.6% | 28.4% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 1.0% | 4.1% | 8.6% | 5.8% | 15.8% |
| Strongly Disagree | 13012.249 | 6.978 | 2.655 | 18.567 | 23.633 | 119.13 | 557.531 | 1056.18 | 685.227 | 1932.79 |
| | 13.2% | 10.0% | 8.4% | 11.4% | 11.9% | 13.7% | 14.0% | 12.6% | 12.4% | 15.4% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 4.3% | 8.1% | 5.3% | 14.9% |

# FHCS Report by Agency

(34) Creativity and innovation are rewarded.

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 98215.748 | 40415.349 | 2091.242 | 9673.3220 | 11673.509 | 5344.778 | 865.575 | 10766.923 |
| | 100% | 41.1% | 2.1% | 9.8% | 11.9% | 5.4% | 0.9% | 11.0% |
| Strongly Agree | 8171.716 | 3549.609 | 187.761 | 1026.085 | 991.12000 | 393.87 | 56.625 | 894.148 |
| | 8.3% | 8.8% | 9.0% | 10.6% | 8.5% | 7.4% | 6.5% | 8.3% |
| | | 43.4% | 2.3% | 12.6% | 12.1% | 4.8% | 0.7% | 10.9% |
| Agree | 29430.333 | 12409.24 | 719.56800 | 3125.3080 | 3507.281 | 1518.8320 | 214.166 | 3324.085 |
| | 30.0% | 30.7% | 34.4% | 32.3% | 30.0% | 28.4% | 24.7% | 30.9% |
| | | 42.2% | 2.4% | 10.6% | 11.9% | 5.2% | 0.7% | 11.3% |
| Neither Agree nor Disagree | 25033.694 | 10459.174 | 551.523 | 2580.6100 | 2946.415 | 1381.586 | 195.448 | 2803.5920 |
| | 25.5% | 25.9% | 26.4% | 26.7% | 25.2% | 25.8% | 22.6% | 26.0% |
| | | 41.8% | 2.2% | 10.3% | 11.8% | 5.5% | 0.8% | 11.2% |
| Disagree | 22567.756 | 8688.382 | 428.792 | 1925.817 | 2601.127 | 1249.952 | 239.177 | 2243.517 |
| | 23.0% | 21.5% | 20.5% | 19.9% | 22.3% | 23.4% | 27.6% | 20.8% |
| | | 38.5% | 1.9% | 8.5% | 11.5% | 5.5% | 1.1% | 9.9% |
| Strongly Disagree | 13012.249 | 5308.944 | 203.598 | 1015.502 | 1627.566 | 800.538 | 160.159 | 1501.581 |
| | 13.2% | 13.1% | 9.7% | 10.5% | 13.9% | 15.0% | 18.5% | 13.9% |
| | | 40.8% | 1.6% | 7.8% | 12.5% | 6.2% | 1.2% | 11.5% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 99429.716 | 117.716 | 1997.28 | 1046.52 | 3629.56 | 6435.62 | 1038.54 | 4187.83 | 288.42 | 1136.77 | 146.523 | 938.249 | 3431.59 | 655.434 | 1245.01 |
| | 100% | 0.1% | 2.0% | 1.1% | 3.7% | 6.5% | 1.0% | 4.2% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.3% |
| Strongly Agree | 17491.725 | 27.829 | 315.467 | 157.066 | 480.285 | 1123.25 | 163.387 | 518.125 | 36.032 | 180.84 | 15.332 | 231.150 | 659.682 | 140.2 | 261.955 |
| | 17.6% | 23.6% | 15.8% | 15.0% | 13.2% | 17.5% | 15.7% | 12.4% | 12.5% | 15.9% | 10.5% | 24.6% | 19.2% | 21.4% | 21.0% |
| | | 0.2% | 1.8% | 0.9% | 2.7% | 6.4% | 0.9% | 3.0% | 0.2% | 1.0% | 0.1% | 1.3% | 3.8% | 0.8% | 1.5% |
| Agree | 47077.806 | 57.1210 | 1020.89 | 548.877 | 1911.42 | 2884.79 | 457.889 | 1768.6 | 134.844 | 580.161 | 68.878 | 432.397 | 1654.40 | 303.75 | 680.971 |
| | 47.3% | 48.5% | 51.1% | 52.4% | 52.7% | 44.8% | 44.1% | 42.2% | 46.8% | 51.0% | 47.0% | 46.1% | 48.2% | 46.3% | 54.7% |
| | | 0.1% | 2.2% | 1.2% | 4.1% | 6.1% | 1.0% | 3.8% | 0.3% | 1.2% | 0.1% | 0.9% | 3.5% | 0.6% | 1.4% |
| Neither Agree nor Disagree | 16315.406 | 14.215 | 320.463 | 181.798 | 643.744 | 1007.51 | 187.178 | 991.397 | 60.2340 | 201.336 | 27.53 | 140.1 | 622.471 | 100.996 | 185.53 |
| | 16.4% | 12.1% | 16.0% | 17.4% | 17.7% | 15.7% | 18.0% | 23.7% | 20.9% | 17.7% | 18.8% | 14.9% | 18.1% | 15.4% | 14.9% |
| | | 0.1% | 2.0% | 1.1% | 3.9% | 6.2% | 1.1% | 6.1% | 0.4% | 1.2% | 0.2% | 0.9% | 3.8% | 0.6% | 1.1% |
| Disagree | 10554.742 | 12.343 | 210.448 | 93.2700 | 399.016 | 825.747 | 122.439 | 520.044 | 34.176 | 107.319 | 18.588 | 78.129 | 318.768 | 56.332 | 75.74 |
| | 10.6% | 10.5% | 10.5% | 8.9% | 11.0% | 12.8% | 11.8% | 12.4% | 11.8% | 9.4% | 12.7% | 8.3% | 9.3% | 8.6% | 6.1% |
| | | 0.1% | 2.0% | 0.9% | 3.8% | 7.8% | 1.2% | 4.9% | 0.3% | 1.0% | 0.2% | 0.7% | 3.0% | 0.5% | 0.7% |
| Strongly Disagree | 7990.037 | 6.208 | 130.006 | 65.505 | 195.092 | 594.32 | 107.643 | 389.67 | 23.134 | 67.117 | 16.195 | 56.473 | 176.271 | 54.156 | 40.811 |
| | 8.0% | 5.3% | 6.5% | 6.3% | 5.4% | 9.2% | 10.4% | 9.3% | 8.0% | 5.9% | 11.1% | 6.0% | 5.1% | 8.3% | 3.3% |
| | | 0.1% | 1.6% | 0.8% | 2.4% | 7.4% | 1.3% | 4.9% | 0.3% | 0.8% | 0.2% | 0.7% | 2.2% | 0.7% | 0.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 99429.716 | 72.689 | 31.434 | 166.499 | 202.785 | 876.015 | 4061.85 | 8586.78 | 5555.81 | 12818.4 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.9% |
| Strongly Agree | 17491.725 | 22.927 | 3.991 | 36.677 | 38.153 | 169.433 | 619.178 | 1304.06 | 627.306 | 2305.1 |
| | 17.6% | 31.5% | 12.7% | 22.0% | 18.8% | 19.3% | 15.2% | 15.2% | 11.3% | 18.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.5% | 7.5% | 3.6% | 13.2% |
| Agree | 47077.806 | 29.844 | 14.95 | 78.349 | 101.057 | 459.277 | 1774.44 | 4243.25 | 2911.07 | 5384.46 |
| | 47.3% | 41.1% | 47.6% | 47.1% | 49.8% | 52.4% | 43.7% | 49.4% | 52.4% | 42.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.8% | 9.0% | 6.2% | 11.4% |
| Neither Agree nor Disagree | 16315.406 | 8.183 | 5.505 | 22.805 | 27.486 | 107.947 | 795.774 | 1271.84 | 960.877 | 2447.23 |
| | 16.4% | 11.3% | 17.5% | 13.7% | 13.6% | 12.3% | 19.6% | 14.8% | 17.3% | 19.1% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 4.9% | 7.8% | 5.9% | 15.0% |
| Disagree | 10554.742 | 6.249 | 3.981 | 17.191 | 23.525 | 88.994 | 506.169 | 1220.12 | 675.67 | 1222.91 |
| | 10.6% | 8.6% | 12.7% | 10.3% | 11.6% | 10.2% | 12.5% | 14.2% | 12.2% | 9.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.8% | 11.6% | 6.4% | 11.6% |
| Strongly Disagree | 7990.037 | 5.486 | 3.007 | 11.477 | 12.564 | 50.364 | 366.291 | 547.503 | 380.892 | 1458.72 |
| | 8.0% | 7.5% | 9.6% | 6.9% | 6.2% | 5.7% | 9.0% | 6.4% | 6.9% | 11.4% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.6% | 4.6% | 6.9% | 4.8% | 18.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 99429.716 | 40762.395 | 2108.339 | 9767.9820 | 11756.968 | 5456.7500 | 865.504 | 10806.852 |
| | 100% | 41.0% | 2.1% | 9.8% | 11.8% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 17491.725 | 8054.302 | 395.649 | 2087.479 | 2729.008 | 1038.401 | 152.695 | 1651.07 |
| | 17.6% | 19.8% | 18.8% | 21.4% | 23.2% | 19.0% | 17.6% | 15.3% |
| | | 46.0% | 2.3% | 11.9% | 15.6% | 5.9% | 0.9% | 9.4% |
| Agree | 47077.806 | 19576.118 | 1179.2 | 4753.4110 | 5822.675 | 2407.8790 | 377.538 | 5035.415 |
| | 47.3% | 48.0% | 55.9% | 48.7% | 49.5% | 44.1% | 43.6% | 46.6% |
| | | 41.6% | 2.5% | 10.1% | 12.4% | 5.1% | 0.8% | 10.7% |
| Neither Agree nor Disagree | 16315.406 | 5983.26 | 274.854 | 1132.219 | 1632.89 | 866.00000 | 161.112 | 1916.185 |
| | 16.4% | 14.7% | 13.0% | 11.6% | 13.9% | 15.9% | 18.6% | 17.7% |
| | | 36.7% | 1.7% | 6.9% | 10.0% | 5.3% | 1.0% | 11.7% |
| Disagree | 10554.742 | 3917.581 | 152.484 | 912.751 | 869.625 | 622.697 | 100.922 | 1259.102 |
| | 10.6% | 9.6% | 7.2% | 9.3% | 7.4% | 11.4% | 11.7% | 11.7% |
| | | 37.1% | 1.4% | 8.6% | 8.2% | 5.9% | 1.0% | 11.9% |
| Strongly Disagree | 7990.037 | 3231.134 | 106.152 | 882.122 | 702.77 | 521.773 | 73.237 | 945.08 |
| | 8.0% | 7.9% | 5.0% | 9.0% | 6.0% | 9.6% | 8.5% | 8.7% |
| | | 40.4% | 1.3% | 11.0% | 8.8% | 6.5% | 0.9% | 11.8% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 99738.862 | 118.433 | 2003.32 | 1043.27 | 3654.15 | 6436.65 | 1039.11 | 4298.67 | 292.03 | 1143.16 | 148.124 | 948.339 | 3465.86 | 656.28 | 1252.82 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 1.0% | 3.5% | 0.7% | 1.3% |
| Strongly Agree | 7079.785 | 3.922 | 150.273 | 73.708 | 151.837 | 480.536 | 55.767 | 178.356 | 13.244 | 43.219 | 5.33 | 137.164 | 302.426 | 58.933 | 96.9570 |
| | 7.1% | 3.3% | 7.5% | 7.1% | 4.2% | 7.5% | 5.4% | 4.1% | 4.5% | 3.8% | 3.6% | 14.5% | 8.7% | 9.0% | 7.7% |
| | | 0.1% | 2.1% | 1.0% | 2.1% | 6.8% | 0.8% | 2.5% | 0.2% | 0.6% | 0.1% | 1.9% | 4.3% | 0.8% | 1.4% |
| Agree | 22839.627 | 25.656 | 612.602 | 303.476 | 783.979 | 1451.15 | 244.044 | 846.159 | 55.1930 | 210.937 | 27.602 | 293.026 | 811.579 | 194.698 | 347.692 |
| | 22.9% | 21.7% | 30.6% | 29.1% | 21.5% | 22.5% | 23.5% | 19.7% | 18.9% | 18.5% | 18.6% | 30.9% | 23.4% | 29.7% | 27.8% |
| | | 0.1% | 2.7% | 1.3% | 3.4% | 6.4% | 1.1% | 3.7% | 0.2% | 0.9% | 0.1% | 1.3% | 3.6% | 0.9% | 1.5% |
| Neither Agree nor Disagree | 24834.237 | 26.764 | 492.942 | 245.39 | 1028.42 | 1432.46 | 273.685 | 1120.12 | 77.4070 | 296.609 | 32.393 | 212.394 | 913.828 | 143.789 | 379.382 |
| | 24.9% | 22.6% | 24.6% | 23.5% | 28.1% | 22.3% | 26.3% | 26.1% | 26.5% | 25.9% | 21.9% | 22.4% | 26.4% | 21.9% | 30.3% |
| | | 0.1% | 2.0% | 1.0% | 4.1% | 5.8% | 1.1% | 4.5% | 0.3% | 1.2% | 0.1% | 0.9% | 3.7% | 0.6% | 1.5% |
| Disagree | 28252.151 | 39.643 | 519.784 | 283.736 | 1118.65 | 1953.11 | 296.168 | 1381.64 | 89.075 | 365.996 | 47.1120 | 201.84 | 883.893 | 153.043 | 298.788 |
| | 28.3% | 33.5% | 25.9% | 27.2% | 30.6% | 30.3% | 28.5% | 32.1% | 30.5% | 32.0% | 31.8% | 21.3% | 25.5% | 23.3% | 23.8% |
| | | 0.1% | 1.8% | 1.0% | 4.0% | 6.9% | 1.0% | 4.9% | 0.3% | 1.3% | 0.2% | 0.7% | 3.1% | 0.5% | 1.1% |
| Strongly Disagree | 16733.062 | 22.448 | 227.714 | 136.958 | 571.257 | 1119.39 | 169.444 | 772.395 | 57.1110 | 226.395 | 35.687 | 103.915 | 554.136 | 105.817 | 130.003 |
| | 16.8% | 19.0% | 11.4% | 13.1% | 15.6% | 17.4% | 16.3% | 18.0% | 19.6% | 19.8% | 24.1% | 11.0% | 16.0% | 16.1% | 10.4% |
| | | 0.1% | 1.4% | 0.8% | 3.4% | 6.7% | 1.0% | 4.6% | 0.3% | 1.4% | 0.2% | 0.6% | 3.3% | 0.6% | 0.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 99738.862 | 72.76 | 32.097 | 167.789 | 201.28 | 882.329 | 4138.47 | 8648.85 | 5581.66 | 12598.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.7% | 5.6% | 12.6% |
| Strongly Agree | 7079.785 | 9.891 | 1.397 | 15.256 | 16.604 | 48.204 | 288.173 | 605.279 | 238.985 | 914.949 |
| | 7.1% | 13.6% | 4.4% | 9.1% | 8.2% | 5.5% | 7.0% | 7.0% | 4.3% | 7.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 4.1% | 8.5% | 3.4% | 12.9% |
| Agree | 22839.627 | 20.796 | 6.483 | 43.475 | 54.5910 | 142.312 | 909.671 | 2119.48 | 1241.24 | 2058.04 |
| | 22.9% | 28.6% | 20.2% | 25.9% | 27.1% | 16.1% | 22.0% | 24.5% | 22.2% | 16.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.6% | 4.0% | 9.3% | 5.4% | 9.0% |
| Neither Agree nor Disagree | 24834.237 | 17.672 | 7.612 | 41.55 | 52.2890 | 241.456 | 900.878 | 2040.96 | 1512.25 | 3203.02 |
| | 24.9% | 24.3% | 23.7% | 24.8% | 26.0% | 27.4% | 21.8% | 23.6% | 27.1% | 25.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.6% | 8.2% | 6.1% | 12.9% |
| Disagree | 28252.151 | 14.786 | 10.281 | 44.811 | 50.3280 | 292.734 | 1142.35 | 2530.82 | 1731.14 | 3678.87 |
| | 28.3% | 20.3% | 32.0% | 26.7% | 25.0% | 33.2% | 27.6% | 29.3% | 31.0% | 29.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.0% | 9.0% | 6.1% | 13.0% |
| Strongly Disagree | 16733.062 | 9.615 | 6.324 | 22.697 | 27.468 | 157.623 | 897.399 | 1352.31 | 858.042 | 2743.31 |
| | 16.8% | 13.2% | 19.7% | 13.5% | 13.6% | 17.9% | 21.7% | 15.6% | 15.4% | 21.8% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 5.4% | 8.1% | 5.1% | 16.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 99738.862 | 40915.224 | 2116.197 | 9731.107 | 11842.748 | 5461.8180 | 860.386 | 10902.968 |
| | 100% | 41.0% | 2.1% | 9.8% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 7079.785 | 3189.375 | 186.285 | 799.14 | 1068.305 | 373.995 | 63.493 | 698.157 |
| | 7.1% | 7.8% | 8.8% | 8.2% | 9.0% | 6.8% | 7.4% | 6.4% |
| | | 45.0% | 2.6% | 11.3% | 15.1% | 5.3% | 0.9% | 9.9% |
| Agree | 22839.627 | 10035.734 | 556.72 | 2528.709 | 2978.754 | 1310.524 | 160.642 | 2500.3850 |
| | 22.9% | 24.5% | 26.3% | 26.0% | 25.2% | 24.0% | 18.7% | 22.9% |
| | | 43.9% | 2.4% | 11.1% | 13.0% | 5.7% | 0.7% | 10.9% |
| Neither Agree nor Disagree | 24834.237 | 10140.95 | 535.317 | 2686.986 | 2797.45 | 1252.506 | 190.961 | 2677.73 |
| | 24.9% | 24.8% | 25.3% | 27.6% | 23.6% | 22.9% | 22.2% | 24.6% |
| | | 40.8% | 2.2% | 10.8% | 11.3% | 5.0% | 0.8% | 10.8% |
| Disagree | 28252.151 | 11123.56 | 521.115 | 2491.216 | 3083.0920 | 1573.72 | 270.407 | 3184.0100 |
| | 28.3% | 27.2% | 24.6% | 25.6% | 26.0% | 28.8% | 31.4% | 29.2% |
| | | 39.4% | 1.8% | 8.8% | 10.9% | 5.6% | 1.0% | 11.3% |
| Strongly Disagree | 16733.062 | 6425.605 | 316.76 | 1225.056 | 1915.147 | 951.073 | 174.883 | 1842.686 |
| | 16.8% | 15.7% | 15.0% | 12.6% | 16.2% | 17.4% | 20.3% | 16.9% |
| | | 38.4% | 1.9% | 7.3% | 11.4% | 5.7% | 1.0% | 11.0% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 94628.597 | 111.696 | 1855.4 | 947.659 | 3461.72 | 6235.03 | 956.082 | 4152.20 | 275.587 | 1033.14 | 143.369 | 888.091 | 3210.14 | 597.197 | 1159.14 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.6% | 1.0% | 4.4% | 0.3% | 1.1% | 0.2% | 0.9% | 3.4% | 0.6% | 1.2% |
| Strongly Agree | 3639.927 | 4.592 | 90.618 | 18.783 | 97.4130 | 211.275 | 36.417 | 146.974 | 11.319 | 21.965 | 3.421 | 54.484 | 137.863 | 17.414 | 42.747 |
| | 3.8% | 4.1% | 4.9% | 2.0% | 2.8% | 3.4% | 3.8% | 3.5% | 4.1% | 2.1% | 2.4% | 6.1% | 4.3% | 2.9% | 3.7% |
| | | 0.1% | 2.5% | 0.5% | 2.7% | 5.8% | 1.0% | 4.0% | 0.3% | 0.6% | 0.1% | 1.5% | 3.8% | 0.5% | 1.2% |
| Agree | 21764.665 | 24.843 | 534.465 | 226.727 | 813.139 | 1346.11 | 237.844 | 732.836 | 52.006 | 167.929 | 26.665 | 216.946 | 764.83 | 129.503 | 276.286 |
| | 23.0% | 22.2% | 28.8% | 23.9% | 23.5% | 21.6% | 24.9% | 17.6% | 18.9% | 16.3% | 18.6% | 24.4% | 23.8% | 21.7% | 23.8% |
| | | 0.1% | 2.5% | 1.0% | 3.7% | 6.2% | 1.1% | 3.4% | 0.2% | 0.8% | 0.1% | 1.0% | 3.5% | 0.6% | 1.3% |
| Neither Agree nor Disagree | 22076.893 | 27.066 | 467.614 | 239.868 | 834.118 | 1292.88 | 226.644 | 925.732 | 59.465 | 237.594 | 30.893 | 227.696 | 752.941 | 137.866 | 326.71 |
| | 23.3% | 24.2% | 25.2% | 25.3% | 24.1% | 20.7% | 23.7% | 22.3% | 21.6% | 23.0% | 21.5% | 25.6% | 23.5% | 23.1% | 28.2% |
| | | 0.1% | 2.1% | 1.1% | 3.8% | 5.9% | 1.0% | 4.2% | 0.3% | 1.1% | 0.1% | 1.0% | 3.4% | 0.6% | 1.5% |
| Disagree | 25976.32 | 32.572 | 432.841 | 264.839 | 990.056 | 1811.70 | 254.216 | 1341.61 | 78.451 | 317.149 | 42.285 | 229.925 | 870.634 | 159.989 | 310.993 |
| | 27.5% | 29.2% | 23.3% | 27.9% | 28.6% | 29.1% | 26.6% | 32.3% | 28.5% | 30.7% | 29.5% | 25.9% | 27.1% | 26.8% | 26.8% |
| | | 0.1% | 1.7% | 1.0% | 3.8% | 7.0% | 1.0% | 5.2% | 0.3% | 1.2% | 0.2% | 0.9% | 3.4% | 0.6% | 1.2% |
| Strongly Disagree | 21170.792 | 22.623 | 329.858 | 197.442 | 726.997 | 1573.06 | 200.961 | 1005.05 | 74.346 | 288.507 | 40.105 | 159.04 | 683.872 | 152.425 | 202.404 |
| | 22.4% | 20.3% | 17.8% | 20.8% | 21.0% | 25.2% | 21.0% | 24.2% | 27.0% | 27.9% | 28.0% | 17.9% | 21.3% | 25.5% | 17.5% |
| | | 0.1% | 1.6% | 0.9% | 3.4% | 7.4% | 0.9% | 4.7% | 0.4% | 1.4% | 0.2% | 0.8% | 3.2% | 0.7% | 1.0% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 94628.597 | 66.92 | 27.298 | 152.596 | 189.615 | 856.398 | 3774.38 | 8005.57 | 5309.18 | 12086.1 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.5% | 5.6% | 12.8% |
| Strongly Agree | 3639.927 | 2.761 | 0.604 | 5.648 | 8.632 | 36.923 | 161.531 | 340.708 | 140.466 | 468.283 |
| | 3.8% | 4.1% | 2.2% | 3.7% | 4.6% | 4.3% | 4.3% | 4.3% | 2.6% | 3.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.4% | 9.4% | 3.9% | 12.9% |
| Agree | 21764.665 | 17.056 | 7.708 | 40.667 | 48.743 | 167.357 | 706.880 | 2058.17 | 1187.07 | 3413.54 |
| | 23.0% | 25.5% | 28.2% | 26.7% | 25.7% | 19.5% | 18.7% | 25.7% | 22.4% | 28.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.2% | 9.5% | 5.5% | 15.7% |
| Neither Agree nor Disagree | 22076.893 | 13.323 | 7.528 | 40.336 | 51.738 | 166.752 | 790.038 | 1893.13 | 1386.85 | 2789.91 |
| | 23.3% | 19.9% | 27.6% | 26.4% | 27.3% | 19.5% | 20.9% | 23.6% | 26.1% | 23.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.6% | 8.6% | 6.3% | 12.6% |
| Disagree | 25976.32 | 20.748 | 6.98 | 39.07 | 42.699 | 297.178 | 1100.29 | 2166.44 | 1458.79 | 2738.33 |
| | 27.5% | 31.0% | 25.6% | 25.6% | 22.5% | 34.7% | 29.2% | 27.1% | 27.5% | 22.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 4.2% | 8.3% | 5.6% | 10.5% |
| Strongly Disagree | 21170.792 | 13.032 | 4.478 | 26.875 | 37.803 | 188.188 | 1015.64 | 1547.12 | 1136 | 2676.04 |
| | 22.4% | 19.5% | 16.4% | 17.6% | 19.9% | 22.0% | 26.9% | 19.3% | 21.4% | 22.1% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 4.8% | 7.3% | 5.4% | 12.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 94628.597 | 39134.092 | 2041.898 | 9360.0920 | 11383.905 | 5198.358 | 835.012 | 10314.827 |
| | 100% | 41.4% | 2.2% | 9.9% | 12.0% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 3639.927 | 1579.086 | 92.408 | 391.066 | 483.848 | 171.525 | 31.107 | 409.132 |
| | 3.8% | 4.0% | 4.5% | 4.2% | 4.3% | 3.3% | 3.7% | 4.0% |
| | | 43.4% | 2.5% | 10.7% | 13.3% | 4.7% | 0.9% | 11.2% |
| Agree | 21764.665 | 8567.3440 | 424.32800 | 2140.226 | 2502.2820 | 1065.827 | 171.761 | 2262.92 |
| | 23.0% | 21.9% | 20.8% | 22.9% | 22.0% | 20.5% | 20.6% | 21.9% |
| | | 39.4% | 1.9% | 9.8% | 11.5% | 4.9% | 0.8% | 10.4% |
| Neither Agree nor Disagree | 22076.893 | 9150.2060 | 519.618 | 2242.467 | 2628.7150 | 1233.529 | 177.057 | 2348.82 |
| | 23.3% | 23.4% | 25.4% | 24.0% | 23.1% | 23.7% | 21.2% | 22.8% |
| | | 41.4% | 2.4% | 10.2% | 11.9% | 5.6% | 0.8% | 10.6% |
| Disagree | 25976.32 | 10968.525 | 560.278 | 2635.983 | 3262.7490 | 1451.499 | 255.406 | 2802.6100 |
| | 27.5% | 28.0% | 27.4% | 28.2% | 28.7% | 27.9% | 30.6% | 27.2% |
| | | 42.2% | 2.2% | 10.1% | 12.6% | 5.6% | 1.0% | 10.8% |
| Strongly Disagree | 21170.792 | 8868.9310 | 445.266 | 1950.35 | 2506.3110 | 1275.978 | 199.681 | 2491.345 |
| | 22.4% | 22.7% | 21.8% | 20.8% | 22.0% | 24.5% | 23.9% | 24.2% |
| | | 41.9% | 2.1% | 9.2% | 11.8% | 6.0% | 0.9% | 11.8% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 98897.218 | 117.08 | 1966.05 | 1038.11 | 3633.78 | 6397.75 | 1033.74 | 4304.14 | 291.536 | 1113.74 | 145.797 | 934.886 | 3396.73 | 645.299 | 1238.62 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.4% | 0.3% | 1.1% | 0.1% | 0.9% | 3.4% | 0.7% | 1.3% |
| Strongly Agree | 26379.451 | 19.016 | 559.716 | 261.779 | 1013.72 | 1368.51 | 288.129 | 1249.79 | 65.3940 | 173.137 | 30.383 | 305.385 | 759.411 | 159.958 | 362.653 |
| | 26.7% | 16.2% | 28.5% | 25.2% | 27.9% | 21.4% | 27.9% | 29.0% | 22.4% | 15.5% | 20.8% | 32.7% | 22.4% | 24.8% | 29.3% |
| | | 0.1% | 2.1% | 1.0% | 3.8% | 5.2% | 1.1% | 4.7% | 0.2% | 0.7% | 0.1% | 1.2% | 2.9% | 0.6% | 1.4% |
| Agree | 38731.983 | 43.286 | 792.948 | 390.037 | 1424.28 | 2302.19 | 404.27 | 1564.70 | 113.561 | 436.874 | 55.696 | 389.701 | 1334.24 | 243.873 | 488.447 |
| | 39.2% | 37.0% | 40.3% | 37.6% | 39.2% | 36.0% | 39.1% | 36.4% | 39.0% | 39.2% | 38.2% | 41.7% | 39.3% | 37.8% | 39.4% |
| | | 0.1% | 2.0% | 1.0% | 3.7% | 5.9% | 1.0% | 4.0% | 0.3% | 1.1% | 0.1% | 1.0% | 3.4% | 0.6% | 1.3% |
| Neither Agree nor Disagree | 12977.405 | 19.666 | 244.007 | 166.141 | 441.398 | 895.732 | 130.362 | 518.459 | 42.9590 | 181.471 | 18.674 | 97.809 | 512.293 | 101.321 | 161.855 |
| | 13.1% | 16.8% | 12.4% | 16.0% | 12.1% | 14.0% | 12.6% | 12.0% | 14.7% | 16.3% | 12.8% | 10.5% | 15.1% | 15.7% | 13.1% |
| | | 0.2% | 1.9% | 1.3% | 3.4% | 6.9% | 1.0% | 4.0% | 0.3% | 1.4% | 0.1% | 0.8% | 3.9% | 0.8% | 1.2% |
| Disagree | 11983.255 | 22.163 | 241.715 | 125.897 | 465.188 | 888.618 | 128.597 | 558.249 | 40.578 | 199.195 | 21.985 | 87.162 | 504.34 | 84.1900 | 155.469 |
| | 12.1% | 18.9% | 12.3% | 12.1% | 12.8% | 13.9% | 12.4% | 13.0% | 13.9% | 17.9% | 15.1% | 9.3% | 14.8% | 13.0% | 12.6% |
| | | 0.2% | 2.0% | 1.1% | 3.9% | 7.4% | 1.1% | 4.7% | 0.3% | 1.7% | 0.2% | 0.7% | 4.2% | 0.7% | 1.3% |
| Strongly Disagree | 8825.124 | 12.949 | 127.66 | 94.253 | 289.198 | 942.707 | 82.381 | 412.939 | 29.044 | 123.064 | 19.059 | 54.829 | 286.451 | 55.957 | 70.1930 |
| | 8.9% | 11.1% | 6.5% | 9.1% | 8.0% | 14.7% | 8.0% | 9.6% | 10.0% | 11.0% | 13.1% | 5.9% | 8.4% | 8.7% | 5.7% |
| | | 0.1% | 1.4% | 1.1% | 3.3% | 10.7% | 0.9% | 4.7% | 0.3% | 1.4% | 0.2% | 0.6% | 3.2% | 0.6% | 0.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 98897.218 | 70.511 | 31.568 | 166.591 | 201.947 | 879.305 | 4020.26 | 8556.32 | 5543.62 | 12536.9 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.7% | 5.6% | 12.7% |
| Strongly Agree | 26379.451 | 24.352 | 9.963 | 70.235 | 51.958 | 162.348 | 1302.65 | 1832.59 | 1221.29 | 2926.89 |
| | 26.7% | 34.5% | 31.6% | 42.2% | 25.7% | 18.5% | 32.4% | 21.4% | 22.0% | 23.3% |
| | | 0.1% | 0.0% | 0.3% | 0.2% | 0.6% | 4.9% | 6.9% | 4.6% | 11.1% |
| Agree | 38731.983 | 28.083 | 15.188 | 60.701 | 78.566 | 344.698 | 1527.06 | 3188.42 | 2284.99 | 5588.99 |
| | 39.2% | 39.8% | 48.1% | 36.4% | 38.9% | 39.2% | 38.0% | 37.3% | 41.2% | 44.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.9% | 8.2% | 5.9% | 14.4% |
| Neither Agree nor Disagree | 12977.405 | 7.185 | 3.17 | 16.828 | 28.708 | 162.308 | 419.292 | 1162.49 | 852.692 | 1550.81 |
| | 13.1% | 10.2% | 10.0% | 10.1% | 14.2% | 18.5% | 10.4% | 13.6% | 15.4% | 12.4% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.3% | 3.2% | 9.0% | 6.6% | 12.0% |
| Disagree | 11983.255 | 6.129 | 2.034 | 10.191 | 23.01 | 135.49 | 416.358 | 1360.54 | 702.033 | 1356.76 |
| | 12.1% | 8.7% | 6.4% | 6.1% | 11.4% | 15.4% | 10.4% | 15.9% | 12.7% | 10.8% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.1% | 3.5% | 11.4% | 5.9% | 11.3% |
| Strongly Disagree | 8825.124 | 4.762 | 1.213 | 8.636 | 19.705 | 74.461 | 354.906 | 1012.28 | 482.617 | 1113.42 |
| | 8.9% | 6.8% | 3.8% | 5.2% | 9.8% | 8.5% | 8.8% | 11.8% | 8.7% | 8.9% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 4.0% | 11.5% | 5.5% | 12.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 98897.218 | 40632.981 | 2098.611 | 9697.769 | 11770.744 | 5423.8740 | 868.42500 | 10773.558 |
| | 100% | 41.1% | 2.1% | 9.8% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 26379.451 | 12160.204 | 595.331 | 2845.21 | 3488.772 | 1638.551 | 233.42 | 3358.92 |
| | 26.7% | 29.9% | 28.4% | 29.3% | 29.6% | 30.2% | 26.9% | 31.2% |
| | | 46.1% | 2.3% | 10.8% | 13.2% | 6.2% | 0.9% | 12.7% |
| Agree | 38731.983 | 15631.189 | 799.66 | 3956.513 | 4484.398 | 2082.8660 | 326.71800 | 3981.034 |
| | 39.2% | 38.5% | 38.1% | 40.8% | 38.1% | 38.4% | 37.6% | 37.0% |
| | | 40.4% | 2.1% | 10.2% | 11.6% | 5.4% | 0.8% | 10.3% |
| Neither Agree nor Disagree | 12977.405 | 5241.779 | 228.909 | 1192.302 | 1648.541 | 669.30900 | 122.544 | 1380.174 |
| | 13.1% | 12.9% | 10.9% | 12.3% | 14.0% | 12.3% | 14.1% | 12.8% |
| | | 40.4% | 1.8% | 9.2% | 12.7% | 5.2% | 0.9% | 10.6% |
| Disagree | 11983.255 | 4447.368 | 300.406 | 1028.959 | 1244.549 | 576.287 | 111.221 | 1185.946 |
| | 12.1% | 10.9% | 14.3% | 10.6% | 10.6% | 10.6% | 12.8% | 11.0% |
| | | 37.1% | 2.5% | 8.6% | 10.4% | 4.8% | 0.9% | 9.9% |
| Strongly Disagree | 8825.124 | 3152.441 | 174.305 | 674.785 | 904.484 | 456.861 | 74.522 | 867.484 |
| | 8.9% | 7.8% | 8.3% | 7.0% | 7.7% | 8.4% | 8.6% | 8.1% |
| | | 35.7% | 2.0% | 7.6% | 10.2% | 5.2% | 0.8% | 9.8% |

# FHCS Report by Agency

(39) I am held accountable for achieving results.

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 21330.942 | 20.036 | 412.863 | 196.912 | 706.486 | 1133.57 | 243.558 | 1000.67 | 55.988 | 158.799 | 23.345 | 252.257 | 750.749 | 167.134 | 283.503 |
| | 21.2% | 16.8% | 20.5% | 18.7% | 19.2% | 17.4% | 23.1% | 23.0% | 18.9% | 13.9% | 15.7% | 26.5% | 21.5% | 25.2% | 22.6% |
| | | 0.1% | 1.9% | 0.9% | 3.3% | 5.3% | 1.1% | 4.7% | 0.3% | 0.7% | 0.1% | 1.2% | 3.5% | 0.8% | 1.3% |
| Agree | 58980.488 | 71.6010 | 1233.06 | 630.577 | 2332.26 | 3652.85 | 636.675 | 2311.44 | 170.974 | 682.693 | 85.7680 | 524.97 | 2033.3 | 397.823 | 739.53 |
| | 58.6% | 60.2% | 61.2% | 59.9% | 63.5% | 56.2% | 60.3% | 53.0% | 57.6% | 59.7% | 57.9% | 55.2% | 58.3% | 60.1% | 58.9% |
| | | 0.1% | 2.1% | 1.1% | 4.0% | 6.2% | 1.1% | 3.9% | 0.3% | 1.2% | 0.1% | 0.9% | 3.4% | 0.7% | 1.3% |
| Neither Agree nor Disagree | 12482.159 | 15.441 | 246.908 | 116.683 | 373.302 | 941.318 | 116.25 | 613.416 | 41.496 | 174.14 | 21.215 | 112.739 | 476.127 | 61.606 | 149.008 |
| | 12.4% | 13.0% | 12.3% | 11.1% | 10.2% | 14.5% | 11.0% | 14.1% | 14.0% | 15.2% | 14.3% | 11.9% | 13.7% | 9.3% | 11.9% |
| | | 0.1% | 2.0% | 0.9% | 3.0% | 7.5% | 0.9% | 4.9% | 0.3% | 1.4% | 0.2% | 0.9% | 3.8% | 0.5% | 1.2% |
| Disagree | 5305.674 | 9.232 | 79.173 | 69.741 | 200.739 | 462.733 | 34.103 | 291.929 | 18.351 | 93.992 | 11.538 | 36.761 | 158.468 | 25.772 | 63.235 |
| | 5.3% | 7.8% | 3.9% | 6.6% | 5.5% | 7.1% | 3.2% | 6.7% | 6.2% | 8.2% | 7.8% | 3.9% | 4.5% | 3.9% | 5.0% |
| | | 0.2% | 1.5% | 1.3% | 3.8% | 8.7% | 0.6% | 5.5% | 0.3% | 1.8% | 0.2% | 0.7% | 3.0% | 0.5% | 1.2% |
| Strongly Disagree | 2008.558 | 2.108 | 32.427 | 34.88 | 47.397 | 260.706 | 19.795 | 68.807 | 7.724 | 28.627 | 5.988 | 14.157 | 50.636 | 7.798 | 14.897 |
| | 2.0% | 1.8% | 1.6% | 3.3% | 1.3% | 4.0% | 1.9% | 1.6% | 2.6% | 2.5% | 4.0% | 1.5% | 1.5% | 1.2% | 1.2% |
| | | 0.1% | 1.6% | 1.7% | 2.4% | 13.0% | 1.0% | 3.4% | 0.4% | 1.4% | 0.3% | 0.7% | 2.5% | 0.4% | 0.7% |
| Do Not Know | 545.77 | 0.502 | 10.73 | 3.16 | 15.236 | 45.234 | 4.808 | 71.842 | 2.138 | 5.863 | 0.404 | 10.136 | 16.554 | 1.798 | 5.375 |
| | 0.5% | 0.4% | 0.5% | 0.3% | 0.4% | 0.7% | 0.5% | 1.6% | 0.7% | 0.5% | 0.3% | 1.1% | 0.5% | 0.3% | 0.4% |
| | | 0.1% | 2.0% | 0.6% | 2.8% | 8.3% | 0.9% | 13.2% | 0.4% | 1.1% | 0.1% | 1.9% | 3.0% | 0.3% | 1.0% |

# FHCS Report by Agency

(39) I am held accountable for achieving results.

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 21330.942 | 16.51 | 5.374 | 48.1190 | 52.6040 | 151.652 | 953.702 | 1467.75 | 971.745 | 2993.28 |
| | 21.2% | 22.6% | 16.6% | 28.6% | 25.9% | 17.0% | 23.0% | 16.9% | 17.3% | 23.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 4.5% | 6.9% | 4.6% | 14.0% |
| Agree | 58980.488 | 42.5330 | 19.817 | 96.427 | 118.655 | 493.342 | 2332.37 | 5244.63 | 3607.75 | 7778.32 |
| | 58.6% | 58.3% | 61.3% | 57.3% | 58.3% | 55.2% | 56.2% | 60.4% | 64.1% | 60.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.0% | 8.9% | 6.1% | 13.2% |
| Neither Agree nor Disagree | 12482.159 | 8.283 | 5.338 | 14.775 | 20.988 | 128.183 | 528.836 | 1177.26 | 695.69 | 1288.99 |
| | 12.4% | 11.4% | 16.5% | 8.8% | 10.3% | 14.3% | 12.7% | 13.6% | 12.4% | 10.0% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.0% | 4.2% | 9.4% | 5.6% | 10.3% |
| Disagree | 5305.674 | 4.103 | 1.024 | 5.01 | 8.764 | 97.185 | 184.466 | 519.975 | 254.386 | 550.086 |
| | 5.3% | 5.6% | 3.2% | 3.0% | 4.3% | 10.9% | 4.4% | 6.0% | 4.5% | 4.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.8% | 3.5% | 9.8% | 4.8% | 10.4% |
| Strongly Disagree | 2008.558 | 0.495 | 0.643 | 2.938 | 2.457 | 15.614 | 121.7 | 231.504 | 75.223 | 250.511 |
| | 2.0% | 0.7% | 2.0% | 1.7% | 1.2% | 1.7% | 2.9% | 2.7% | 1.3% | 1.9% |
| | | 0.0% | 0.0% | 0.1% | 0.1% | 0.8% | 6.1% | 11.5% | 3.7% | 12.5% |
| Do Not Know | 545.77 | 1.04 | 0.114 | 0.922 | 0 | 7.294 | 31.075 | 39.331 | 25.483 | 37.059 |
| | 0.5% | 1.4% | 0.4% | 0.5% | | 0.8% | 0.7% | 0.5% | 0.5% | 0.3% |
| | | 0.2% | 0.0% | 0.2% | 0.0% | 1.3% | 5.7% | 7.2% | 4.7% | 6.8% |

# FHCS Report by Agency

(39) I am held accountable for achieving results.

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 21330.942 | 9264.345 | 508.336 | 2215.055 | 2698.579 | 1219.66 | 186.03 | 2436.685 |
| | 21.2% | 22.5% | 23.8% | 22.6% | 22.6% | 22.2% | 21.3% | 22.3% |
| | | 43.4% | 2.4% | 10.4% | 12.7% | 5.7% | 0.9% | 11.4% |
| Agree | 58980.488 | 23743.128 | 1243.951 | 5661.5020 | 6899.2630 | 3229.933 | 500.055 | 6208.424 |
| | 58.6% | 57.6% | 58.3% | 57.8% | 57.7% | 58.7% | 57.2% | 56.7% |
| | | 40.3% | 2.1% | 9.6% | 11.7% | 5.5% | 0.8% | 10.5% |
| Neither Agree nor Disagree | 12482.159 | 5154.17 | 238.554 | 1328.945 | 1456.821 | 640.08200 | 106.172 | 1383.596 |
| | 12.4% | 12.5% | 11.2% | 13.6% | 12.2% | 11.6% | 12.1% | 12.6% |
| | | 41.3% | 1.9% | 10.6% | 11.7% | 5.1% | 0.9% | 11.1% |
| Disagree | 5305.674 | 2124.908 | 109.664 | 379.086 | 648.71500 | 263.14 | 51.189 | 673.114 |
| | 5.3% | 5.2% | 5.1% | 3.9% | 5.4% | 4.8% | 5.9% | 6.2% |
| | | 40.0% | 2.1% | 7.1% | 12.2% | 5.0% | 1.0% | 12.7% |
| Strongly Disagree | 2008.558 | 711.526 | 21.193 | 173.034 | 198.109 | 106.964 | 25.537 | 186.689 |
| | 2.0% | 1.7% | 1.0% | 1.8% | 1.7% | 1.9% | 2.9% | 1.7% |
| | | 35.4% | 1.1% | 8.6% | 9.9% | 5.3% | 1.3% | 9.3% |
| Do Not Know | 545.77 | 209.672 | 10.894 | 41.918 | 56.863 | 38.193 | 5.733 | 56.071 |
| | 0.5% | 0.5% | 0.5% | 0.4% | 0.5% | 0.7% | 0.7% | 0.5% |
| | | 38.4% | 2.0% | 7.7% | 10.4% | 7.0% | 1.1% | 10.3% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100434.85 | 117.893 | 2012.16 | 1044.59 | 3663.24 | 6472.73 | 1050.51 | 4342.37 | 294.988 | 1140.89 | 147.879 | 948.805 | 3480.89 | 659.798 | 1253.05 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.6% | 6.4% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 17357.737 | 13.497 | 312.578 | 207.216 | 573.207 | 1170.86 | 184.829 | 895.627 | 44.127 | 192.39 | 18.962 | 225.629 | 652.547 | 108.6 | 260.797 |
| | 17.3% | 11.4% | 15.5% | 19.8% | 15.6% | 18.1% | 17.6% | 20.6% | 15.0% | 16.9% | 12.8% | 23.8% | 18.7% | 16.5% | 20.8% |
| | | 0.1% | 1.8% | 1.2% | 3.3% | 6.7% | 1.1% | 5.2% | 0.3% | 1.1% | 0.1% | 1.3% | 3.8% | 0.6% | 1.5% |
| Agree | 48790.597 | 40.979 | 967.620 | 582.724 | 1855.45 | 3117.69 | 533.922 | 2064.11 | 138.933 | 580.371 | 74.87 | 466.929 | 1759.39 | 318.804 | 679.164 |
| | 48.6% | 34.8% | 48.1% | 55.8% | 50.7% | 48.2% | 50.8% | 47.5% | 47.1% | 50.9% | 50.6% | 49.2% | 50.5% | 48.3% | 54.2% |
| | | 0.1% | 2.0% | 1.2% | 3.8% | 6.4% | 1.1% | 4.2% | 0.3% | 1.2% | 0.2% | 1.0% | 3.6% | 0.7% | 1.4% |
| Neither Agree nor Disagree | 13041.1 | 15.718 | 281.386 | 123.258 | 538.293 | 890.022 | 141.532 | 586.473 | 39.231 | 148.845 | 19.28 | 106.159 | 450.362 | 69.627 | 150.796 |
| | 13.0% | 13.3% | 14.0% | 11.8% | 14.7% | 13.8% | 13.5% | 13.5% | 13.3% | 13.0% | 13.0% | 11.2% | 12.9% | 10.6% | 12.0% |
| | | 0.1% | 2.2% | 0.9% | 4.1% | 6.8% | 1.1% | 4.5% | 0.3% | 1.1% | 0.1% | 0.8% | 3.5% | 0.5% | 1.2% |
| Disagree | 13158.138 | 20.65 | 277.516 | 82.935 | 472.768 | 783.699 | 119.004 | 500.942 | 43.977 | 142.914 | 20.036 | 93.8870 | 394.429 | 94.8230 | 115.049 |
| | 13.1% | 17.5% | 13.8% | 7.9% | 12.9% | 12.1% | 11.3% | 11.5% | 14.9% | 12.5% | 13.5% | 9.9% | 11.3% | 14.4% | 9.2% |
| | | 0.2% | 2.1% | 0.6% | 3.6% | 6.0% | 0.9% | 3.8% | 0.3% | 1.1% | 0.2% | 0.7% | 3.0% | 0.7% | 0.9% |
| Strongly Disagree | 8087.281 | 27.049 | 173.064 | 48.455 | 223.527 | 510.458 | 71.2190 | 295.222 | 28.72 | 76.37 | 14.731 | 56.201 | 224.159 | 67.944 | 47.245 |
| | 8.1% | 22.9% | 8.6% | 4.6% | 6.1% | 7.9% | 6.8% | 6.8% | 9.7% | 6.7% | 10.0% | 5.9% | 6.4% | 10.3% | 3.8% |
| | | 0.3% | 2.1% | 0.6% | 2.8% | 6.3% | 0.9% | 3.7% | 0.4% | 0.9% | 0.2% | 0.7% | 2.8% | 0.8% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100434.85 | 72.785 | 32.085 | 167.218 | 203.127 | 892.897 | 4130 | 8665.5 | 5611.24 | 12895.3 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 17357.737 | 24.277 | 3.404 | 31.065 | 37.359 | 147.105 | 691.8 | 1179.52 | 734.314 | 2529.49 |
| | 17.3% | 33.4% | 10.6% | 18.6% | 18.4% | 16.5% | 16.8% | 13.6% | 13.1% | 19.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.0% | 6.8% | 4.2% | 14.6% |
| Agree | 48790.597 | 36.294 | 18.396 | 84.506 | 104.597 | 400.423 | 1791.52 | 4158.38 | 3007.83 | 6256.86 |
| | 48.6% | 49.9% | 57.3% | 50.5% | 51.5% | 44.8% | 43.4% | 48.0% | 53.6% | 48.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.7% | 8.5% | 6.2% | 12.8% |
| Neither Agree nor Disagree | 13041.1 | 7.501 | 5.625 | 20.562 | 20.638 | 105.69 | 549.2 | 1177.56 | 781.13 | 1340.33 |
| | 13.0% | 10.3% | 17.5% | 12.3% | 10.2% | 11.8% | 13.3% | 13.6% | 13.9% | 10.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.2% | 9.0% | 6.0% | 10.3% |
| Disagree | 13158.138 | 3.801 | 3.819 | 21.513 | 24.053 | 157.104 | 603.785 | 1278.39 | 722.339 | 1735.11 |
| | 13.1% | 5.2% | 11.9% | 12.9% | 11.8% | 17.6% | 14.6% | 14.8% | 12.9% | 13.5% |
| | | 0.0% | 0.0% | 0.2% | 0.2% | 1.2% | 4.6% | 9.7% | 5.5% | 13.2% |
| Strongly Disagree | 8087.281 | 0.912 | 0.841 | 9.572 | 16.48 | 82.575 | 493.692 | 871.651 | 365.626 | 1033.53 |
| | 8.1% | 1.3% | 2.6% | 5.7% | 8.1% | 9.2% | 12.0% | 10.1% | 6.5% | 8.0% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 1.0% | 6.1% | 10.8% | 4.5% | 12.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100434.85 | 41134.892 | 2132.28 | 9777.498 | 11941.628 | 5487.5090 | 874.663 | 10921.314 |
| | 100% | 41.0% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 17357.737 | 7118.542 | 357.756 | 1613.079 | 2146.706 | 966.93300 | 120.167 | 1913.901 |
| | 17.3% | 17.3% | 16.8% | 16.5% | 18.0% | 17.6% | 13.7% | 17.5% |
| | | 41.0% | 2.1% | 9.3% | 12.4% | 5.6% | 0.7% | 11.0% |
| Agree | 48790.597 | 19750.837 | 1158.766 | 4573.851 | 5725.1150 | 2793.2330 | 410.922 | 5088.95 |
| | 48.6% | 48.0% | 54.3% | 46.8% | 47.9% | 50.9% | 47.0% | 46.6% |
| | | 40.5% | 2.4% | 9.4% | 11.7% | 5.7% | 0.8% | 10.4% |
| Neither Agree nor Disagree | 13041.1 | 5471.884 | 247.13 | 1323.392 | 1553.573 | 734.66600 | 103.742 | 1509.381 |
| | 13.0% | 13.3% | 11.6% | 13.5% | 13.0% | 13.4% | 11.9% | 13.8% |
| | | 42.0% | 1.9% | 10.1% | 11.9% | 5.6% | 0.8% | 11.6% |
| Disagree | 13158.138 | 5445.589 | 213.997 | 1448.739 | 1520.077 | 673.81800 | 140.213 | 1448.745 |
| | 13.1% | 13.2% | 10.0% | 14.8% | 12.7% | 12.3% | 16.0% | 13.3% |
| | | 41.4% | 1.6% | 11.0% | 11.6% | 5.1% | 1.1% | 11.0% |
| Strongly Disagree | 8087.281 | 3348.04 | 154.631 | 818.43700 | 996.15700 | 318.859 | 99.619 | 960.337 |
| | 8.1% | 8.1% | 7.3% | 8.4% | 8.3% | 5.8% | 11.4% | 8.8% |
| | | 41.4% | 1.9% | 10.1% | 12.3% | 3.9% | 1.2% | 11.9% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 13856.992 | 17.977 | 302.1 | 141.68 | 521.142 | 681.167 | 140.357 | 533.019 | 39.611 | 153.27 | 13.924 | 198.451 | 522.585 | 91.8200 | 224.925 |
| | 13.8% | 15.1% | 15.0% | 13.5% | 14.2% | 10.5% | 13.3% | 12.2% | 13.4% | 13.4% | 9.4% | 20.9% | 15.0% | 13.9% | 17.9% |
| | | 0.1% | 2.2% | 1.0% | 3.8% | 4.9% | 1.0% | 3.8% | 0.3% | 1.1% | 0.1% | 1.4% | 3.8% | 0.7% | 1.6% |
| Agree | 44106.897 | 55.589 | 951.188 | 516.284 | 1726.66 | 2734.25 | 480.008 | 1738.18 | 129.915 | 534.926 | 58.629 | 415.346 | 1537.25 | 280.262 | 620.167 |
| | 43.8% | 46.7% | 47.2% | 49.1% | 47.0% | 42.1% | 45.5% | 39.9% | 43.8% | 46.8% | 39.5% | 43.7% | 44.1% | 42.3% | 49.4% |
| | | 0.1% | 2.2% | 1.2% | 3.9% | 6.2% | 1.1% | 3.9% | 0.3% | 1.2% | 0.1% | 0.9% | 3.5% | 0.6% | 1.4% |
| Neither Agree nor Disagree | 20942.607 | 20.212 | 378.17 | 194.923 | 709.244 | 1438.58 | 207.162 | 1103.56 | 55.107 | 210.999 | 30.417 | 172.670 | 704.468 | 138.585 | 226.021 |
| | 20.8% | 17.0% | 18.8% | 18.5% | 19.3% | 22.1% | 19.6% | 25.3% | 18.6% | 18.4% | 20.5% | 18.2% | 20.2% | 20.9% | 18.0% |
| | | 0.1% | 1.8% | 0.9% | 3.4% | 6.9% | 1.0% | 5.3% | 0.3% | 1.0% | 0.1% | 0.8% | 3.4% | 0.7% | 1.1% |
| Disagree | 13393.08 | 14.84 | 239.948 | 120.314 | 432.849 | 987.884 | 129.526 | 566.585 | 44.479 | 158.609 | 25.402 | 91.3600 | 417.831 | 83.0900 | 128.029 |
| | 13.3% | 12.5% | 11.9% | 11.4% | 11.8% | 15.2% | 12.3% | 13.0% | 15.0% | 13.9% | 17.1% | 9.6% | 12.0% | 12.6% | 10.2% |
| | | 0.1% | 1.8% | 0.9% | 3.2% | 7.4% | 1.0% | 4.2% | 0.3% | 1.2% | 0.2% | 0.7% | 3.1% | 0.6% | 1.0% |
| Strongly Disagree | 7249.835 | 8.732 | 126.43 | 69.279 | 240.897 | 598.43 | 89.359 | 346.435 | 23.335 | 79.068 | 18.012 | 59.598 | 263.289 | 58.661 | 47.498 |
| | 7.2% | 7.3% | 6.3% | 6.6% | 6.6% | 9.2% | 8.5% | 7.9% | 7.9% | 6.9% | 12.1% | 6.3% | 7.6% | 8.9% | 3.8% |
| | | 0.1% | 1.7% | 1.0% | 3.3% | 8.3% | 1.2% | 4.8% | 0.3% | 1.1% | 0.2% | 0.8% | 3.6% | 0.8% | 0.7% |
| Do Not Know | 1104.18 | 1.57 | 17.324 | 9.473 | 44.626 | 56.101 | 8.777 | 70.313 | 4.224 | 7.242 | 1.874 | 13.595 | 40.412 | 9.513 | 8.908 |
| | 1.1% | 1.3% | 0.9% | 0.9% | 1.2% | 0.9% | 0.8% | 1.6% | 1.4% | 0.6% | 1.3% | 1.4% | 1.2% | 1.4% | 0.7% |
| | | 0.1% | 1.6% | 0.9% | 4.0% | 5.1% | 0.8% | 6.4% | 0.4% | 0.7% | 0.2% | 1.2% | 3.7% | 0.9% | 0.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 13856.992 | 16.017 | 4.049 | 25.485 | 34.416 | 132.417 | 553.08 | 1155.32 | 684.299 | 2052.65 |
| | 13.8% | 22.0% | 12.5% | 15.2% | 16.9% | 14.8% | 13.3% | 13.3% | 12.2% | 15.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.0% | 8.3% | 4.9% | 14.8% |
| Agree | 44106.897 | 29.519 | 15.388 | 79.656 | 90.225 | 374.549 | 1618.93 | 4118.84 | 2757.1 | 5379.51 |
| | 43.8% | 40.5% | 47.6% | 47.4% | 44.3% | 41.9% | 39.0% | 47.4% | 49.0% | 41.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.7% | 9.3% | 6.3% | 12.2% |
| Neither Agree nor Disagree | 20942.607 | 12.163 | 6.775 | 30.781 | 35.114 | 165.488 | 927.448 | 1629.95 | 1094.76 | 2598.75 |
| | 20.8% | 16.7% | 21.0% | 18.3% | 17.3% | 18.5% | 22.3% | 18.8% | 19.4% | 20.1% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 4.4% | 7.8% | 5.2% | 12.4% |
| Disagree | 13393.08 | 9.781 | 3.886 | 21.181 | 30.258 | 162.629 | 680.146 | 1098.25 | 734.183 | 1763.27 |
| | 13.3% | 13.4% | 12.0% | 12.6% | 14.9% | 18.2% | 16.4% | 12.7% | 13.0% | 13.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.2% | 5.1% | 8.2% | 5.5% | 13.2% |
| Strongly Disagree | 7249.835 | 4.893 | 1.943 | 9.59 | 12.247 | 50.094 | 304.817 | 559.569 | 315.659 | 1032.06 |
| | 7.2% | 6.7% | 6.0% | 5.7% | 6.0% | 5.6% | 7.3% | 6.4% | 5.6% | 8.0% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 4.2% | 7.7% | 4.4% | 14.2% |
| Do Not Know | 1104.18 | 0.591 | 0.269 | 1.498 | 1.208 | 8.093 | 67.729 | 118.519 | 44.277 | 71.998 |
| | 1.1% | 0.8% | 0.8% | 0.9% | 0.6% | 0.9% | 1.6% | 1.4% | 0.8% | 0.6% |
| | | 0.1% | 0.0% | 0.1% | 0.1% | 0.7% | 6.1% | 10.7% | 4.0% | 6.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 13856.992 | 5617.235 | 372.334 | 1406.232 | 1612.905 | 693.31400 | 99.179 | 1433.271 |
| | 13.8% | 13.6% | 17.5% | 14.3% | 13.5% | 12.6% | 11.3% | 13.1% |
| | | 40.5% | 2.7% | 10.1% | 11.6% | 5.0% | 0.7% | 10.3% |
| Agree | 44106.897 | 17864.527 | 897.64500 | 4344.519 | 5269.6810 | 2316.595 | 362.76 | 4673.3270 |
| | 43.8% | 43.4% | 42.1% | 44.3% | 44.1% | 42.1% | 41.5% | 42.7% |
| | | 40.5% | 2.0% | 9.8% | 11.9% | 5.3% | 0.8% | 10.6% |
| Neither Agree nor Disagree | 20942.607 | 8851.249 | 412.046 | 2066.7120 | 2623.21 | 1185.315 | 182.558 | 2381.408 |
| | 20.8% | 21.5% | 19.3% | 21.1% | 21.9% | 21.6% | 20.9% | 21.8% |
| | | 42.3% | 2.0% | 9.9% | 12.5% | 5.7% | 0.9% | 11.4% |
| Disagree | 13393.08 | 5448.75 | 290.387 | 1208.471 | 1466.493 | 766.60300 | 141.479 | 1575.317 |
| | 13.3% | 13.2% | 13.6% | 12.3% | 12.3% | 13.9% | 16.2% | 14.4% |
| | | 40.7% | 2.2% | 9.0% | 10.9% | 5.7% | 1.1% | 11.8% |
| Strongly Disagree | 7249.835 | 2929.942 | 141.946 | 666.603 | 836.60400 | 465.281 | 78.367 | 741.141 |
| | 7.2% | 7.1% | 6.7% | 6.8% | 7.0% | 8.5% | 9.0% | 6.8% |
| | | 40.4% | 2.0% | 9.2% | 11.5% | 6.4% | 1.1% | 10.2% |
| Do Not Know | 1104.18 | 496.046 | 18.234 | 107.003 | 149.457 | 70.864 | 10.373 | 140.115 |
| | 1.1% | 1.2% | 0.9% | 1.1% | 1.2% | 1.3% | 1.2% | 1.3% |
| | | 44.9% | 1.7% | 9.7% | 13.5% | 6.4% | 0.9% | 12.7% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 13021.084 | 19.152 | 309.386 | 153.107 | 442.933 | 745.344 | 152.675 | 580.955 | 45.132 | 166.266 | 13.209 | 178.049 | 489.719 | 92.9290 | 243.558 |
| | 12.9% | 16.1% | 15.4% | 14.6% | 12.1% | 11.5% | 14.5% | 13.3% | 15.2% | 14.5% | 8.9% | 18.7% | 14.0% | 14.0% | 19.4% |
| | | 0.1% | 2.4% | 1.2% | 3.4% | 5.7% | 1.2% | 4.5% | 0.3% | 1.3% | 0.1% | 1.4% | 3.8% | 0.7% | 1.9% |
| Agree | 43674.661 | 53.284 | 921.972 | 507.691 | 1623.36 | 2653.45 | 439.372 | 1883.4 | 120.608 | 541.038 | 58.573 | 383.357 | 1509.45 | 277.42 | 579.723 |
| | 43.4% | 44.8% | 45.8% | 48.3% | 44.2% | 40.8% | 41.6% | 43.2% | 40.7% | 47.3% | 39.5% | 40.3% | 43.3% | 41.9% | 46.2% |
| | | 0.1% | 2.1% | 1.2% | 3.7% | 6.1% | 1.0% | 4.3% | 0.3% | 1.2% | 0.1% | 0.9% | 3.5% | 0.6% | 1.3% |
| Neither Agree nor Disagree | 24532.326 | 26.345 | 448.569 | 215.469 | 904.413 | 1666.54 | 250.048 | 981.57 | 67.616 | 230.967 | 40.355 | 215.584 | 808.848 | 155.525 | 261.017 |
| | 24.4% | 22.2% | 22.3% | 20.5% | 24.6% | 25.7% | 23.7% | 22.5% | 22.8% | 20.2% | 27.2% | 22.7% | 23.2% | 23.5% | 20.8% |
| | | 0.1% | 1.8% | 0.9% | 3.7% | 6.8% | 1.0% | 4.0% | 0.3% | 0.9% | 0.2% | 0.9% | 3.3% | 0.6% | 1.1% |
| Disagree | 8122.751 | 5.861 | 112.807 | 47.615 | 295.341 | 622.527 | 79.353 | 330.451 | 26.718 | 80.659 | 16.053 | 57.316 | 285.13 | 54.786 | 58.382 |
| | 8.1% | 4.9% | 5.6% | 4.5% | 8.0% | 9.6% | 7.5% | 7.6% | 9.0% | 7.0% | 10.8% | 6.0% | 8.2% | 8.3% | 4.6% |
| | | 0.1% | 1.4% | 0.6% | 3.6% | 7.7% | 1.0% | 4.1% | 0.3% | 1.0% | 0.2% | 0.7% | 3.5% | 0.7% | 0.7% |
| Strongly Disagree | 4880.097 | 7.246 | 80.66 | 44.761 | 133.787 | 443.459 | 53.057 | 219.704 | 17.77 | 47.936 | 11.452 | 46.391 | 190.542 | 41.384 | 29.328 |
| | 4.8% | 6.1% | 4.0% | 4.3% | 3.6% | 6.8% | 5.0% | 5.0% | 6.0% | 4.2% | 7.7% | 4.9% | 5.5% | 6.3% | 2.3% |
| | | 0.1% | 1.7% | 0.9% | 2.7% | 9.1% | 1.1% | 4.5% | 0.4% | 1.0% | 0.2% | 1.0% | 3.9% | 0.8% | 0.6% |
| Do Not Know | 6422.672 | 7.032 | 141.766 | 83.31 | 275.579 | 365.095 | 80.684 | 362.02 | 18.827 | 77.248 | 8.616 | 70.323 | 202.144 | 39.887 | 83.54 |
| | 6.4% | 5.9% | 7.0% | 7.9% | 7.5% | 5.6% | 7.6% | 8.3% | 6.3% | 6.8% | 5.8% | 7.4% | 5.8% | 6.0% | 6.7% |
| | | 0.1% | 2.2% | 1.3% | 4.3% | 5.7% | 1.3% | 5.6% | 0.3% | 1.2% | 0.1% | 1.1% | 3.1% | 0.6% | 1.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 13021.084 | 17.118 | 4.13 | 27.766 | 30.351 | 125.824 | 565.007 | 1105.46 | 724.294 | 1792.45 |
| | 12.9% | 23.5% | 12.8% | 16.5% | 14.9% | 14.1% | 13.6% | 12.7% | 12.9% | 13.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.3% | 8.5% | 5.6% | 13.8% |
| Agree | 43674.661 | 26.497 | 15.316 | 70.5900 | 88.324 | 404.694 | 1869.76 | 3921.88 | 2739.83 | 5890.16 |
| | 43.4% | 36.3% | 47.4% | 42.0% | 43.4% | 45.3% | 45.0% | 45.2% | 48.7% | 45.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.3% | 9.0% | 6.3% | 13.5% |
| Neither Agree nor Disagree | 24532.326 | 15.417 | 7.074 | 37.012 | 44.0450 | 187.219 | 842.084 | 1970.33 | 1272.18 | 3004.60 |
| | 24.4% | 21.1% | 21.9% | 22.0% | 21.6% | 21.0% | 20.3% | 22.7% | 22.6% | 23.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.4% | 8.0% | 5.2% | 12.2% |
| Disagree | 8122.751 | 5.006 | 2.358 | 13.964 | 17.963 | 68.069 | 369.656 | 683.369 | 387.922 | 839.723 |
| | 8.1% | 6.9% | 7.3% | 8.3% | 8.8% | 7.6% | 8.9% | 7.9% | 6.9% | 6.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.6% | 8.4% | 4.8% | 10.3% |
| Strongly Disagree | 4880.097 | 3.019 | 1.416 | 7.055 | 8.831 | 51.251 | 190.569 | 386.834 | 196.05 | 651.343 |
| | 4.8% | 4.1% | 4.4% | 4.2% | 4.3% | 5.7% | 4.6% | 4.5% | 3.5% | 5.0% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.1% | 3.9% | 7.9% | 4.0% | 13.3% |
| Do Not Know | 6422.672 | 5.907 | 2.016 | 11.804 | 13.954 | 56.213 | 315.073 | 612.584 | 309.999 | 719.959 |
| | 6.4% | 8.1% | 6.2% | 7.0% | 6.9% | 6.3% | 7.6% | 7.1% | 5.5% | 5.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.9% | 9.5% | 4.8% | 11.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 13021.084 | 4996.272 | 290.368 | 1229.925 | 1402.212 | 651.54000 | 94.799 | 1327.428 |
| | 12.9% | 12.1% | 13.6% | 12.6% | 11.7% | 11.9% | 10.8% | 12.1% |
| | | 38.4% | 2.2% | 9.4% | 10.8% | 5.0% | 0.7% | 10.2% |
| Agree | 43674.661 | 17094.914 | 965.31900 | 3887.844 | 5092.3780 | 2319.798 | 330.845 | 4498.7300 |
| | 43.4% | 41.5% | 45.3% | 39.7% | 42.6% | 42.2% | 37.8% | 41.1% |
| | | 39.1% | 2.2% | 8.9% | 11.7% | 5.3% | 0.8% | 10.3% |
| Neither Agree nor Disagree | 24532.326 | 10879.497 | 462.347 | 2735.1 | 3108.753 | 1372.001 | 233.972 | 2967.3240 |
| | 24.4% | 26.4% | 21.7% | 27.9% | 26.0% | 25.0% | 26.7% | 27.1% |
| | | 44.3% | 1.9% | 11.1% | 12.7% | 5.6% | 1.0% | 12.1% |
| Disagree | 8122.751 | 3661.722 | 195.968 | 798.354 | 1168.202 | 477.99700 | 111.652 | 909.549 |
| | 8.1% | 8.9% | 9.2% | 8.1% | 9.8% | 8.7% | 12.8% | 8.3% |
| | | 45.1% | 2.4% | 9.8% | 14.4% | 5.9% | 1.4% | 11.2% |
| Strongly Disagree | 4880.097 | 2016.252 | 84.341 | 522.794 | 519.126 | 309.452 | 53.478 | 527.061 |
| | 4.8% | 4.9% | 4.0% | 5.3% | 4.3% | 5.6% | 6.1% | 4.8% |
| | | 41.3% | 1.7% | 10.7% | 10.6% | 6.3% | 1.1% | 10.8% |
| Do Not Know | 6422.672 | 2559.092 | 134.249 | 625.52300 | 667.679 | 367.184 | 49.97 | 714.487 |
| | 6.4% | 6.2% | 6.3% | 6.4% | 5.6% | 6.7% | 5.7% | 6.5% |
| | | 39.8% | 2.1% | 9.7% | 10.4% | 5.7% | 0.8% | 11.1% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 96962.931 | 117.649 | 1933.07 | 1029.99 | 3530.69 | 6198.45 | 997.229 | 4176.85 | 284.437 | 1113.53 | 144.732 | 900.393 | 3369.49 | 627.554 | 1222.16 |
| | 100% | 0.1% | 2.0% | 1.1% | 3.6% | 6.4% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.6% | 1.3% |
| Strongly Agree | 15540.736 | 20.217 | 345.418 | 206.69 | 531.614 | 1063.85 | 163.731 | 783.934 | 43.488 | 217.293 | 14.548 | 172.622 | 543.781 | 83.461 | 315.966 |
| | 16.0% | 17.2% | 17.9% | 20.1% | 15.1% | 17.2% | 16.4% | 18.8% | 15.3% | 19.5% | 10.1% | 19.2% | 16.1% | 13.3% | 25.9% |
| | | 0.1% | 2.2% | 1.3% | 3.4% | 6.8% | 1.1% | 5.0% | 0.3% | 1.4% | 0.1% | 1.1% | 3.5% | 0.5% | 2.0% |
| Agree | 46708.249 | 53.2230 | 1000.68 | 552.879 | 1796.93 | 2845.50 | 458.119 | 1998.8 | 125.936 | 581.039 | 58.045 | 399.864 | 1597.71 | 299.33 | 634.755 |
| | 48.2% | 45.2% | 51.8% | 53.7% | 50.9% | 45.9% | 45.9% | 47.9% | 44.3% | 52.2% | 40.1% | 44.4% | 47.4% | 47.7% | 51.9% |
| | | 0.1% | 2.1% | 1.2% | 3.8% | 6.1% | 1.0% | 4.3% | 0.3% | 1.2% | 0.1% | 0.9% | 3.4% | 0.6% | 1.4% |
| Neither Agree nor Disagree | 21833.349 | 24.734 | 361.179 | 160.175 | 772.786 | 1370.75 | 229.399 | 942.748 | 66.491 | 191.137 | 37.797 | 201.073 | 713.22 | 142.549 | 191.561 |
| | 22.5% | 21.0% | 18.7% | 15.6% | 21.9% | 22.1% | 23.0% | 22.6% | 23.4% | 17.2% | 26.1% | 22.3% | 21.2% | 22.7% | 15.7% |
| | | 0.1% | 1.7% | 0.7% | 3.5% | 6.3% | 1.1% | 4.3% | 0.3% | 0.9% | 0.2% | 0.9% | 3.3% | 0.7% | 0.9% |
| Disagree | 7945.988 | 11.097 | 134.217 | 64.107 | 305.484 | 555.129 | 84.973 | 281.216 | 28.398 | 77.6420 | 19.3 | 79.5380 | 341.221 | 62.277 | 47.948 |
| | 8.2% | 9.4% | 6.9% | 6.2% | 8.7% | 9.0% | 8.5% | 6.7% | 10.0% | 7.0% | 13.3% | 8.8% | 10.1% | 9.9% | 3.9% |
| | | 0.1% | 1.7% | 0.8% | 3.8% | 7.0% | 1.1% | 3.5% | 0.4% | 1.0% | 0.2% | 1.0% | 4.3% | 0.8% | 0.6% |
| Strongly Disagree | 4934.609 | 8.378 | 91.579 | 46.139 | 123.877 | 363.223 | 61.007 | 170.154 | 20.124 | 46.423 | 15.042 | 47.296 | 173.564 | 39.937 | 31.93 |
| | 5.1% | 7.1% | 4.7% | 4.5% | 3.5% | 5.9% | 6.1% | 4.1% | 7.1% | 4.2% | 10.4% | 5.3% | 5.2% | 6.4% | 2.6% |
| | | 0.2% | 1.9% | 0.9% | 2.5% | 7.4% | 1.2% | 3.4% | 0.4% | 0.9% | 0.3% | 1.0% | 3.5% | 0.8% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 96962.931 | 70.938 | 31.274 | 161.408 | 193.323 | 836.617 | 4004.43 | 8347.18 | 5537.60 | 12550.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.7% | 12.9% |
| Strongly Agree | 15540.736 | 16.181 | 3.938 | 28.874 | 27.572 | 138.202 | 727.318 | 1338.46 | 942.074 | 2173.10 |
| | 16.0% | 22.8% | 12.6% | 17.9% | 14.3% | 16.5% | 18.2% | 16.0% | 17.0% | 17.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.7% | 8.6% | 6.1% | 14.0% |
| Agree | 46708.249 | 33.034 | 15.496 | 74.117 | 82.068 | 403.505 | 1830.38 | 4200.95 | 2997.65 | 6531.80 |
| | 48.2% | 46.6% | 49.5% | 45.9% | 42.5% | 48.2% | 45.7% | 50.3% | 54.1% | 52.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.9% | 9.0% | 6.4% | 14.0% |
| Neither Agree nor Disagree | 21833.349 | 10.312 | 6.261 | 36.349 | 49.021 | 181.187 | 920.719 | 1756.69 | 1046.65 | 2216.95 |
| | 22.5% | 14.5% | 20.0% | 22.5% | 25.4% | 21.7% | 23.0% | 21.0% | 18.9% | 17.7% |
| | | 0.0% | 0.0% | 0.2% | 0.2% | 0.8% | 4.2% | 8.0% | 4.8% | 10.2% |
| Disagree | 7945.988 | 8.114 | 4.042 | 14.45 | 23.019 | 64.27 | 267.259 | 657.195 | 354.499 | 950.975 |
| | 8.2% | 11.4% | 12.9% | 9.0% | 11.9% | 7.7% | 6.7% | 7.9% | 6.4% | 7.6% |
| | | 0.1% | 0.1% | 0.2% | 0.3% | 0.8% | 3.4% | 8.3% | 4.5% | 12.0% |
| Strongly Disagree | 4934.609 | 3.297 | 1.537 | 7.618 | 11.643 | 49.453 | 258.748 | 393.89 | 196.739 | 677.368 |
| | 5.1% | 4.6% | 4.9% | 4.7% | 6.0% | 5.9% | 6.5% | 4.7% | 3.6% | 5.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 5.2% | 8.0% | 4.0% | 13.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 96962.931 | 39583.733 | 2068.513 | 9415.873 | 11477.264 | 5297.636 | 840.819 | 10483.628 |
| | 100% | 40.8% | 2.1% | 9.7% | 11.8% | 5.5% | 0.9% | 10.8% |
| Strongly Agree | 15540.736 | 5638.401 | 365.58 | 1301.768 | 1607.812 | 784.63200 | 102.937 | 1475.672 |
| | 16.0% | 14.2% | 17.7% | 13.8% | 14.0% | 14.8% | 12.2% | 14.1% |
| | | 36.3% | 2.4% | 8.4% | 10.3% | 5.0% | 0.7% | 9.5% |
| Agree | 46708.249 | 18136.452 | 1048.768 | 4213.318 | 5052.8180 | 2497.519 | 319.90700 | 5004.1220 |
| | 48.2% | 45.8% | 50.7% | 44.7% | 44.0% | 47.1% | 38.0% | 47.7% |
| | | 38.8% | 2.2% | 9.0% | 10.8% | 5.3% | 0.7% | 10.7% |
| Neither Agree nor Disagree | 21833.349 | 10203.619 | 429.38 | 2591.027 | 3112.9260 | 1235.726 | 231.73 | 2602.83 |
| | 22.5% | 25.8% | 20.8% | 27.5% | 27.1% | 23.3% | 27.6% | 24.8% |
| | | 46.7% | 2.0% | 11.9% | 14.3% | 5.7% | 1.1% | 11.9% |
| Disagree | 7945.988 | 3509.618 | 147.888 | 816.77 | 1106.477 | 447.504 | 127.662 | 863.317 |
| | 8.2% | 8.9% | 7.1% | 8.7% | 9.6% | 8.4% | 15.2% | 8.2% |
| | | 44.2% | 1.9% | 10.3% | 13.9% | 5.6% | 1.6% | 10.9% |
| Strongly Disagree | 4934.609 | 2095.643 | 76.897 | 492.99 | 597.231 | 332.255 | 58.583 | 537.687 |
| | 5.1% | 5.3% | 3.7% | 5.2% | 5.2% | 6.3% | 7.0% | 5.1% |
| | | 42.5% | 1.6% | 10.0% | 12.1% | 6.7% | 1.2% | 10.9% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 98175.666 | 117.13 | 1947.14 | 1036.19 | 3549.65 | 6349.28 | 1025.36 | 4206.74 | 289.371 | 1105.24 | 145.451 | 925.194 | 3422.38 | 643.058 | 1233.93 |
| | 100% | 0.1% | 2.0% | 1.1% | 3.6% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.3% |
| Strongly Agree | 15709.825 | 23.79 | 349.328 | 181.466 | 472.289 | 911.875 | 167.577 | 663.462 | 42.954 | 158.782 | 14.171 | 205.225 | 523.9 | 103.18 | 310.291 |
| | 16.0% | 20.3% | 17.9% | 17.5% | 13.3% | 14.4% | 16.3% | 15.8% | 14.8% | 14.4% | 9.7% | 22.2% | 15.3% | 16.0% | 25.1% |
| | | 0.2% | 2.2% | 1.2% | 3.0% | 5.8% | 1.1% | 4.2% | 0.3% | 1.0% | 0.1% | 1.3% | 3.3% | 0.7% | 2.0% |
| Agree | 48815.116 | 53.943 | 1029.10 | 555.339 | 1841.52 | 3072.29 | 477.331 | 2191.26 | 133.38 | 555.279 | 65.218 | 412.291 | 1675.39 | 303.976 | 659.924 |
| | 49.7% | 46.1% | 52.9% | 53.6% | 51.9% | 48.4% | 46.6% | 52.1% | 46.1% | 50.2% | 44.8% | 44.6% | 49.0% | 47.3% | 53.5% |
| | | 0.1% | 2.1% | 1.1% | 3.8% | 6.3% | 1.0% | 4.5% | 0.3% | 1.1% | 0.1% | 0.8% | 3.4% | 0.6% | 1.4% |
| Neither Agree nor Disagree | 20107.714 | 21.092 | 359.117 | 183.848 | 804.51 | 1365.41 | 222.32 | 887.597 | 56.497 | 226.112 | 34.559 | 182.589 | 681.864 | 133.861 | 178.046 |
| | 20.5% | 18.0% | 18.4% | 17.7% | 22.7% | 21.5% | 21.7% | 21.1% | 19.5% | 20.5% | 23.8% | 19.7% | 19.9% | 20.8% | 14.4% |
| | | 0.1% | 1.8% | 0.9% | 4.0% | 6.8% | 1.1% | 4.4% | 0.3% | 1.1% | 0.2% | 0.9% | 3.4% | 0.7% | 0.9% |
| Disagree | 7745.572 | 11.549 | 125.113 | 61.678 | 294.286 | 568.915 | 92.2570 | 258.093 | 35.207 | 107.789 | 16.935 | 72.632 | 341.922 | 53.777 | 58.124 |
| | 7.9% | 9.9% | 6.4% | 6.0% | 8.3% | 9.0% | 9.0% | 6.1% | 12.2% | 9.8% | 11.6% | 7.9% | 10.0% | 8.4% | 4.7% |
| | | 0.1% | 1.6% | 0.8% | 3.8% | 7.3% | 1.2% | 3.3% | 0.5% | 1.4% | 0.2% | 0.9% | 4.4% | 0.7% | 0.8% |
| Strongly Disagree | 5797.439 | 6.756 | 84.4800 | 53.858 | 137.05 | 430.781 | 65.8700 | 206.328 | 21.333 | 57.277 | 14.568 | 52.457 | 199.312 | 48.264 | 27.54 |
| | 5.9% | 5.8% | 4.3% | 5.2% | 3.9% | 6.8% | 6.4% | 4.9% | 7.4% | 5.2% | 10.0% | 5.7% | 5.8% | 7.5% | 2.2% |
| | | 0.1% | 1.5% | 0.9% | 2.4% | 7.4% | 1.1% | 3.6% | 0.4% | 1.0% | 0.3% | 0.9% | 3.4% | 0.8% | 0.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 98175.666 | 72.287 | 31.604 | 162.681 | 198.623 | 883.998 | 4036.42 | 8441.8 | 5482.48 | 12386.0 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.6% |
| Strongly Agree | 15709.825 | 14.6 | 5.39 | 27.231 | 31.939 | 155.577 | 664.87 | 1235.03 | 800.272 | 2251.62 |
| | 16.0% | 20.2% | 17.1% | 16.7% | 16.1% | 17.6% | 16.5% | 14.6% | 14.6% | 18.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.2% | 7.9% | 5.1% | 14.3% |
| Agree | 48815.116 | 28.866 | 18.288 | 82.9150 | 93.579 | 467.357 | 1907.24 | 4304.16 | 2936.67 | 5757.96 |
| | 49.7% | 39.9% | 57.9% | 51.0% | 47.1% | 52.9% | 47.3% | 51.0% | 53.6% | 46.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.9% | 8.8% | 6.0% | 11.8% |
| Neither Agree nor Disagree | 20107.714 | 15.078 | 4.904 | 32.561 | 42.7980 | 143.582 | 778.040 | 1619.66 | 1086.95 | 2634.6 |
| | 20.5% | 20.9% | 15.5% | 20.0% | 21.5% | 16.2% | 19.3% | 19.2% | 19.8% | 21.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.9% | 8.1% | 5.4% | 13.1% |
| Disagree | 7745.572 | 8.651 | 1.917 | 12.228 | 15.632 | 52.515 | 348.538 | 767.579 | 450.031 | 723.587 |
| | 7.9% | 12.0% | 6.1% | 7.5% | 7.9% | 5.9% | 8.6% | 9.1% | 8.2% | 5.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 4.5% | 9.9% | 5.8% | 9.3% |
| Strongly Disagree | 5797.439 | 5.092 | 1.105 | 7.746 | 14.675 | 64.967 | 337.733 | 515.376 | 208.55 | 1018.27 |
| | 5.9% | 7.0% | 3.5% | 4.8% | 7.4% | 7.3% | 8.4% | 6.1% | 3.8% | 8.2% |
| | | 0.1% | 0.0% | 0.1% | 0.3% | 1.1% | 5.8% | 8.9% | 3.6% | 17.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 98175.666 | 40483.642 | 2095.048 | 9602.844 | 11796.216 | 5396.6470 | 868.437 | 10724.45 |
| | 100% | 41.2% | 2.1% | 9.8% | 12.0% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 15709.825 | 6395.0110 | 388.56800 | 1563.565 | 1865.2390 | 771.543 | 119.818 | 1686.278 |
| | 16.0% | 15.8% | 18.5% | 16.3% | 15.8% | 14.3% | 13.8% | 15.7% |
| | | 40.7% | 2.5% | 10.0% | 11.9% | 4.9% | 0.8% | 10.7% |
| Agree | 48815.116 | 20191.849 | 1000.757 | 5052.946 | 5787.193 | 2614.9890 | 400.942 | 5335.0220 |
| | 49.7% | 49.9% | 47.8% | 52.6% | 49.1% | 48.5% | 46.2% | 49.7% |
| | | 41.4% | 2.1% | 10.4% | 11.9% | 5.4% | 0.8% | 10.9% |
| Neither Agree nor Disagree | 20107.714 | 8412.118 | 450.864 | 1819.24 | 2518.2970 | 1161.806 | 202.446 | 2259.465 |
| | 20.5% | 20.8% | 21.5% | 18.9% | 21.3% | 21.5% | 23.3% | 21.1% |
| | | 41.8% | 2.2% | 9.0% | 12.5% | 5.8% | 1.0% | 11.2% |
| Disagree | 7745.572 | 3266.617 | 156.348 | 673.422 | 975.387 | 504.982 | 84.746 | 871.73200 |
| | 7.9% | 8.1% | 7.5% | 7.0% | 8.3% | 9.4% | 9.8% | 8.1% |
| | | 42.2% | 2.0% | 8.7% | 12.6% | 6.5% | 1.1% | 11.3% |
| Strongly Disagree | 5797.439 | 2218.047 | 98.511 | 493.671 | 650.1 | 343.327 | 60.485 | 571.953 |
| | 5.9% | 5.5% | 4.7% | 5.1% | 5.5% | 6.4% | 7.0% | 5.3% |
| | | 38.3% | 1.7% | 8.5% | 11.2% | 5.9% | 1.0% | 9.9% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 97710.873 | 112.004 | 1923.86 | 1035.02 | 3538.50 | 6218.78 | 1019.42 | 4233.56 | 293.41 | 1089.77 | 142.078 | 934.621 | 3354.64 | 648.72 | 1229.54 |
| | 100% | 0.1% | 2.0% | 1.1% | 3.6% | 6.4% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 1.0% | 3.4% | 0.7% | 1.3% |
| Strongly Agree | 17502.462 | 9.768 | 329.799 | 240.274 | 501.39 | 561.940 | 233.79 | 710.386 | 85.4350 | 134.948 | 15.787 | 296.706 | 698.569 | 159.969 | 377.531 |
| | 17.9% | 8.7% | 17.1% | 23.2% | 14.2% | 9.0% | 22.9% | 16.8% | 29.1% | 12.4% | 11.1% | 31.7% | 20.8% | 24.7% | 30.7% |
| | | 0.1% | 1.9% | 1.4% | 2.9% | 3.2% | 1.3% | 4.1% | 0.5% | 0.8% | 0.1% | 1.7% | 4.0% | 0.9% | 2.2% |
| Agree | 47573.587 | 34.722 | 946.483 | 571.235 | 1869.35 | 2216.72 | 581.489 | 2178.69 | 173.296 | 565.305 | 69.993 | 504.246 | 1622.52 | 359.413 | 645.942 |
| | 48.7% | 31.0% | 49.2% | 55.2% | 52.8% | 35.6% | 57.0% | 51.5% | 59.1% | 51.9% | 49.3% | 54.0% | 48.4% | 55.4% | 52.5% |
| | | 0.1% | 2.0% | 1.2% | 3.9% | 4.7% | 1.2% | 4.6% | 0.4% | 1.2% | 0.1% | 1.1% | 3.4% | 0.8% | 1.4% |
| Neither Agree nor Disagree | 12965.539 | 21.923 | 282.222 | 109.336 | 490.802 | 1098.05 | 105.286 | 548.914 | 19.559 | 181.798 | 25.355 | 82.406 | 426.144 | 66.863 | 123.434 |
| | 13.3% | 19.6% | 14.7% | 10.6% | 13.9% | 17.7% | 10.3% | 13.0% | 6.7% | 16.7% | 17.8% | 8.8% | 12.7% | 10.3% | 10.0% |
| | | 0.2% | 2.2% | 0.8% | 3.8% | 8.5% | 0.8% | 4.2% | 0.2% | 1.4% | 0.2% | 0.6% | 3.3% | 0.5% | 1.0% |
| Disagree | 14391.366 | 35.054 | 294.222 | 93.906 | 525.636 | 1565.61 | 78.681 | 645.247 | 12.783 | 175.732 | 23.244 | 40.483 | 471.625 | 51.854 | 72.903 |
| | 14.7% | 31.3% | 15.3% | 9.1% | 14.9% | 25.2% | 7.7% | 15.2% | 4.4% | 16.1% | 16.4% | 4.3% | 14.1% | 8.0% | 5.9% |
| | | 0.2% | 2.0% | 0.7% | 3.7% | 10.9% | 0.5% | 4.5% | 0.1% | 1.2% | 0.2% | 0.3% | 3.3% | 0.4% | 0.5% |
| Strongly Disagree | 5277.919 | 10.537 | 71.137 | 20.268 | 151.33 | 776.457 | 20.169 | 150.327 | 2.337 | 31.991 | 7.699 | 10.78 | 135.782 | 10.621 | 9.733 |
| | 5.4% | 9.4% | 3.7% | 2.0% | 4.3% | 12.5% | 2.0% | 3.6% | 0.8% | 2.9% | 5.4% | 1.2% | 4.0% | 1.6% | 0.8% |
| | | 0.2% | 1.3% | 0.4% | 2.9% | 14.7% | 0.4% | 2.8% | 0.0% | 0.6% | 0.1% | 0.2% | 2.6% | 0.2% | 0.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 97710.873 | 70.993 | 30.159 | 158.758 | 202.092 | 853.683 | 4060.23 | 8487.08 | 5439.11 | 12655.9 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.2% | 8.7% | 5.6% | 13.0% |
| Strongly Agree | 17502.462 | 29.233 | 0.548 | 20.143 | 53.293 | 74.694 | 991.49 | 1332.72 | 663.001 | 3455.03 |
| | 17.9% | 41.2% | 1.8% | 12.7% | 26.4% | 8.7% | 24.4% | 15.7% | 12.2% | 27.3% |
| | | 0.2% | 0.0% | 0.1% | 0.3% | 0.4% | 5.7% | 7.6% | 3.8% | 19.7% |
| Agree | 47573.587 | 32.748 | 7.574 | 63.1020 | 113.397 | 227.18 | 2495.19 | 4354.75 | 2856.51 | 6410.00 |
| | 48.7% | 46.1% | 25.1% | 39.7% | 56.1% | 26.6% | 61.5% | 51.3% | 52.5% | 50.6% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.5% | 5.2% | 9.2% | 6.0% | 13.5% |
| Neither Agree nor Disagree | 12965.539 | 3.629 | 5.706 | 26.698 | 20.253 | 121.637 | 295.903 | 1076.6 | 906.547 | 1244.86 |
| | 13.3% | 5.1% | 18.9% | 16.8% | 10.0% | 14.2% | 7.3% | 12.7% | 16.7% | 9.8% |
| | | 0.0% | 0.0% | 0.2% | 0.2% | 0.9% | 2.3% | 8.3% | 7.0% | 9.6% |
| Disagree | 14391.366 | 4.431 | 12.063 | 37.0340 | 11.875 | 290.065 | 177.371 | 1219.45 | 813.663 | 1209.67 |
| | 14.7% | 6.2% | 40.0% | 23.3% | 5.9% | 34.0% | 4.4% | 14.4% | 15.0% | 9.6% |
| | | 0.0% | 0.1% | 0.3% | 0.1% | 2.0% | 1.2% | 8.5% | 5.7% | 8.4% |
| Strongly Disagree | 5277.919 | 0.952 | 4.268 | 11.781 | 3.274 | 140.107 | 100.278 | 503.553 | 199.385 | 336.329 |
| | 5.4% | 1.3% | 14.2% | 7.4% | 1.6% | 16.4% | 2.5% | 5.9% | 3.7% | 2.7% |
| | | 0.0% | 0.1% | 0.2% | 0.1% | 2.7% | 1.9% | 9.5% | 3.8% | 6.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 97710.873 | 39978.94 | 2075.716 | 9483.3560 | 11671.615 | 5337.0690 | 833.297 | 10577.887 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.8% |
| Strongly Agree | 17502.462 | 6526.014 | 449.97 | 1451.374 | 2000.641 | 915.04600 | 82.463 | 1626.52 |
| | 17.9% | 16.3% | 21.7% | 15.3% | 17.1% | 17.1% | 9.9% | 15.4% |
| | | 37.3% | 2.6% | 8.3% | 11.4% | 5.2% | 0.5% | 9.3% |
| Agree | 47573.587 | 18673.733 | 1045.091 | 4586.89 | 5405.783 | 2577.0470 | 307.585 | 4751.3370 |
| | 48.7% | 46.7% | 50.3% | 48.4% | 46.3% | 48.3% | 36.9% | 44.9% |
| | | 39.3% | 2.2% | 9.6% | 11.4% | 5.4% | 0.6% | 10.0% |
| Neither Agree nor Disagree | 12965.539 | 5681.613 | 244.045 | 1451.444 | 1661.144 | 671.52700 | 112.163 | 1541.29 |
| | 13.3% | 14.2% | 11.8% | 15.3% | 14.2% | 12.6% | 13.5% | 14.6% |
| | | 43.8% | 1.9% | 11.2% | 12.8% | 5.2% | 0.9% | 11.9% |
| Disagree | 14391.366 | 6528.756 | 253.795 | 1430.567 | 1859.444 | 845.178 | 246.51 | 1893.262 |
| | 14.7% | 16.3% | 12.2% | 15.1% | 15.9% | 15.8% | 29.6% | 17.9% |
| | | 45.4% | 1.8% | 9.9% | 12.9% | 5.9% | 1.7% | 13.2% |
| Strongly Disagree | 5277.919 | 2568.824 | 82.815 | 563.081 | 744.603 | 328.271 | 84.576 | 765.47800 |
| | 5.4% | 6.4% | 4.0% | 5.9% | 6.4% | 6.2% | 10.1% | 7.2% |
| | | 48.7% | 1.6% | 10.7% | 14.1% | 6.2% | 1.6% | 14.5% |

# FHCS Report by Agency

(46) My training needs are assessed.

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 8972.8820 | 4.7 | 177.306 | 120.491 | 241.751 | 438.623 | 74.596 | 437.943 | 25.097 | 57.63 | 6.414 | 144.359 | 308.198 | 57.558 | 176.922 |
| | 8.9% | 4.0% | 8.8% | 11.5% | 6.6% | 6.8% | 7.1% | 10.0% | 8.5% | 5.0% | 4.3% | 15.2% | 8.8% | 8.7% | 14.1% |
| | | 0.1% | 2.0% | 1.3% | 2.7% | 4.9% | 0.8% | 4.9% | 0.3% | 0.6% | 0.1% | 1.6% | 3.4% | 0.6% | 2.0% |
| Agree | 41278.397 | 30.131 | 795.003 | 467.815 | 1440.43 | 2316.02 | 404.387 | 1922.3 | 100.363 | 422.573 | 46.648 | 428.499 | 1188.45 | 221.389 | 568.105 |
| | 41.0% | 25.3% | 39.5% | 44.5% | 39.2% | 35.7% | 38.3% | 44.1% | 33.8% | 36.9% | 31.5% | 45.1% | 34.1% | 33.4% | 45.2% |
| | | 0.1% | 1.9% | 1.1% | 3.5% | 5.6% | 1.0% | 4.7% | 0.2% | 1.0% | 0.1% | 1.0% | 2.9% | 0.5% | 1.4% |
| Neither Agree nor Disagree | 20981.601 | 23.622 | 457.405 | 211.268 | 781.176 | 1350.38 | 236.139 | 970.238 | 69.604 | 256.138 | 31.201 | 177.197 | 813.933 | 147.102 | 267.656 |
| | 20.8% | 19.9% | 22.7% | 20.1% | 21.3% | 20.8% | 22.4% | 22.3% | 23.5% | 22.4% | 21.0% | 18.6% | 23.3% | 22.2% | 21.3% |
| | | 0.1% | 2.2% | 1.0% | 3.7% | 6.4% | 1.1% | 4.6% | 0.3% | 1.2% | 0.1% | 0.8% | 3.9% | 0.7% | 1.3% |
| Disagree | 20500.324 | 41.034 | 428.313 | 188.887 | 857.972 | 1485.52 | 234.853 | 704.864 | 76.966 | 311.065 | 40.13 | 145.779 | 848.513 | 160.615 | 186.934 |
| | 20.4% | 34.5% | 21.3% | 18.0% | 23.3% | 22.9% | 22.3% | 16.2% | 25.9% | 27.2% | 27.1% | 15.3% | 24.3% | 24.3% | 14.9% |
| | | 0.2% | 2.1% | 0.9% | 4.2% | 7.2% | 1.1% | 3.4% | 0.4% | 1.5% | 0.2% | 0.7% | 4.1% | 0.8% | 0.9% |
| Strongly Disagree | 7452.027 | 17.656 | 129.046 | 47.898 | 314.942 | 804.216 | 82.1560 | 293.85 | 20.437 | 84.465 | 22.058 | 44.518 | 271.29 | 60.581 | 40.026 |
| | 7.4% | 14.8% | 6.4% | 4.6% | 8.6% | 12.4% | 7.8% | 6.7% | 6.9% | 7.4% | 14.9% | 4.7% | 7.8% | 9.2% | 3.2% |
| | | 0.2% | 1.7% | 0.6% | 4.2% | 10.8% | 1.1% | 3.9% | 0.3% | 1.1% | 0.3% | 0.6% | 3.6% | 0.8% | 0.5% |
| Do Not Know | 1468.36 | 1.777 | 28.087 | 15.594 | 39.145 | 101.667 | 23.058 | 28.901 | 4.204 | 12.243 | 1.807 | 10.668 | 55.448 | 14.686 | 15.905 |
| | 1.5% | 1.5% | 1.4% | 1.5% | 1.1% | 1.6% | 2.2% | 0.7% | 1.4% | 1.1% | 1.2% | 1.1% | 1.6% | 2.2% | 1.3% |
| | | 0.1% | 1.9% | 1.1% | 2.7% | 6.9% | 1.6% | 2.0% | 0.3% | 0.8% | 0.1% | 0.7% | 3.8% | 1.0% | 1.1% |

# FHCS Report by Agency

(46) My training needs are assessed.

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 8972.8820 | 12.02 | 0.262 | 13.328 | 13.431 | 37.625 | 365.78 | 588.128 | 374.688 | 1508.54 |
| | 8.9% | 16.5% | 0.8% | 7.9% | 6.6% | 4.2% | 8.8% | 6.8% | 6.7% | 11.7% |
| | | 0.1% | 0.0% | 0.1% | 0.1% | 0.4% | 4.1% | 6.6% | 4.2% | 16.8% |
| Agree | 41278.397 | 25.171 | 9.097 | 62.6370 | 68.3840 | 259.659 | 1584.29 | 3331.23 | 2660.24 | 5964.29 |
| | 41.0% | 34.5% | 28.2% | 37.2% | 33.6% | 29.1% | 38.2% | 38.4% | 47.2% | 46.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.6% | 3.8% | 8.1% | 6.4% | 14.4% |
| Neither Agree nor Disagree | 20981.601 | 17.418 | 6.36 | 39.0280 | 52.9060 | 176.846 | 955.341 | 1960.93 | 1179.74 | 2309.86 |
| | 20.8% | 23.9% | 19.7% | 23.2% | 26.0% | 19.8% | 23.0% | 22.6% | 21.0% | 17.9% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 0.8% | 4.6% | 9.3% | 5.6% | 11.0% |
| Disagree | 20500.324 | 13.77 | 11.284 | 36.996 | 49.2400 | 302.237 | 922.507 | 1959.82 | 1026.9 | 2130.15 |
| | 20.4% | 18.9% | 34.9% | 22.0% | 24.2% | 33.8% | 22.2% | 22.6% | 18.2% | 16.5% |
| | | 0.1% | 0.1% | 0.2% | 0.2% | 1.5% | 4.5% | 9.6% | 5.0% | 10.4% |
| Strongly Disagree | 7452.027 | 3.702 | 4.919 | 14.164 | 17.066 | 116.288 | 266.107 | 699.104 | 334.594 | 649.029 |
| | 7.4% | 5.1% | 15.2% | 8.4% | 8.4% | 13.0% | 6.4% | 8.1% | 5.9% | 5.0% |
| | | 0.0% | 0.1% | 0.2% | 0.2% | 1.6% | 3.6% | 9.4% | 4.5% | 8.7% |
| Do Not Know | 1468.36 | 0.883 | 0.388 | 2.038 | 2.441 | 0.615 | 58.123 | 141.245 | 54.114 | 336.365 |
| | 1.5% | 1.2% | 1.2% | 1.2% | 1.2% | 0.1% | 1.4% | 1.6% | 1.0% | 2.6% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.0% | 4.0% | 9.6% | 3.7% | 22.9% |

# FHCS Report by Agency

(46) My training needs are assessed.

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 8972.8820 | 3787.49 | 293.94 | 899.074 | 1118.951 | 507.256 | 74.357 | 893.912 |
| | 8.9% | 9.2% | 13.8% | 9.2% | 9.4% | 9.2% | 8.5% | 8.2% |
| | | 42.2% | 3.3% | 10.0% | 12.5% | 5.7% | 0.8% | 10.0% |
| Agree | 41278.397 | 16961.291 | 1075.767 | 4258.942 | 4629.228 | 2352.829 | 307.683 | 4336.842 |
| | 41.0% | 41.2% | 50.4% | 43.5% | 38.7% | 42.8% | 35.2% | 39.6% |
| | | 41.1% | 2.6% | 10.3% | 11.2% | 5.7% | 0.7% | 10.5% |
| Neither Agree nor Disagree | 20981.601 | 8490.113 | 317.894 | 2092.9560 | 2556.035 | 1079.138 | 155.346 | 2288.744 |
| | 20.8% | 20.6% | 14.9% | 21.4% | 21.4% | 19.6% | 17.8% | 20.9% |
| | | 40.5% | 1.5% | 10.0% | 12.2% | 5.1% | 0.7% | 10.9% |
| Disagree | 20500.324 | 8335.982 | 295.332 | 1864.82 | 2534.709 | 1112.113 | 230.224 | 2298.784 |
| | 20.4% | 20.2% | 13.8% | 19.0% | 21.2% | 20.2% | 26.3% | 21.0% |
| | | 40.7% | 1.4% | 9.1% | 12.4% | 5.4% | 1.1% | 11.2% |
| Strongly Disagree | 7452.027 | 3113.915 | 129.125 | 551.009 | 987.44600 | 384.96800 | 100.274 | 961.093 |
| | 7.4% | 7.6% | 6.1% | 5.6% | 8.3% | 7.0% | 11.5% | 8.8% |
| | | 41.8% | 1.7% | 7.4% | 13.3% | 5.2% | 1.3% | 12.9% |
| Do Not Know | 1468.36 | 518.958 | 20.534 | 132.739 | 131.981 | 61.668 | 6.832 | 165.204 |
| | 1.5% | 1.3% | 1.0% | 1.4% | 1.1% | 1.1% | 0.8% | 1.5% |
| | | 35.3% | 1.4% | 9.0% | 9.0% | 4.2% | 0.5% | 11.3% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 91547.382 | 106.996 | 1733.85 | 938.025 | 3201 | 6019.59 | 904.206 | 3908.88 | 253.51 | 989.287 | 132.002 | 872.906 | 3031.07 | 589.06 | 1156.80 |
| | 100% | 0.1% | 1.9% | 1.0% | 3.5% | 6.6% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 1.0% | 3.3% | 0.6% | 1.3% |
| Strongly Agree | 8138.943 | 8.038 | 122.344 | 76.106 | 159.17 | 537.532 | 66.4 | 335.877 | 18.124 | 53.541 | 9.643 | 114.22 | 239.484 | 64.504 | 108.163 |
| | 8.9% | 7.5% | 7.1% | 8.1% | 5.0% | 8.9% | 7.3% | 8.6% | 7.1% | 5.4% | 7.3% | 13.1% | 7.9% | 11.0% | 9.4% |
| | | 0.1% | 1.5% | 0.9% | 2.0% | 6.6% | 0.8% | 4.1% | 0.2% | 0.7% | 0.1% | 1.4% | 2.9% | 0.8% | 1.3% |
| Agree | 36375.818 | 47.026 | 644.934 | 412.912 | 1144.63 | 2646.3 | 310.857 | 1435.51 | 84.866 | 388.992 | 56.3070 | 373.951 | 1096.04 | 222.676 | 518.895 |
| | 39.7% | 44.0% | 37.2% | 44.0% | 35.8% | 44.0% | 34.4% | 36.7% | 33.5% | 39.3% | 42.7% | 42.8% | 36.2% | 37.8% | 44.9% |
| | | 0.1% | 1.8% | 1.1% | 3.1% | 7.3% | 0.9% | 3.9% | 0.2% | 1.1% | 0.2% | 1.0% | 3.0% | 0.6% | 1.4% |
| Neither Agree nor Disagree | 27831.094 | 36.222 | 594.026 | 264.101 | 1184.39 | 1603.74 | 325.412 | 1325.91 | 81.769 | 306.8 | 41.214 | 251.561 | 1048.26 | 179.185 | 352.781 |
| | 30.4% | 33.9% | 34.3% | 28.2% | 37.0% | 26.6% | 36.0% | 33.9% | 32.3% | 31.0% | 31.2% | 28.8% | 34.6% | 30.4% | 30.5% |
| | | 0.1% | 2.1% | 0.9% | 4.3% | 5.8% | 1.2% | 4.8% | 0.3% | 1.1% | 0.1% | 0.9% | 3.8% | 0.6% | 1.3% |
| Disagree | 14513.544 | 12.519 | 291.215 | 149.235 | 587.059 | 891.576 | 152.756 | 624.385 | 51.8860 | 183.509 | 19.47 | 102.347 | 508.400 | 99.4470 | 149.598 |
| | 15.9% | 11.7% | 16.8% | 15.9% | 18.3% | 14.8% | 16.9% | 16.0% | 20.5% | 18.5% | 14.7% | 11.7% | 16.8% | 16.9% | 12.9% |
| | | 0.1% | 2.0% | 1.0% | 4.0% | 6.1% | 1.1% | 4.3% | 0.4% | 1.3% | 0.1% | 0.7% | 3.5% | 0.7% | 1.0% |
| Strongly Disagree | 4687.983 | 3.191 | 81.334 | 35.671 | 125.76 | 340.451 | 48.781 | 187.2 | 16.865 | 56.445 | 5.368 | 30.827 | 138.887 | 23.248 | 27.366 |
| | 5.1% | 3.0% | 4.7% | 3.8% | 3.9% | 5.7% | 5.4% | 4.8% | 6.7% | 5.7% | 4.1% | 3.5% | 4.6% | 3.9% | 2.4% |
| | | 0.1% | 1.7% | 0.8% | 2.7% | 7.3% | 1.0% | 4.0% | 0.4% | 1.2% | 0.1% | 0.7% | 3.0% | 0.5% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 91547.382 | 63.898 | 27.641 | 149.044 | 184.261 | 791.219 | 3818.94 | 7785.20 | 5128.96 | 11647.3 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.2% | 8.5% | 5.6% | 12.7% |
| Strongly Agree | 8138.943 | 8.676 | 0.817 | 15.891 | 17.688 | 51.07 | 391.067 | 501.734 | 305.386 | 1521.54 |
| | 8.9% | 13.6% | 3.0% | 10.7% | 9.6% | 6.5% | 10.2% | 6.4% | 6.0% | 13.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.6% | 4.8% | 6.2% | 3.8% | 18.7% |
| Agree | 36375.818 | 27.392 | 12.824 | 66.503 | 65.3620 | 322.017 | 1475.54 | 3057.13 | 1896.75 | 4049.46 |
| | 39.7% | 42.9% | 46.4% | 44.6% | 35.5% | 40.7% | 38.6% | 39.3% | 37.0% | 34.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.4% | 5.2% | 11.1% |
| Neither Agree nor Disagree | 27831.094 | 14.795 | 7.627 | 41.6930 | 53.9270 | 255.173 | 976.231 | 2287.62 | 1785.11 | 3560.90 |
| | 30.4% | 23.2% | 27.6% | 28.0% | 29.3% | 32.3% | 25.6% | 29.4% | 34.8% | 30.6% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 3.5% | 8.2% | 6.4% | 12.8% |
| Disagree | 14513.544 | 10.9 | 4.699 | 19.182 | 37.0320 | 121.778 | 713.332 | 1472.32 | 907.939 | 1748.43 |
| | 15.9% | 17.1% | 17.0% | 12.9% | 20.1% | 15.4% | 18.7% | 18.9% | 17.7% | 15.0% |
| | | 0.1% | 0.0% | 0.1% | 0.3% | 0.8% | 4.9% | 10.1% | 6.3% | 12.0% |
| Strongly Disagree | 4687.983 | 2.135 | 1.674 | 5.775 | 10.252 | 41.181 | 262.767 | 466.407 | 233.778 | 766.933 |
| | 5.1% | 3.3% | 6.1% | 3.9% | 5.6% | 5.2% | 6.9% | 6.0% | 4.6% | 6.6% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.9% | 5.6% | 9.9% | 5.0% | 16.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 91547.382 | 38113.758 | 1955.036 | 9090.3860 | 11046.121 | 5122.632 | 814.985 | 10084.598 |
| | 100% | 41.6% | 2.1% | 9.9% | 12.1% | 5.6% | 0.9% | 11.0% |
| Strongly Agree | 8138.943 | 3411.932 | 189.107 | 852.544 | 1014.378 | 435.271 | 87.942 | 832.69 |
| | 8.9% | 9.0% | 9.7% | 9.4% | 9.2% | 8.5% | 10.8% | 8.3% |
| | | 41.9% | 2.3% | 10.5% | 12.5% | 5.3% | 1.1% | 10.2% |
| Agree | 36375.818 | 16018.948 | 927.94 | 3963.0700 | 4524.934 | 2189.981 | 361.031 | 4051.992 |
| | 39.7% | 42.0% | 47.5% | 43.6% | 41.0% | 42.8% | 44.3% | 40.2% |
| | | 44.0% | 2.6% | 10.9% | 12.4% | 6.0% | 1.0% | 11.1% |
| Neither Agree nor Disagree | 27831.094 | 11252.661 | 509.937 | 2680.0330 | 3194.199 | 1442.518 | 200.321 | 3225.653 |
| | 30.4% | 29.5% | 26.1% | 29.5% | 28.9% | 28.2% | 24.6% | 32.0% |
| | | 40.4% | 1.8% | 9.6% | 11.5% | 5.2% | 0.7% | 11.6% |
| Disagree | 14513.544 | 5654.5300 | 279.129 | 1200.724 | 1715.515 | 809.307 | 123.666 | 1526.1890 |
| | 15.9% | 14.8% | 14.3% | 13.2% | 15.5% | 15.8% | 15.2% | 15.1% |
| | | 39.0% | 1.9% | 8.3% | 11.8% | 5.6% | 0.9% | 10.5% |
| Strongly Disagree | 4687.983 | 1775.687 | 48.923 | 394.015 | 597.095 | 245.555 | 42.025 | 448.074 |
| | 5.1% | 4.7% | 2.5% | 4.3% | 5.4% | 4.8% | 5.2% | 4.4% |
| | | 37.9% | 1.0% | 8.4% | 12.7% | 5.2% | 0.9% | 9.6% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 12591.262 | 10.777 | 246.651 | 170.425 | 423.534 | 697.445 | 104.154 | 477.848 | 35.883 | 111.405 | 9.343 | 184.878 | 516.896 | 69.1220 | 237.563 |
| | 12.5% | 9.1% | 12.2% | 16.2% | 11.5% | 10.7% | 9.9% | 11.0% | 12.1% | 9.7% | 6.3% | 19.4% | 14.8% | 10.4% | 18.9% |
| | | 0.1% | 2.0% | 1.4% | 3.4% | 5.5% | 0.8% | 3.8% | 0.3% | 0.9% | 0.1% | 1.5% | 4.1% | 0.5% | 1.9% |
| Agree | 48014.057 | 45.455 | 1048.15 | 534.313 | 1840.64 | 3008.38 | 513.645 | 2181.95 | 160.819 | 616.86 | 64.53 | 469.119 | 1697.86 | 273.539 | 703.768 |
| | 47.7% | 38.2% | 52.0% | 50.8% | 50.1% | 46.3% | 48.7% | 50.1% | 54.2% | 53.9% | 43.5% | 49.3% | 48.7% | 41.3% | 56.1% |
| | | 0.1% | 2.2% | 1.1% | 3.8% | 6.3% | 1.1% | 4.5% | 0.3% | 1.3% | 0.1% | 1.0% | 3.5% | 0.6% | 1.5% |
| Neither Agree nor Disagree | 18910.004 | 28.74 | 401.882 | 194.348 | 725.367 | 1249.9 | 217.016 | 823.843 | 50.861 | 229.113 | 29.643 | 151.368 | 673.322 | 139.668 | 199.527 |
| | 18.8% | 24.2% | 19.9% | 18.5% | 19.7% | 19.2% | 20.6% | 18.9% | 17.1% | 20.0% | 20.0% | 15.9% | 19.3% | 21.1% | 15.9% |
| | | 0.2% | 2.1% | 1.0% | 3.8% | 6.6% | 1.1% | 4.4% | 0.3% | 1.2% | 0.2% | 0.8% | 3.6% | 0.7% | 1.1% |
| Disagree | 14952.95 | 23.59 | 230.591 | 107.594 | 487.72 | 1021.36 | 151.065 | 555.009 | 35.494 | 138.206 | 28.703 | 102.856 | 440.41 | 128.577 | 92.336 |
| | 14.9% | 19.8% | 11.4% | 10.2% | 13.3% | 15.7% | 14.3% | 12.7% | 12.0% | 12.1% | 19.4% | 10.8% | 12.6% | 19.4% | 7.4% |
| | | 0.2% | 1.5% | 0.7% | 3.3% | 6.8% | 1.0% | 3.7% | 0.2% | 0.9% | 0.2% | 0.7% | 2.9% | 0.9% | 0.6% |
| Strongly Disagree | 6039.275 | 10.202 | 80.85 | 45.273 | 190.423 | 503.625 | 67.5200 | 294.55 | 12.828 | 45.906 | 15.714 | 39.157 | 149.44 | 49.971 | 21.958 |
| | 6.0% | 8.6% | 4.0% | 4.3% | 5.2% | 7.8% | 6.4% | 6.8% | 4.3% | 4.0% | 10.6% | 4.1% | 4.3% | 7.5% | 1.7% |
| | | 0.2% | 1.3% | 0.7% | 3.2% | 8.3% | 1.1% | 4.9% | 0.2% | 0.8% | 0.3% | 0.6% | 2.5% | 0.8% | 0.4% |
| Do Not Know | 146.043 | 0.156 | 7.036 | 0 | 7.732 | 15.714 | 1.789 | 24.898 | 0.786 | 2.624 | 0.325 | 3.642 | 7.91 | 1.054 | 0.396 |
| | 0.1% | 0.1% | 0.3% | | 0.2% | 0.2% | 0.2% | 0.6% | 0.3% | 0.2% | 0.2% | 0.4% | 0.2% | 0.2% | 0.0% |
| | | 0.1% | 4.8% | 0.0% | 5.3% | 10.8% | 1.2% | 17.0% | 0.5% | 1.8% | 0.2% | 2.5% | 5.4% | 0.7% | 0.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 12591.262 | 16.322 | 0.577 | 21.452 | 19.241 | 69.709 | 496.003 | 760.319 | 542.875 | 2229.44 |
| | 12.5% | 22.4% | 1.8% | 12.8% | 9.5% | 7.8% | 11.9% | 8.8% | 9.6% | 17.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.6% | 3.9% | 6.0% | 4.3% | 17.7% |
| Agree | 48014.057 | 35.269 | 11.911 | 82.599 | 86.114 | 377.631 | 1941.94 | 3993.42 | 2978.57 | 5715.85 |
| | 47.7% | 48.3% | 36.9% | 49.1% | 42.3% | 42.3% | 46.8% | 46.0% | 52.9% | 44.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.0% | 8.3% | 6.2% | 11.9% |
| Neither Agree nor Disagree | 18910.004 | 13.864 | 10.069 | 32.136 | 41.5950 | 204.771 | 790.432 | 1611.06 | 1032 | 2330.41 |
| | 18.8% | 19.0% | 31.2% | 19.1% | 20.4% | 22.9% | 19.0% | 18.6% | 18.3% | 18.1% |
| | | 0.1% | 0.1% | 0.2% | 0.2% | 1.1% | 4.2% | 8.5% | 5.5% | 12.3% |
| Disagree | 14952.95 | 5.561 | 7.106 | 23.158 | 39.2360 | 163.863 | 665.506 | 1750.35 | 819.88 | 1870.54 |
| | 14.9% | 7.6% | 22.0% | 13.8% | 19.3% | 18.3% | 16.0% | 20.2% | 14.6% | 14.5% |
| | | 0.0% | 0.0% | 0.2% | 0.3% | 1.1% | 4.5% | 11.7% | 5.5% | 12.5% |
| Strongly Disagree | 6039.275 | 1.948 | 2.492 | 8.596 | 17.282 | 74.251 | 251.392 | 564.114 | 252.196 | 749.044 |
| | 6.0% | 2.7% | 7.7% | 5.1% | 8.5% | 8.3% | 6.1% | 6.5% | 4.5% | 5.8% |
| | | 0.0% | 0.0% | 0.1% | 0.3% | 1.2% | 4.2% | 9.3% | 4.2% | 12.4% |
| Do Not Know | 146.043 | 0 | 0.155 | 0.25 | 0 | 3.045 | 6.872 | 1.194 | 4.76 | 2.951 |
| | 0.1% | | 0.5% | 0.1% | | 0.3% | 0.2% | 0.0% | 0.1% | 0.0% |
| | | 0.0% | 0.1% | 0.2% | 0.0% | 2.1% | 4.7% | 0.8% | 3.3% | 2.0% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 12591.262 | 5139.399 | 353.33 | 1234.914 | 1490.306 | 668.40300 | 121.803 | 1270.643 |
| | 12.5% | 12.5% | 16.6% | 12.6% | 12.5% | 12.2% | 13.9% | 11.6% |
| | | 40.8% | 2.8% | 9.8% | 11.8% | 5.3% | 1.0% | 10.1% |
| Agree | 48014.057 | 19631.74 | 1053.092 | 4741.316 | 5646.827 | 2656.051 | 329.021 | 5205.433 |
| | 47.7% | 47.6% | 49.4% | 48.4% | 47.2% | 48.3% | 37.6% | 47.6% |
| | | 40.9% | 2.2% | 9.9% | 11.8% | 5.5% | 0.7% | 10.8% |
| Neither Agree nor Disagree | 18910.004 | 7729.068 | 272.797 | 1884.8370 | 2193.857 | 993.293 | 164.521 | 2219.763 |
| | 18.8% | 18.8% | 12.8% | 19.2% | 18.3% | 18.1% | 18.8% | 20.3% |
| | | 40.9% | 1.4% | 10.0% | 11.6% | 5.3% | 0.9% | 11.7% |
| Disagree | 14952.95 | 6064.245 | 332.228 | 1404.19 | 1828.288 | 822.668 | 181.868 | 1495.003 |
| | 14.9% | 14.7% | 15.6% | 14.3% | 15.3% | 15.0% | 20.8% | 13.7% |
| | | 40.6% | 2.2% | 9.4% | 12.2% | 5.5% | 1.2% | 10.0% |
| Strongly Disagree | 6039.275 | 2590.543 | 121.145 | 529.261 | 770.56400 | 351.514 | 77.503 | 740.556 |
| | 6.0% | 6.3% | 5.7% | 5.4% | 6.4% | 6.4% | 8.9% | 6.8% |
| | | 42.9% | 2.0% | 8.8% | 12.8% | 5.8% | 1.3% | 12.3% |
| Do Not Know | 146.043 | 52.754 | 0 | 5.022 | 28.508 | 6.043 | 0 | 13.181 |
| | 0.1% | 0.1% | | 0.1% | 0.2% | 0.1% | | 0.1% |
| | | 36.1% | 0.0% | 3.4% | 19.5% | 4.1% | 0.0% | 9.0% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100292.57 | 118.197 | 2008.42 | 1049.65 | 3660.95 | 6469.55 | 1050.1 | 4343.79 | 295.456 | 1137.7 | 147.598 | 946.044 | 3472.68 | 657.957 | 1250.14 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 21524.702 | 20.934 | 420.377 | 210.529 | 720.946 | 1336.94 | 257.626 | 913.667 | 63.746 | 206.359 | 16.66 | 229.457 | 732.742 | 135.589 | 301.764 |
| | 21.5% | 17.7% | 20.9% | 20.1% | 19.7% | 20.7% | 24.5% | 21.0% | 21.6% | 18.1% | 11.3% | 24.3% | 21.1% | 20.6% | 24.1% |
| | | 0.1% | 2.0% | 1.0% | 3.3% | 6.2% | 1.2% | 4.2% | 0.3% | 1.0% | 0.1% | 1.1% | 3.4% | 0.6% | 1.4% |
| Agree | 52868.799 | 62.815 | 1081.22 | 556.215 | 1929.31 | 3452.16 | 545.387 | 2392.88 | 147.055 | 581.238 | 76.144 | 487.493 | 1661.92 | 357.287 | 671.682 |
| | 52.7% | 53.1% | 53.8% | 53.0% | 52.7% | 53.4% | 51.9% | 55.1% | 49.8% | 51.1% | 51.6% | 51.5% | 47.9% | 54.3% | 53.7% |
| | | 0.1% | 2.0% | 1.1% | 3.6% | 6.5% | 1.0% | 4.5% | 0.3% | 1.1% | 0.1% | 0.9% | 3.1% | 0.7% | 1.3% |
| Neither Agree nor Disagree | 12532.668 | 18.288 | 259.117 | 113.701 | 508.165 | 796.557 | 109.075 | 539.059 | 36.815 | 169.236 | 19.851 | 111.427 | 510.421 | 82.253 | 157.023 |
| | 12.5% | 15.5% | 12.9% | 10.8% | 13.9% | 12.3% | 10.4% | 12.4% | 12.5% | 14.9% | 13.4% | 11.8% | 14.7% | 12.5% | 12.6% |
| | | 0.1% | 2.1% | 0.9% | 4.1% | 6.4% | 0.9% | 4.3% | 0.3% | 1.4% | 0.2% | 0.9% | 4.1% | 0.7% | 1.3% |
| Disagree | 9068.946 | 9.658 | 177.156 | 118.963 | 371.299 | 599.257 | 95.707 | 293.688 | 32.526 | 126.682 | 24.212 | 81.1010 | 387.458 | 48.752 | 87.265 |
| | 9.0% | 8.2% | 8.8% | 11.3% | 10.1% | 9.3% | 9.1% | 6.8% | 11.0% | 11.1% | 16.4% | 8.6% | 11.2% | 7.4% | 7.0% |
| | | 0.1% | 2.0% | 1.3% | 4.1% | 6.6% | 1.1% | 3.2% | 0.4% | 1.4% | 0.3% | 0.9% | 4.3% | 0.5% | 1.0% |
| Strongly Disagree | 4297.455 | 6.502 | 70.557 | 50.242 | 131.226 | 284.634 | 42.303 | 204.504 | 15.314 | 54.185 | 10.731 | 36.566 | 180.131 | 34.076 | 32.407 |
| | 4.3% | 5.5% | 3.5% | 4.8% | 3.6% | 4.4% | 4.0% | 4.7% | 5.2% | 4.8% | 7.3% | 3.9% | 5.2% | 5.2% | 2.6% |
| | | 0.2% | 1.6% | 1.2% | 3.1% | 6.6% | 1.0% | 4.8% | 0.4% | 1.3% | 0.2% | 0.9% | 4.2% | 0.8% | 0.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100292.57 | 72.028 | 32.24 | 166.892 | 202.4 | 892.824 | 4133.96 | 8658.03 | 5602.28 | 12891.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.9% |
| Strongly Agree | 21524.702 | 16.578 | 9.70900 | 44.058 | 42.3520 | 157.071 | 1121.18 | 1968.73 | 1019.83 | 3324.25 |
| | 21.5% | 23.0% | 30.1% | 26.4% | 20.9% | 17.6% | 27.1% | 22.7% | 18.2% | 25.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 5.2% | 9.1% | 4.7% | 15.4% |
| Agree | 52868.799 | 34.597 | 16.493 | 82.3700 | 106.051 | 511.391 | 2241.88 | 4707.3 | 3095.92 | 6660.78 |
| | 52.7% | 48.0% | 51.2% | 49.4% | 52.4% | 57.3% | 54.2% | 54.4% | 55.3% | 51.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.2% | 8.9% | 5.9% | 12.6% |
| Neither Agree nor Disagree | 12532.668 | 11.776 | 3.716 | 19.793 | 21.856 | 110.746 | 359.551 | 933.562 | 729.203 | 1323.88 |
| | 12.5% | 16.3% | 11.5% | 11.9% | 10.8% | 12.4% | 8.7% | 10.8% | 13.0% | 10.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 2.9% | 7.4% | 5.8% | 10.6% |
| Disagree | 9068.946 | 5.235 | 1.844 | 14.816 | 23.665 | 83.323 | 236.495 | 732.381 | 527.849 | 1014.64 |
| | 9.0% | 7.3% | 5.7% | 8.9% | 11.7% | 9.3% | 5.7% | 8.5% | 9.4% | 7.9% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 0.9% | 2.6% | 8.1% | 5.8% | 11.2% |
| Strongly Disagree | 4297.455 | 3.842 | 0.478 | 5.855 | 8.476 | 30.293 | 174.845 | 316.054 | 229.473 | 567.624 |
| | 4.3% | 5.3% | 1.5% | 3.5% | 4.2% | 3.4% | 4.2% | 3.7% | 4.1% | 4.4% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 4.1% | 7.4% | 5.3% | 13.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100292.57 | 41032.514 | 2126.247 | 9764.3210 | 11903.795 | 5468.1850 | 871.377 | 10898.589 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 21524.702 | 8253.599 | 558.835 | 2017.563 | 2345.667 | 957.59000 | 152.416 | 2221.528 |
| | 21.5% | 20.1% | 26.3% | 20.7% | 19.7% | 17.5% | 17.5% | 20.4% |
| | | 38.3% | 2.6% | 9.4% | 10.9% | 4.4% | 0.7% | 10.3% |
| Agree | 52868.799 | 21409.208 | 1018.609 | 5199.5940 | 6059.1650 | 2828.9530 | 477.19 | 5825.697 |
| | 52.7% | 52.2% | 47.9% | 53.3% | 50.9% | 51.7% | 54.8% | 53.5% |
| | | 40.5% | 1.9% | 9.8% | 11.5% | 5.4% | 0.9% | 11.0% |
| Neither Agree nor Disagree | 12532.668 | 5587.595 | 268.303 | 1259.212 | 1742.003 | 799.615 | 96.078 | 1422.384 |
| | 12.5% | 13.6% | 12.6% | 12.9% | 14.6% | 14.6% | 11.0% | 13.1% |
| | | 44.6% | 2.1% | 10.0% | 13.9% | 6.4% | 0.8% | 11.3% |
| Disagree | 9068.946 | 3974.975 | 200.972 | 906.335 | 1183.139 | 583.273 | 108.476 | 992.78 |
| | 9.0% | 9.7% | 9.5% | 9.3% | 9.9% | 10.7% | 12.4% | 9.1% |
| | | 43.8% | 2.2% | 10.0% | 13.0% | 6.4% | 1.2% | 10.9% |
| Strongly Disagree | 4297.455 | 1807.137 | 79.528 | 381.617 | 573.821 | 298.754 | 37.217 | 436.2 |
| | 4.3% | 4.4% | 3.7% | 3.9% | 4.8% | 5.5% | 4.3% | 4.0% |
| | | 42.1% | 1.9% | 8.9% | 13.4% | 7.0% | 0.9% | 10.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 10659.151 | 10.897 | 204.964 | 111.449 | 332.378 | 598.83 | 115.529 | 486.985 | 30.79 | 88.614 | 9.697 | 165.029 | 419.888 | 78.3140 | 209.439 |
| | 10.6% | 9.2% | 10.2% | 10.6% | 9.0% | 9.2% | 10.9% | 11.2% | 10.4% | 7.7% | 6.5% | 17.4% | 12.0% | 11.8% | 16.7% |
| | | 0.1% | 1.9% | 1.0% | 3.1% | 5.6% | 1.1% | 4.6% | 0.3% | 0.8% | 0.1% | 1.5% | 3.9% | 0.7% | 2.0% |
| Agree | 39754 | 46.339 | 793.071 | 445.522 | 1399.08 | 2293.68 | 403.94 | 1777.31 | 111.003 | 452.587 | 48.821 | 404.815 | 1282.31 | 263.864 | 576.665 |
| | 39.5% | 39.0% | 39.4% | 42.4% | 38.1% | 35.3% | 38.3% | 40.8% | 37.4% | 39.6% | 32.9% | 42.6% | 36.8% | 39.9% | 45.9% |
| | | 0.1% | 2.0% | 1.1% | 3.5% | 5.8% | 1.0% | 4.5% | 0.3% | 1.1% | 0.1% | 1.0% | 3.2% | 0.7% | 1.5% |
| Neither Agree nor Disagree | 20368.828 | 27.828 | 428.189 | 194.37 | 727.833 | 1361.14 | 208.826 | 921.936 | 53.51 | 230.666 | 27.943 | 163.949 | 725.683 | 126.439 | 234.688 |
| | 20.2% | 23.4% | 21.2% | 18.5% | 19.8% | 21.0% | 19.8% | 21.2% | 18.0% | 20.2% | 18.8% | 17.2% | 20.8% | 19.1% | 18.7% |
| | | 0.1% | 2.1% | 1.0% | 3.6% | 6.7% | 1.0% | 4.5% | 0.3% | 1.1% | 0.1% | 0.8% | 3.6% | 0.6% | 1.2% |
| Disagree | 17987.257 | 22.493 | 354.457 | 180.817 | 806.36 | 1257.43 | 192.536 | 759.615 | 58.008 | 247.112 | 36.487 | 132.257 | 653.671 | 125.019 | 160.694 |
| | 17.9% | 18.9% | 17.6% | 17.2% | 21.9% | 19.4% | 18.2% | 17.4% | 19.6% | 21.6% | 24.6% | 13.9% | 18.8% | 18.9% | 12.8% |
| | | 0.1% | 2.0% | 1.0% | 4.5% | 7.0% | 1.1% | 4.2% | 0.3% | 1.4% | 0.2% | 0.7% | 3.6% | 0.7% | 0.9% |
| Strongly Disagree | 9656.511 | 9.17 | 175.962 | 102.955 | 348.209 | 819.525 | 108.498 | 348.23 | 37.518 | 102.36 | 23.492 | 71.201 | 343.263 | 50.775 | 55.761 |
| | 9.6% | 7.7% | 8.7% | 9.8% | 9.5% | 12.6% | 10.3% | 8.0% | 12.6% | 8.9% | 15.8% | 7.5% | 9.8% | 7.7% | 4.4% |
| | | 0.1% | 1.8% | 1.1% | 3.6% | 8.5% | 1.1% | 3.6% | 0.4% | 1.1% | 0.2% | 0.7% | 3.6% | 0.5% | 0.6% |
| Do Not Know | 2227.844 | 2.193 | 58.517 | 16.84 | 61.561 | 165.816 | 25.86 | 64.024 | 5.842 | 22.775 | 1.818 | 13.769 | 61.023 | 17.52 | 18.301 |
| | 2.2% | 1.8% | 2.9% | 1.6% | 1.7% | 2.6% | 2.5% | 1.5% | 2.0% | 2.0% | 1.2% | 1.4% | 1.8% | 2.6% | 1.5% |
| | | 0.1% | 2.6% | 0.8% | 2.8% | 7.4% | 1.2% | 2.9% | 0.3% | 1.0% | 0.1% | 0.6% | 2.7% | 0.8% | 0.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 10659.151 | 10.933 | 4.848 | 21.896 | 19.697 | 83.0110 | 484.317 | 890.143 | 492.490 | 1461.22 |
| | 10.6% | 15.0% | 15.0% | 13.0% | 9.7% | 9.3% | 11.7% | 10.3% | 8.7% | 11.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.5% | 8.4% | 4.6% | 13.7% |
| Agree | 39754 | 27.853 | 16.182 | 63.5200 | 80.768 | 326.991 | 1584.93 | 3531.82 | 2498.38 | 4889.69 |
| | 39.5% | 38.2% | 50.1% | 37.8% | 39.7% | 36.6% | 38.2% | 40.7% | 44.4% | 37.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.0% | 8.9% | 6.3% | 12.3% |
| Neither Agree nor Disagree | 20368.828 | 12.769 | 5.833 | 31.052 | 38.4610 | 192.463 | 958.912 | 1671.7 | 1087.79 | 2511.06 |
| | 20.2% | 17.5% | 18.1% | 18.5% | 18.9% | 21.5% | 23.1% | 19.3% | 19.3% | 19.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.7% | 8.2% | 5.3% | 12.3% |
| Disagree | 17987.257 | 12.399 | 3.899 | 31.457 | 41.6 | 188.093 | 619.138 | 1542.09 | 981.341 | 2272.16 |
| | 17.9% | 17.0% | 12.1% | 18.7% | 20.4% | 21.1% | 14.9% | 17.8% | 17.4% | 17.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.4% | 8.6% | 5.5% | 12.6% |
| Strongly Disagree | 9656.511 | 6.932 | 1.548 | 15.947 | 18.873 | 91.076 | 391.007 | 822.152 | 459.167 | 1424.77 |
| | 9.6% | 9.5% | 4.8% | 9.5% | 9.3% | 10.2% | 9.4% | 9.5% | 8.2% | 11.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.5% | 4.8% | 14.8% |
| Do Not Know | 2227.844 | 2.078 | 0 | 4.319 | 4.069 | 11.636 | 113.837 | 222.557 | 111.105 | 339.341 |
| | 2.2% | 2.8% | | 2.6% | 2.0% | 1.3% | 2.7% | 2.6% | 2.0% | 2.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.5% | 5.1% | 10.0% | 5.0% | 15.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 10659.151 | 4327.795 | 307.974 | 1109.749 | 1125.264 | 545.56900 | 79.626 | 1159.613 |
| | 10.6% | 10.5% | 14.4% | 11.3% | 9.4% | 9.9% | 9.1% | 10.6% |
| | | 40.6% | 2.9% | 10.4% | 10.6% | 5.1% | 0.7% | 10.9% |
| Agree | 39754 | 16434.867 | 913.69500 | 4124.004 | 4799.255 | 2025.154 | 322.51 | 4250.2490 |
| | 39.5% | 39.9% | 42.8% | 42.1% | 40.1% | 36.8% | 36.9% | 38.8% |
| | | 41.3% | 2.3% | 10.4% | 12.1% | 5.1% | 0.8% | 10.7% |
| Neither Agree nor Disagree | 20368.828 | 8425.796 | 358.09 | 1899.985 | 2577.847 | 1160.918 | 144.832 | 2284.124 |
| | 20.2% | 20.4% | 16.8% | 19.4% | 21.6% | 21.1% | 16.6% | 20.9% |
| | | 41.4% | 1.8% | 9.3% | 12.7% | 5.7% | 0.7% | 11.2% |
| Disagree | 17987.257 | 7308.128 | 327.481 | 1693.136 | 2160.254 | 1033.545 | 207.441 | 1886.271 |
| | 17.9% | 17.7% | 15.4% | 17.3% | 18.1% | 18.8% | 23.7% | 17.2% |
| | | 40.6% | 1.8% | 9.4% | 12.0% | 5.7% | 1.2% | 10.5% |
| Strongly Disagree | 9656.511 | 3828.12 | 177.816 | 795.939 | 1077.126 | 591.056 | 90.24 | 1095.943 |
| | 9.6% | 9.3% | 8.3% | 8.1% | 9.0% | 10.8% | 10.3% | 10.0% |
| | | 39.6% | 1.8% | 8.2% | 11.2% | 6.1% | 0.9% | 11.3% |
| Do Not Know | 2227.844 | 883.043 | 47.536 | 176.727 | 218.604 | 141.73 | 30.067 | 268.379 |
| | 2.2% | 2.1% | 2.2% | 1.8% | 1.8% | 2.6% | 3.4% | 2.5% |
| | | 39.6% | 2.1% | 7.9% | 9.8% | 6.4% | 1.3% | 12.0% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 24424.463 | 27.276 | 463.66 | 261.369 | 817.012 | 1276.87 | 233.48 | 1085.47 | 74.011 | 244.770 | 28.422 | 274.181 | 854.585 | 138.455 | 395.139 |
| | 24.3% | 22.9% | 23.0% | 24.8% | 22.2% | 19.7% | 22.1% | 24.9% | 24.9% | 21.4% | 19.2% | 28.8% | 24.5% | 20.9% | 31.5% |
| | | 0.1% | 1.9% | 1.1% | 3.3% | 5.2% | 1.0% | 4.4% | 0.3% | 1.0% | 0.1% | 1.1% | 3.5% | 0.6% | 1.6% |
| Agree | 55884.207 | 67.185 | 1173.15 | 581.311 | 2085.70 | 3620.04 | 606.367 | 2512.14 | 161.1 | 658.473 | 87.2960 | 501.96 | 1873.21 | 375.562 | 700.799 |
| | 55.5% | 56.5% | 58.2% | 55.3% | 56.7% | 55.7% | 57.5% | 57.6% | 54.3% | 57.6% | 58.9% | 52.8% | 53.7% | 56.7% | 55.8% |
| | | 0.1% | 2.1% | 1.0% | 3.7% | 6.5% | 1.1% | 4.5% | 0.3% | 1.2% | 0.2% | 0.9% | 3.4% | 0.7% | 1.3% |
| Neither Agree nor Disagree | 10642.742 | 13.859 | 220.918 | 114.048 | 415.063 | 771.019 | 113.609 | 398.916 | 32.263 | 136.853 | 15.185 | 91.7670 | 389.296 | 78.465 | 92.268 |
| | 10.6% | 11.7% | 11.0% | 10.8% | 11.3% | 11.9% | 10.8% | 9.2% | 10.9% | 12.0% | 10.2% | 9.6% | 11.2% | 11.9% | 7.3% |
| | | 0.1% | 2.1% | 1.1% | 3.9% | 7.2% | 1.1% | 3.7% | 0.3% | 1.3% | 0.1% | 0.9% | 3.7% | 0.7% | 0.9% |
| Disagree | 7937.353 | 8.81 | 131.63 | 67.958 | 296.756 | 644.608 | 77.654 | 288.784 | 23.316 | 86.36 | 15.762 | 64.33 | 298.635 | 58.144 | 55.142 |
| | 7.9% | 7.4% | 6.5% | 6.5% | 8.1% | 9.9% | 7.4% | 6.6% | 7.9% | 7.5% | 10.6% | 6.8% | 8.6% | 8.8% | 4.4% |
| | | 0.1% | 1.7% | 0.9% | 3.7% | 8.1% | 1.0% | 3.6% | 0.3% | 1.1% | 0.2% | 0.8% | 3.8% | 0.7% | 0.7% |
| Strongly Disagree | 1764.826 | 1.79 | 25.798 | 27.267 | 60.882 | 183.886 | 24.079 | 72.786 | 5.981 | 17.658 | 1.593 | 18.782 | 70.105 | 11.305 | 12.2 |
| | 1.8% | 1.5% | 1.3% | 2.6% | 1.7% | 2.8% | 2.3% | 1.7% | 2.0% | 1.5% | 1.1% | 2.0% | 2.0% | 1.7% | 1.0% |
| | | 0.1% | 1.5% | 1.5% | 3.4% | 10.4% | 1.4% | 4.1% | 0.3% | 1.0% | 0.1% | 1.1% | 4.0% | 0.6% | 0.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 24424.463 | 20.858 | 11.61 | 50.9640 | 45.9490 | 215.151 | 922.106 | 1901.16 | 1305.55 | 3420 |
| | 24.3% | 28.6% | 35.9% | 30.3% | 22.6% | 24.1% | 22.2% | 21.9% | 23.2% | 26.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.8% | 7.8% | 5.3% | 14.0% |
| Agree | 55884.207 | 37.258 | 18.152 | 90.312 | 116.164 | 516.97 | 2129.47 | 5171.68 | 3206.74 | 6597.15 |
| | 55.5% | 51.1% | 56.2% | 53.7% | 57.1% | 57.9% | 51.3% | 59.6% | 57.0% | 51.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.8% | 9.3% | 5.7% | 11.8% |
| Neither Agree nor Disagree | 10642.742 | 8.102 | 1.221 | 14.717 | 22.966 | 100.579 | 544.629 | 763.536 | 593.895 | 1516.14 |
| | 10.6% | 11.1% | 3.8% | 8.8% | 11.3% | 11.3% | 13.1% | 8.8% | 10.5% | 11.8% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 5.1% | 7.2% | 5.6% | 14.2% |
| Disagree | 7937.353 | 5.815 | 1.196 | 9.681 | 17.201 | 46.782 | 469.986 | 710.271 | 440.204 | 1139.92 |
| | 7.9% | 8.0% | 3.7% | 5.8% | 8.5% | 5.2% | 11.3% | 8.2% | 7.8% | 8.8% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.6% | 5.9% | 8.9% | 5.5% | 14.4% |
| Strongly Disagree | 1764.826 | 0.931 | 0.131 | 2.517 | 1.188 | 13.788 | 85.956 | 133.807 | 83.89 | 225.03 |
| | 1.8% | 1.3% | 0.4% | 1.5% | 0.6% | 1.5% | 2.1% | 1.5% | 1.5% | 1.7% |
| | | 0.1% | 0.0% | 0.1% | 0.1% | 0.8% | 4.9% | 7.6% | 4.8% | 12.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 24424.463 | 10356.422 | 607.021 | 2359.433 | 3062.655 | 1215.184 | 214.905 | 2897.2240 |
| | 24.3% | 25.1% | 28.5% | 24.1% | 25.6% | 22.1% | 24.6% | 26.5% |
| | | 42.4% | 2.5% | 9.7% | 12.5% | 5.0% | 0.9% | 11.9% |
| Agree | 55884.207 | 22996.014 | 1136.49 | 5497.9050 | 6613.5830 | 3132.717 | 485.301 | 6130.018 |
| | 55.5% | 55.8% | 53.3% | 56.1% | 55.3% | 57.0% | 55.5% | 56.0% |
| | | 41.1% | 2.0% | 9.8% | 11.8% | 5.6% | 0.9% | 11.0% |
| Neither Agree nor Disagree | 10642.742 | 4193.428 | 222.472 | 1046.755 | 1184.845 | 585.44400 | 94.328 | 1059.584 |
| | 10.6% | 10.2% | 10.4% | 10.7% | 9.9% | 10.6% | 10.8% | 9.7% |
| | | 39.4% | 2.1% | 9.8% | 11.1% | 5.5% | 0.9% | 10.0% |
| Disagree | 7937.353 | 2978.409 | 150.621 | 739.183 | 899.23900 | 430.879 | 64.664 | 693.823 |
| | 7.9% | 7.2% | 7.1% | 7.5% | 7.5% | 7.8% | 7.4% | 6.3% |
| | | 37.5% | 1.9% | 9.3% | 11.3% | 5.4% | 0.8% | 8.7% |
| Strongly Disagree | 1764.826 | 683.476 | 15.988 | 156.264 | 198.028 | 133.748 | 15.518 | 163.93 |
| | 1.8% | 1.7% | 0.7% | 1.6% | 1.7% | 2.4% | 1.8% | 1.5% |
| | | 38.7% | 0.9% | 8.9% | 11.2% | 7.6% | 0.9% | 9.3% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 14857.186 | 13.873 | 309.002 | 199.314 | 532.42 | 730.106 | 130.109 | 612.593 | 42.4750 | 151.401 | 11.895 | 212.460 | 597.936 | 73.499 | 296.654 |
| | 14.8% | 11.7% | 15.3% | 18.9% | 14.5% | 11.2% | 12.3% | 14.1% | 14.3% | 13.2% | 8.0% | 22.3% | 17.2% | 11.1% | 23.6% |
| | | 0.1% | 2.1% | 1.3% | 3.6% | 4.9% | 0.9% | 4.1% | 0.3% | 1.0% | 0.1% | 1.4% | 4.0% | 0.5% | 2.0% |
| Agree | 42001.988 | 45.717 | 900.742 | 475.376 | 1569.39 | 2445.21 | 423.931 | 1816.41 | 129.198 | 535.068 | 61.072 | 405.172 | 1424.41 | 266.633 | 624.866 |
| | 41.7% | 38.4% | 44.7% | 45.2% | 42.7% | 37.6% | 40.2% | 41.7% | 43.5% | 46.8% | 41.2% | 42.6% | 40.9% | 40.3% | 49.8% |
| | | 0.1% | 2.1% | 1.1% | 3.7% | 5.8% | 1.0% | 4.3% | 0.3% | 1.3% | 0.1% | 1.0% | 3.4% | 0.6% | 1.5% |
| Neither Agree nor Disagree | 21506.788 | 28.381 | 447.233 | 179.274 | 861.161 | 1626.67 | 254.339 | 1023.33 | 61.768 | 239.326 | 31.711 | 177.972 | 742.527 | 159.289 | 213.448 |
| | 21.4% | 23.9% | 22.2% | 17.0% | 23.4% | 25.0% | 24.1% | 23.5% | 20.8% | 20.9% | 21.4% | 18.7% | 21.3% | 24.1% | 17.0% |
| | | 0.1% | 2.1% | 0.8% | 4.0% | 7.6% | 1.2% | 4.8% | 0.3% | 1.1% | 0.1% | 0.8% | 3.5% | 0.7% | 1.0% |
| Disagree | 17762.677 | 24.694 | 296.137 | 158.474 | 578.177 | 1266.23 | 195.798 | 690.306 | 52.579 | 175.327 | 35.605 | 120.191 | 591.725 | 130.193 | 102.432 |
| | 17.6% | 20.8% | 14.7% | 15.1% | 15.7% | 19.5% | 18.6% | 15.8% | 17.7% | 15.3% | 24.0% | 12.6% | 17.0% | 19.7% | 8.2% |
| | | 0.1% | 1.7% | 0.9% | 3.3% | 7.1% | 1.1% | 3.9% | 0.3% | 1.0% | 0.2% | 0.7% | 3.3% | 0.7% | 0.6% |
| Strongly Disagree | 4524.952 | 6.255 | 62.046 | 39.515 | 134.269 | 428.2 | 51.012 | 215.448 | 10.651 | 42.992 | 7.975 | 35.225 | 129.231 | 32.317 | 18.148 |
| | 4.5% | 5.3% | 3.1% | 3.8% | 3.7% | 6.6% | 4.8% | 4.9% | 3.6% | 3.8% | 5.4% | 3.7% | 3.7% | 4.9% | 1.4% |
| | | 0.1% | 1.4% | 0.9% | 3.0% | 9.5% | 1.1% | 4.8% | 0.2% | 1.0% | 0.2% | 0.8% | 2.9% | 0.7% | 0.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 14857.186 | 18.372 | 3.302 | 28.392 | 26.101 | 114.544 | 534.943 | 1088.55 | 656.964 | 2256.94 |
| | 14.8% | 25.2% | 10.2% | 16.9% | 12.8% | 12.8% | 12.9% | 12.5% | 11.7% | 17.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.6% | 7.3% | 4.4% | 15.2% |
| Agree | 42001.988 | 29.854 | 15.867 | 70.8850 | 70.9720 | 352.641 | 1593.82 | 3611.03 | 2700.72 | 5253.46 |
| | 41.7% | 40.9% | 49.1% | 42.1% | 34.9% | 39.5% | 38.4% | 41.6% | 48.0% | 40.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.8% | 8.6% | 6.4% | 12.5% |
| Neither Agree nor Disagree | 21506.788 | 12.599 | 7.712 | 38.135 | 50.7600 | 194.473 | 947.437 | 1840.56 | 1230.81 | 1924.59 |
| | 21.4% | 17.3% | 23.9% | 22.7% | 24.9% | 21.8% | 22.8% | 21.2% | 21.9% | 14.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.4% | 8.6% | 5.7% | 8.9% |
| Disagree | 17762.677 | 10.015 | 5.199 | 24.374 | 46.7460 | 196.275 | 842.659 | 1713.35 | 872.863 | 2771.33 |
| | 17.6% | 13.7% | 16.1% | 14.5% | 23.0% | 22.0% | 20.3% | 19.7% | 15.5% | 21.5% |
| | | 0.1% | 0.0% | 0.1% | 0.3% | 1.1% | 4.7% | 9.6% | 4.9% | 15.6% |
| Strongly Disagree | 4524.952 | 2.124 | 0.23 | 6.405 | 8.889 | 35.337 | 233.287 | 426.957 | 168.924 | 691.919 |
| | 4.5% | 2.9% | 0.7% | 3.8% | 4.4% | 4.0% | 5.6% | 4.9% | 3.0% | 5.4% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.8% | 5.2% | 9.4% | 3.7% | 15.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 14857.186 | 6215.338 | 370.842 | 1544.772 | 1774.316 | 744.31400 | 130.652 | 1650.442 |
| | 14.8% | 15.1% | 17.4% | 15.8% | 14.8% | 13.5% | 14.9% | 15.1% |
| | | 41.8% | 2.5% | 10.4% | 11.9% | 5.0% | 0.9% | 11.1% |
| Agree | 42001.988 | 17179.535 | 941.46900 | 4128.634 | 4983.68 | 2150.936 | 326.513 | 4648.3030 |
| | 41.7% | 41.7% | 44.1% | 42.1% | 41.7% | 39.1% | 37.3% | 42.5% |
| | | 40.9% | 2.2% | 9.8% | 11.9% | 5.1% | 0.8% | 11.1% |
| Neither Agree nor Disagree | 21506.788 | 9213.29 | 424.001 | 2301.771 | 2719.023 | 1273.212 | 160.131 | 2335.152 |
| | 21.4% | 22.4% | 19.9% | 23.5% | 22.7% | 23.2% | 18.3% | 21.3% |
| | | 42.8% | 2.0% | 10.7% | 12.6% | 5.9% | 0.7% | 10.9% |
| Disagree | 17762.677 | 6861.99 | 327.05 | 1393.924 | 2049.929 | 1056.854 | 196.255 | 1837.978 |
| | 17.6% | 16.7% | 15.3% | 14.2% | 17.1% | 19.2% | 22.4% | 16.8% |
| | | 38.6% | 1.8% | 7.8% | 11.5% | 5.9% | 1.1% | 10.3% |
| Strongly Disagree | 4524.952 | 1737.596 | 69.23 | 430.439 | 431.402 | 272.656 | 61.165 | 472.704 |
| | 4.5% | 4.2% | 3.2% | 4.4% | 3.6% | 5.0% | 7.0% | 4.3% |
| | | 38.4% | 1.5% | 9.5% | 9.5% | 6.0% | 1.4% | 10.4% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 15405.897 | 15.2 | 310.651 | 160.956 | 477.113 | 915.247 | 141.319 | 617.992 | 42.181 | 146.957 | 13.574 | 205.960 | 627.372 | 74.152 | 250.382 |
| | 15.3% | 12.8% | 15.4% | 15.3% | 13.0% | 14.1% | 13.4% | 14.2% | 14.2% | 12.8% | 9.2% | 21.7% | 18.0% | 11.2% | 19.9% |
| | | 0.1% | 2.0% | 1.0% | 3.1% | 5.9% | 0.9% | 4.0% | 0.3% | 1.0% | 0.1% | 1.3% | 4.1% | 0.5% | 1.6% |
| Agree | 56175.474 | 70.907 | 1199.67 | 621.583 | 2090.00 | 3578.39 | 601.913 | 2450.39 | 160.908 | 690.6 | 77.1950 | 491.231 | 1902.6 | 361.259 | 753.311 |
| | 55.8% | 59.6% | 59.5% | 59.1% | 56.9% | 55.1% | 57.0% | 56.2% | 54.2% | 60.4% | 52.1% | 51.7% | 54.6% | 54.6% | 60.0% |
| | | 0.1% | 2.1% | 1.1% | 3.7% | 6.4% | 1.1% | 4.4% | 0.3% | 1.2% | 0.1% | 0.9% | 3.4% | 0.6% | 1.3% |
| Neither Agree nor Disagree | 16134.099 | 17.17 | 301.883 | 138.039 | 624.792 | 1031.35 | 166.461 | 715.237 | 47.315 | 174.18 | 28.516 | 139.654 | 506.927 | 111.048 | 162.207 |
| | 16.0% | 14.4% | 15.0% | 13.1% | 17.0% | 15.9% | 15.8% | 16.4% | 15.9% | 15.2% | 19.2% | 14.7% | 14.5% | 16.8% | 12.9% |
| | | 0.1% | 1.9% | 0.9% | 3.9% | 6.4% | 1.0% | 4.4% | 0.3% | 1.1% | 0.2% | 0.9% | 3.1% | 0.7% | 1.0% |
| Disagree | 10943.68 | 12.526 | 169.772 | 97.3880 | 412.796 | 784.777 | 120.262 | 489.265 | 39.627 | 112.738 | 25.729 | 93.8660 | 383.629 | 95.791 | 77.889 |
| | 10.9% | 10.5% | 8.4% | 9.3% | 11.2% | 12.1% | 11.4% | 11.2% | 13.4% | 9.9% | 17.4% | 9.9% | 11.0% | 14.5% | 6.2% |
| | | 0.1% | 1.6% | 0.9% | 3.8% | 7.2% | 1.1% | 4.5% | 0.4% | 1.0% | 0.2% | 0.9% | 3.5% | 0.9% | 0.7% |
| Strongly Disagree | 1994.441 | 3.117 | 33.187 | 33.987 | 70.712 | 186.648 | 25.234 | 85.207 | 6.64 | 19.639 | 3.244 | 20.309 | 65.309 | 19.681 | 11.759 |
| | 2.0% | 2.6% | 1.6% | 3.2% | 1.9% | 2.9% | 2.4% | 2.0% | 2.2% | 1.7% | 2.2% | 2.1% | 1.9% | 3.0% | 0.9% |
| | | 0.2% | 1.7% | 1.7% | 3.5% | 9.4% | 1.3% | 4.3% | 0.3% | 1.0% | 0.2% | 1.0% | 3.3% | 1.0% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 15405.897 | 19.617 | 3.155 | 26.596 | 29.12 | 116.41 | 610.33 | 992.817 | 643.407 | 2177.38 |
| | 15.3% | 26.9% | 9.8% | 15.8% | 14.3% | 13.0% | 14.7% | 11.4% | 11.4% | 16.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.0% | 6.4% | 4.2% | 14.1% |
| Agree | 56175.474 | 36.695 | 18.455 | 93.409 | 114.46 | 468.142 | 2336.07 | 4782.35 | 3376.3 | 7074.65 |
| | 55.8% | 50.3% | 57.1% | 55.5% | 56.3% | 52.4% | 56.3% | 55.1% | 60.0% | 54.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.2% | 8.5% | 6.0% | 12.6% |
| Neither Agree nor Disagree | 16134.099 | 9.468 | 5.333 | 24.732 | 32.924 | 178.063 | 699.416 | 1430.54 | 911.324 | 2115.70 |
| | 16.0% | 13.0% | 16.5% | 14.7% | 16.2% | 19.9% | 16.8% | 16.5% | 16.2% | 16.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 4.3% | 8.9% | 5.6% | 13.1% |
| Disagree | 10943.68 | 5.506 | 4.994 | 19.744 | 23.927 | 113.442 | 459.015 | 1257.63 | 615.353 | 1327.75 |
| | 10.9% | 7.5% | 15.5% | 11.7% | 11.8% | 12.7% | 11.1% | 14.5% | 10.9% | 10.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.2% | 11.5% | 5.6% | 12.1% |
| Strongly Disagree | 1994.441 | 1.678 | 0.373 | 3.71 | 3.037 | 17.213 | 47.311 | 217.115 | 83.893 | 202.766 |
| | 2.0% | 2.3% | 1.2% | 2.2% | 1.5% | 1.9% | 1.1% | 2.5% | 1.5% | 1.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 2.4% | 10.9% | 4.2% | 10.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 15405.897 | 6788.014 | 384.007 | 1656.563 | 1982.653 | 828.33000 | 147.965 | 1788.496 |
| | 15.3% | 16.5% | 18.0% | 16.9% | 16.6% | 15.1% | 16.9% | 16.3% |
| | | 44.1% | 2.5% | 10.8% | 12.9% | 5.4% | 1.0% | 11.6% |
| Agree | 56175.474 | 22824.978 | 1154.038 | 5504.2640 | 6700.3110 | 2980.963 | 436.799 | 6048.603 |
| | 55.8% | 55.4% | 54.1% | 56.2% | 56.0% | 54.2% | 49.9% | 55.3% |
| | | 40.6% | 2.1% | 9.8% | 11.9% | 5.3% | 0.8% | 10.8% |
| Neither Agree nor Disagree | 16134.099 | 6561.813 | 354.818 | 1486.32 | 1924.994 | 889.233 | 135.565 | 1770.883 |
| | 16.0% | 15.9% | 16.6% | 15.2% | 16.1% | 16.2% | 15.5% | 16.2% |
| | | 40.7% | 2.2% | 9.2% | 11.9% | 5.5% | 0.8% | 11.0% |
| Disagree | 10943.68 | 4200.272 | 216.126 | 944.63000 | 1144.315 | 657.666 | 126.01 | 1111.525 |
| | 10.9% | 10.2% | 10.1% | 9.6% | 9.6% | 12.0% | 14.4% | 10.2% |
| | | 38.4% | 2.0% | 8.6% | 10.5% | 6.0% | 1.2% | 10.2% |
| Strongly Disagree | 1994.441 | 832.672 | 23.603 | 207.763 | 206.077 | 141.78 | 28.377 | 225.072 |
| | 2.0% | 2.0% | 1.1% | 2.1% | 1.7% | 2.6% | 3.2% | 2.1% |
| | | 41.7% | 1.2% | 10.4% | 10.3% | 7.1% | 1.4% | 11.3% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 17770.196 | 21.8 | 363.393 | 201.446 | 640.836 | 869.019 | 150.232 | 690.845 | 43.214 | 191.842 | 19.681 | 224.767 | 647.15 | 88.6890 | 347.276 |
| | 17.7% | 18.3% | 18.0% | 19.1% | 17.4% | 13.4% | 14.2% | 15.9% | 14.6% | 16.8% | 13.3% | 23.6% | 18.6% | 13.4% | 27.7% |
| | | 0.1% | 2.0% | 1.1% | 3.6% | 4.9% | 0.8% | 3.9% | 0.2% | 1.1% | 0.1% | 1.3% | 3.6% | 0.5% | 2.0% |
| Agree | 39261.44 | 45.084 | 804.045 | 447.986 | 1568.39 | 2172.62 | 382.492 | 1513.81 | 113.905 | 490.956 | 54.94 | 367.362 | 1384.42 | 247.259 | 556.036 |
| | 39.0% | 37.9% | 39.9% | 42.6% | 42.7% | 33.4% | 36.2% | 34.7% | 38.4% | 42.9% | 37.1% | 38.6% | 39.7% | 37.4% | 44.3% |
| | | 0.1% | 2.0% | 1.1% | 4.0% | 5.5% | 1.0% | 3.9% | 0.3% | 1.3% | 0.1% | 0.9% | 3.5% | 0.6% | 1.4% |
| Neither Agree nor Disagree | 20279.745 | 21.294 | 405.069 | 179.83 | 729.088 | 1373.11 | 230.057 | 1054 | 60.692 | 225.821 | 29.025 | 174.733 | 716.611 | 143.435 | 199.312 |
| | 20.1% | 17.9% | 20.1% | 17.1% | 19.8% | 21.1% | 21.8% | 24.2% | 20.5% | 19.7% | 19.6% | 18.4% | 20.6% | 21.7% | 15.9% |
| | | 0.1% | 2.0% | 0.9% | 3.6% | 6.8% | 1.1% | 5.2% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.0% |
| Disagree | 17938.8 | 25.818 | 331.228 | 160.875 | 566.2 | 1471.78 | 221.333 | 826.076 | 60.77 | 178.297 | 32.831 | 132.01 | 568.494 | 139.555 | 121.31 |
| | 17.8% | 21.7% | 16.4% | 15.3% | 15.4% | 22.7% | 21.0% | 19.0% | 20.5% | 15.6% | 22.1% | 13.9% | 16.3% | 21.1% | 9.7% |
| | | 0.1% | 1.8% | 0.9% | 3.2% | 8.2% | 1.2% | 4.6% | 0.3% | 1.0% | 0.2% | 0.7% | 3.2% | 0.8% | 0.7% |
| Strongly Disagree | 5403.41 | 4.924 | 111.425 | 61.816 | 170.906 | 609.888 | 71.075 | 273.366 | 18.09 | 57.198 | 11.781 | 52.148 | 169.158 | 42.993 | 31.614 |
| | 5.4% | 4.1% | 5.5% | 5.9% | 4.6% | 9.4% | 6.7% | 6.3% | 6.1% | 5.0% | 7.9% | 5.5% | 4.9% | 6.5% | 2.5% |
| | | 0.1% | 2.1% | 1.1% | 3.2% | 11.3% | 1.3% | 5.1% | 0.3% | 1.1% | 0.2% | 1.0% | 3.1% | 0.8% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 17770.196 | 19.899 | 4.924 | 31.808 | 32.104 | 127.357 | 599.914 | 1416.5 | 788.912 | 2690.73 |
| | 17.7% | 27.3% | 15.2% | 18.9% | 15.8% | 14.3% | 14.4% | 16.3% | 14.0% | 20.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.4% | 8.0% | 4.4% | 15.1% |
| Agree | 39261.44 | 26.392 | 15.557 | 69.2380 | 76.248 | 344.566 | 1532.83 | 3208.62 | 2435.81 | 5069.08 |
| | 39.0% | 36.2% | 48.1% | 41.2% | 37.5% | 38.6% | 36.9% | 37.0% | 43.3% | 39.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.9% | 8.2% | 6.2% | 12.9% |
| Neither Agree nor Disagree | 20279.745 | 13.951 | 5.775 | 34.185 | 42.6930 | 181.653 | 996.899 | 1743.81 | 1218.44 | 2113.47 |
| | 20.1% | 19.1% | 17.9% | 20.3% | 21.0% | 20.3% | 24.0% | 20.1% | 21.6% | 16.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.9% | 8.6% | 6.0% | 10.4% |
| Disagree | 17938.8 | 9.327 | 5.533 | 25.469 | 41.1410 | 199.99 | 814.946 | 1841.4 | 940.075 | 2402.39 |
| | 17.8% | 12.8% | 17.1% | 15.1% | 20.2% | 22.4% | 19.6% | 21.2% | 16.7% | 18.6% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.1% | 4.5% | 10.3% | 5.2% | 13.4% |
| Strongly Disagree | 5403.41 | 3.395 | 0.521 | 7.491 | 11.282 | 39.704 | 207.554 | 470.119 | 247.042 | 622.567 |
| | 5.4% | 4.7% | 1.6% | 4.5% | 5.5% | 4.4% | 5.0% | 5.4% | 4.4% | 4.8% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 3.8% | 8.7% | 4.6% | 11.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 17770.196 | 7557.857 | 422.018 | 1881.547 | 2166.749 | 831.96500 | 161.437 | 2094.141 |
| | 17.7% | 18.3% | 19.8% | 19.2% | 18.1% | 15.1% | 18.5% | 19.1% |
| | | 42.5% | 2.4% | 10.6% | 12.2% | 4.7% | 0.9% | 11.8% |
| Agree | 39261.44 | 16333.79 | 889.245 | 4029.523 | 4780.963 | 2088.133 | 327.052 | 4218.8740 |
| | 39.0% | 39.6% | 41.7% | 41.1% | 40.0% | 38.0% | 37.4% | 38.5% |
| | | 41.6% | 2.3% | 10.3% | 12.2% | 5.3% | 0.8% | 10.7% |
| Neither Agree nor Disagree | 20279.745 | 8386.786 | 410.158 | 1977.1920 | 2552.615 | 1112.707 | 158.576 | 2175.538 |
| | 20.1% | 20.4% | 19.2% | 20.2% | 21.3% | 20.2% | 18.1% | 19.9% |
| | | 41.4% | 2.0% | 9.7% | 12.6% | 5.5% | 0.8% | 10.7% |
| Disagree | 17938.8 | 6821.963 | 309.919 | 1450.487 | 1933.682 | 1130.63 | 153.579 | 1843.666 |
| | 17.8% | 16.6% | 14.5% | 14.8% | 16.2% | 20.6% | 17.6% | 16.8% |
| | | 38.0% | 1.7% | 8.1% | 10.8% | 6.3% | 0.9% | 10.3% |
| Strongly Disagree | 5403.41 | 2107.353 | 101.252 | 460.791 | 524.341 | 334.537 | 74.072 | 612.36 |
| | 5.4% | 5.1% | 4.7% | 4.7% | 4.4% | 6.1% | 8.5% | 5.6% |
| | | 39.0% | 1.9% | 8.5% | 9.7% | 6.2% | 1.4% | 11.3% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 18582.588 | 19.562 | 367.165 | 162.09 | 645.289 | 963.702 | 162.023 | 763.325 | 45.144 | 183.060 | 17.638 | 221.579 | 724.36 | 106.972 | 289.431 |
| | 18.5% | 16.4% | 18.2% | 15.4% | 17.6% | 14.8% | 15.4% | 17.5% | 15.2% | 16.0% | 11.9% | 23.3% | 20.8% | 16.2% | 23.1% |
| | | 0.1% | 2.0% | 0.9% | 3.5% | 5.2% | 0.9% | 4.1% | 0.2% | 1.0% | 0.1% | 1.2% | 3.9% | 0.6% | 1.6% |
| Agree | 45984.194 | 51.082 | 944.641 | 476.776 | 1771.99 | 2790.85 | 479.766 | 1969.29 | 126.569 | 543.427 | 62.905 | 405.788 | 1575.81 | 286.017 | 615.571 |
| | 45.7% | 43.0% | 46.9% | 45.3% | 48.2% | 43.0% | 45.5% | 45.2% | 42.7% | 47.5% | 42.4% | 42.7% | 45.2% | 43.2% | 49.0% |
| | | 0.1% | 2.1% | 1.0% | 3.9% | 6.1% | 1.0% | 4.3% | 0.3% | 1.2% | 0.1% | 0.9% | 3.4% | 0.6% | 1.3% |
| Neither Agree nor Disagree | 14564.995 | 19.751 | 290.308 | 141.476 | 552.054 | 1103.78 | 169.934 | 751.159 | 46.432 | 168.172 | 23.996 | 142.684 | 459.818 | 105.226 | 159.471 |
| | 14.5% | 16.6% | 14.4% | 13.4% | 15.0% | 17.0% | 16.1% | 17.2% | 15.7% | 14.7% | 16.2% | 15.0% | 13.2% | 15.9% | 12.7% |
| | | 0.1% | 2.0% | 1.0% | 3.8% | 7.6% | 1.2% | 5.2% | 0.3% | 1.2% | 0.2% | 1.0% | 3.2% | 0.7% | 1.1% |
| Disagree | 15412.498 | 20.434 | 315.179 | 183.112 | 509.577 | 1089.63 | 170.261 | 597.303 | 55.277 | 174.781 | 29.359 | 127.099 | 517.27 | 119.478 | 142.416 |
| | 15.3% | 17.2% | 15.6% | 17.4% | 13.9% | 16.8% | 16.1% | 13.7% | 18.6% | 15.3% | 19.8% | 13.4% | 14.8% | 18.0% | 11.3% |
| | | 0.1% | 2.0% | 1.2% | 3.3% | 7.1% | 1.1% | 3.9% | 0.4% | 1.1% | 0.2% | 0.8% | 3.4% | 0.8% | 0.9% |
| Strongly Disagree | 6109.316 | 8.091 | 97.867 | 88.4990 | 196.504 | 548.463 | 73.205 | 277.016 | 23.249 | 74.674 | 14.36 | 53.87 | 208.577 | 44.238 | 48.659 |
| | 6.1% | 6.8% | 4.9% | 8.4% | 5.3% | 8.4% | 6.9% | 6.4% | 7.8% | 6.5% | 9.7% | 5.7% | 6.0% | 6.7% | 3.9% |
| | | 0.1% | 1.6% | 1.4% | 3.2% | 9.0% | 1.2% | 4.5% | 0.4% | 1.2% | 0.2% | 0.9% | 3.4% | 0.7% | 0.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 18582.588 | 19.608 | 5.54 | 30.632 | 35.018 | 135.473 | 714.333 | 1294.01 | 786.884 | 3021.66 |
| | 18.5% | 26.9% | 17.1% | 18.2% | 17.2% | 15.2% | 17.2% | 14.9% | 14.0% | 23.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.8% | 7.0% | 4.2% | 16.3% |
| Agree | 45984.194 | 29.265 | 17.763 | 78.974 | 97.097 | 373.939 | 1837.53 | 4073.08 | 2842.99 | 5690.27 |
| | 45.7% | 40.1% | 55.0% | 47.0% | 47.7% | 41.9% | 44.3% | 46.9% | 50.5% | 44.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.0% | 8.9% | 6.2% | 12.4% |
| Neither Agree nor Disagree | 14564.995 | 9.248 | 4.269 | 24.351 | 27.793 | 145.293 | 681.838 | 1226.70 | 856.16 | 1430.06 |
| | 14.5% | 12.7% | 13.2% | 14.5% | 13.7% | 16.3% | 16.4% | 14.1% | 15.2% | 11.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.7% | 8.4% | 5.9% | 9.8% |
| Disagree | 15412.498 | 11.378 | 3.923 | 24.373 | 29.454 | 188.849 | 677.644 | 1540.20 | 887.425 | 1966.76 |
| | 15.3% | 15.6% | 12.1% | 14.5% | 14.5% | 21.1% | 16.3% | 17.7% | 15.8% | 15.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.2% | 4.4% | 10.0% | 5.8% | 12.8% |
| Strongly Disagree | 6109.316 | 3.465 | 0.815 | 9.861 | 14.106 | 49.716 | 240.802 | 546.467 | 256.814 | 789.482 |
| | 6.1% | 4.7% | 2.5% | 5.9% | 6.9% | 5.6% | 5.8% | 6.3% | 4.6% | 6.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.9% | 8.9% | 4.2% | 12.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 18582.588 | 7868.094 | 413.058 | 1818.119 | 2353.22 | 924.12400 | 172.088 | 2187.485 |
| | 18.5% | 19.1% | 19.4% | 18.6% | 19.7% | 16.8% | 19.7% | 20.0% |
| | | 42.3% | 2.2% | 9.8% | 12.7% | 5.0% | 0.9% | 11.8% |
| Agree | 45984.194 | 18842.801 | 1052.77 | 4579.329 | 5512.5770 | 2357.889 | 379.088 | 4961.1480 |
| | 45.7% | 45.7% | 49.4% | 46.7% | 46.1% | 42.9% | 43.3% | 45.3% |
| | | 41.0% | 2.3% | 10.0% | 12.0% | 5.1% | 0.8% | 10.8% |
| Neither Agree nor Disagree | 14564.995 | 6025.024 | 284.223 | 1411.792 | 1745.18 | 888.255 | 117.686 | 1577.888 |
| | 14.5% | 14.6% | 13.3% | 14.4% | 14.6% | 16.2% | 13.5% | 14.4% |
| | | 41.4% | 2.0% | 9.7% | 12.0% | 6.1% | 0.8% | 10.8% |
| Disagree | 15412.498 | 6031.314 | 287.043 | 1443.167 | 1654.356 | 966.982 | 141.751 | 1538.015 |
| | 15.3% | 14.6% | 13.5% | 14.7% | 13.8% | 17.6% | 16.2% | 14.1% |
| | | 39.1% | 1.9% | 9.4% | 10.7% | 6.3% | 0.9% | 10.0% |
| Strongly Disagree | 6109.316 | 2440.516 | 95.498 | 547.133 | 693.017 | 360.72200 | 64.103 | 680.043 |
| | 6.1% | 5.9% | 4.5% | 5.6% | 5.8% | 6.6% | 7.3% | 6.2% |
| | | 39.9% | 1.6% | 9.0% | 11.3% | 5.9% | 1.0% | 11.1% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 25109.308 | 26.518 | 461.576 | 235.904 | 943.85 | 1409.24 | 240.801 | 1067.76 | 60.858 | 257.529 | 31.556 | 277.191 | 932.111 | 141.351 | 365.013 |
| | 24.9% | 22.3% | 22.9% | 22.4% | 25.7% | 21.7% | 22.8% | 24.5% | 20.5% | 22.5% | 21.3% | 29.1% | 26.7% | 21.4% | 29.1% |
| | | 0.1% | 1.8% | 0.9% | 3.8% | 5.6% | 1.0% | 4.3% | 0.2% | 1.0% | 0.1% | 1.1% | 3.7% | 0.6% | 1.5% |
| Agree | 45235.934 | 56.372 | 941.549 | 448.75 | 1694.24 | 2679.79 | 497.427 | 2000.66 | 135.511 | 557.184 | 66.6690 | 411.813 | 1579.82 | 285.122 | 607.426 |
| | 44.9% | 47.4% | 46.7% | 42.7% | 46.1% | 41.3% | 47.1% | 45.9% | 45.7% | 48.7% | 45.0% | 43.3% | 45.3% | 43.1% | 48.4% |
| | | 0.1% | 2.1% | 1.0% | 3.7% | 5.9% | 1.1% | 4.4% | 0.3% | 1.2% | 0.1% | 0.9% | 3.5% | 0.6% | 1.3% |
| Neither Agree nor Disagree | 15065.961 | 16.41 | 317.107 | 182.957 | 536.288 | 1116.44 | 153.265 | 630.875 | 50.171 | 158.375 | 20.663 | 121.632 | 461.514 | 116.069 | 159.536 |
| | 15.0% | 13.8% | 15.7% | 17.4% | 14.6% | 17.2% | 14.5% | 14.5% | 16.9% | 13.8% | 13.9% | 12.8% | 13.2% | 17.5% | 12.7% |
| | | 0.1% | 2.1% | 1.2% | 3.6% | 7.4% | 1.0% | 4.2% | 0.3% | 1.1% | 0.1% | 0.8% | 3.1% | 0.8% | 1.1% |
| Disagree | 10011.304 | 12.903 | 198.631 | 110.019 | 326.829 | 752.874 | 114.015 | 449.167 | 33.863 | 119.049 | 19.093 | 92.5020 | 346.358 | 78.47 | 88.867 |
| | 9.9% | 10.9% | 9.9% | 10.5% | 8.9% | 11.6% | 10.8% | 10.3% | 11.4% | 10.4% | 12.9% | 9.7% | 9.9% | 11.9% | 7.1% |
| | | 0.1% | 2.0% | 1.1% | 3.3% | 7.5% | 1.1% | 4.5% | 0.3% | 1.2% | 0.2% | 0.9% | 3.5% | 0.8% | 0.9% |
| Strongly Disagree | 5231.084 | 6.717 | 96.297 | 74.323 | 174.211 | 538.081 | 49.681 | 209.635 | 16.268 | 51.977 | 10.277 | 47.882 | 166.028 | 40.919 | 34.706 |
| | 5.2% | 5.6% | 4.8% | 7.1% | 4.7% | 8.3% | 4.7% | 4.8% | 5.5% | 4.5% | 6.9% | 5.0% | 4.8% | 6.2% | 2.8% |
| | | 0.1% | 1.8% | 1.4% | 3.3% | 10.3% | 0.9% | 4.0% | 0.3% | 1.0% | 0.2% | 0.9% | 3.2% | 0.8% | 0.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 25109.308 | 25.061 | 7.192 | 45.0970 | 48.3160 | 180.652 | 1107.19 | 1742.07 | 1192.54 | 3859.81 |
| | 24.9% | 34.3% | 22.3% | 26.8% | 23.7% | 20.2% | 26.7% | 20.1% | 21.2% | 29.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 4.4% | 6.9% | 4.7% | 15.4% |
| Agree | 45235.934 | 28.05 | 17.738 | 75.1480 | 94.021 | 424.634 | 1888.47 | 4000.48 | 2833.67 | 5733.70 |
| | 44.9% | 38.4% | 54.9% | 44.7% | 46.2% | 47.5% | 45.5% | 46.1% | 50.3% | 44.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.2% | 8.8% | 6.3% | 12.7% |
| Neither Agree nor Disagree | 15065.961 | 9.776 | 4.207 | 23.278 | 32.196 | 134.823 | 570.793 | 1336.43 | 861.2 | 1892.73 |
| | 15.0% | 13.4% | 13.0% | 13.8% | 15.8% | 15.1% | 13.7% | 15.4% | 15.3% | 14.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.8% | 8.9% | 5.7% | 12.6% |
| Disagree | 10011.304 | 6.924 | 2.899 | 16.191 | 20.024 | 118.451 | 374.836 | 1018.02 | 522.026 | 929.172 |
| | 9.9% | 9.5% | 9.0% | 9.6% | 9.8% | 13.3% | 9.0% | 11.7% | 9.3% | 7.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.2% | 3.7% | 10.2% | 5.2% | 9.3% |
| Strongly Disagree | 5231.084 | 3.153 | 0.274 | 8.477 | 8.911 | 34.71 | 210.862 | 583.462 | 220.846 | 482.829 |
| | 5.2% | 4.3% | 0.8% | 5.0% | 4.4% | 3.9% | 5.1% | 6.7% | 3.9% | 3.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 4.0% | 11.2% | 4.2% | 9.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 25109.308 | 10450.134 | 572.548 | 2458.156 | 3126.318 | 1179.561 | 209.211 | 2904.34 |
| | 24.9% | 25.4% | 26.8% | 25.1% | 26.1% | 21.5% | 23.9% | 26.5% |
| | | 41.6% | 2.3% | 9.8% | 12.5% | 4.7% | 0.8% | 11.6% |
| Agree | 45235.934 | 18177.696 | 939.75600 | 4393.725 | 5311.4610 | 2402.378 | 384.621 | 4745.7550 |
| | 44.9% | 44.1% | 44.1% | 44.8% | 44.4% | 43.7% | 44.0% | 43.4% |
| | | 40.2% | 2.1% | 9.7% | 11.7% | 5.3% | 0.9% | 10.5% |
| Neither Agree nor Disagree | 15065.961 | 6159.235 | 352.176 | 1496.402 | 1680.908 | 895.298 | 118.353 | 1616.098 |
| | 15.0% | 14.9% | 16.5% | 15.3% | 14.1% | 16.3% | 13.5% | 14.8% |
| | | 40.9% | 2.3% | 9.9% | 11.2% | 5.9% | 0.8% | 10.7% |
| Disagree | 10011.304 | 4260.126 | 173.62 | 1001.354 | 1233.7 | 665.635 | 103.486 | 1082.331 |
| | 9.9% | 10.3% | 8.1% | 10.2% | 10.3% | 12.1% | 11.8% | 9.9% |
| | | 42.6% | 1.7% | 10.0% | 12.3% | 6.6% | 1.0% | 10.8% |
| Strongly Disagree | 5231.084 | 2160.558 | 94.492 | 449.903 | 605.963 | 355.1 | 59.045 | 596.055 |
| | 5.2% | 5.2% | 4.4% | 4.6% | 5.1% | 6.5% | 6.8% | 5.4% |
| | | 41.3% | 1.8% | 8.6% | 11.6% | 6.8% | 1.1% | 11.4% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Strongly Agree | 36529.328 | 36.326 | 638.558 | 351.633 | 1421.61 | 2331.45 | 345.975 | 1684.75 | 88.012 | 353.151 | 47.945 | 363.898 | 1266.36 | 182.366 | 471.662 |
| | 36.3% | 30.5% | 31.7% | 33.4% | 38.7% | 35.9% | 32.8% | 38.7% | 29.7% | 30.9% | 32.3% | 38.3% | 36.3% | 27.6% | 37.6% |
| | | 0.1% | 1.7% | 1.0% | 3.9% | 6.4% | 0.9% | 4.6% | 0.2% | 1.0% | 0.1% | 1.0% | 3.5% | 0.5% | 1.3% |
| Agree | 45565.770 | 57.715 | 943.447 | 446.803 | 1675.16 | 2914.34 | 495.62 | 1955.22 | 140.697 | 566.863 | 70.395 | 394.542 | 1620.79 | 312.199 | 579.528 |
| | 45.3% | 48.5% | 46.8% | 42.5% | 45.6% | 44.9% | 47.0% | 44.9% | 47.4% | 49.5% | 47.5% | 41.5% | 46.5% | 47.2% | 46.2% |
| | | 0.1% | 2.1% | 1.0% | 3.7% | 6.4% | 1.1% | 4.3% | 0.3% | 1.2% | 0.2% | 0.9% | 3.6% | 0.7% | 1.3% |
| Neither Agree nor Disagree | 11865.117 | 13.147 | 280.941 | 155.665 | 395.485 | 827.435 | 143.306 | 489.592 | 46.3260 | 142.402 | 17.595 | 130.81 | 382.840 | 100.049 | 137.069 |
| | 11.8% | 11.1% | 13.9% | 14.8% | 10.8% | 12.7% | 13.6% | 11.2% | 15.6% | 12.4% | 11.9% | 13.8% | 11.0% | 15.1% | 10.9% |
| | | 0.1% | 2.4% | 1.3% | 3.3% | 7.0% | 1.2% | 4.1% | 0.4% | 1.2% | 0.1% | 1.1% | 3.2% | 0.8% | 1.2% |
| Disagree | 4552.081 | 8.176 | 109.277 | 60.556 | 126.09 | 293.519 | 49.409 | 146.689 | 13.567 | 60.164 | 7.622 | 40.569 | 143.035 | 43.215 | 51.208 |
| | 4.5% | 6.9% | 5.4% | 5.8% | 3.4% | 4.5% | 4.7% | 3.4% | 4.6% | 5.3% | 5.1% | 4.3% | 4.1% | 6.5% | 4.1% |
| | | 0.2% | 2.4% | 1.3% | 2.8% | 6.4% | 1.1% | 3.2% | 0.3% | 1.3% | 0.2% | 0.9% | 3.1% | 0.9% | 1.1% |
| Strongly Disagree | 2141.295 | 3.556 | 42.937 | 37.296 | 57.077 | 129.677 | 20.879 | 81.845 | 8.069 | 21.534 | 4.701 | 21.201 | 72.804 | 24.102 | 16.081 |
| | 2.1% | 3.0% | 2.1% | 3.5% | 1.6% | 2.0% | 2.0% | 1.9% | 2.7% | 1.9% | 3.2% | 2.2% | 2.1% | 3.6% | 1.3% |
| | | 0.2% | 2.0% | 1.7% | 2.7% | 6.1% | 1.0% | 3.8% | 0.4% | 1.0% | 0.2% | 1.0% | 3.4% | 1.1% | 0.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Strongly Agree | 36529.328 | 25.236 | 8.294 | 58.4930 | 67.2640 | 277.554 | 1348.71 | 2674.18 | 1972.78 | 5322.62 |
| | 36.3% | 34.6% | 25.7% | 34.8% | 33.1% | 31.1% | 32.5% | 30.8% | 35.0% | 41.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.7% | 7.3% | 5.4% | 14.6% |
| Agree | 45565.770 | 31.83 | 19.41 | 71.1850 | 95.069 | 436.591 | 2028.03 | 4164.32 | 2755.34 | 5725.37 |
| | 45.3% | 43.6% | 60.1% | 42.3% | 46.7% | 48.9% | 48.8% | 48.0% | 48.9% | 44.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.5% | 9.1% | 6.0% | 12.6% |
| Neither Agree nor Disagree | 11865.117 | 8.862 | 2.993 | 23.943 | 25.657 | 113.53 | 442.249 | 1117.08 | 627.939 | 1312.1 |
| | 11.8% | 12.1% | 9.3% | 14.2% | 12.6% | 12.7% | 10.7% | 12.9% | 11.2% | 10.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.7% | 9.4% | 5.3% | 11.1% |
| Disagree | 4552.081 | 5.755 | 1.339 | 8.094 | 11.698 | 53.436 | 213.16 | 437.574 | 205.746 | 427.742 |
| | 4.5% | 7.9% | 4.1% | 4.8% | 5.7% | 6.0% | 5.1% | 5.0% | 3.7% | 3.3% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 1.2% | 4.7% | 9.6% | 4.5% | 9.4% |
| Strongly Disagree | 2141.295 | 1.281 | 0.274 | 6.476 | 3.78 | 12.159 | 119.999 | 287.303 | 68.476 | 110.418 |
| | 2.1% | 1.8% | 0.8% | 3.9% | 1.9% | 1.4% | 2.9% | 3.3% | 1.2% | 0.9% |
| | | 0.1% | 0.0% | 0.3% | 0.2% | 0.6% | 5.6% | 13.4% | 3.2% | 5.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Strongly Agree | 36529.328 | 15190.513 | 784.604 | 3615.279 | 4577.536 | 1766.023 | 336.674 | 4110.3970 |
| | 36.3% | 36.9% | 36.8% | 36.9% | 38.3% | 32.1% | 38.5% | 37.6% |
| | | 41.6% | 2.1% | 9.9% | 12.5% | 4.8% | 0.9% | 11.3% |
| Agree | 45565.770 | 18065.315 | 1024.995 | 4212.353 | 5267.7020 | 2477.77 | 376.837 | 4705.6580 |
| | 45.3% | 43.8% | 48.1% | 43.0% | 44.1% | 45.1% | 43.1% | 43.0% |
| | | 39.6% | 2.2% | 9.2% | 11.6% | 5.4% | 0.8% | 10.3% |
| Neither Agree nor Disagree | 11865.117 | 4928.11 | 205.977 | 1177.412 | 1326.771 | 789.209 | 93.725 | 1335.016 |
| | 11.8% | 12.0% | 9.7% | 12.0% | 11.1% | 14.4% | 10.7% | 12.2% |
| | | 41.5% | 1.7% | 9.9% | 11.2% | 6.7% | 0.8% | 11.3% |
| Disagree | 4552.081 | 2034.441 | 73.878 | 542.402 | 540.905 | 299.642 | 43.497 | 534.117 |
| | 4.5% | 4.9% | 3.5% | 5.5% | 4.5% | 5.5% | 5.0% | 4.9% |
| | | 44.7% | 1.6% | 11.9% | 11.9% | 6.6% | 1.0% | 11.7% |
| Strongly Disagree | 2141.295 | 989.37 | 43.138 | 252.094 | 245.436 | 165.328 | 23.983 | 259.391 |
| | 2.1% | 2.4% | 2.0% | 2.6% | 2.1% | 3.0% | 2.7% | 2.4% |
| | | 46.2% | 2.0% | 11.8% | 11.5% | 7.7% | 1.1% | 12.1% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Good | 17955.741 | 15.643 | 392.443 | 272.671 | 631.919 | 1282.46 | 196.77 | 877.651 | 66.746 | 270.725 | 26.401 | 227.377 | 730.223 | 189.688 | 293.814 |
| | 17.8% | 13.2% | 19.5% | 25.9% | 17.2% | 19.7% | 18.6% | 20.1% | 22.5% | 23.7% | 17.8% | 23.9% | 20.9% | 28.7% | 23.4% |
| | | 0.1% | 2.2% | 1.5% | 3.5% | 7.1% | 1.1% | 4.9% | 0.4% | 1.5% | 0.1% | 1.3% | 4.1% | 1.1% | 1.6% |
| Good | 38632.917 | 54.017 | 815.711 | 421.078 | 1438.27 | 2535.98 | 413.361 | 1765.96 | 126.901 | 480.621 | 68.88 | 385.048 | 1426.75 | 253.804 | 538.135 |
| | 38.4% | 45.4% | 40.5% | 40.0% | 39.1% | 39.0% | 39.2% | 40.5% | 42.8% | 42.0% | 46.5% | 40.5% | 40.9% | 38.3% | 42.9% |
| | | 0.1% | 2.1% | 1.1% | 3.7% | 6.6% | 1.1% | 4.6% | 0.3% | 1.2% | 0.2% | 1.0% | 3.7% | 0.7% | 1.4% |
| Fair | 28792.792 | 33.814 | 531.453 | 255.044 | 1090.90 | 1700.63 | 299.757 | 1112.1 | 69.037 | 281.270 | 35.109 | 232.747 | 910.544 | 154.965 | 304.757 |
| | 28.6% | 28.4% | 26.4% | 24.2% | 29.7% | 26.2% | 28.4% | 25.5% | 23.3% | 24.6% | 23.7% | 24.5% | 26.1% | 23.4% | 24.3% |
| | | 0.1% | 1.8% | 0.9% | 3.8% | 5.9% | 1.0% | 3.9% | 0.2% | 1.0% | 0.1% | 0.8% | 3.2% | 0.5% | 1.1% |
| Poor | 11270.008 | 12.124 | 210.326 | 80.207 | 403.705 | 649.872 | 106.762 | 404.341 | 25.497 | 86.043 | 12.697 | 73.982 | 300.937 | 45.297 | 93.633 |
| | 11.2% | 10.2% | 10.4% | 7.6% | 11.0% | 10.0% | 10.1% | 9.3% | 8.6% | 7.5% | 8.6% | 7.8% | 8.6% | 6.8% | 7.5% |
| | | 0.1% | 1.9% | 0.7% | 3.6% | 5.8% | 0.9% | 3.6% | 0.2% | 0.8% | 0.1% | 0.7% | 2.7% | 0.4% | 0.8% |
| Very Poor | 4002.133 | 3.322 | 65.227 | 22.953 | 110.616 | 327.486 | 38.539 | 198.051 | 8.49 | 25.455 | 5.171 | 31.866 | 117.377 | 18.177 | 25.209 |
| | 4.0% | 2.8% | 3.2% | 2.2% | 3.0% | 5.0% | 3.7% | 4.5% | 2.9% | 2.2% | 3.5% | 3.4% | 3.4% | 2.7% | 2.0% |
| | | 0.1% | 1.6% | 0.6% | 2.8% | 8.2% | 1.0% | 4.9% | 0.2% | 0.6% | 0.1% | 0.8% | 2.9% | 0.5% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Good | 17955.741 | 20.422 | 5.566 | 36.755 | 43.4310 | 157.075 | 790.211 | 1509.7 | 749.72 | 2060.92 |
| | 17.8% | 28.0% | 17.2% | 21.9% | 21.3% | 17.6% | 19.0% | 17.4% | 13.3% | 16.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.4% | 8.4% | 4.2% | 11.5% |
| Good | 38632.917 | 26.344 | 14.13 | 70.9170 | 87.554 | 392.127 | 1749.04 | 3457.84 | 2265.38 | 4250.37 |
| | 38.4% | 36.1% | 43.7% | 42.2% | 43.0% | 43.9% | 42.1% | 39.8% | 40.2% | 33.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.5% | 9.0% | 5.9% | 11.0% |
| Fair | 28792.792 | 18.39 | 8.663 | 41.8410 | 51.4140 | 246.647 | 1126.08 | 2424.25 | 1729.13 | 3962.21 |
| | 28.6% | 25.2% | 26.8% | 24.9% | 25.3% | 27.6% | 27.1% | 27.9% | 30.7% | 30.7% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 3.9% | 8.4% | 6.0% | 13.8% |
| Poor | 11270.008 | 6.118 | 2.886 | 13.332 | 16.589 | 75.606 | 334.483 | 953.332 | 687.281 | 1888.7 |
| | 11.2% | 8.4% | 8.9% | 7.9% | 8.2% | 8.5% | 8.1% | 11.0% | 12.2% | 14.6% |
| | | 0.1% | 0.0% | 0.1% | 0.1% | 0.7% | 3.0% | 8.5% | 6.1% | 16.8% |
| Very Poor | 4002.133 | 1.69 | 1.065 | 5.346 | 4.48 | 21.815 | 152.329 | 335.332 | 198.768 | 736.037 |
| | 4.0% | 2.3% | 3.3% | 3.2% | 2.2% | 2.4% | 3.7% | 3.9% | 3.5% | 5.7% |
| | | 0.0% | 0.0% | 0.1% | 0.1% | 0.5% | 3.8% | 8.4% | 5.0% | 18.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Good | 17955.741 | 7107.416 | 320.952 | 1641.563 | 2026.34 | 1046.251 | 138.724 | 1933.586 |
| | 17.8% | 17.2% | 15.0% | 16.8% | 16.9% | 19.0% | 15.9% | 17.7% |
| | | 39.6% | 1.8% | 9.1% | 11.3% | 5.8% | 0.8% | 10.8% |
| Good | 38632.917 | 15594.7 | 838.82500 | 3562.852 | 4465.969 | 2247.65 | 361.067 | 4118.3370 |
| | 38.4% | 37.8% | 39.3% | 36.4% | 37.3% | 40.9% | 41.3% | 37.6% |
| | | 40.4% | 2.2% | 9.2% | 11.6% | 5.8% | 0.9% | 10.7% |
| Fair | 28792.792 | 12172.038 | 662.32 | 3024.387 | 3477.494 | 1507.961 | 245.248 | 3254.6280 |
| | 28.6% | 29.5% | 31.1% | 30.9% | 29.1% | 27.4% | 28.0% | 29.7% |
| | | 42.3% | 2.3% | 10.5% | 12.1% | 5.2% | 0.9% | 11.3% |
| Poor | 11270.008 | 4786.263 | 252.231 | 1218.03 | 1442.922 | 529.084 | 105.173 | 1238.823 |
| | 11.2% | 11.6% | 11.8% | 12.4% | 12.1% | 9.6% | 12.0% | 11.3% |
| | | 42.5% | 2.2% | 10.8% | 12.8% | 4.7% | 0.9% | 11.0% |
| Very Poor | 4002.133 | 1547.332 | 58.264 | 352.708 | 545.625 | 167.026 | 24.504 | 399.205 |
| | 4.0% | 3.8% | 2.7% | 3.6% | 4.6% | 3.0% | 2.8% | 3.6% |
| | | 38.7% | 1.5% | 8.8% | 13.6% | 4.2% | 0.6% | 10.0% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Good | 20962.967 | 27.412 | 484.04 | 282.9 | 792.58 | 1172.65 | 219.026 | 645.472 | 83.263 | 294.098 | 35.587 | 272.238 | 947.148 | 178.616 | 339.035 |
| | 20.8% | 23.1% | 24.0% | 26.9% | 21.6% | 18.1% | 20.8% | 14.8% | 28.1% | 25.7% | 24.0% | 28.6% | 27.2% | 27.0% | 27.0% |
| | | 0.1% | 2.3% | 1.3% | 3.8% | 5.6% | 1.0% | 3.1% | 0.4% | 1.4% | 0.2% | 1.3% | 4.5% | 0.9% | 1.6% |
| Good | 42584.711 | 59.275 | 951.072 | 442.305 | 1664.67 | 2578.58 | 447.616 | 1922.19 | 138.862 | 511.921 | 65.695 | 412.285 | 1562.07 | 289.303 | 563.558 |
| | 42.3% | 49.8% | 47.2% | 42.0% | 45.3% | 39.7% | 42.4% | 44.1% | 46.8% | 44.7% | 44.3% | 43.4% | 44.8% | 43.7% | 44.9% |
| | | 0.1% | 2.2% | 1.0% | 3.9% | 6.1% | 1.1% | 4.5% | 0.3% | 1.2% | 0.2% | 1.0% | 3.7% | 0.7% | 1.3% |
| Fair | 27020.602 | 26.241 | 471.729 | 219.91 | 935.378 | 1829.22 | 290.074 | 1227.61 | 61.424 | 264.715 | 38.098 | 202.527 | 790.201 | 154.694 | 281.362 |
| | 26.8% | 22.1% | 23.4% | 20.9% | 25.4% | 28.2% | 27.5% | 28.2% | 20.7% | 23.1% | 25.7% | 21.3% | 22.7% | 23.4% | 22.4% |
| | | 0.1% | 1.7% | 0.8% | 3.5% | 6.8% | 1.1% | 4.5% | 0.2% | 1.0% | 0.1% | 0.7% | 2.9% | 0.6% | 1.0% |
| Poor | 7723.004 | 4.794 | 80.718 | 76.356 | 235.688 | 674.593 | 74.149 | 413.458 | 9.905 | 60.294 | 7.499 | 50.659 | 150.326 | 32.042 | 58.529 |
| | 7.7% | 4.0% | 4.0% | 7.3% | 6.4% | 10.4% | 7.0% | 9.5% | 3.3% | 5.3% | 5.1% | 5.3% | 4.3% | 4.8% | 4.7% |
| | | 0.1% | 1.0% | 1.0% | 3.1% | 8.7% | 1.0% | 5.4% | 0.1% | 0.8% | 0.1% | 0.7% | 1.9% | 0.4% | 0.8% |
| Very Poor | 2362.307 | 1.198 | 27.601 | 30.482 | 47.101 | 241.381 | 24.324 | 149.372 | 3.217 | 13.086 | 1.379 | 13.311 | 36.093 | 7.276 | 13.064 |
| | 2.3% | 1.0% | 1.4% | 2.9% | 1.3% | 3.7% | 2.3% | 3.4% | 1.1% | 1.1% | 0.9% | 1.4% | 1.0% | 1.1% | 1.0% |
| | | 0.1% | 1.2% | 1.3% | 2.0% | 10.2% | 1.0% | 6.3% | 0.1% | 0.6% | 0.1% | 0.6% | 1.5% | 0.3% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Good | 20962.967 | 26.306 | 6.99 | 52.0400 | 53.3920 | 193.5 | 987.864 | 1847.81 | 1167.19 | 2669.20 |
| | 20.8% | 36.1% | 21.6% | 30.9% | 26.2% | 21.7% | 23.8% | 21.3% | 20.7% | 20.7% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 0.9% | 4.7% | 8.8% | 5.6% | 12.7% |
| Good | 42584.711 | 33.081 | 15.195 | 77.6950 | 95.145 | 418.44 | 1857.83 | 3651.91 | 2490.42 | 5130.77 |
| | 42.3% | 45.3% | 47.0% | 46.2% | 46.8% | 46.8% | 44.7% | 42.1% | 44.2% | 39.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.4% | 8.6% | 5.8% | 12.0% |
| Fair | 27020.602 | 11.259 | 7.988 | 32.358 | 44.0180 | 228.697 | 879.594 | 2347.32 | 1447.64 | 3810.87 |
| | 26.8% | 15.4% | 24.7% | 19.2% | 21.6% | 25.6% | 21.2% | 27.0% | 25.7% | 29.5% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.8% | 3.3% | 8.7% | 5.4% | 14.1% |
| Poor | 7723.004 | 2.075 | 1.752 | 4.802 | 8.278 | 37.15 | 292.926 | 636.291 | 422.106 | 990.917 |
| | 7.7% | 2.8% | 5.4% | 2.9% | 4.1% | 4.2% | 7.1% | 7.3% | 7.5% | 7.7% |
| | | 0.0% | 0.0% | 0.1% | 0.1% | 0.5% | 3.8% | 8.2% | 5.5% | 12.8% |
| Very Poor | 2362.307 | 0.243 | 0.385 | 1.296 | 2.635 | 15.483 | 133.927 | 197.124 | 102.927 | 296.47 |
| | 2.3% | 0.3% | 1.2% | 0.8% | 1.3% | 1.7% | 3.2% | 2.3% | 1.8% | 2.3% |
| | | 0.0% | 0.0% | 0.1% | 0.1% | 0.7% | 5.7% | 8.3% | 4.4% | 12.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Good | 20962.967 | 8184.609 | 455.832 | 1757.139 | 2311.54 | 1207.304 | 182.053 | 2270.741 |
| | 20.8% | 19.9% | 21.4% | 17.9% | 19.3% | 22.0% | 20.8% | 20.7% |
| | | 39.0% | 2.2% | 8.4% | 11.0% | 5.8% | 0.9% | 10.8% |
| Good | 42584.711 | 17204.825 | 882.53900 | 3735.772 | 5089.6200 | 2360.6 | 352.685 | 4783.6090 |
| | 42.3% | 41.8% | 41.4% | 38.1% | 42.6% | 42.9% | 40.3% | 43.7% |
| | | 40.4% | 2.1% | 8.8% | 12.0% | 5.5% | 0.8% | 11.2% |
| Fair | 27020.602 | 11417.686 | 609.628 | 2935.483 | 3232.149 | 1422.524 | 249.119 | 2968.7830 |
| | 26.8% | 27.7% | 28.6% | 30.0% | 27.0% | 25.9% | 28.5% | 27.1% |
| | | 42.3% | 2.3% | 10.9% | 12.0% | 5.3% | 0.9% | 11.0% |
| Poor | 7723.004 | 3397.697 | 149.411 | 1048.759 | 981.10400 | 406.321 | 66.527 | 745.575 |
| | 7.7% | 8.2% | 7.0% | 10.7% | 8.2% | 7.4% | 7.6% | 6.8% |
| | | 44.0% | 1.9% | 13.6% | 12.7% | 5.3% | 0.9% | 9.7% |
| Very Poor | 2362.307 | 1002.932 | 35.182 | 322.387 | 343.937 | 101.223 | 24.332 | 175.871 |
| | 2.3% | 2.4% | 1.6% | 3.3% | 2.9% | 1.8% | 2.8% | 1.6% |
| | | 42.5% | 1.5% | 13.6% | 14.6% | 4.3% | 1.0% | 7.4% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Good | 25647.424 | 31.972 | 530.228 | 333.364 | 911.148 | 1464.95 | 270.71 | 1131.78 | 80.508 | 280.876 | 28.399 | 305.506 | 947.672 | 182.748 | 409.037 |
| | 25.5% | 26.9% | 26.3% | 31.7% | 24.8% | 22.6% | 25.7% | 26.0% | 27.1% | 24.5% | 19.2% | 32.1% | 27.2% | 27.6% | 32.6% |
| | | 0.1% | 2.1% | 1.3% | 3.6% | 5.7% | 1.1% | 4.4% | 0.3% | 1.1% | 0.1% | 1.2% | 3.7% | 0.7% | 1.6% |
| Good | 35731.816 | 47.234 | 774.722 | 377.594 | 1319.21 | 2170.05 | 384.006 | 1443.4 | 98.6630 | 445.041 | 46.354 | 339.183 | 1181.31 | 233.779 | 496.188 |
| | 35.5% | 39.7% | 38.4% | 35.9% | 35.9% | 33.4% | 36.4% | 33.1% | 33.3% | 38.9% | 31.3% | 35.7% | 33.9% | 35.3% | 39.5% |
| | | 0.1% | 2.2% | 1.1% | 3.7% | 6.1% | 1.1% | 4.0% | 0.3% | 1.2% | 0.1% | 0.9% | 3.3% | 0.7% | 1.4% |
| Fair | 23466.971 | 23.747 | 453.006 | 197.299 | 877.356 | 1724.20 | 240.322 | 1024.75 | 71.224 | 257.866 | 35.464 | 184.149 | 822.371 | 142.78 | 234.285 |
| | 23.3% | 20.0% | 22.5% | 18.8% | 23.9% | 26.5% | 22.8% | 23.5% | 24.0% | 22.5% | 23.9% | 19.4% | 23.6% | 21.6% | 18.7% |
| | | 0.1% | 1.9% | 0.8% | 3.7% | 7.3% | 1.0% | 4.4% | 0.3% | 1.1% | 0.2% | 0.8% | 3.5% | 0.6% | 1.0% |
| Poor | 8696.709 | 9.906 | 140.657 | 87.849 | 332.461 | 655.238 | 85.615 | 359.721 | 26.657 | 94.607 | 18.267 | 72.94 | 305.089 | 56.11 | 75.916 |
| | 8.6% | 8.3% | 7.0% | 8.4% | 9.0% | 10.1% | 8.1% | 8.3% | 9.0% | 8.3% | 12.3% | 7.7% | 8.8% | 8.5% | 6.0% |
| | | 0.1% | 1.6% | 1.0% | 3.8% | 7.5% | 1.0% | 4.1% | 0.3% | 1.1% | 0.2% | 0.8% | 3.5% | 0.6% | 0.9% |
| Very Poor | 7110.671 | 6.061 | 116.547 | 55.847 | 235.242 | 481.981 | 74.536 | 398.443 | 19.619 | 65.724 | 19.774 | 49.242 | 229.397 | 46.514 | 40.122 |
| | 7.1% | 5.1% | 5.8% | 5.3% | 6.4% | 7.4% | 7.1% | 9.1% | 6.6% | 5.7% | 13.3% | 5.2% | 6.6% | 7.0% | 3.2% |
| | | 0.1% | 1.6% | 0.8% | 3.3% | 6.8% | 1.0% | 5.6% | 0.3% | 0.9% | 0.3% | 0.7% | 3.2% | 0.7% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Good | 25647.424 | 26.077 | 8.704 | 48.3610 | 55.4030 | 190.497 | 998.152 | 2538.77 | 1402.97 | 3646.45 |
| | 25.5% | 35.7% | 26.9% | 28.8% | 27.2% | 21.3% | 24.0% | 29.2% | 24.9% | 28.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.9% | 9.9% | 5.5% | 14.2% |
| Good | 35731.816 | 23.107 | 12.388 | 60.4980 | 73.579 | 324.173 | 1469.29 | 3192.03 | 2164.27 | 4528.52 |
| | 35.5% | 31.7% | 38.3% | 36.0% | 36.2% | 36.3% | 35.4% | 36.8% | 38.4% | 35.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.9% | 6.1% | 12.7% |
| Fair | 23466.971 | 15.416 | 7.81 | 35.401 | 46.4790 | 231.092 | 1067.49 | 1791.9 | 1283.69 | 2797.87 |
| | 23.3% | 21.1% | 24.2% | 21.0% | 22.8% | 25.9% | 25.7% | 20.6% | 22.8% | 21.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.5% | 7.6% | 5.5% | 11.9% |
| Poor | 8696.709 | 5.136 | 1.998 | 14.612 | 18.638 | 97.379 | 347.694 | 588.18 | 471.354 | 842.73 |
| | 8.6% | 7.0% | 6.2% | 8.7% | 9.2% | 10.9% | 8.4% | 6.8% | 8.4% | 6.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 4.0% | 6.8% | 5.4% | 9.7% |
| Very Poor | 7110.671 | 3.228 | 1.41 | 9.319 | 9.369 | 50.129 | 269.517 | 569.58 | 307.994 | 1082.66 |
| | 7.1% | 4.4% | 4.4% | 5.5% | 4.6% | 5.6% | 6.5% | 6.6% | 5.5% | 8.4% |
| | | 0.0% | 0.0% | 0.1% | 0.1% | 0.7% | 3.8% | 8.0% | 4.3% | 15.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.71600 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Good | 25647.424 | 9823.151 | 536.656 | 2429.541 | 2848.236 | 1262.674 | 207.82 | 2538.224 |
| | 25.5% | 23.8% | 25.2% | 24.8% | 23.8% | 23.0% | 23.8% | 23.2% |
| | | 38.3% | 2.1% | 9.5% | 11.1% | 4.9% | 0.8% | 9.9% |
| Good | 35731.816 | 14527.227 | 754.693 | 3656.359 | 4123.796 | 1908.574 | 261.733 | 3822.0720 |
| | 35.5% | 35.3% | 35.4% | 37.3% | 34.5% | 34.7% | 29.9% | 34.9% |
| | | 40.7% | 2.1% | 10.2% | 11.5% | 5.3% | 0.7% | 10.7% |
| Fair | 23466.971 | 9901.003 | 512.502 | 2155.692 | 3018.983 | 1311.253 | 221.486 | 2681.087 |
| | 23.3% | 24.0% | 24.0% | 22.0% | 25.2% | 23.8% | 25.3% | 24.5% |
| | | 42.2% | 2.2% | 9.2% | 12.9% | 5.6% | 0.9% | 11.4% |
| Poor | 8696.709 | 3987.955 | 188.858 | 877.09700 | 1141.769 | 566.938 | 106.899 | 1106.394 |
| | 8.6% | 9.7% | 8.9% | 9.0% | 9.5% | 10.3% | 12.2% | 10.1% |
| | | 45.9% | 2.2% | 10.1% | 13.1% | 6.5% | 1.2% | 12.7% |
| Very Poor | 7110.671 | 2968.413 | 139.883 | 680.851 | 825.56600 | 448.533 | 76.778 | 796.802 |
| | 7.1% | 7.2% | 6.6% | 6.9% | 6.9% | 8.2% | 8.8% | 7.3% |
| | | 41.7% | 2.0% | 9.6% | 11.6% | 6.3% | 1.1% | 11.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Good | 33340.267 | 38.304 | 649.573 | 371.657 | 1262.86 | 1875.26 | 326.686 | 1428.85 | 95.9500 | 343.380 | 42.939 | 362.734 | 1205.00 | 214.694 | 537.962 |
| | 33.1% | 32.2% | 32.2% | 35.3% | 34.4% | 28.9% | 31.0% | 32.8% | 32.3% | 30.0% | 29.0% | 38.1% | 34.6% | 32.4% | 42.8% |
| | | 0.1% | 1.9% | 1.1% | 3.8% | 5.6% | 1.0% | 4.3% | 0.3% | 1.0% | 0.1% | 1.1% | 3.6% | 0.6% | 1.6% |
| Good | 48182.192 | 58.059 | 1008.29 | 479.182 | 1734.95 | 3036.79 | 503.677 | 2100.64 | 140.906 | 565.748 | 65.6750 | 411.309 | 1591.65 | 312.762 | 547.801 |
| | 47.9% | 48.8% | 50.0% | 45.6% | 47.2% | 46.7% | 47.7% | 48.2% | 47.5% | 49.4% | 44.3% | 43.2% | 45.7% | 47.2% | 43.6% |
| | | 0.1% | 2.1% | 1.0% | 3.6% | 6.3% | 1.0% | 4.4% | 0.3% | 1.2% | 0.1% | 0.9% | 3.3% | 0.6% | 1.1% |
| Fair | 15868.237 | 20.262 | 300.45 | 167.928 | 555.018 | 1281.2 | 188.327 | 707.643 | 49.494 | 198.286 | 32.774 | 142.159 | 582.983 | 106.078 | 143.967 |
| | 15.8% | 17.0% | 14.9% | 16.0% | 15.1% | 19.7% | 17.8% | 16.2% | 16.7% | 17.3% | 22.1% | 14.9% | 16.7% | 16.0% | 11.5% |
| | | 0.1% | 1.9% | 1.1% | 3.5% | 8.1% | 1.2% | 4.5% | 0.3% | 1.2% | 0.2% | 0.9% | 3.7% | 0.7% | 0.9% |
| Poor | 2606.721 | 1.494 | 48.541 | 26.239 | 108.082 | 267.665 | 27.413 | 97.467 | 7.588 | 28.415 | 5.233 | 27.939 | 82.351 | 25.69 | 19.819 |
| | 2.6% | 1.3% | 2.4% | 2.5% | 2.9% | 4.1% | 2.6% | 2.2% | 2.6% | 2.5% | 3.5% | 2.9% | 2.4% | 3.9% | 1.6% |
| | | 0.1% | 1.9% | 1.0% | 4.1% | 10.3% | 1.1% | 3.7% | 0.3% | 1.1% | 0.2% | 1.1% | 3.2% | 1.0% | 0.8% |
| Very Poor | 656.174 | 0.801 | 8.302 | 6.947 | 14.508 | 35.504 | 9.086 | 23.493 | 2.733 | 8.285 | 1.637 | 6.879 | 23.85 | 2.707 | 5.999 |
| | 0.7% | 0.7% | 0.4% | 0.7% | 0.4% | 0.5% | 0.9% | 0.5% | 0.9% | 0.7% | 1.1% | 0.7% | 0.7% | 0.4% | 0.5% |
| | | 0.1% | 1.3% | 1.1% | 2.2% | 5.4% | 1.4% | 3.6% | 0.4% | 1.3% | 0.2% | 1.0% | 3.6% | 0.4% | 0.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Good | 33340.267 | 30.889 | 12.719 | 66.6440 | 68.5240 | 296.651 | 1171.88 | 2557.83 | 1704.53 | 4699.90 |
| | 33.1% | 42.3% | 39.4% | 39.6% | 33.7% | 33.2% | 28.2% | 29.5% | 30.3% | 36.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.5% | 7.7% | 5.1% | 14.1% |
| Good | 48182.192 | 30.235 | 16.8 | 77.303 | 101.706 | 438.804 | 2032.61 | 4560.32 | 2818.42 | 6097.08 |
| | 47.9% | 41.4% | 52.0% | 46.0% | 50.0% | 49.1% | 49.0% | 52.5% | 50.1% | 47.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.2% | 9.5% | 5.8% | 12.7% |
| Fair | 15868.237 | 9.763 | 2.529 | 20.917 | 27.206 | 126.591 | 769.674 | 1319.69 | 937.935 | 1720.48 |
| | 15.8% | 13.4% | 7.8% | 12.4% | 13.4% | 14.2% | 18.5% | 15.2% | 16.7% | 13.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 4.9% | 8.3% | 5.9% | 10.8% |
| Poor | 2606.721 | 1.378 | 0.262 | 2.788 | 4.65 | 27.647 | 168.114 | 131.727 | 136.775 | 342.277 |
| | 2.6% | 1.9% | 0.8% | 1.7% | 2.3% | 3.1% | 4.0% | 1.5% | 2.4% | 2.7% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.1% | 6.4% | 5.1% | 5.2% | 13.1% |
| Very Poor | 656.174 | 0.699 | 0 | 0.539 | 1.382 | 3.577 | 9.86 | 110.897 | 32.611 | 38.5 |
| | 0.7% | 1.0% | | 0.3% | 0.7% | 0.4% | 0.2% | 1.3% | 0.6% | 0.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.5% | 1.5% | 16.9% | 5.0% | 5.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Good | 33340.267 | 13974.841 | 752.991 | 3371.02 | 4149.298 | 1667.905 | 279.976 | 3753.6510 |
| | 33.1% | 33.9% | 35.3% | 34.4% | 34.7% | 30.3% | 32.0% | 34.3% |
| | | 41.9% | 2.3% | 10.1% | 12.4% | 5.0% | 0.8% | 11.3% |
| Good | 48182.192 | 19451.472 | 1009.964 | 4744.02 | 5539.9030 | 2613.205 | 391.457 | 5152.9230 |
| | 47.9% | 47.2% | 47.4% | 48.4% | 46.3% | 47.5% | 44.8% | 47.1% |
| | | 40.4% | 2.1% | 9.8% | 11.5% | 5.4% | 0.8% | 10.7% |
| Fair | 15868.237 | 6456.891 | 316.331 | 1376.937 | 1832.931 | 1034.854 | 163.304 | 1732.534 |
| | 15.8% | 15.7% | 14.8% | 14.1% | 15.3% | 18.8% | 18.7% | 15.8% |
| | | 40.7% | 2.0% | 8.7% | 11.6% | 6.5% | 1.0% | 10.9% |
| Poor | 2606.721 | 1017.167 | 40.368 | 217.987 | 362.061 | 139.604 | 23.362 | 233.785 |
| | 2.6% | 2.5% | 1.9% | 2.2% | 3.0% | 2.5% | 2.7% | 2.1% |
| | | 39.0% | 1.5% | 8.4% | 13.9% | 5.4% | 0.9% | 9.0% |
| Very Poor | 656.174 | 307.378 | 12.938 | 89.576 | 74.157 | 42.404 | 16.617 | 71.686 |
| | 0.7% | 0.7% | 0.6% | 0.9% | 0.6% | 0.8% | 1.9% | 0.7% |
| | | 46.8% | 2.0% | 13.7% | 11.3% | 6.5% | 2.5% | 10.9% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| One of the Best | 19341.805 | 12.865 | 394.707 | 233.273 | 810.804 | 1137.58 | 186.315 | 872.52 | 46.292 | 229.292 | 23.594 | 249.697 | 680.998 | 96.9660 | 411.372 |
| | 19.2% | 10.8% | 19.6% | 22.2% | 22.1% | 17.5% | 17.7% | 20.0% | 15.6% | 20.0% | 15.9% | 26.3% | 19.5% | 14.6% | 32.8% |
| | | 0.1% | 2.0% | 1.2% | 4.2% | 5.9% | 1.0% | 4.5% | 0.2% | 1.2% | 0.1% | 1.3% | 3.5% | 0.5% | 2.1% |
| Above Average | 32723.475 | 41.101 | 755.905 | 360.814 | 1276.18 | 1872.79 | 354.821 | 1456.22 | 88.632 | 449.713 | 42.336 | 307.247 | 1178.87 | 205.813 | 452.374 |
| | 32.5% | 34.6% | 37.5% | 34.3% | 34.7% | 28.8% | 33.6% | 33.4% | 29.9% | 39.3% | 28.6% | 32.3% | 33.8% | 31.1% | 36.0% |
| | | 0.1% | 2.3% | 1.1% | 3.9% | 5.7% | 1.1% | 4.5% | 0.3% | 1.4% | 0.1% | 0.9% | 3.6% | 0.6% | 1.4% |
| Average | 32007.492 | 44.997 | 620.539 | 285.1 | 1039.89 | 1939.77 | 341.36 | 1332.94 | 104.444 | 322.396 | 50.662 | 277.530 | 1081.82 | 253.58 | 281.341 |
| | 31.8% | 37.8% | 30.8% | 27.1% | 28.3% | 29.9% | 32.4% | 30.6% | 35.2% | 28.2% | 34.2% | 29.2% | 31.0% | 38.3% | 22.4% |
| | | 0.1% | 1.9% | 0.9% | 3.2% | 6.1% | 1.1% | 4.2% | 0.3% | 1.0% | 0.2% | 0.9% | 3.4% | 0.8% | 0.9% |
| Below Average | 11965.215 | 14.865 | 178.685 | 110.935 | 416.391 | 1054.27 | 119.146 | 477.711 | 38.913 | 104.242 | 23.163 | 86.0030 | 398.114 | 74.125 | 81.216 |
| | 11.9% | 12.5% | 8.9% | 10.5% | 11.3% | 16.2% | 11.3% | 11.0% | 13.1% | 9.1% | 15.6% | 9.0% | 11.4% | 11.2% | 6.5% |
| | | 0.1% | 1.5% | 0.9% | 3.5% | 8.8% | 1.0% | 4.0% | 0.3% | 0.9% | 0.2% | 0.7% | 3.3% | 0.6% | 0.7% |
| One of the Worst | 4615.604 | 5.092 | 65.324 | 61.831 | 132.145 | 492.014 | 53.547 | 218.699 | 18.39 | 38.471 | 8.503 | 30.543 | 146.039 | 31.447 | 29.245 |
| | 4.6% | 4.3% | 3.2% | 5.9% | 3.6% | 7.6% | 5.1% | 5.0% | 6.2% | 3.4% | 5.7% | 3.2% | 4.2% | 4.8% | 2.3% |
| | | 0.1% | 1.4% | 1.3% | 2.9% | 10.7% | 1.2% | 4.7% | 0.4% | 0.8% | 0.2% | 0.7% | 3.2% | 0.7% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| One of the Best | 19341.805 | 27.082 | 12.779 | 35.049 | 28.331 | 149.272 | 923.444 | 1296.72 | 892.038 | 1989.07 |
| | 19.2% | 37.1% | 39.6% | 20.8% | 13.9% | 16.7% | 22.2% | 14.9% | 15.8% | 15.4% |
| | | 0.1% | 0.1% | 0.2% | 0.1% | 0.8% | 4.8% | 6.7% | 4.6% | 10.3% |
| Above Average | 32723.475 | 23.684 | 10.853 | 58.0370 | 64.5480 | 295.245 | 1314.57 | 2769.6 | 2008.42 | 4627.71 |
| | 32.5% | 32.5% | 33.6% | 34.5% | 31.7% | 33.1% | 31.7% | 31.9% | 35.7% | 35.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.5% | 6.1% | 14.1% |
| Average | 32007.492 | 16.564 | 5.416 | 54.5950 | 67.5940 | 282.311 | 1319.64 | 2956.09 | 1873.74 | 4333.01 |
| | 31.8% | 22.7% | 16.8% | 32.5% | 33.2% | 31.6% | 31.8% | 34.1% | 33.3% | 33.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 9.2% | 5.9% | 13.5% |
| Below Average | 11965.215 | 3.118 | 3.143 | 15.147 | 32.37 | 130.199 | 462.07 | 1215.88 | 670.706 | 1486.34 |
| | 11.9% | 4.3% | 9.7% | 9.0% | 15.9% | 14.6% | 11.1% | 14.0% | 11.9% | 11.5% |
| | | 0.0% | 0.0% | 0.1% | 0.3% | 1.1% | 3.9% | 10.2% | 5.6% | 12.4% |
| One of the Worst | 4615.604 | 2.516 | 0.119 | 5.363 | 10.625 | 36.243 | 132.423 | 442.171 | 185.366 | 462.112 |
| | 4.6% | 3.4% | 0.4% | 3.2% | 5.2% | 4.1% | 3.2% | 5.1% | 3.3% | 3.6% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 2.9% | 9.6% | 4.0% | 10.0% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.71600 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| One of the Best | 19341.805 | 8601.74 | 513.623 | 2358.605 | 2449.719 | 950.675 | 161.039 | 2168.079 |
| | 19.2% | 20.9% | 24.1% | 24.1% | 20.5% | 17.3% | 18.4% | 19.8% |
| | | 44.5% | 2.7% | 12.2% | 12.7% | 4.9% | 0.8% | 11.2% |
| Above Average | 32723.475 | 12708.003 | 701.696 | 2861.992 | 3849.985 | 1489.598 | 238.548 | 3566.1840 |
| | 32.5% | 30.8% | 32.9% | 29.2% | 32.2% | 27.1% | 27.3% | 32.6% |
| | | 38.8% | 2.1% | 8.7% | 11.8% | 4.6% | 0.7% | 10.9% |
| Average | 32007.492 | 13122.16 | 633.557 | 3149.967 | 3727.264 | 1912.411 | 263.148 | 3435.8130 |
| | 31.8% | 31.8% | 29.7% | 32.1% | 31.2% | 34.8% | 30.1% | 31.4% |
| | | 41.0% | 2.0% | 9.8% | 11.6% | 6.0% | 0.8% | 10.7% |
| Below Average | 11965.215 | 4768.47 | 222.703 | 1027.685 | 1371.896 | 730.643 | 130.339 | 1285.204 |
| | 11.9% | 11.6% | 10.4% | 10.5% | 11.5% | 13.3% | 14.9% | 11.7% |
| | | 39.9% | 1.9% | 8.6% | 11.5% | 6.1% | 1.1% | 10.7% |
| One of the Worst | 4615.604 | 2007.376 | 61.013 | 401.291 | 559.486 | 414.645 | 81.642 | 489.299 |
| | 4.6% | 4.9% | 2.9% | 4.1% | 4.7% | 7.5% | 9.3% | 4.5% |
| | | 43.5% | 1.3% | 8.7% | 12.1% | 9.0% | 1.8% | 10.6% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 12388.003 | 14.241 | 218.245 | 126.246 | 491.586 | 565.095 | 114.304 | 544.216 | 31.406 | 152.019 | 13.721 | 177.228 | 439.962 | 62.507 | 220.809 |
| | 12.3% | 12.0% | 10.8% | 12.0% | 13.4% | 8.7% | 10.8% | 12.5% | 10.6% | 13.3% | 9.3% | 18.6% | 12.6% | 9.4% | 17.6% |
| | | 0.1% | 1.8% | 1.0% | 4.0% | 4.6% | 0.9% | 4.4% | 0.3% | 1.2% | 0.1% | 1.4% | 3.6% | 0.5% | 1.8% |
| Satisfied | 40090.165 | 50.94 | 805.347 | 454.92 | 1571.49 | 2502.66 | 410.799 | 1759.67 | 116.754 | 498.239 | 51.251 | 391.433 | 1375.85 | 249.832 | 590.324 |
| | 39.8% | 42.8% | 40.0% | 43.2% | 42.8% | 38.5% | 38.9% | 40.4% | 39.4% | 43.5% | 34.6% | 41.2% | 39.5% | 37.7% | 47.0% |
| | | 0.1% | 2.0% | 1.1% | 3.9% | 6.2% | 1.0% | 4.4% | 0.3% | 1.2% | 0.1% | 1.0% | 3.4% | 0.6% | 1.5% |
| Neither Dissatisfied nor Satisf | 23575.825 | 24.835 | 520.296 | 209.477 | 735.364 | 1483.99 | 257.476 | 1030.43 | 68.083 | 253.053 | 32.56 | 199.863 | 848.063 | 177.202 | 247.902 |
| | 23.4% | 20.9% | 25.8% | 19.9% | 20.0% | 22.8% | 24.4% | 23.6% | 22.9% | 22.1% | 22.0% | 21.0% | 24.3% | 26.8% | 19.7% |
| | | 0.1% | 2.2% | 0.9% | 3.1% | 6.3% | 1.1% | 4.4% | 0.3% | 1.1% | 0.1% | 0.8% | 3.6% | 0.8% | 1.1% |
| Dissatisfied | 18381.346 | 22.777 | 374.367 | 189.917 | 703.849 | 1341.36 | 202.362 | 802.044 | 60.578 | 189.412 | 39.175 | 138.754 | 603.128 | 127.224 | 164.347 |
| | 18.3% | 19.2% | 18.6% | 18.1% | 19.2% | 20.6% | 19.2% | 18.4% | 20.4% | 16.6% | 26.4% | 14.6% | 17.3% | 19.2% | 13.1% |
| | | 0.1% | 2.0% | 1.0% | 3.8% | 7.3% | 1.1% | 4.4% | 0.3% | 1.0% | 0.2% | 0.8% | 3.3% | 0.7% | 0.9% |
| Very Dissatisfied | 6218.252 | 6.127 | 96.9050 | 71.393 | 173.127 | 603.314 | 70.2480 | 221.737 | 19.85 | 51.391 | 11.551 | 43.742 | 218.833 | 45.166 | 32.166 |
| | 6.2% | 5.2% | 4.8% | 6.8% | 4.7% | 9.3% | 6.7% | 5.1% | 6.7% | 4.5% | 7.8% | 4.6% | 6.3% | 6.8% | 2.6% |
| | | 0.1% | 1.6% | 1.1% | 2.8% | 9.7% | 1.1% | 3.6% | 0.3% | 0.8% | 0.2% | 0.7% | 3.5% | 0.7% | 0.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 12388.003 | 12.6 | 2.62 | 23.183 | 18.779 | 85.3830 | 389.101 | 898.915 | 587.285 | 1620.27 |
| | 12.3% | 17.3% | 8.1% | 13.8% | 9.2% | 9.6% | 9.4% | 10.4% | 10.4% | 12.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.1% | 7.3% | 4.7% | 13.1% |
| Satisfied | 40090.165 | 29.665 | 14.821 | 67.1630 | 84.048 | 314.595 | 1563.29 | 3276.77 | 2416.23 | 4834.35 |
| | 39.8% | 40.7% | 45.9% | 39.9% | 41.3% | 35.2% | 37.7% | 37.7% | 42.9% | 37.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.9% | 8.2% | 6.0% | 12.1% |
| Neither Dissatisfied nor Satisf ied | 23575.825 | 13.65 | 7.864 | 39.284 | 48.6070 | 255.161 | 1103.92 | 2095.81 | 1386.71 | 2959.66 |
| | 23.4% | 18.7% | 24.3% | 23.4% | 23.9% | 28.6% | 26.6% | 24.1% | 24.6% | 22.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 4.7% | 8.9% | 5.9% | 12.6% |
| Dissatisfied | 18381.346 | 12.413 | 6.28 | 29.159 | 41.5950 | 190.012 | 812.794 | 1872.68 | 1015.06 | 2326.85 |
| | 18.3% | 17.0% | 19.4% | 17.3% | 20.4% | 21.3% | 19.6% | 21.6% | 18.0% | 18.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.4% | 10.2% | 5.5% | 12.7% |
| Very Dissatisfied | 6218.252 | 4.636 | 0.725 | 9.402 | 10.439 | 48.119 | 283.044 | 536.279 | 224.991 | 1157.12 |
| | 6.2% | 6.4% | 2.2% | 5.6% | 5.1% | 5.4% | 6.8% | 6.2% | 4.0% | 9.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.6% | 8.6% | 3.6% | 18.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 12388.003 | 5578.282 | 340.048 | 1461.594 | 1655.478 | 584.73800 | 95.061 | 1441.363 |
| | 12.3% | 13.5% | 15.9% | 14.9% | 13.8% | 10.6% | 10.9% | 13.2% |
| | | 45.0% | 2.7% | 11.8% | 13.4% | 4.7% | 0.8% | 11.6% |
| Satisfied | 40090.165 | 16659.733 | 929.64600 | 3926.524 | 4765.4000 | 2149.98 | 360.106 | 4528.0770 |
| | 39.8% | 40.4% | 43.6% | 40.1% | 39.8% | 39.1% | 41.2% | 41.4% |
| | | 41.6% | 2.3% | 9.8% | 11.9% | 5.4% | 0.9% | 11.3% |
| Neither Dissatisfied nor Satisfied | 23575.825 | 9576.574 | 395.566 | 2456.659 | 2765.938 | 1313.84 | 193.305 | 2451.266 |
| | 23.4% | 23.2% | 18.5% | 25.1% | 23.1% | 23.9% | 22.1% | 22.4% |
| | | 40.6% | 1.7% | 10.4% | 11.7% | 5.6% | 0.8% | 10.4% |
| Dissatisfied | 18381.346 | 7115.213 | 391.101 | 1506.237 | 2116.355 | 1049.646 | 152.877 | 1898.997 |
| | 18.3% | 17.3% | 18.3% | 15.4% | 17.7% | 19.1% | 17.5% | 17.4% |
| | | 38.7% | 2.1% | 8.2% | 11.5% | 5.7% | 0.8% | 10.3% |
| Very Dissatisfied | 6218.252 | 2277.947 | 76.231 | 448.526 | 655.179 | 399.768 | 73.367 | 624.876 |
| | 6.2% | 5.5% | 3.6% | 4.6% | 5.5% | 7.3% | 8.4% | 5.7% |
| | | 36.6% | 1.2% | 7.2% | 10.5% | 6.4% | 1.2% | 10.0% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 9438.659 | 7.217 | 146.509 | 111.428 | 292.901 | 485.205 | 94.709 | 381.191 | 25.181 | 89.0880 | 13.123 | 142.528 | 332.966 | 43.336 | 179.271 |
| | 9.4% | 6.1% | 7.3% | 10.6% | 8.0% | 7.5% | 9.0% | 8.7% | 8.5% | 7.8% | 8.9% | 15.0% | 9.6% | 6.5% | 14.3% |
| | | 0.1% | 1.6% | 1.2% | 3.1% | 5.1% | 1.0% | 4.0% | 0.3% | 0.9% | 0.1% | 1.5% | 3.5% | 0.5% | 1.9% |
| Satisfied | 35373.026 | 48.31 | 750.389 | 394.716 | 1301.79 | 2122.31 | 383.888 | 1538.02 | 97.1490 | 427.309 | 39.196 | 375.484 | 1155.57 | 227.611 | 543.453 |
| | 35.1% | 40.6% | 37.2% | 37.5% | 35.4% | 32.7% | 36.4% | 35.3% | 32.7% | 37.3% | 26.4% | 39.5% | 33.2% | 34.4% | 43.3% |
| | | 0.1% | 2.1% | 1.1% | 3.7% | 6.0% | 1.1% | 4.3% | 0.3% | 1.2% | 0.1% | 1.1% | 3.3% | 0.6% | 1.5% |
| Neither Dissatisfied nor Satisf ied | 23286.674 | 24.125 | 486.596 | 223.49 | 894.333 | 1440.93 | 244.505 | 1131.02 | 65.079 | 274.327 | 30.902 | 185.553 | 839.876 | 150.952 | 276.502 |
| | 23.1% | 20.3% | 24.1% | 21.2% | 24.3% | 22.2% | 23.2% | 26.0% | 21.9% | 24.0% | 20.8% | 19.5% | 24.1% | 22.8% | 22.0% |
| | | 0.1% | 2.1% | 1.0% | 3.8% | 6.2% | 1.0% | 4.9% | 0.3% | 1.2% | 0.1% | 0.8% | 3.6% | 0.6% | 1.2% |
| Dissatisfied | 23107.283 | 28.393 | 432.34 | 206.085 | 847.875 | 1618.99 | 228.815 | 900.275 | 76.574 | 270.078 | 42.136 | 178.041 | 809.673 | 180.623 | 195.472 |
| | 23.0% | 23.9% | 21.5% | 19.6% | 23.1% | 24.9% | 21.7% | 20.7% | 25.8% | 23.6% | 28.4% | 18.7% | 23.2% | 27.3% | 15.6% |
| | | 0.1% | 1.9% | 0.9% | 3.7% | 7.0% | 1.0% | 3.9% | 0.3% | 1.2% | 0.2% | 0.8% | 3.5% | 0.8% | 0.8% |
| Very Dissatisfied | 9447.949 | 10.875 | 199.326 | 116.234 | 338.513 | 828.981 | 103.272 | 407.591 | 32.688 | 83.312 | 22.901 | 69.414 | 347.752 | 59.409 | 60.85 |
| | 9.4% | 9.1% | 9.9% | 11.0% | 9.2% | 12.8% | 9.8% | 9.4% | 11.0% | 7.3% | 15.4% | 7.3% | 10.0% | 9.0% | 4.8% |
| | | 0.1% | 2.1% | 1.2% | 3.6% | 8.8% | 1.1% | 4.3% | 0.3% | 0.9% | 0.2% | 0.7% | 3.7% | 0.6% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 9438.659 | 7.582 | 2.062 | 17.211 | 18.931 | 74.9490 | 420.718 | 881.306 | 411.188 | 1153.91 |
| | 9.4% | 10.4% | 6.4% | 10.2% | 9.3% | 8.4% | 10.1% | 10.2% | 7.3% | 8.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.5% | 9.3% | 4.4% | 12.2% |
| Satisfied | 35373.026 | 31.184 | 9.955 | 60.2740 | 71.2520 | 315.722 | 1716.76 | 3060.33 | 2034.13 | 4680.34 |
| | 35.1% | 42.7% | 30.8% | 35.8% | 35.0% | 35.3% | 41.3% | 35.3% | 36.1% | 36.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.9% | 8.7% | 5.8% | 13.2% |
| Neither Dissatisfied nor Satisfied | 23286.674 | 11.702 | 7.599 | 36.963 | 37.455 | 179.931 | 988.035 | 1961.72 | 1425.20 | 2862.01 |
| | 23.1% | 16.0% | 23.5% | 22.0% | 18.4% | 20.1% | 23.8% | 22.6% | 25.3% | 22.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.2% | 8.4% | 6.1% | 12.3% |
| Dissatisfied | 23107.283 | 15.315 | 10.339 | 36.554 | 51.7770 | 238.567 | 824.858 | 2065.94 | 1317.65 | 2954 |
| | 23.0% | 21.0% | 32.0% | 21.7% | 25.4% | 26.7% | 19.9% | 23.8% | 23.4% | 22.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.6% | 8.9% | 5.7% | 12.8% |
| Very Dissatisfied | 9447.949 | 7.181 | 2.355 | 17.189 | 24.053 | 84.101 | 201.772 | 711.163 | 442.106 | 1247.99 |
| | 9.4% | 9.8% | 7.3% | 10.2% | 11.8% | 9.4% | 4.9% | 8.2% | 7.9% | 9.7% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 0.9% | 2.1% | 7.5% | 4.7% | 13.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.71600 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 9438.659 | 4106.15 | 289.756 | 1031.088 | 1162.866 | 532.963 | 70.318000 | 1019.159 |
| | 9.4% | 10.0% | 13.6% | 10.5% | 9.7% | 9.7% | 8.0% | 9.3% |
| | | 43.5% | 3.1% | 10.9% | 12.3% | 5.6% | 0.7% | 10.8% |
| Satisfied | 35373.026 | 13987.885 | 715.009 | 3486.234 | 3991.552 | 1767.963 | 251.674 | 3775.4530 |
| | 35.1% | 33.9% | 33.5% | 35.6% | 33.4% | 32.2% | 28.8% | 34.5% |
| | | 39.5% | 2.0% | 9.9% | 11.3% | 5.0% | 0.7% | 10.7% |
| Neither Dissatisfied nor Satisfied | 23286.674 | 9507.869 | 445.497 | 2341.8 | 2718.072 | 1308.212 | 188.052 | 2506.236 |
| | 23.1% | 23.1% | 20.9% | 23.9% | 22.7% | 23.8% | 21.5% | 22.9% |
| | | 40.8% | 1.9% | 10.1% | 11.7% | 5.6% | 0.8% | 10.8% |
| Dissatisfied | 23107.283 | 9576.924 | 507.146 | 2087.756 | 2920.545 | 1288.935 | 236.859 | 2535.683 |
| | 23.0% | 23.2% | 23.8% | 21.3% | 24.4% | 23.4% | 27.1% | 23.2% |
| | | 41.4% | 2.2% | 9.0% | 12.6% | 5.6% | 1.0% | 11.0% |
| Very Dissatisfied | 9447.949 | 4028.921 | 175.184 | 852.662 | 1165.315 | 599.899 | 127.813 | 1108.048 |
| | 9.4% | 9.8% | 8.2% | 8.7% | 9.7% | 10.9% | 14.6% | 10.1% |
| | | 42.6% | 1.9% | 9.0% | 12.3% | 6.3% | 1.4% | 11.7% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 11666.15 | 12.798 | 227.007 | 143.835 | 345.51 | 619.245 | 111.07 | 427.628 | 26.594 | 123.04 | 12.143 | 169.234 | 450.092 | 100.859 | 214.785 |
| | 11.6% | 10.8% | 11.3% | 13.7% | 9.4% | 9.5% | 10.5% | 9.8% | 9.0% | 10.8% | 8.2% | 17.8% | 12.9% | 15.2% | 17.1% |
| | | 0.1% | 1.9% | 1.2% | 3.0% | 5.3% | 1.0% | 3.7% | 0.2% | 1.1% | 0.1% | 1.5% | 3.9% | 0.9% | 1.8% |
| Satisfied | 34385.934 | 37.843 | 815.542 | 389.545 | 1333.85 | 2351.31 | 375.165 | 1414.55 | 97.5140 | 430.475 | 45.023 | 348.081 | 1190.46 | 240.186 | 524.026 |
| | 34.2% | 31.8% | 40.5% | 37.0% | 36.3% | 36.2% | 35.6% | 32.5% | 32.9% | 37.6% | 30.4% | 36.6% | 34.2% | 36.3% | 41.7% |
| | | 0.1% | 2.4% | 1.1% | 3.9% | 6.8% | 1.1% | 4.1% | 0.3% | 1.3% | 0.1% | 1.0% | 3.5% | 0.7% | 1.5% |
| Neither Dissatisfied nor Satisf ied | 24307.516 | 29.35 | 473.866 | 245.227 | 859.311 | 1384.36 | 267.777 | 1066.96 | 80.161 | 272.053 | 37.858 | 203.765 | 852.227 | 143.63 | 272.224 |
| | 24.1% | 24.7% | 23.5% | 23.3% | 23.4% | 21.3% | 25.4% | 24.5% | 27.0% | 23.8% | 25.5% | 21.4% | 24.4% | 21.7% | 21.7% |
| | | 0.1% | 1.9% | 1.0% | 3.5% | 5.7% | 1.1% | 4.4% | 0.3% | 1.1% | 0.2% | 0.8% | 3.5% | 0.6% | 1.1% |
| Dissatisfied | 20150.382 | 31.468 | 351.76 | 182.942 | 835.669 | 1339.62 | 200.413 | 900.375 | 62.555 | 226.98 | 33.942 | 158.18 | 687.116 | 111.526 | 181.385 |
| | 20.0% | 26.5% | 17.5% | 17.4% | 22.7% | 20.6% | 19.0% | 20.7% | 21.1% | 19.8% | 22.9% | 16.6% | 19.7% | 16.8% | 14.4% |
| | | 0.2% | 1.7% | 0.9% | 4.1% | 6.6% | 1.0% | 4.5% | 0.3% | 1.1% | 0.2% | 0.8% | 3.4% | 0.6% | 0.9% |
| Very Dissatisfied | 10143.609 | 7.461 | 146.985 | 90.404 | 301.073 | 801.887 | 100.764 | 548.578 | 29.847 | 91.566 | 19.292 | 71.76 | 305.942 | 65.73 | 63.128 |
| | 10.1% | 6.3% | 7.3% | 8.6% | 8.2% | 12.3% | 9.5% | 12.6% | 10.1% | 8.0% | 13.0% | 7.5% | 8.8% | 9.9% | 5.0% |
| | | 0.1% | 1.4% | 0.9% | 3.0% | 7.9% | 1.0% | 5.4% | 0.3% | 0.9% | 0.2% | 0.7% | 3.0% | 0.6% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 11666.15 | 16.096 | 2.617 | 25.755 | 25.732 | 84.9980 | 542.46 | 1113.75 | 490.221 | 1308.90 |
| | 11.6% | 22.1% | 8.1% | 15.3% | 12.6% | 9.5% | 13.1% | 12.8% | 8.7% | 10.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 4.6% | 9.5% | 4.2% | 11.2% |
| Satisfied | 34385.934 | 27.943 | 12.995 | 60.7110 | 76.569 | 302.379 | 1395.29 | 3177.13 | 2003.93 | 3631.07 |
| | 34.2% | 38.3% | 40.2% | 36.1% | 37.6% | 33.9% | 33.6% | 36.6% | 35.6% | 28.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 9.2% | 5.8% | 10.6% |
| Neither Dissatisfied nor Satisf ied | 24307.516 | 12.269 | 7.428 | 36.076 | 47.8950 | 210.342 | 1006.52 | 1978.4 | 1494.9 | 3485.15 |
| | 24.1% | 16.8% | 23.0% | 21.4% | 23.5% | 23.5% | 24.2% | 22.8% | 26.6% | 27.0% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 4.1% | 8.1% | 6.1% | 14.3% |
| Dissatisfied | 20150.382 | 12.187 | 6.743 | 32.253 | 35.5020 | 221.435 | 821.597 | 1611.05 | 1154.53 | 2745.16 |
| | 20.0% | 16.7% | 20.9% | 19.2% | 17.4% | 24.8% | 19.8% | 18.6% | 20.5% | 21.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 4.1% | 8.0% | 5.7% | 13.6% |
| Very Dissatisfied | 10143.609 | 4.469 | 2.527 | 13.396 | 17.77 | 74.116 | 386.277 | 800.139 | 486.693 | 1727.95 |
| | 10.1% | 6.1% | 7.8% | 8.0% | 8.7% | 8.3% | 9.3% | 9.2% | 8.6% | 13.4% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.7% | 3.8% | 7.9% | 4.8% | 17.0% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.71600 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 11666.15 | 5071.783 | 332.607 | 1331.286 | 1503.582 | 597.05300 | 84.93 | 1222.325 |
| | 11.6% | 12.3% | 15.6% | 13.6% | 12.6% | 10.9% | 9.7% | 11.2% |
| | | 43.5% | 2.9% | 11.4% | 12.9% | 5.1% | 0.7% | 10.5% |
| Satisfied | 34385.934 | 14104.347 | 813.266 | 3478.411 | 4021.145 | 1824.43 | 272.916 | 3694.179 |
| | 34.2% | 34.2% | 38.1% | 35.5% | 33.6% | 33.2% | 31.2% | 33.8% |
| | | 41.0% | 2.4% | 10.1% | 11.7% | 5.3% | 0.8% | 10.7% |
| Neither Dissatisfied nor Satisfied | 24307.516 | 9839.769 | 437.671 | 2306.536 | 2840.209 | 1302.626 | 222.91 | 2729.817 |
| | 24.1% | 23.9% | 20.5% | 23.5% | 23.8% | 23.7% | 25.5% | 24.9% |
| | | 40.5% | 1.8% | 9.5% | 11.7% | 5.4% | 0.9% | 11.2% |
| Dissatisfied | 20150.382 | 8205.994 | 393.139 | 1797.358 | 2453.93 | 1139.752 | 186.379 | 2235.436 |
| | 20.0% | 19.9% | 18.4% | 18.3% | 20.5% | 20.7% | 21.3% | 20.4% |
| | | 40.7% | 2.0% | 8.9% | 12.2% | 5.7% | 0.9% | 11.1% |
| Very Dissatisfied | 10143.609 | 3985.856 | 155.909 | 885.949 | 1139.484 | 634.111 | 107.581 | 1062.822 |
| | 10.1% | 9.7% | 7.3% | 9.0% | 9.5% | 11.5% | 12.3% | 9.7% |
| | | 39.3% | 1.5% | 8.7% | 11.2% | 6.3% | 1.1% | 10.5% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 6829.157 | 7.065 | 117.517 | 68.868 | 218.016 | 369.214 | 59.4280 | 295.438 | 15.361 | 59.001 | 6.145 | 103.818 | 266.837 | 48.754 | 115.522 |
| | 6.8% | 5.9% | 5.8% | 6.5% | 5.9% | 5.7% | 5.6% | 6.8% | 5.2% | 5.2% | 4.1% | 10.9% | 7.7% | 7.4% | 9.2% |
| | | 0.1% | 1.7% | 1.0% | 3.2% | 5.4% | 0.9% | 4.3% | 0.2% | 0.9% | 0.1% | 1.5% | 3.9% | 0.7% | 1.7% |
| Satisfied | 26458.452 | 31.701 | 535.825 | 290.267 | 1065.82 | 1928.01 | 274.767 | 1015.74 | 65.944 | 287.828 | 35.383 | 292.271 | 926.318 | 175.487 | 414.803 |
| | 26.3% | 26.7% | 26.6% | 27.6% | 29.0% | 29.7% | 26.0% | 23.3% | 22.2% | 25.2% | 23.9% | 30.7% | 26.6% | 26.5% | 33.0% |
| | | 0.1% | 2.0% | 1.1% | 4.0% | 7.3% | 1.0% | 3.8% | 0.2% | 1.1% | 0.1% | 1.1% | 3.5% | 0.7% | 1.6% |
| Neither Dissatisfied nor Satisf ied | 29476.447 | 34.433 | 684.073 | 333.839 | 1110.77 | 1811.31 | 330.97 | 1444.86 | 96.6220 | 371.919 | 44.592 | 270.505 | 1133.10 | 179.929 | 391.075 |
| | 29.3% | 29.0% | 33.9% | 31.7% | 30.2% | 27.9% | 31.4% | 33.2% | 32.6% | 32.5% | 30.1% | 28.4% | 32.5% | 27.2% | 31.1% |
| | | 0.1% | 2.3% | 1.1% | 3.8% | 6.1% | 1.1% | 4.9% | 0.3% | 1.3% | 0.2% | 0.9% | 3.8% | 0.6% | 1.3% |
| Dissatisfied | 22310.81 | 29.815 | 438.425 | 212.274 | 830.439 | 1372.60 | 232.012 | 908.785 | 74.066 | 266.870 | 37.516 | 170.069 | 720.362 | 156.806 | 219.247 |
| | 22.2% | 25.1% | 21.8% | 20.2% | 22.6% | 21.1% | 22.0% | 20.9% | 25.0% | 23.3% | 25.3% | 17.9% | 20.7% | 23.7% | 17.5% |
| | | 0.1% | 2.0% | 1.0% | 3.7% | 6.2% | 1.0% | 4.1% | 0.3% | 1.2% | 0.2% | 0.8% | 3.2% | 0.7% | 1.0% |
| Very Dissatisfied | 15578.725 | 15.906 | 239.320 | 146.705 | 450.374 | 1015.28 | 158.012 | 693.267 | 44.678 | 158.496 | 24.622 | 114.357 | 439.215 | 100.955 | 114.901 |
| | 15.5% | 13.4% | 11.9% | 13.9% | 12.3% | 15.6% | 15.0% | 15.9% | 15.1% | 13.9% | 16.6% | 12.0% | 12.6% | 15.3% | 9.2% |
| | | 0.1% | 1.5% | 0.9% | 2.9% | 6.5% | 1.0% | 4.5% | 0.3% | 1.0% | 0.2% | 0.7% | 2.8% | 0.6% | 0.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 6829.157 | 7.203 | 1.175 | 13.382 | 10.871 | 66.509 | 295.317 | 616.316 | 337.174 | 1017.86 |
| | 6.8% | 9.9% | 3.6% | 8.0% | 5.3% | 7.4% | 7.1% | 7.1% | 6.0% | 7.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.3% | 9.0% | 4.9% | 14.9% |
| Satisfied | 26458.452 | 14.107 | 9.942 | 41.6930 | 43.5120 | 260.061 | 1251.52 | 2610.32 | 1714.67 | 3321.48 |
| | 26.3% | 19.3% | 30.8% | 24.8% | 21.4% | 29.1% | 30.1% | 30.1% | 30.5% | 25.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 4.7% | 9.9% | 6.5% | 12.6% |
| Neither Dissatisfied nor Satisf ied | 29476.447 | 25.731 | 12.486 | 53.8630 | 66.5860 | 290.314 | 1104.15 | 2366.21 | 1696.34 | 3775.16 |
| | 29.3% | 35.3% | 38.6% | 32.0% | 32.7% | 32.5% | 26.6% | 27.3% | 30.1% | 29.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.7% | 8.0% | 5.8% | 12.8% |
| Dissatisfied | 22310.81 | 17.29 | 5.824 | 36.094 | 47.2600 | 181.838 | 910.621 | 1863.50 | 1214.53 | 2880.34 |
| | 22.2% | 23.7% | 18.0% | 21.5% | 23.2% | 20.4% | 21.9% | 21.5% | 21.6% | 22.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.1% | 8.4% | 5.4% | 12.9% |
| Very Dissatisfied | 15578.725 | 8.633 | 2.883 | 23.159 | 35.239 | 94.548 | 590.542 | 1224.10 | 667.559 | 1903.4 |
| | 15.5% | 11.8% | 8.9% | 13.8% | 17.3% | 10.6% | 14.2% | 14.1% | 11.9% | 14.8% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.6% | 3.8% | 7.9% | 4.3% | 12.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 6829.157 | 2712.362 | 196.385 | 740.79200 | 761.33900 | 306.276 | 40.703 | 666.867 |
| | 6.8% | 6.6% | 9.2% | 7.6% | 6.4% | 5.6% | 4.7% | 6.1% |
| | | 39.7% | 2.9% | 10.8% | 11.1% | 4.5% | 0.6% | 9.8% |
| Satisfied | 26458.452 | 9851.002 | 559.104 | 2164.827 | 2857.048 | 1265.848 | 199.669 | 2804.506 |
| | 26.3% | 23.9% | 26.2% | 22.1% | 23.9% | 23.0% | 22.8% | 25.6% |
| | | 37.2% | 2.1% | 8.2% | 10.8% | 4.8% | 0.8% | 10.6% |
| Neither Dissatisfied nor Satisfied | 29476.447 | 11847.596 | 566.555 | 2804.691 | 3485.524 | 1521.83 | 202.933 | 3266.063 |
| | 29.3% | 28.8% | 26.6% | 28.6% | 29.1% | 27.7% | 23.2% | 29.8% |
| | | 40.2% | 1.9% | 9.5% | 11.8% | 5.2% | 0.7% | 11.1% |
| Dissatisfied | 22310.81 | 9484.216 | 512.333 | 2315.211 | 2674.172 | 1339.763 | 250.424 | 2392.313 |
| | 22.2% | 23.0% | 24.0% | 23.6% | 22.4% | 24.4% | 28.6% | 21.9% |
| | | 42.5% | 2.3% | 10.4% | 12.0% | 6.0% | 1.1% | 10.7% |
| Very Dissatisfied | 15578.725 | 7312.573 | 298.215 | 1774.019 | 2180.267 | 1064.255 | 180.987 | 1814.83 |
| | 15.5% | 17.7% | 14.0% | 18.1% | 18.2% | 19.4% | 20.7% | 16.6% |
| | | 46.9% | 1.9% | 11.4% | 14.0% | 6.8% | 1.2% | 11.6% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 11214.62 | 7.526 | 223.471 | 168.849 | 374.229 | 666.981 | 99.181 | 425.269 | 31.012 | 112.384 | 10.926 | 172.291 | 425.481 | 66.842 | 217.23 |
| | 11.1% | 6.3% | 11.1% | 16.1% | 10.2% | 10.3% | 9.4% | 9.8% | 10.5% | 9.8% | 7.4% | 18.1% | 12.2% | 10.1% | 17.3% |
| | | 0.1% | 2.0% | 1.5% | 3.3% | 5.9% | 0.9% | 3.8% | 0.3% | 1.0% | 0.1% | 1.5% | 3.8% | 0.6% | 1.9% |
| Satisfied | 42251.664 | 39.778 | 934.720 | 435.562 | 1607.53 | 2607.90 | 450.479 | 1965.85 | 135.661 | 509.532 | 54.29 | 411.454 | 1470.05 | 241.155 | 626.084 |
| | 42.0% | 33.4% | 46.4% | 41.4% | 43.7% | 40.1% | 42.7% | 45.1% | 45.7% | 44.5% | 36.6% | 43.3% | 42.2% | 36.4% | 49.9% |
| | | 0.1% | 2.2% | 1.0% | 3.8% | 6.2% | 1.1% | 4.7% | 0.3% | 1.2% | 0.1% | 1.0% | 3.5% | 0.6% | 1.5% |
| Neither Dissatisfied nor Satisf ied | 24384.02 | 35.076 | 481.292 | 276.588 | 943.762 | 1487.02 | 274.605 | 1005.76 | 77.173 | 315.065 | 39.307 | 199.071 | 927.573 | 173.433 | 281.755 |
| | 24.2% | 29.5% | 23.9% | 26.3% | 25.7% | 22.9% | 26.0% | 23.1% | 26.0% | 27.5% | 26.5% | 20.9% | 26.6% | 26.2% | 22.4% |
| | | 0.1% | 2.0% | 1.1% | 3.9% | 6.1% | 1.1% | 4.1% | 0.3% | 1.3% | 0.2% | 0.8% | 3.8% | 0.7% | 1.2% |
| Dissatisfied | 16391.433 | 24.807 | 285.901 | 131.067 | 582.066 | 1254.96 | 160.972 | 651.033 | 37.038 | 157.651 | 27.953 | 124.531 | 480.439 | 124.724 | 104.418 |
| | 16.3% | 20.9% | 14.2% | 12.5% | 15.8% | 19.3% | 15.3% | 14.9% | 12.5% | 13.8% | 18.9% | 13.1% | 13.8% | 18.8% | 8.3% |
| | | 0.2% | 1.7% | 0.8% | 3.6% | 7.7% | 1.0% | 4.0% | 0.2% | 1.0% | 0.2% | 0.8% | 2.9% | 0.8% | 0.6% |
| Very Dissatisfied | 6411.854 | 11.733 | 89.776 | 39.887 | 167.825 | 479.564 | 69.952 | 310.181 | 15.787 | 49.482 | 15.782 | 43.673 | 182.295 | 55.777 | 26.061 |
| | 6.4% | 9.9% | 4.5% | 3.8% | 4.6% | 7.4% | 6.6% | 7.1% | 5.3% | 4.3% | 10.6% | 4.6% | 5.2% | 8.4% | 2.1% |
| | | 0.2% | 1.4% | 0.6% | 2.6% | 7.5% | 1.1% | 4.8% | 0.2% | 0.8% | 0.2% | 0.7% | 2.8% | 0.9% | 0.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 11214.62 | 13.708 | 1.032 | 20.626 | 16.726 | 90.5860 | 462.483 | 777.324 | 539.168 | 1453.86 |
| | 11.1% | 18.8% | 3.2% | 12.3% | 8.2% | 10.1% | 11.1% | 9.0% | 9.6% | 11.3% |
| | | 0.1% | 0.0% | 0.2% | 0.1% | 0.8% | 4.1% | 6.9% | 4.8% | 13.0% |
| Satisfied | 42251.664 | 30.887 | 9.363 | 72.4420 | 69.7900 | 308.909 | 1774.78 | 3512.51 | 2572.55 | 5548.16 |
| | 42.0% | 42.3% | 29.0% | 43.1% | 34.3% | 34.6% | 42.7% | 40.5% | 45.7% | 43.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 4.2% | 8.3% | 6.1% | 13.1% |
| Neither Dissatisfied nor Satisf ied | 24384.02 | 19.407 | 11.511 | 41.3320 | 55.1930 | 256.921 | 989.246 | 2107.23 | 1350.61 | 2864.75 |
| | 24.2% | 26.6% | 35.6% | 24.6% | 27.1% | 28.8% | 23.8% | 24.3% | 24.0% | 22.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 4.1% | 8.6% | 5.5% | 11.7% |
| Dissatisfied | 16391.433 | 6.294 | 8.194 | 24.317 | 42.3590 | 183.108 | 675.283 | 1790.16 | 936.107 | 2010.22 |
| | 16.3% | 8.6% | 25.4% | 14.5% | 20.8% | 20.5% | 16.3% | 20.6% | 16.6% | 15.6% |
| | | 0.0% | 0.0% | 0.1% | 0.3% | 1.1% | 4.1% | 10.9% | 5.7% | 12.3% |
| Very Dissatisfied | 6411.854 | 2.668 | 2.21 | 9.474 | 19.4 | 53.746 | 250.355 | 493.232 | 231.837 | 1021.26 |
| | 6.4% | 3.7% | 6.8% | 5.6% | 9.5% | 6.0% | 6.0% | 5.7% | 4.1% | 7.9% |
| | | 0.0% | 0.0% | 0.1% | 0.3% | 0.8% | 3.9% | 7.7% | 3.6% | 15.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 11214.62 | 4837.437 | 305.378 | 1180.34 | 1444.506 | 593.50500 | 102.029 | 1211.679 |
| | 11.1% | 11.7% | 14.3% | 12.0% | 12.1% | 10.8% | 11.7% | 11.1% |
| | | 43.1% | 2.7% | 10.5% | 12.9% | 5.3% | 0.9% | 10.8% |
| Satisfied | 42251.664 | 16862.23 | 982.61200 | 4117.755 | 4812.97 | 2268.374 | 317.7 | 4362.8190 |
| | 42.0% | 40.9% | 46.1% | 42.0% | 40.2% | 41.3% | 36.3% | 39.9% |
| | | 39.9% | 2.3% | 9.7% | 11.4% | 5.4% | 0.8% | 10.3% |
| Neither Dissatisfied nor Satisf ied | 24384.02 | 10170.341 | 374.72 | 2361.408 | 3006.105 | 1395.761 | 202.218 | 2830.1290 |
| | 24.2% | 24.7% | 17.6% | 24.1% | 25.1% | 25.4% | 23.1% | 25.9% |
| | | 41.7% | 1.5% | 9.7% | 12.3% | 5.7% | 0.8% | 11.6% |
| Dissatisfied | 16391.433 | 6567.84 | 324.128 | 1563.359 | 1877.456 | 868.359 | 172.46 | 1762.078 |
| | 16.3% | 15.9% | 15.2% | 16.0% | 15.7% | 15.8% | 19.7% | 16.1% |
| | | 40.1% | 2.0% | 9.5% | 11.5% | 5.3% | 1.1% | 10.7% |
| Very Dissatisfied | 6411.854 | 2769.901 | 145.754 | 576.678 | 817.31300 | 371.973 | 80.309 | 777.874 |
| | 6.4% | 6.7% | 6.8% | 5.9% | 6.8% | 6.8% | 9.2% | 7.1% |
| | | 43.2% | 2.3% | 9.0% | 12.7% | 5.8% | 1.3% | 12.1% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 20426.863 | 20.208 | 380.652 | 238.473 | 764.423 | 1198.01 | 202.687 | 905.029 | 46.481 | 231.437 | 21.787 | 257.323 | 733.996 | 128.601 | 344.808 |
| | 20.3% | 17.0% | 18.9% | 22.7% | 20.8% | 18.4% | 19.2% | 20.8% | 15.7% | 20.2% | 14.7% | 27.1% | 21.1% | 19.4% | 27.5% |
| | | 0.1% | 1.9% | 1.2% | 3.7% | 5.9% | 1.0% | 4.4% | 0.2% | 1.1% | 0.1% | 1.3% | 3.6% | 0.6% | 1.7% |
| Satisfied | 47829.892 | 58.05 | 994.845 | 441.271 | 1767.74 | 3043.12 | 507.688 | 2138.38 | 143.117 | 565.264 | 69.1810 | 417.683 | 1642.56 | 306.011 | 614.02 |
| | 47.5% | 48.8% | 49.4% | 41.9% | 48.1% | 46.8% | 48.1% | 49.1% | 48.2% | 49.4% | 46.7% | 43.9% | 47.1% | 46.2% | 48.9% |
| | | 0.1% | 2.1% | 0.9% | 3.7% | 6.4% | 1.1% | 4.5% | 0.3% | 1.2% | 0.1% | 0.9% | 3.4% | 0.6% | 1.3% |
| Neither Dissatisfied nor Satisf ied | 17394.008 | 22.514 | 358.471 | 198.305 | 610.109 | 1135.82 | 182.983 | 697.086 | 57.2 | 191.325 | 26.57 | 146.316 | 590.712 | 122.614 | 172.516 |
| | 17.3% | 18.9% | 17.8% | 18.9% | 16.6% | 17.5% | 17.3% | 16.0% | 19.3% | 16.7% | 17.9% | 15.4% | 16.9% | 18.5% | 13.7% |
| | | 0.1% | 2.1% | 1.1% | 3.5% | 6.5% | 1.1% | 4.0% | 0.3% | 1.1% | 0.2% | 0.8% | 3.4% | 0.7% | 1.0% |
| Dissatisfied | 10913.349 | 13.309 | 217.092 | 133.72 | 422.945 | 804.084 | 115.741 | 451.617 | 38.091 | 118.778 | 23.159 | 96.8930 | 370.955 | 69.582 | 99.836 |
| | 10.8% | 11.2% | 10.8% | 12.7% | 11.5% | 12.4% | 11.0% | 10.4% | 12.8% | 10.4% | 15.6% | 10.2% | 10.6% | 10.5% | 8.0% |
| | | 0.1% | 2.0% | 1.2% | 3.9% | 7.4% | 1.1% | 4.1% | 0.3% | 1.1% | 0.2% | 0.9% | 3.4% | 0.6% | 0.9% |
| Very Dissatisfied | 4089.479 | 4.839 | 64.1 | 40.184 | 110.204 | 315.389 | 46.09 | 165.986 | 11.782 | 37.31 | 7.561 | 32.805 | 147.614 | 35.123 | 24.368 |
| | 4.1% | 4.1% | 3.2% | 3.8% | 3.0% | 4.9% | 4.4% | 3.8% | 4.0% | 3.3% | 5.1% | 3.4% | 4.2% | 5.3% | 1.9% |
| | | 0.1% | 1.6% | 1.0% | 2.7% | 7.7% | 1.1% | 4.1% | 0.3% | 0.9% | 0.2% | 0.8% | 3.6% | 0.9% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 20426.863 | 18.147 | 5.708 | 37.27 | 33.826 | 167.861 | 797.279 | 1573.40 | 1003.09 | 2613.76 |
| | 20.3% | 24.9% | 17.7% | 22.2% | 16.6% | 18.8% | 19.2% | 18.1% | 17.8% | 20.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.9% | 7.7% | 4.9% | 12.8% |
| Satisfied | 47829.892 | 31.449 | 17.298 | 80.562 | 98.067 | 421.282 | 2040.84 | 4293.15 | 2888.68 | 6309.11 |
| | 47.5% | 43.1% | 53.5% | 47.9% | 48.2% | 47.2% | 49.2% | 49.5% | 51.3% | 48.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.3% | 9.0% | 6.0% | 13.2% |
| Neither Dissatisfied nor Satisf ied | 17394.008 | 12.269 | 5.799 | 26.95 | 39.8550 | 148.767 | 665.114 | 1465.7 | 1032.09 | 2275.84 |
| | 17.3% | 16.8% | 17.9% | 16.0% | 19.6% | 16.7% | 16.0% | 16.9% | 18.3% | 17.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.8% | 8.4% | 5.9% | 13.1% |
| Dissatisfied | 10913.349 | 9.072 | 3.386 | 17.175 | 25.639 | 125.264 | 486.736 | 1004.19 | 544.294 | 1053.99 |
| | 10.8% | 12.4% | 10.5% | 10.2% | 12.6% | 14.0% | 11.7% | 11.6% | 9.7% | 8.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 4.5% | 9.2% | 5.0% | 9.7% |
| Very Dissatisfied | 4089.479 | 2.027 | 0.119 | 6.234 | 6.081 | 30.096 | 162.176 | 344.024 | 162.12 | 645.551 |
| | 4.1% | 2.8% | 0.4% | 3.7% | 3.0% | 3.4% | 3.9% | 4.0% | 2.9% | 5.0% |
| | | 0.0% | 0.0% | 0.2% | 0.1% | 0.7% | 4.0% | 8.4% | 4.0% | 15.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 20426.863 | 8702.607 | 509.977 | 2153.793 | 2583.714 | 1000.745 | 180.223 | 2274.155 |
| | 20.3% | 21.1% | 23.9% | 22.0% | 21.6% | 18.2% | 20.6% | 20.8% |
| | | 42.6% | 2.5% | 10.5% | 12.6% | 4.9% | 0.9% | 11.1% |
| Satisfied | 47829.892 | 18940.539 | 954.07500 | 4445.337 | 5515.1900 | 2470.636 | 389.365 | 5165.9360 |
| | 47.5% | 46.0% | 44.7% | 45.4% | 46.1% | 44.9% | 44.5% | 47.2% |
| | | 39.6% | 2.0% | 9.3% | 11.5% | 5.2% | 0.8% | 10.8% |
| Neither Dissatisfied nor Satisfied | 17394.008 | 7209.096 | 395.615 | 1705.601 | 2075.96 | 1033.999 | 149.069 | 1848.852 |
| | 17.3% | 17.5% | 18.6% | 17.4% | 17.4% | 18.8% | 17.0% | 16.9% |
| | | 41.4% | 2.3% | 9.8% | 11.9% | 5.9% | 0.9% | 10.6% |
| Dissatisfied | 10913.349 | 4667.811 | 199.744 | 1147.895 | 1305.805 | 703.654 | 108.377 | 1202.336 |
| | 10.8% | 11.3% | 9.4% | 11.7% | 10.9% | 12.8% | 12.4% | 11.0% |
| | | 42.8% | 1.8% | 10.5% | 12.0% | 6.4% | 1.0% | 11.0% |
| Very Dissatisfied | 4089.479 | 1687.696 | 73.181 | 346.914 | 477.681 | 288.938 | 47.682 | 453.3 |
| | 4.1% | 4.1% | 3.4% | 3.5% | 4.0% | 5.3% | 5.5% | 4.1% |
| | | 41.3% | 1.8% | 8.5% | 11.7% | 7.1% | 1.2% | 11.1% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 13663.999 | 13.842 | 231.308 | 163.365 | 454.843 | 800.661 | 138.1 | 510.050 | 29.457 | 141.377 | 14.187 | 194.570 | 509.563 | 78.358 | 243.761 |
| | 13.6% | 11.6% | 11.5% | 15.5% | 12.4% | 12.3% | 13.1% | 11.7% | 9.9% | 12.4% | 9.6% | 20.5% | 14.6% | 11.8% | 19.4% |
| | | 0.1% | 1.7% | 1.2% | 3.3% | 5.9% | 1.0% | 3.7% | 0.2% | 1.0% | 0.1% | 1.4% | 3.7% | 0.6% | 1.8% |
| Satisfied | 42124.314 | 45.751 | 913.223 | 419.911 | 1568.77 | 2568.52 | 455.396 | 1825.74 | 121.328 | 487.743 | 52.555 | 400.456 | 1501.84 | 278.206 | 579.594 |
| | 41.9% | 38.5% | 45.3% | 39.9% | 42.7% | 39.5% | 43.2% | 41.9% | 40.9% | 42.6% | 35.4% | 42.1% | 43.1% | 42.0% | 46.2% |
| | | 0.1% | 2.2% | 1.0% | 3.7% | 6.1% | 1.1% | 4.3% | 0.3% | 1.2% | 0.1% | 1.0% | 3.6% | 0.7% | 1.4% |
| Neither Dissatisfied nor Satisf ied | 20262.738 | 26.832 | 436.314 | 193.219 | 785.519 | 1249.23 | 218.636 | 922.487 | 64.013 | 258.856 | 32.571 | 183.737 | 670.119 | 141.949 | 237.09 |
| | 20.1% | 22.6% | 21.7% | 18.4% | 21.4% | 19.2% | 20.7% | 21.2% | 21.6% | 22.6% | 22.0% | 19.3% | 19.2% | 21.4% | 18.9% |
| | | 0.1% | 2.2% | 1.0% | 3.9% | 6.2% | 1.1% | 4.6% | 0.3% | 1.3% | 0.2% | 0.9% | 3.3% | 0.7% | 1.2% |
| Dissatisfied | 17236.729 | 25.746 | 317.6 | 192.396 | 641.684 | 1233.94 | 162.567 | 766.792 | 57.142 | 191.683 | 35.419 | 120.15 | 558.112 | 120.045 | 145.521 |
| | 17.1% | 21.6% | 15.8% | 18.3% | 17.5% | 19.0% | 15.4% | 17.6% | 19.3% | 16.8% | 23.9% | 12.6% | 16.0% | 18.1% | 11.6% |
| | | 0.1% | 1.8% | 1.1% | 3.7% | 7.2% | 0.9% | 4.4% | 0.3% | 1.1% | 0.2% | 0.7% | 3.2% | 0.7% | 0.8% |
| Very Dissatisfied | 7365.811 | 6.749 | 116.715 | 83.062 | 224.597 | 644.073 | 80.49 | 333.027 | 24.731 | 64.455 | 13.526 | 52.107 | 246.196 | 43.373 | 49.582 |
| | 7.3% | 5.7% | 5.8% | 7.9% | 6.1% | 9.9% | 7.6% | 7.6% | 8.3% | 5.6% | 9.1% | 5.5% | 7.1% | 6.6% | 3.9% |
| | | 0.1% | 1.6% | 1.1% | 3.0% | 8.7% | 1.1% | 4.5% | 0.3% | 0.9% | 0.2% | 0.7% | 3.3% | 0.6% | 0.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 13663.999 | 14.297 | 3.422 | 27 | 22.407 | 121.248 | 524.635 | 1014.62 | 593.645 | 1725.48 |
| | 13.6% | 19.6% | 10.6% | 16.1% | 11.0% | 13.6% | 12.6% | 11.7% | 10.5% | 13.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.8% | 7.4% | 4.3% | 12.6% |
| Satisfied | 42124.314 | 30.38 | 14.942 | 72.1470 | 82.757 | 366.418 | 1977.05 | 3563.74 | 2412.12 | 5617.36 |
| | 41.9% | 41.6% | 46.2% | 42.9% | 40.7% | 41.0% | 47.6% | 41.1% | 42.8% | 43.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.7% | 8.5% | 5.7% | 13.3% |
| Neither Dissatisfied nor Satisfied | 20262.738 | 13.671 | 7.46 | 35.211 | 44.0260 | 174.042 | 703.31 | 1762.99 | 1276.52 | 2378.93 |
| | 20.1% | 18.7% | 23.1% | 20.9% | 21.6% | 19.5% | 16.9% | 20.3% | 22.7% | 18.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.5% | 8.7% | 6.3% | 11.7% |
| Dissatisfied | 17236.729 | 11.348 | 5.401 | 23.692 | 40.0640 | 185.872 | 711.29 | 1588.14 | 998.143 | 2173.66 |
| | 17.1% | 15.6% | 16.7% | 14.1% | 19.7% | 20.8% | 17.1% | 18.3% | 17.7% | 16.9% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.1% | 4.1% | 9.2% | 5.8% | 12.6% |
| Very Dissatisfied | 7365.811 | 3.268 | 1.085 | 10.141 | 14.214 | 45.69 | 235.859 | 750.957 | 349.846 | 1002.81 |
| | 7.3% | 4.5% | 3.4% | 6.0% | 7.0% | 5.1% | 5.7% | 8.7% | 6.2% | 7.8% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.6% | 3.2% | 10.2% | 4.7% | 13.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 13663.999 | 6093.803 | 408.805 | 1540.421 | 1832.572 | 671.417 | 129.975 | 1510.613 |
| | 13.6% | 14.8% | 19.2% | 15.7% | 15.3% | 12.2% | 14.9% | 13.8% |
| | | 44.6% | 3.0% | 11.3% | 13.4% | 4.9% | 1.0% | 11.1% |
| Satisfied | 42124.314 | 16768.357 | 807.011 | 4074.602 | 4944.57 | 2098.721 | 306.57 | 4536.8830 |
| | 41.9% | 40.7% | 37.8% | 41.6% | 41.3% | 38.2% | 35.0% | 41.5% |
| | | 39.8% | 1.9% | 9.7% | 11.7% | 5.0% | 0.7% | 10.8% |
| Neither Dissatisfied nor Satisfied | 20262.738 | 8446.006 | 441.68 | 1984.5430 | 2467.456 | 1133.439 | 193.858 | 2225.03 |
| | 20.1% | 20.5% | 20.7% | 20.3% | 20.6% | 20.6% | 22.2% | 20.3% |
| | | 41.7% | 2.2% | 9.8% | 12.2% | 5.6% | 1.0% | 11.0% |
| Dissatisfied | 17236.729 | 6930.325 | 347.335 | 1592.107 | 1880.927 | 1071.052 | 152.53 | 1886.374 |
| | 17.1% | 16.8% | 16.3% | 16.2% | 15.7% | 19.5% | 17.4% | 17.2% |
| | | 40.2% | 2.0% | 9.2% | 10.9% | 6.2% | 0.9% | 10.9% |
| Very Dissatisfied | 7365.811 | 2969.258 | 127.761 | 607.86700 | 832.82500 | 523.34300 | 91.783 | 785.679 |
| | 7.3% | 7.2% | 6.0% | 6.2% | 7.0% | 9.5% | 10.5% | 7.2% |
| | | 40.3% | 1.7% | 8.3% | 11.3% | 7.1% | 1.2% | 10.7% |

# FHCS Report by Agency

(71) How satisfied are you with your pay:

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 15701.418 | 13.46 | 345.054 | 223.062 | 484.203 | 1123.39 | 162.281 | 735.584 | 50.114 | 228.204 | 22.383 | 193.293 | 616.273 | 148.543 | 237.442 |
| | 15.6% | 11.3% | 17.1% | 21.2% | 13.2% | 17.3% | 15.4% | 16.9% | 16.9% | 19.9% | 15.1% | 20.3% | 17.7% | 22.4% | 18.9% |
| | | 0.1% | 2.2% | 1.4% | 3.1% | 7.2% | 1.0% | 4.7% | 0.3% | 1.5% | 0.1% | 1.2% | 3.9% | 0.9% | 1.5% |
| Satisfied | 48489.813 | 63.1960 | 978.298 | 539.843 | 1886.14 | 3101.67 | 517.06 | 2086.57 | 154.352 | 562.806 | 80.4440 | 480.757 | 1688.68 | 326.366 | 652.241 |
| | 48.2% | 53.1% | 48.5% | 51.3% | 51.3% | 47.7% | 49.0% | 47.9% | 52.0% | 49.2% | 54.3% | 50.6% | 48.4% | 49.3% | 51.9% |
| | | 0.1% | 2.0% | 1.1% | 3.9% | 6.4% | 1.1% | 4.3% | 0.3% | 1.2% | 0.2% | 1.0% | 3.5% | 0.7% | 1.3% |
| Neither Satisfied nor Dissatisf ied | 15084.684 | 16.317 | 298.832 | 130.239 | 554.56 | 856.723 | 164.84 | 616.64 | 39.204 | 160.187 | 16.451 | 117.591 | 493.292 | 79.516 | 175.674 |
| | 15.0% | 13.7% | 14.8% | 12.4% | 15.1% | 13.2% | 15.6% | 14.1% | 13.2% | 14.0% | 11.1% | 12.4% | 14.2% | 12.0% | 14.0% |
| | | 0.1% | 2.0% | 0.9% | 3.7% | 5.7% | 1.1% | 4.1% | 0.3% | 1.1% | 0.1% | 0.8% | 3.3% | 0.5% | 1.2% |
| Dissatisfied | 17046.328 | 22.226 | 314.993 | 131.775 | 614.342 | 1085.36 | 166.915 | 708.571 | 41.525 | 156.222 | 24.518 | 124.653 | 552.782 | 89.5120 | 154.971 |
| | 16.9% | 18.7% | 15.6% | 12.5% | 16.7% | 16.7% | 15.8% | 16.3% | 14.0% | 13.7% | 16.5% | 13.1% | 15.9% | 13.5% | 12.3% |
| | | 0.1% | 1.8% | 0.8% | 3.6% | 6.4% | 1.0% | 4.2% | 0.2% | 0.9% | 0.1% | 0.7% | 3.2% | 0.5% | 0.9% |
| Very Dissatisfied | 4331.348 | 3.721 | 77.983 | 27.034 | 136.17 | 329.276 | 44.093 | 210.732 | 11.476 | 36.695 | 4.462 | 34.726 | 134.804 | 17.994 | 35.22 |
| | 4.3% | 3.1% | 3.9% | 2.6% | 3.7% | 5.1% | 4.2% | 4.8% | 3.9% | 3.2% | 3.0% | 3.7% | 3.9% | 2.7% | 2.8% |
| | | 0.1% | 1.8% | 0.6% | 3.1% | 7.6% | 1.0% | 4.9% | 0.3% | 0.8% | 0.1% | 0.8% | 3.1% | 0.4% | 0.8% |

# FHCS Report by Agency

(71) How satisfied are you with your pay:

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 15701.418 | 15.748 | 5.133 | 29.051 | 36.6950 | 125.043 | 747.892 | 1397.11 | 682.454 | 1840.55 |
| | 15.6% | 21.6% | 15.9% | 17.3% | 18.0% | 14.0% | 18.0% | 16.1% | 12.1% | 14.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.8% | 8.9% | 4.3% | 11.7% |
| Satisfied | 48489.813 | 31.473 | 16.225 | 87.35 | 102.36 | 457.063 | 2077.08 | 4257.42 | 2838.21 | 5334.10 |
| | 48.2% | 43.1% | 50.2% | 51.9% | 50.3% | 51.2% | 50.0% | 49.0% | 50.4% | 41.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.3% | 8.8% | 5.9% | 11.0% |
| Neither Satisfied nor Dissatisf ied | 15084.684 | 9.645 | 4.644 | 20.491 | 27.792 | 148.262 | 552.176 | 1158.45 | 873.238 | 2445.54 |
| | 15.0% | 13.2% | 14.4% | 12.2% | 13.7% | 16.6% | 13.3% | 13.3% | 15.5% | 19.0% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.0% | 3.7% | 7.7% | 5.8% | 16.2% |
| Dissatisfied | 17046.328 | 13.505 | 4.838 | 24.547 | 30.681 | 120.089 | 630.77 | 1555.03 | 1005.06 | 2619.40 |
| | 16.9% | 18.5% | 15.0% | 14.6% | 15.1% | 13.4% | 15.2% | 17.9% | 17.9% | 20.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 3.7% | 9.1% | 5.9% | 15.4% |
| Very Dissatisfied | 4331.348 | 2.593 | 1.47 | 6.752 | 5.94 | 42.813 | 144.232 | 312.452 | 231.318 | 658.644 |
| | 4.3% | 3.6% | 4.5% | 4.0% | 2.9% | 4.8% | 3.5% | 3.6% | 4.1% | 5.1% |
| | | 0.1% | 0.0% | 0.2% | 0.1% | 1.0% | 3.3% | 7.2% | 5.3% | 15.2% |

# FHCS Report by Agency

(71) How satisfied are you with your pay:

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 15701.418 | 6238.464 | 241.399 | 1417.135 | 1809.565 | 973.08 | 143.076 | 1654.209 |
| | 15.6% | 15.1% | 11.3% | 14.5% | 15.1% | 17.7% | 16.4% | 15.1% |
| | | 39.7% | 1.5% | 9.0% | 11.5% | 6.2% | 0.9% | 10.5% |
| Satisfied | 48489.813 | 20170.112 | 1104.816 | 4623.591 | 5732.3260 | 2787.6 | 433.039 | 5488.74 |
| | 48.2% | 48.9% | 51.8% | 47.2% | 47.9% | 50.7% | 49.5% | 50.2% |
| | | 41.6% | 2.3% | 9.5% | 11.8% | 5.7% | 0.9% | 11.3% |
| Neither Satisfied nor Dissatisfied | 15084.684 | 6124.381 | 328.698 | 1490.174 | 1779.474 | 782.329 | 129.757 | 1613.949 |
| | 15.0% | 14.9% | 15.4% | 15.2% | 14.9% | 14.2% | 14.8% | 14.7% |
| | | 40.6% | 2.2% | 9.9% | 11.8% | 5.2% | 0.9% | 10.7% |
| Dissatisfied | 17046.328 | 6854.044 | 377.405 | 1785.176 | 2076.186 | 760.32700 | 123.08 | 1731.87 |
| | 16.9% | 16.6% | 17.7% | 18.2% | 17.4% | 13.8% | 14.1% | 15.8% |
| | | 40.2% | 2.2% | 10.5% | 12.2% | 4.5% | 0.7% | 10.2% |
| Very Dissatisfied | 4331.348 | 1820.748 | 80.274 | 483.464 | 560.799 | 194.636 | 45.764 | 455.811 |
| | 4.3% | 4.4% | 3.8% | 4.9% | 4.7% | 3.5% | 5.2% | 4.2% |
| | | 42.0% | 1.9% | 11.2% | 12.9% | 4.5% | 1.1% | 10.5% |

# FHCS Report by Agency

(72) How satisfied are you with retirement benefits:

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 12988.538 | 18.698 | 318.975 | 183.289 | 459.926 | 904.614 | 136.658 | 414.546 | 48.912 | 186.38 | 22.663 | 171.524 | 552.241 | 101.265 | 226.382 |
| | 12.9% | 15.7% | 15.8% | 17.4% | 12.5% | 13.9% | 13.0% | 9.5% | 16.5% | 16.3% | 15.3% | 18.0% | 15.8% | 15.3% | 18.0% |
| | | 0.1% | 2.5% | 1.4% | 3.5% | 7.0% | 1.1% | 3.2% | 0.4% | 1.4% | 0.2% | 1.3% | 4.3% | 0.8% | 1.7% |
| Satisfied | 53025.193 | 68.6760 | 1147.86 | 588.735 | 2071.58 | 3301.73 | 552.978 | 2315.25 | 163.614 | 641.012 | 81.5960 | 499.938 | 1928.38 | 361.047 | 710.099 |
| | 52.7% | 57.7% | 57.0% | 56.0% | 56.4% | 50.8% | 52.4% | 53.1% | 55.1% | 56.0% | 55.0% | 52.6% | 55.3% | 54.5% | 56.6% |
| | | 0.1% | 2.2% | 1.1% | 3.9% | 6.2% | 1.0% | 4.4% | 0.3% | 1.2% | 0.2% | 0.9% | 3.6% | 0.7% | 1.3% |
| Neither Satisfied nor Dissatisf ied | 19883.809 | 18.078 | 357.648 | 163.948 | 718.354 | 1268.18 | 228.987 | 870.535 | 52.378 | 209.738 | 23.523 | 165.895 | 665.151 | 121.158 | 223.577 |
| | 19.8% | 15.2% | 17.7% | 15.6% | 19.5% | 19.5% | 21.7% | 20.0% | 17.7% | 18.3% | 15.9% | 17.4% | 19.1% | 18.3% | 17.8% |
| | | 0.1% | 1.8% | 0.8% | 3.6% | 6.4% | 1.2% | 4.4% | 0.3% | 1.1% | 0.1% | 0.8% | 3.3% | 0.6% | 1.1% |
| Dissatisfied | 12433.673 | 11.387 | 168.173 | 94.05 | 370.471 | 827.095 | 114.05 | 648.567 | 26.443 | 93.423 | 17.731 | 96.2040 | 307.933 | 67.022 | 84.291 |
| | 12.4% | 9.6% | 8.3% | 8.9% | 10.1% | 12.7% | 10.8% | 14.9% | 8.9% | 8.2% | 12.0% | 10.1% | 8.8% | 10.1% | 6.7% |
| | | 0.1% | 1.4% | 0.8% | 3.0% | 6.7% | 0.9% | 5.2% | 0.2% | 0.8% | 0.1% | 0.8% | 2.5% | 0.5% | 0.7% |
| Very Dissatisfied | 2322.378 | 2.081 | 22.505 | 21.931 | 55.081 | 194.802 | 22.516 | 109.201 | 5.324 | 13.561 | 2.745 | 17.459 | 32.133 | 11.439 | 11.199 |
| | 2.3% | 1.7% | 1.1% | 2.1% | 1.5% | 3.0% | 2.1% | 2.5% | 1.8% | 1.2% | 1.9% | 1.8% | 0.9% | 1.7% | 0.9% |
| | | 0.1% | 1.0% | 0.9% | 2.4% | 8.4% | 1.0% | 4.7% | 0.2% | 0.6% | 0.1% | 0.8% | 1.4% | 0.5% | 0.5% |

# FHCS Report by Agency

(72) How satisfied are you with retirement benefits:

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 12988.538 | 13.477 | 6.395 | 31.269 | 35.0660 | 133.523 | 513.378 | 1145.83 | 676.101 | 1610.19 |
| | 12.9% | 18.5% | 19.8% | 18.6% | 17.2% | 14.9% | 12.4% | 13.2% | 12.0% | 12.5% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 1.0% | 4.0% | 8.8% | 5.2% | 12.4% |
| Satisfied | 53025.193 | 38.366 | 18.037 | 91.127 | 112.242 | 472.387 | 2208.04 | 4865.80 | 3173.13 | 6783.01 |
| | 52.7% | 52.6% | 55.8% | 54.2% | 55.2% | 52.9% | 53.2% | 56.1% | 56.4% | 52.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.2% | 9.2% | 6.0% | 12.8% |
| Neither Satisfied nor Dissatisfied | 19883.809 | 14.063 | 4.542 | 27.649 | 33.665 | 160.34 | 911.196 | 1477.24 | 1044.5 | 2218.82 |
| | 19.8% | 19.3% | 14.1% | 16.4% | 16.5% | 17.9% | 21.9% | 17.0% | 18.6% | 17.2% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 4.6% | 7.4% | 5.3% | 11.2% |
| Dissatisfied | 12433.673 | 5.407 | 3.336 | 15.35 | 19.907 | 107.378 | 436.334 | 1046.42 | 637.48 | 1924.99 |
| | 12.4% | 7.4% | 10.3% | 9.1% | 9.8% | 12.0% | 10.5% | 12.1% | 11.3% | 14.9% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.9% | 3.5% | 8.4% | 5.1% | 15.5% |
| Very Dissatisfied | 2322.378 | 1.651 | 0 | 2.796 | 2.588 | 19.642 | 83.201 | 145.169 | 99.068 | 361.232 |
| | 2.3% | 2.3% | | 1.7% | 1.3% | 2.2% | 2.0% | 1.7% | 1.8% | 2.8% |
| | | 0.1% | 0.0% | 0.1% | 0.1% | 0.8% | 3.6% | 6.3% | 4.3% | 15.6% |

# FHCS Report by Agency

(72) How satisfied are you with retirement benefits:

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 12988.538 | 5077.246 | 279.744 | 1128.418 | 1373.552 | 764.45900 | 99.615 | 1431.458 |
| | 12.9% | 12.3% | 13.1% | 11.5% | 11.5% | 13.9% | 11.4% | 13.1% |
| | | 39.1% | 2.2% | 8.7% | 10.6% | 5.9% | 0.8% | 11.0% |
| Satisfied | 53025.193 | 20830.573 | 1116.761 | 4660.0310 | 5973.6270 | 2755.563 | 453.901 | 5870.69 |
| | 52.7% | 50.6% | 52.4% | 47.6% | 50.0% | 50.1% | 51.9% | 53.6% |
| | | 39.3% | 2.1% | 8.8% | 11.3% | 5.2% | 0.9% | 11.1% |
| Neither Satisfied nor Dissatisfied | 19883.809 | 8904.645 | 438.845 | 2303.5250 | 2614.376 | 1118.605 | 162.515 | 2266.779 |
| | 19.8% | 21.6% | 20.6% | 23.5% | 21.9% | 20.3% | 18.6% | 20.7% |
| | | 44.8% | 2.2% | 11.6% | 13.1% | 5.6% | 0.8% | 11.4% |
| Dissatisfied | 12433.673 | 5310.231 | 260.087 | 1398.411 | 1637.49 | 721.165 | 127.251 | 1165.827 |
| | 12.4% | 12.9% | 12.2% | 14.3% | 13.7% | 13.1% | 14.5% | 10.7% |
| | | 42.7% | 2.1% | 11.2% | 13.2% | 5.8% | 1.0% | 9.4% |
| Very Dissatisfied | 2322.378 | 1085.054 | 37.155 | 309.155 | 359.305 | 138.18 | 31.434 | 209.825 |
| | 2.3% | 2.6% | 1.7% | 3.2% | 3.0% | 2.5% | 3.6% | 1.9% |
| | | 46.7% | 1.6% | 13.3% | 15.5% | 5.9% | 1.4% | 9.0% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 8290.581 | 8.754 | 152.443 | 110.69 | 227.021 | 558.938 | 72.816 | 252.812 | 24.218 | 71.84 | 13.253 | 117.355 | 309.539 | 65.896 | 122.253 |
| | 8.2% | 7.4% | 7.6% | 10.5% | 6.2% | 8.6% | 6.9% | 5.8% | 8.2% | 6.3% | 8.9% | 12.3% | 8.9% | 10.0% | 9.7% |
| | | 0.1% | 1.8% | 1.3% | 2.7% | 6.7% | 0.9% | 3.0% | 0.3% | 0.9% | 0.2% | 1.4% | 3.7% | 0.8% | 1.5% |
| Satisfied | 48547.574 | 54.712 | 927.803 | 474.09 | 1826.7 | 3119.12 | 482.131 | 2164.61 | 131.512 | 469.979 | 74.348 | 487.437 | 1654.40 | 317.975 | 625.402 |
| | 48.2% | 46.0% | 46.0% | 45.1% | 49.7% | 48.0% | 45.7% | 49.7% | 44.3% | 41.1% | 50.1% | 51.3% | 47.5% | 48.0% | 49.8% |
| | | 0.1% | 1.9% | 1.0% | 3.8% | 6.4% | 1.0% | 4.5% | 0.3% | 1.0% | 0.2% | 1.0% | 3.4% | 0.7% | 1.3% |
| Neither Satisfied nor Dissatisf ied | 33531.123 | 44.063 | 759.244 | 385.311 | 1291.81 | 1843.29 | 384.927 | 1456.06 | 106.865 | 466.194 | 48.309 | 270.628 | 1225.64 | 205.117 | 416.764 |
| | 33.3% | 37.1% | 37.7% | 36.6% | 35.1% | 28.4% | 36.5% | 33.4% | 36.0% | 40.7% | 32.6% | 28.5% | 35.2% | 31.0% | 33.2% |
| | | 0.1% | 2.3% | 1.1% | 3.9% | 5.5% | 1.1% | 4.3% | 0.3% | 1.4% | 0.1% | 0.8% | 3.7% | 0.6% | 1.2% |
| Dissatisfied | 8251.612 | 9.221 | 141.982 | 60.492 | 272.958 | 775.211 | 87.501 | 393.694 | 25.397 | 105.251 | 10.53 | 65.05 | 251.987 | 64.052 | 75.387 |
| | 8.2% | 7.8% | 7.0% | 5.8% | 7.4% | 11.9% | 8.3% | 9.0% | 8.6% | 9.2% | 7.1% | 6.8% | 7.2% | 9.7% | 6.0% |
| | | 0.1% | 1.7% | 0.7% | 3.3% | 9.4% | 1.1% | 4.8% | 0.3% | 1.3% | 0.1% | 0.8% | 3.1% | 0.8% | 0.9% |
| Very Dissatisfied | 2032.701 | 2.17 | 33.688 | 21.37 | 56.931 | 199.859 | 27.814 | 90.922 | 8.679 | 30.85 | 1.818 | 10.55 | 44.262 | 8.891 | 15.742 |
| | 2.0% | 1.8% | 1.7% | 2.0% | 1.5% | 3.1% | 2.6% | 2.1% | 2.9% | 2.7% | 1.2% | 1.1% | 1.3% | 1.3% | 1.3% |
| | | 0.1% | 1.7% | 1.1% | 2.8% | 9.8% | 1.4% | 4.5% | 0.4% | 1.5% | 0.1% | 0.5% | 2.2% | 0.4% | 0.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 8290.581 | 6.849 | 1.743 | 24.218 | 20.037 | 79.179 | 387.305 | 710.261 | 384.623 | 1360.08 |
| | 8.2% | 9.4% | 5.4% | 14.4% | 9.8% | 8.9% | 9.3% | 8.2% | 6.8% | 10.5% |
| | | 0.1% | 0.0% | 0.3% | 0.2% | 1.0% | 4.7% | 8.6% | 4.6% | 16.4% |
| Satisfied | 48547.574 | 30.59 | 14.515 | 95.806 | 107.658 | 403.567 | 1958.17 | 4514.57 | 3002.16 | 5970.82 |
| | 48.2% | 41.9% | 44.9% | 57.0% | 52.9% | 45.2% | 47.2% | 52.0% | 53.3% | 46.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.0% | 9.3% | 6.2% | 12.3% |
| Neither Satisfied nor Dissatisfied | 33531.123 | 29.028 | 13.066 | 37.891 | 55.8160 | 342.814 | 1391.78 | 2656.08 | 1777.18 | 4367.54 |
| | 33.3% | 39.8% | 40.4% | 22.5% | 27.4% | 38.4% | 33.5% | 30.6% | 31.6% | 33.9% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.0% | 4.2% | 7.9% | 5.3% | 13.0% |
| Dissatisfied | 8251.612 | 5.263 | 2.363 | 9.033 | 14.965 | 62.529 | 318.779 | 670.464 | 381.197 | 929.539 |
| | 8.2% | 7.2% | 7.3% | 5.4% | 7.4% | 7.0% | 7.7% | 7.7% | 6.8% | 7.2% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 3.9% | 8.1% | 4.6% | 11.3% |
| Very Dissatisfied | 2032.701 | 1.234 | 0.623 | 1.243 | 4.992 | 5.181 | 96.114 | 129.074 | 85.113 | 270.25 |
| | 2.0% | 1.7% | 1.9% | 0.7% | 2.5% | 0.6% | 2.3% | 1.5% | 1.5% | 2.1% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.3% | 4.7% | 6.3% | 4.2% | 13.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 8290.581 | 3208.458 | 130.163 | 810.768 | 894.25300 | 447.239 | 69.137 | 856.898 |
| | 8.2% | 7.8% | 6.1% | 8.3% | 7.5% | 8.1% | 7.9% | 7.8% |
| | | 38.7% | 1.6% | 9.8% | 10.8% | 5.4% | 0.8% | 10.3% |
| Satisfied | 48547.574 | 19639.5 | 961.398 | 4729.666 | 5757.3540 | 2552.006 | 417.243 | 5221.833 |
| | 48.2% | 47.7% | 45.1% | 48.3% | 48.1% | 46.4% | 47.7% | 47.7% |
| | | 40.5% | 2.0% | 9.7% | 11.9% | 5.3% | 0.9% | 10.8% |
| Neither Satisfied nor Dissatisfied | 33531.123 | 13955.693 | 776.917 | 3160.606 | 4069.669 | 1924.446 | 259.554 | 3764.5010 |
| | 33.3% | 33.9% | 36.4% | 32.3% | 34.0% | 35.0% | 29.7% | 34.4% |
| | | 41.6% | 2.3% | 9.4% | 12.1% | 5.7% | 0.8% | 11.2% |
| Dissatisfied | 8251.612 | 3518.767 | 236.846 | 867.31900 | 963.68400 | 456.969 | 104.108 | 889.841 |
| | 8.2% | 8.5% | 11.1% | 8.9% | 8.1% | 8.3% | 11.9% | 8.1% |
| | | 42.6% | 2.9% | 10.5% | 11.7% | 5.5% | 1.3% | 10.8% |
| Very Dissatisfied | 2032.701 | 885.331 | 27.268 | 231.181 | 273.39 | 117.312 | 24.674 | 211.506 |
| | 2.0% | 2.1% | 1.3% | 2.4% | 2.3% | 2.1% | 2.8% | 1.9% |
| | | 43.6% | 1.3% | 11.4% | 13.4% | 5.8% | 1.2% | 10.4% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 8277.35 | 14.659 | 164.173 | 105.584 | 282.647 | 489.396 | 83.515 | 235.912 | 25.272 | 86.1740 | 14.881 | 115.613 | 341.584 | 69.811 | 121.319 |
| | 8.2% | 12.3% | 8.1% | 10.0% | 7.7% | 7.5% | 7.9% | 5.4% | 8.5% | 7.5% | 10.0% | 12.2% | 9.8% | 10.5% | 9.7% |
| | | 0.2% | 2.0% | 1.3% | 3.4% | 5.9% | 1.0% | 2.9% | 0.3% | 1.0% | 0.2% | 1.4% | 4.1% | 0.8% | 1.5% |
| Satisfied | 42186.686 | 63.036 | 999.909 | 450.193 | 1623.67 | 2452.44 | 428.193 | 1591.65 | 145.436 | 500.883 | 66.718 | 435.047 | 1602.88 | 303.034 | 564.107 |
| | 41.9% | 53.0% | 49.6% | 42.8% | 44.2% | 37.8% | 40.6% | 36.5% | 49.0% | 43.8% | 45.0% | 45.7% | 46.0% | 45.8% | 44.9% |
| | | 0.1% | 2.4% | 1.1% | 3.8% | 5.8% | 1.0% | 3.8% | 0.3% | 1.2% | 0.2% | 1.0% | 3.8% | 0.7% | 1.3% |
| Neither Satisfied nor Dissatisf ied | 20860.697 | 19.958 | 422.814 | 196.124 | 729.389 | 1316.57 | 209.822 | 929.57 | 56.556 | 244.628 | 31.495 | 178.020 | 773.424 | 116.497 | 270.323 |
| | 20.7% | 16.8% | 21.0% | 18.6% | 19.8% | 20.3% | 19.9% | 21.3% | 19.1% | 21.4% | 21.2% | 18.7% | 22.2% | 17.6% | 21.5% |
| | | 0.1% | 2.0% | 0.9% | 3.5% | 6.3% | 1.0% | 4.5% | 0.3% | 1.2% | 0.2% | 0.9% | 3.7% | 0.6% | 1.3% |
| Dissatisfied | 21896.135 | 18.233 | 337.266 | 224.446 | 825.544 | 1511.52 | 239.79 | 1242.95 | 57.807 | 250.433 | 29.05 | 176.341 | 627.491 | 141.892 | 245.882 |
| | 21.8% | 15.3% | 16.7% | 21.3% | 22.5% | 23.3% | 22.7% | 28.5% | 19.5% | 21.9% | 19.6% | 18.5% | 18.0% | 21.4% | 19.6% |
| | | 0.1% | 1.5% | 1.0% | 3.8% | 6.9% | 1.1% | 5.7% | 0.3% | 1.1% | 0.1% | 0.8% | 2.9% | 0.6% | 1.1% |
| Very Dissatisfied | 7432.723 | 3.034 | 90.998 | 75.606 | 214.165 | 726.491 | 93.869 | 358.014 | 11.6 | 61.996 | 6.114 | 45.999 | 140.454 | 30.697 | 53.917 |
| | 7.4% | 2.6% | 4.5% | 7.2% | 5.8% | 11.2% | 8.9% | 8.2% | 3.9% | 5.4% | 4.1% | 4.8% | 4.0% | 4.6% | 4.3% |
| | | 0.0% | 1.2% | 1.0% | 2.9% | 9.8% | 1.3% | 4.8% | 0.2% | 0.8% | 0.1% | 0.6% | 1.9% | 0.4% | 0.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 8277.35 | 9.607 | 2.88 | 23.787 | 23.96 | 76.025 | 394.089 | 778.144 | 455.032 | 1077.78 |
| | 8.2% | 13.2% | 8.9% | 14.1% | 11.8% | 8.5% | 9.5% | 9.0% | 8.1% | 8.4% |
| | | 0.1% | 0.0% | 0.3% | 0.3% | 0.9% | 4.8% | 9.4% | 5.5% | 13.0% |
| Satisfied | 42186.686 | 35.356 | 16.916 | 88.097 | 89.797 | 472.449 | 1757.21 | 3608.40 | 2460.5 | 5776.71 |
| | 41.9% | 48.5% | 52.4% | 52.4% | 44.1% | 52.9% | 42.3% | 41.6% | 43.7% | 44.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 4.2% | 8.6% | 5.8% | 13.7% |
| Neither Satisfied nor Dissatisf ied | 20860.697 | 15.654 | 5.709 | 26.348 | 38.612 | 185.152 | 897.094 | 1526.65 | 1025.91 | 2227.49 |
| | 20.7% | 21.5% | 17.7% | 15.7% | 19.0% | 20.7% | 21.6% | 17.6% | 18.2% | 17.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 4.3% | 7.3% | 4.9% | 10.7% |
| Dissatisfied | 21896.135 | 10.687 | 5.446 | 25.971 | 42.1220 | 132.59 | 759.792 | 2132.37 | 1344.59 | 2630.97 |
| | 21.8% | 14.6% | 16.9% | 15.4% | 20.7% | 14.8% | 18.3% | 24.6% | 23.9% | 20.4% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.6% | 3.5% | 9.7% | 6.1% | 12.0% |
| Very Dissatisfied | 7432.723 | 1.66 | 1.359 | 3.988 | 8.977 | 27.054 | 343.959 | 634.891 | 344.245 | 1185.3 |
| | 7.4% | 2.3% | 4.2% | 2.4% | 4.4% | 3.0% | 8.3% | 7.3% | 6.1% | 9.2% |
| | | 0.0% | 0.0% | 0.1% | 0.1% | 0.4% | 4.6% | 8.5% | 4.6% | 15.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 8277.35 | 3285.51 | 166.407 | 727.366 | 878.18100 | 499.481 | 71.891 | 942.184 |
| | 8.2% | 8.0% | 7.8% | 7.4% | 7.3% | 9.1% | 8.2% | 8.6% |
| | | 39.7% | 2.0% | 8.8% | 10.6% | 6.0% | 0.9% | 11.4% |
| Satisfied | 42186.686 | 16654.049 | 951.72400 | 3470.452 | 4824.811 | 2263.435 | 368.373 | 4775.2540 |
| | 41.9% | 40.4% | 44.6% | 35.4% | 40.3% | 41.2% | 42.1% | 43.6% |
| | | 39.5% | 2.3% | 8.2% | 11.4% | 5.4% | 0.9% | 11.3% |
| Neither Satisfied nor Dissatisfied | 20860.697 | 9416.894 | 301.427 | 2274.067 | 2807.18 | 1276.694 | 217.802 | 2539.724 |
| | 20.7% | 22.9% | 14.1% | 23.2% | 23.5% | 23.2% | 24.9% | 23.2% |
| | | 45.1% | 1.4% | 10.9% | 13.5% | 6.1% | 1.0% | 12.2% |
| Dissatisfied | 21896.135 | 8882.955 | 553.428 | 2411.793 | 2479.499 | 1138.011 | 141.248 | 2158.976 |
| | 21.8% | 21.6% | 26.0% | 24.6% | 20.7% | 20.7% | 16.1% | 19.7% |
| | | 40.6% | 2.5% | 11.0% | 11.3% | 5.2% | 0.6% | 9.9% |
| Very Dissatisfied | 7432.723 | 2968.341 | 159.606 | 915.86200 | 968.67900 | 320.351 | 75.402 | 528.441 |
| | 7.4% | 7.2% | 7.5% | 9.3% | 8.1% | 5.8% | 8.6% | 4.8% |
| | | 39.9% | 2.1% | 12.3% | 13.0% | 4.3% | 1.0% | 7.1% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 2451.474 | 2.54 | 52.557 | 17.573 | 81.616 | 170.033 | 23.843 | 69.421 | 9.26 | 20.265 | 3.952 | 34.904 | 98.511 | 16.832 | 35.856 |
| | 2.4% | 2.1% | 2.6% | 1.7% | 2.2% | 2.6% | 2.3% | 1.6% | 3.1% | 1.8% | 2.7% | 3.7% | 2.8% | 2.5% | 2.9% |
| | | 0.1% | 2.1% | 0.7% | 3.3% | 6.9% | 1.0% | 2.8% | 0.4% | 0.8% | 0.2% | 1.4% | 4.0% | 0.7% | 1.5% |
| Satisfied | 19100.77 | 21.418 | 428.453 | 191.04 | 759.586 | 1371.26 | 201.489 | 741.307 | 58.21 | 187.091 | 29.237 | 216.560 | 734.017 | 126.521 | 267.786 |
| | 19.0% | 18.0% | 21.3% | 18.2% | 20.7% | 21.1% | 19.1% | 17.0% | 19.6% | 16.4% | 19.7% | 22.8% | 21.1% | 19.1% | 21.3% |
| | | 0.1% | 2.2% | 1.0% | 4.0% | 7.2% | 1.1% | 3.9% | 0.3% | 1.0% | 0.2% | 1.1% | 3.8% | 0.7% | 1.4% |
| Neither Satisfied nor Dissatisf ied | 64647.444 | 78.256 | 1307.54 | 722.187 | 2426.30 | 3933.65 | 700.266 | 2899.48 | 196.742 | 817.954 | 93.4720 | 598.673 | 2281.46 | 425.549 | 822.003 |
| | 64.2% | 65.8% | 64.9% | 68.7% | 66.0% | 60.6% | 66.4% | 66.5% | 66.3% | 71.5% | 63.0% | 63.0% | 65.4% | 64.3% | 65.5% |
| | | 0.1% | 2.0% | 1.1% | 3.8% | 6.1% | 1.1% | 4.5% | 0.3% | 1.3% | 0.1% | 0.9% | 3.5% | 0.7% | 1.3% |
| Dissatisfied | 10380.893 | 11.852 | 159.117 | 76.472 | 320.36 | 757.091 | 92.1590 | 484.655 | 20.53 | 84.529 | 15.462 | 70.35 | 263.726 | 60.13 | 100.171 |
| | 10.3% | 10.0% | 7.9% | 7.3% | 8.7% | 11.7% | 8.7% | 11.1% | 6.9% | 7.4% | 10.4% | 7.4% | 7.6% | 9.1% | 8.0% |
| | | 0.1% | 1.5% | 0.7% | 3.1% | 7.3% | 0.9% | 4.7% | 0.2% | 0.8% | 0.1% | 0.7% | 2.5% | 0.6% | 1.0% |
| Very Dissatisfied | 4073.01 | 4.854 | 67.494 | 44.681 | 87.553 | 264.377 | 37.432 | 163.233 | 11.929 | 34.275 | 6.135 | 30.533 | 108.124 | 32.899 | 29.732 |
| | 4.0% | 4.1% | 3.3% | 4.2% | 2.4% | 4.1% | 3.5% | 3.7% | 4.0% | 3.0% | 4.1% | 3.2% | 3.1% | 5.0% | 2.4% |
| | | 0.1% | 1.7% | 1.1% | 2.1% | 6.5% | 0.9% | 4.0% | 0.3% | 0.8% | 0.2% | 0.7% | 2.7% | 0.8% | 0.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.270 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 2451.474 | 3.028 | 0.793 | 6.089 | 4.919 | 17.307 | 80.582 | 177.923 | 97.463 | 384.395 |
| | 2.4% | 4.1% | 2.5% | 3.6% | 2.4% | 1.9% | 1.9% | 2.0% | 1.7% | 3.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 3.3% | 7.3% | 4.0% | 15.7% |
| Satisfied | 19100.77 | 14.695 | 7.879 | 37.165 | 37.387 | 198.535 | 668.195 | 1532.23 | 1139.63 | 2299.51 |
| | 19.0% | 20.1% | 24.4% | 22.1% | 18.4% | 22.2% | 16.1% | 17.7% | 20.2% | 17.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.5% | 8.0% | 6.0% | 12.0% |
| Neither Satisfied nor Dissatisf ied | 64647.444 | 46.7900 | 21.185 | 114.723 | 134.472 | 563.701 | 2772.12 | 5845.36 | 3691.9 | 7967.07 |
| | 64.2% | 64.1% | 65.6% | 68.2% | 66.1% | 63.1% | 66.8% | 67.3% | 65.6% | 61.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.3% | 9.0% | 5.7% | 12.3% |
| Dissatisfied | 10380.893 | 5.595 | 1.925 | 7.91 | 17.264 | 72.253 | 384.541 | 783.73 | 505.153 | 1640.85 |
| | 10.3% | 7.7% | 6.0% | 4.7% | 8.5% | 8.1% | 9.3% | 9.0% | 9.0% | 12.7% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.7% | 3.7% | 7.5% | 4.9% | 15.8% |
| Very Dissatisfied | 4073.01 | 2.856 | 0.528 | 2.304 | 9.426 | 41.474 | 246.709 | 341.215 | 196.134 | 606.419 |
| | 4.0% | 3.9% | 1.6% | 1.4% | 4.6% | 4.6% | 5.9% | 3.9% | 3.5% | 4.7% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.0% | 6.1% | 8.4% | 4.8% | 14.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 2451.474 | 1041.812 | 62.801 | 302.071 | 267.637 | 136.852 | 9.077 | 263.374 |
| | 2.4% | 2.5% | 2.9% | 3.1% | 2.2% | 2.5% | 1.0% | 2.4% |
| | | 42.5% | 2.6% | 12.3% | 10.9% | 5.6% | 0.4% | 10.7% |
| Satisfied | 19100.77 | 7831.575 | 383.465 | 1823.097 | 2298.329 | 1026.97 | 178.052 | 2121.662 |
| | 19.0% | 19.0% | 18.0% | 18.6% | 19.2% | 18.7% | 20.4% | 19.4% |
| | | 41.0% | 2.0% | 9.5% | 12.0% | 5.4% | 0.9% | 11.1% |
| Neither Satisfied nor Dissatisfied | 64647.444 | 26186.6 | 1348.711 | 6184.8290 | 7460.4930 | 3578.232 | 515.46 | 7098.875 |
| | 64.2% | 63.5% | 63.2% | 63.1% | 62.4% | 65.1% | 58.9% | 64.9% |
| | | 40.5% | 2.1% | 9.6% | 11.5% | 5.5% | 0.8% | 11.0% |
| Dissatisfied | 10380.893 | 4445.068 | 242.223 | 1026.534 | 1415.231 | 560.279 | 110.625 | 1090.176 |
| | 10.3% | 10.8% | 11.4% | 10.5% | 11.8% | 10.2% | 12.6% | 10.0% |
| | | 42.8% | 2.3% | 9.9% | 13.6% | 5.4% | 1.1% | 10.5% |
| Very Dissatisfied | 4073.01 | 1702.694 | 95.392 | 463.009 | 516.66 | 195.639 | 61.502 | 370.492 |
| | 4.0% | 4.1% | 4.5% | 4.7% | 4.3% | 3.6% | 7.0% | 3.4% |
| | | 41.8% | 2.3% | 11.4% | 12.7% | 4.8% | 1.5% | 9.1% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 26127.781 | 26.251 | 479.022 | 300.414 | 925.467 | 1241.93 | 267.137 | 972.591 | 63.482 | 283.101 | 35.134 | 309.163 | 839.73 | 183.583 | 400.388 |
| | 26.0% | 22.1% | 23.8% | 28.6% | 25.2% | 19.1% | 25.3% | 22.3% | 21.4% | 24.7% | 23.7% | 32.5% | 24.1% | 27.7% | 31.9% |
| | | 0.1% | 1.8% | 1.1% | 3.5% | 4.8% | 1.0% | 3.7% | 0.2% | 1.1% | 0.1% | 1.2% | 3.2% | 0.7% | 1.5% |
| Satisfied | 57053.977 | 66.466 | 1164.13 | 579.283 | 2203.52 | 3902.18 | 614.125 | 2721.29 | 171.844 | 642.935 | 86.5480 | 523.982 | 1906.33 | 366.973 | 685.122 |
| | 56.7% | 55.9% | 57.8% | 55.1% | 60.0% | 60.1% | 58.2% | 62.4% | 57.9% | 56.2% | 58.4% | 55.1% | 54.7% | 55.4% | 54.6% |
| | | 0.1% | 2.0% | 1.0% | 3.9% | 6.8% | 1.1% | 4.8% | 0.3% | 1.1% | 0.2% | 0.9% | 3.3% | 0.6% | 1.2% |
| Neither Satisfied nor Dissatisf ied | 10865.19 | 15.671 | 231.556 | 128.019 | 378.568 | 761.802 | 111.268 | 371.334 | 35.653 | 138.776 | 19.399 | 81.9560 | 455.942 | 70.766 | 118.996 |
| | 10.8% | 13.2% | 11.5% | 12.2% | 10.3% | 11.7% | 10.5% | 8.5% | 12.0% | 12.1% | 13.1% | 8.6% | 13.1% | 10.7% | 9.5% |
| | | 0.1% | 2.1% | 1.2% | 3.5% | 7.0% | 1.0% | 3.4% | 0.3% | 1.3% | 0.2% | 0.8% | 4.2% | 0.7% | 1.1% |
| Dissatisfied | 5097.815 | 7.588 | 110.887 | 33.561 | 142.749 | 464.345 | 52.2040 | 249.964 | 21.037 | 67.751 | 5.897 | 28.827 | 226.239 | 31.403 | 42.128 |
| | 5.1% | 6.4% | 5.5% | 3.2% | 3.9% | 7.1% | 4.9% | 5.7% | 7.1% | 5.9% | 4.0% | 3.0% | 6.5% | 4.7% | 3.4% |
| | | 0.1% | 2.2% | 0.7% | 2.8% | 9.1% | 1.0% | 4.9% | 0.4% | 1.3% | 0.1% | 0.6% | 4.4% | 0.6% | 0.8% |
| Very Dissatisfied | 1508.828 | 2.944 | 29.561 | 10.676 | 25.115 | 126.163 | 10.455 | 42.919 | 4.655 | 11.551 | 1.28 | 7.092 | 57.593 | 9.206 | 8.914 |
| | 1.5% | 2.5% | 1.5% | 1.0% | 0.7% | 1.9% | 1.0% | 1.0% | 1.6% | 1.0% | 0.9% | 0.7% | 1.7% | 1.4% | 0.7% |
| | | 0.2% | 2.0% | 0.7% | 1.7% | 8.4% | 0.7% | 2.8% | 0.3% | 0.8% | 0.1% | 0.5% | 3.8% | 0.6% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 26127.781 | 21.753 | 6.422 | 49.1260 | 58.2610 | 198.412 | 1108.04 | 2184.27 | 1492.49 | 3746.64 |
| | 26.0% | 29.8% | 19.9% | 29.2% | 28.6% | 22.2% | 26.7% | 25.2% | 26.5% | 29.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.2% | 8.4% | 5.7% | 14.3% |
| Satisfied | 57053.977 | 35.763 | 18.398 | 94.748 | 118.974 | 527.716 | 2301.08 | 4921.78 | 3337.54 | 6730.75 |
| | 56.7% | 49.0% | 56.9% | 56.3% | 58.5% | 59.1% | 55.4% | 56.7% | 59.3% | 52.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.6% | 5.8% | 11.8% |
| Neither Satisfied nor Dissatisf ied | 10865.19 | 9.459 | 4.341 | 15.302 | 17.406 | 102.202 | 420.314 | 1008.09 | 561.724 | 1254.51 |
| | 10.8% | 13.0% | 13.4% | 9.1% | 8.6% | 11.4% | 10.1% | 11.6% | 10.0% | 9.7% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 3.9% | 9.3% | 5.2% | 11.5% |
| Dissatisfied | 5097.815 | 5.28 | 2.768 | 7.293 | 8.242 | 47.568 | 233.955 | 420.573 | 184.981 | 787.127 |
| | 5.1% | 7.2% | 8.6% | 4.3% | 4.1% | 5.3% | 5.6% | 4.8% | 3.3% | 6.1% |
| | | 0.1% | 0.1% | 0.1% | 0.2% | 0.9% | 4.6% | 8.3% | 3.6% | 15.4% |
| Very Dissatisfied | 1508.828 | 0.709 | 0.381 | 1.722 | 0.585 | 17.372 | 88.754 | 145.745 | 53.544 | 379.213 |
| | 1.5% | 1.0% | 1.2% | 1.0% | 0.3% | 1.9% | 2.1% | 1.7% | 1.0% | 2.9% |
| | | 0.0% | 0.0% | 0.1% | 0.0% | 1.2% | 5.9% | 9.7% | 3.5% | 25.1% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 26127.781 | 10934.988 | 609.103 | 2426.783 | 3034.274 | 1584.253 | 212.312 | 3068.263 |
| | 26.0% | 26.5% | 28.6% | 24.8% | 25.4% | 28.8% | 24.3% | 28.0% |
| | | 41.9% | 2.3% | 9.3% | 11.6% | 6.1% | 0.8% | 11.7% |
| Satisfied | 57053.977 | 23332.494 | 1244.6 | 5557.5590 | 6759.6030 | 3046.484 | 511.454 | 6212.794 |
| | 56.7% | 56.6% | 58.4% | 56.7% | 56.5% | 55.4% | 58.5% | 56.8% |
| | | 40.9% | 2.2% | 9.7% | 11.8% | 5.3% | 0.9% | 10.9% |
| Neither Satisfied nor Dissatisfied | 10865.19 | 4552.14 | 180.096 | 1107.084 | 1484.125 | 608.88100 | 79.218 | 1092.736 |
| | 10.8% | 11.0% | 8.4% | 11.3% | 12.4% | 11.1% | 9.1% | 10.0% |
| | | 41.9% | 1.7% | 10.2% | 13.7% | 5.6% | 0.7% | 10.1% |
| Dissatisfied | 5097.815 | 1915.448 | 85.917 | 564.171 | 559.023 | 216.388 | 42.628 | 447.321 |
| | 5.1% | 4.6% | 4.0% | 5.8% | 4.7% | 3.9% | 4.9% | 4.1% |
| | | 37.6% | 1.7% | 11.1% | 11.0% | 4.2% | 0.8% | 8.8% |
| Very Dissatisfied | 1508.828 | 472.679 | 12.876 | 143.943 | 121.325 | 41.966 | 29.104 | 123.465 |
| | 1.5% | 1.1% | 0.6% | 1.5% | 1.0% | 0.8% | 3.3% | 1.1% |
| | | 31.3% | 0.9% | 9.5% | 8.0% | 2.8% | 1.9% | 8.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 34163.394 | 37.275 | 625.738 | 412.967 | 1201.65 | 1907.77 | 354.403 | 1371.49 | 86.301 | 364.756 | 45.525 | 392.049 | 1080.75 | 231.825 | 525.333 |
| | 33.9% | 31.3% | 31.1% | 39.3% | 32.7% | 29.4% | 33.6% | 31.5% | 29.1% | 31.9% | 30.7% | 41.2% | 31.0% | 35.0% | 41.8% |
| | | 0.1% | 1.8% | 1.2% | 3.5% | 5.6% | 1.0% | 4.0% | 0.3% | 1.1% | 0.1% | 1.1% | 3.2% | 0.7% | 1.5% |
| Satisfied | 55642.881 | 66.89 | 1141.79 | 537.587 | 2113.66 | 3796.35 | 586.875 | 2541.98 | 167.17 | 635.896 | 88.6220 | 484.06 | 1867.78 | 360.301 | 640.915 |
| | 55.3% | 56.2% | 56.7% | 51.1% | 57.5% | 58.4% | 55.6% | 58.3% | 56.3% | 55.6% | 59.8% | 50.9% | 53.6% | 54.4% | 51.0% |
| | | 0.1% | 2.1% | 1.0% | 3.8% | 6.8% | 1.1% | 4.6% | 0.3% | 1.1% | 0.2% | 0.9% | 3.4% | 0.6% | 1.2% |
| Neither Satisfied nor Dissatisf ied | 6036.845 | 6.841 | 141.385 | 67.416 | 234.045 | 373.262 | 69.511 | 250.237 | 23.839 | 78.357 | 8.06 | 48.987 | 311.155 | 38.832 | 54.537 |
| | 6.0% | 5.8% | 7.0% | 6.4% | 6.4% | 5.7% | 6.6% | 5.7% | 8.0% | 6.8% | 5.4% | 5.2% | 8.9% | 5.9% | 4.3% |
| | | 0.1% | 2.3% | 1.1% | 3.9% | 6.2% | 1.2% | 4.1% | 0.4% | 1.3% | 0.1% | 0.8% | 5.2% | 0.6% | 0.9% |
| Dissatisfied | 3944.426 | 6.131 | 84.859 | 22.609 | 113.981 | 350.514 | 36.704 | 181.401 | 16.298 | 57.224 | 5.614 | 19.47 | 193.945 | 28.199 | 30.22 |
| | 3.9% | 5.2% | 4.2% | 2.1% | 3.1% | 5.4% | 3.5% | 4.2% | 5.5% | 5.0% | 3.8% | 2.0% | 5.6% | 4.3% | 2.4% |
| | | 0.2% | 2.2% | 0.6% | 2.9% | 8.9% | 0.9% | 4.6% | 0.4% | 1.5% | 0.1% | 0.5% | 4.9% | 0.7% | 0.8% |
| Very Dissatisfied | 866.045 | 1.783 | 21.39 | 11.374 | 12.075 | 68.522 | 7.696 | 12.99 | 3.063 | 7.881 | 0.437 | 6.454 | 32.205 | 2.774 | 4.543 |
| | 0.9% | 1.5% | 1.1% | 1.1% | 0.3% | 1.1% | 0.7% | 0.3% | 1.0% | 0.7% | 0.3% | 0.7% | 0.9% | 0.4% | 0.4% |
| | | 0.2% | 2.5% | 1.3% | 1.4% | 7.9% | 0.9% | 1.5% | 0.4% | 0.9% | 0.1% | 0.7% | 3.7% | 0.3% | 0.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 34163.394 | 28.423 | 9.365 | 63.1480 | 74.506 | 257.742 | 1372.75 | 2898.09 | 1920.56 | 4718.60 |
| | 33.9% | 39.0% | 29.0% | 37.5% | 36.6% | 28.9% | 33.1% | 33.4% | 34.1% | 36.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.0% | 8.5% | 5.6% | 13.8% |
| Satisfied | 55642.881 | 33.646 | 17.677 | 90.225 | 114.962 | 523.621 | 2298.61 | 4869.08 | 3247.68 | 6419.12 |
| | 55.3% | 46.1% | 54.7% | 53.6% | 56.5% | 58.6% | 55.4% | 56.1% | 57.7% | 49.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.8% | 5.8% | 11.5% |
| Neither Satisfied nor Dissatisf ied | 6036.845 | 6.625 | 1.949 | 9.688 | 8.047 | 69.246 | 253.401 | 474.531 | 278.068 | 801.529 |
| | 6.0% | 9.1% | 6.0% | 5.8% | 4.0% | 7.8% | 6.1% | 5.5% | 4.9% | 6.2% |
| | | 0.1% | 0.0% | 0.2% | 0.1% | 1.1% | 4.2% | 7.9% | 4.6% | 13.3% |
| Dissatisfied | 3944.426 | 3.456 | 2.938 | 4.127 | 5.787 | 34.69 | 191.849 | 314.649 | 141.574 | 745.487 |
| | 3.9% | 4.7% | 9.1% | 2.5% | 2.8% | 3.9% | 4.6% | 3.6% | 2.5% | 5.8% |
| | | 0.1% | 0.1% | 0.1% | 0.1% | 0.9% | 4.9% | 8.0% | 3.6% | 18.9% |
| Very Dissatisfied | 866.045 | 0.814 | 0.381 | 1.003 | 0.166 | 7.971 | 35.537 | 124.098 | 42.388 | 213.495 |
| | 0.9% | 1.1% | 1.2% | 0.6% | 0.1% | 0.9% | 0.9% | 1.4% | 0.8% | 1.7% |
| | | 0.1% | 0.0% | 0.1% | 0.0% | 0.9% | 4.1% | 14.3% | 4.9% | 24.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 34163.394 | 14182.371 | 719.361 | 3133.744 | 4016.202 | 2141.382 | 306.754 | 3864.9280 |
| | 33.9% | 34.4% | 33.7% | 32.0% | 33.6% | 38.9% | 35.1% | 35.3% |
| | | 41.5% | 2.1% | 9.2% | 11.8% | 6.3% | 0.9% | 11.3% |
| Satisfied | 55642.881 | 22998.376 | 1250.2 | 5558.4840 | 6715.8030 | 2939.594 | 478.845 | 6055.45 |
| | 55.3% | 55.8% | 58.6% | 56.7% | 56.2% | 53.5% | 54.7% | 55.3% |
| | | 41.3% | 2.2% | 10.0% | 12.1% | 5.3% | 0.9% | 10.9% |
| Neither Satisfied nor Dissatisf ied | 6036.845 | 2427.297 | 85.552 | 606.67700 | 781.754 | 256.668 | 46.471 | 650.175 |
| | 6.0% | 5.9% | 4.0% | 6.2% | 6.5% | 4.7% | 5.3% | 5.9% |
| | | 40.2% | 1.4% | 10.0% | 12.9% | 4.3% | 0.8% | 10.8% |
| Dissatisfied | 3944.426 | 1352.7 | 64.743 | 433.271 | 366.377 | 132.129 | 31.458 | 324.722 |
| | 3.9% | 3.3% | 3.0% | 4.4% | 3.1% | 2.4% | 3.6% | 3.0% |
| | | 34.3% | 1.6% | 11.0% | 9.3% | 3.3% | 0.8% | 8.2% |
| Very Dissatisfied | 866.045 | 247.005 | 12.736 | 67.364 | 78.214 | 28.199 | 11.188 | 49.304 |
| | 0.9% | 0.6% | 0.6% | 0.7% | 0.7% | 0.5% | 1.3% | 0.5% |
| | | 28.5% | 1.5% | 7.8% | 9.0% | 3.3% | 1.3% | 5.7% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 29491.131 | 33.329 | 576.262 | 369.754 | 1069.25 | 1651.89 | 293.855 | 1111.49 | 74.808 | 325.765 | 39.521 | 342.541 | 976.288 | 194.273 | 459.991 |
| | 29.3% | 28.0% | 28.6% | 35.1% | 29.1% | 25.4% | 27.8% | 25.5% | 25.2% | 28.5% | 26.7% | 36.0% | 28.0% | 29.3% | 36.6% |
| | | 0.1% | 2.0% | 1.3% | 3.6% | 5.6% | 1.0% | 3.8% | 0.3% | 1.1% | 0.1% | 1.2% | 3.3% | 0.7% | 1.6% |
| Satisfied | 57194.183 | 69.693 | 1173.85 | 562.511 | 2212.31 | 3858.83 | 607.992 | 2607.85 | 166.782 | 658.187 | 91.4690 | 500.579 | 1978.48 | 357.682 | 680.695 |
| | 56.8% | 58.6% | 58.3% | 53.5% | 60.2% | 59.4% | 57.6% | 59.8% | 56.2% | 57.5% | 61.7% | 52.6% | 56.8% | 54.0% | 54.2% |
| | | 0.1% | 2.1% | 1.0% | 3.9% | 6.7% | 1.1% | 4.6% | 0.3% | 1.2% | 0.2% | 0.9% | 3.5% | 0.6% | 1.2% |
| Neither Satisfied nor Dissatisf ied | 7989.699 | 8.366 | 170.365 | 89.315 | 298.696 | 539.848 | 87.197 | 405.739 | 29.492 | 98.969 | 9.739 | 64.565 | 336.245 | 60.883 | 86.784 |
| | 7.9% | 7.0% | 8.5% | 8.5% | 8.1% | 8.3% | 8.3% | 9.3% | 9.9% | 8.7% | 6.6% | 6.8% | 9.6% | 9.2% | 6.9% |
| | | 0.1% | 2.1% | 1.1% | 3.7% | 6.8% | 1.1% | 5.1% | 0.4% | 1.2% | 0.1% | 0.8% | 4.2% | 0.8% | 1.1% |
| Dissatisfied | 5041.154 | 6.912 | 77.135 | 21.502 | 83.817 | 367.437 | 54.8870 | 206.803 | 21.953 | 53.955 | 7.092 | 32.57 | 165.689 | 44.684 | 23.885 |
| | 5.0% | 5.8% | 3.8% | 2.0% | 2.3% | 5.7% | 5.2% | 4.7% | 7.4% | 4.7% | 4.8% | 3.4% | 4.8% | 6.8% | 1.9% |
| | | 0.1% | 1.5% | 0.4% | 1.7% | 7.3% | 1.1% | 4.1% | 0.4% | 1.1% | 0.1% | 0.6% | 3.3% | 0.9% | 0.5% |
| Very Dissatisfied | 937.424 | 0.62 | 17.551 | 8.871 | 11.339 | 78.408 | 11.258 | 26.221 | 3.636 | 7.238 | 0.437 | 10.765 | 29.133 | 4.409 | 4.193 |
| | 0.9% | 0.5% | 0.9% | 0.8% | 0.3% | 1.2% | 1.1% | 0.6% | 1.2% | 0.6% | 0.3% | 1.1% | 0.8% | 0.7% | 0.3% |
| | | 0.1% | 1.9% | 0.9% | 1.2% | 8.4% | 1.2% | 2.8% | 0.4% | 0.8% | 0.0% | 1.1% | 3.1% | 0.5% | 0.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 29491.131 | 25.304 | 9.807 | 56.1750 | 60.8650 | 230.762 | 1197.05 | 2467.88 | 1709.41 | 4132.3 |
| | 29.3% | 34.7% | 30.4% | 33.4% | 29.9% | 25.8% | 28.8% | 28.4% | 30.4% | 32.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.1% | 8.4% | 5.8% | 14.0% |
| Satisfied | 57194.183 | 34.741 | 18.004 | 88.5 | 116.929 | 516.043 | 2241.11 | 4923.93 | 3302.71 | 6893.89 |
| | 56.8% | 47.6% | 55.7% | 52.6% | 57.5% | 57.8% | 54.0% | 56.7% | 58.7% | 53.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.9% | 8.6% | 5.8% | 12.1% |
| Neither Satisfied nor Dissatisf ied | 7989.699 | 7.44 | 3.463 | 13.363 | 14.391 | 73.068 | 321.444 | 674.819 | 398.084 | 846.041 |
| | 7.9% | 10.2% | 10.7% | 7.9% | 7.1% | 8.2% | 7.7% | 7.8% | 7.1% | 6.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.4% | 5.0% | 10.6% |
| Dissatisfied | 5041.154 | 5.093 | 0.876 | 8.217 | 10.405 | 65.531 | 320.255 | 541.314 | 183.924 | 858.096 |
| | 5.0% | 7.0% | 2.7% | 4.9% | 5.1% | 7.3% | 7.7% | 6.2% | 3.3% | 6.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.3% | 6.4% | 10.7% | 3.6% | 17.0% |
| Very Dissatisfied | 937.424 | 0.386 | 0.16 | 1.936 | 0.878 | 7.866 | 72.289 | 72.517 | 36.148 | 167.916 |
| | 0.9% | 0.5% | 0.5% | 1.2% | 0.4% | 0.9% | 1.7% | 0.8% | 0.6% | 1.3% |
| | | 0.0% | 0.0% | 0.2% | 0.1% | 0.8% | 7.7% | 7.7% | 3.9% | 17.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 29491.131 | 12082.562 | 639.756 | 2691.36 | 3383.206 | 1827.173 | 269.646 | 3271.4210 |
| | 29.3% | 29.3% | 30.0% | 27.5% | 28.3% | 33.2% | 30.8% | 29.9% |
| | | 41.0% | 2.2% | 9.1% | 11.5% | 6.2% | 0.9% | 11.1% |
| Satisfied | 57194.183 | 23531.433 | 1266.677 | 5691.5350 | 6866.0460 | 2983.721 | 488.266 | 6235.188 |
| | 56.8% | 57.1% | 59.4% | 58.1% | 57.4% | 54.3% | 55.8% | 57.0% |
| | | 41.1% | 2.2% | 10.0% | 12.0% | 5.2% | 0.9% | 10.9% |
| Neither Satisfied nor Dissatisf ied | 7989.699 | 3351.383 | 136.674 | 781.441 | 1044.714 | 387.916 | 68.835 | 931.803 |
| | 7.9% | 8.1% | 6.4% | 8.0% | 8.7% | 7.1% | 7.9% | 8.5% |
| | | 41.9% | 1.7% | 9.8% | 13.1% | 4.9% | 0.9% | 11.7% |
| Dissatisfied | 5041.154 | 1879.122 | 77.977 | 521.034 | 564.616 | 250.807 | 36.541 | 428.147 |
| | 5.0% | 4.6% | 3.7% | 5.3% | 4.7% | 4.6% | 4.2% | 3.9% |
| | | 37.3% | 1.5% | 10.3% | 11.2% | 5.0% | 0.7% | 8.5% |
| Very Dissatisfied | 937.424 | 363.249 | 11.508 | 114.17 | 99.768 | 48.355 | 11.428 | 78.02 |
| | 0.9% | 0.9% | 0.5% | 1.2% | 0.8% | 0.9% | 1.3% | 0.7% |
| | | 38.7% | 1.2% | 12.2% | 10.6% | 5.2% | 1.2% | 8.3% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 23824.949 | 23.255 | 431.272 | 300.344 | 838.48 | 1397.06 | 215.437 | 842.875 | 54.967 | 248.830 | 29.238 | 278.243 | 750.862 | 156.638 | 330.593 |
| | 23.7% | 19.6% | 21.4% | 28.6% | 22.8% | 21.5% | 20.4% | 19.3% | 18.5% | 21.7% | 19.7% | 29.3% | 21.5% | 23.7% | 26.3% |
| | | 0.1% | 1.8% | 1.3% | 3.5% | 5.9% | 0.9% | 3.5% | 0.2% | 1.0% | 0.1% | 1.2% | 3.2% | 0.7% | 1.4% |
| Satisfied | 52146.543 | 58.716 | 1016.96 | 519.843 | 2014.76 | 3585.81 | 520.498 | 2384.74 | 144.79 | 601.352 | 82.1450 | 460.446 | 1739.07 | 325.868 | 607.067 |
| | 51.8% | 49.4% | 50.5% | 49.4% | 54.8% | 55.2% | 49.3% | 54.7% | 48.8% | 52.6% | 55.4% | 48.4% | 49.9% | 49.2% | 48.4% |
| | | 0.1% | 2.0% | 1.0% | 3.9% | 6.9% | 1.0% | 4.6% | 0.3% | 1.2% | 0.2% | 0.9% | 3.3% | 0.6% | 1.2% |
| Neither Satisfied nor Dissatisf ied | 18700.838 | 26.742 | 443.002 | 202.875 | 710.847 | 988.288 | 233.017 | 923.317 | 70.977 | 226.956 | 29.665 | 165.578 | 756.962 | 129.576 | 270.753 |
| | 18.6% | 22.5% | 22.0% | 19.3% | 19.3% | 15.2% | 22.1% | 21.2% | 23.9% | 19.8% | 20.0% | 17.4% | 21.7% | 19.6% | 21.6% |
| | | 0.1% | 2.4% | 1.1% | 3.8% | 5.3% | 1.2% | 4.9% | 0.4% | 1.2% | 0.2% | 0.9% | 4.0% | 0.7% | 1.4% |
| Dissatisfied | 5083.682 | 8.678 | 101.004 | 19.377 | 97.942 | 448.084 | 68.462 | 170.982 | 22.674 | 57.778 | 6.94 | 36.58 | 209.115 | 41.003 | 42.514 |
| | 5.1% | 7.3% | 5.0% | 1.8% | 2.7% | 6.9% | 6.5% | 3.9% | 7.6% | 5.1% | 4.7% | 3.8% | 6.0% | 6.2% | 3.4% |
| | | 0.2% | 2.0% | 0.4% | 1.9% | 8.8% | 1.3% | 3.4% | 0.4% | 1.1% | 0.1% | 0.7% | 4.1% | 0.8% | 0.8% |
| Very Dissatisfied | 897.579 | 1.529 | 22.92 | 9.514 | 13.389 | 77.176 | 17.775 | 36.18 | 3.263 | 9.198 | 0.27 | 10.173 | 29.824 | 8.846 | 4.621 |
| | 0.9% | 1.3% | 1.1% | 0.9% | 0.4% | 1.2% | 1.7% | 0.8% | 1.1% | 0.8% | 0.2% | 1.1% | 0.9% | 1.3% | 0.4% |
| | | 0.2% | 2.6% | 1.1% | 1.5% | 8.6% | 2.0% | 4.0% | 0.4% | 1.0% | 0.0% | 1.1% | 3.3% | 1.0% | 0.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 23824.949 | 18.417 | 6.272 | 45.1440 | 49.1040 | 149.624 | 1017.74 | 1978.23 | 1371.14 | 3692.82 |
| | 23.7% | 25.2% | 19.4% | 26.8% | 24.1% | 16.8% | 24.5% | 22.8% | 24.4% | 28.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.6% | 4.3% | 8.3% | 5.8% | 15.5% |
| Satisfied | 52146.543 | 29.385 | 15.55 | 83.291 | 108.603 | 436.368 | 2075.32 | 4444.43 | 3083.48 | 6059.48 |
| | 51.8% | 40.3% | 48.1% | 49.5% | 53.4% | 48.9% | 50.0% | 51.2% | 54.8% | 47.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.0% | 8.5% | 5.9% | 11.6% |
| Neither Satisfied nor Dissatisf ied | 18700.838 | 18.992 | 8.927 | 30.479 | 32.969 | 226.213 | 647.181 | 1612.74 | 918.768 | 2245.56 |
| | 18.6% | 26.0% | 27.6% | 18.1% | 16.2% | 25.3% | 15.6% | 18.6% | 16.3% | 17.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.2% | 3.5% | 8.6% | 4.9% | 12.0% |
| Dissatisfied | 5083.682 | 5.441 | 1.442 | 7.491 | 11.202 | 63.505 | 356.721 | 576.903 | 228.609 | 763.451 |
| | 5.1% | 7.5% | 4.5% | 4.5% | 5.5% | 7.1% | 8.6% | 6.6% | 4.1% | 5.9% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.2% | 7.0% | 11.3% | 4.5% | 15.0% |
| Very Dissatisfied | 897.579 | 0.729 | 0.119 | 1.786 | 1.59 | 17.56 | 55.182 | 68.148 | 28.278 | 136.924 |
| | 0.9% | 1.0% | 0.4% | 1.1% | 0.8% | 2.0% | 1.3% | 0.8% | 0.5% | 1.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 2.0% | 6.1% | 7.6% | 3.2% | 15.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 23824.949 | 9598.35 | 517.5 | 2145.452 | 2686.979 | 1438.334 | 228.416 | 2581.669 |
| | 23.7% | 23.3% | 24.3% | 21.9% | 22.5% | 26.2% | 26.1% | 23.6% |
| | | 40.3% | 2.2% | 9.0% | 11.3% | 6.0% | 1.0% | 10.8% |
| Satisfied | 52146.543 | 21748.577 | 1170.841 | 5186.9540 | 6330.3690 | 2813.582 | 469.955 | 5776.876 |
| | 51.8% | 52.8% | 54.9% | 52.9% | 52.9% | 51.2% | 53.7% | 52.8% |
| | | 41.7% | 2.2% | 9.9% | 12.1% | 5.4% | 0.9% | 11.1% |
| Neither Satisfied nor Dissatisfied | 18700.838 | 7780.453 | 356.089 | 1927.09 | 2292.288 | 956.568 | 126.27 | 2122.148 |
| | 18.6% | 18.9% | 16.7% | 19.7% | 19.2% | 17.4% | 14.4% | 19.4% |
| | | 41.6% | 1.9% | 10.3% | 12.3% | 5.1% | 0.7% | 11.3% |
| Dissatisfied | 5083.682 | 1737.784 | 81.794 | 465.95 | 530.41 | 243.64 | 35.128 | 380.862 |
| | 5.1% | 4.2% | 3.8% | 4.8% | 4.4% | 4.4% | 4.0% | 3.5% |
| | | 34.2% | 1.6% | 9.2% | 10.4% | 4.8% | 0.7% | 7.5% |
| Very Dissatisfied | 897.579 | 342.585 | 6.368 | 74.094 | 118.304 | 45.848 | 14.947 | 83.024 |
| | 0.9% | 0.8% | 0.3% | 0.8% | 1.0% | 0.8% | 1.7% | 0.8% |
| | | 38.2% | 0.7% | 8.3% | 13.2% | 5.1% | 1.7% | 9.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 10895.557 | 7.922 | 201.691 | 111.232 | 365.55 | 786.742 | 98.749 | 460.095 | 26.056 | 108.15 | 11.912 | 128.497 | 344.734 | 73.551 | 160.269 |
| | 10.8% | 6.7% | 10.0% | 10.6% | 9.9% | 12.1% | 9.4% | 10.6% | 8.8% | 9.5% | 8.0% | 13.5% | 9.9% | 11.1% | 12.8% |
| | | 0.1% | 1.9% | 1.0% | 3.4% | 7.2% | 0.9% | 4.2% | 0.2% | 1.0% | 0.1% | 1.2% | 3.2% | 0.7% | 1.5% |
| Satisfied | 29366.502 | 31.768 | 593.87 | 296.326 | 1179.29 | 2339.63 | 286.708 | 1225.80 | 79.288 | 304.227 | 43.342 | 267.156 | 914.667 | 191.601 | 357.925 |
| | 29.2% | 26.7% | 29.5% | 28.2% | 32.1% | 36.0% | 27.2% | 28.1% | 26.7% | 26.6% | 29.2% | 28.1% | 26.2% | 28.9% | 28.5% |
| | | 0.1% | 2.0% | 1.0% | 4.0% | 8.0% | 1.0% | 4.2% | 0.3% | 1.0% | 0.1% | 0.9% | 3.1% | 0.7% | 1.2% |
| Neither Satisfied nor Dissatisf | 55494.218 | 67.203 | 1057.11 | 609.516 | 2032.82 | 2904.90 | 598.394 | 2464.05 | 166.229 | 635.883 | 86.4530 | 506.271 | 1997.44 | 358.817 | 670.468 |
| | 55.1% | 56.5% | 52.5% | 57.9% | 55.3% | 44.7% | 56.7% | 56.5% | 56.0% | 55.6% | 58.3% | 53.2% | 57.3% | 54.2% | 53.4% |
| | | 0.1% | 1.9% | 1.1% | 3.7% | 5.2% | 1.1% | 4.4% | 0.3% | 1.1% | 0.2% | 0.9% | 3.6% | 0.6% | 1.2% |
| Dissatisfied | 3164.173 | 6.002 | 102.709 | 18.667 | 64.128 | 318.379 | 40.697 | 110.744 | 15.404 | 55.823 | 2.8 | 30.348 | 142.975 | 22.385 | 47.203 |
| | 3.1% | 5.0% | 5.1% | 1.8% | 1.7% | 4.9% | 3.9% | 2.5% | 5.2% | 4.9% | 1.9% | 3.2% | 4.1% | 3.4% | 3.8% |
| | | 0.2% | 3.2% | 0.6% | 2.0% | 10.1% | 1.3% | 3.5% | 0.5% | 1.8% | 0.1% | 1.0% | 4.5% | 0.7% | 1.5% |
| Very Dissatisfied | 1733.141 | 6.025 | 59.784 | 16.212 | 33.627 | 146.771 | 30.641 | 97.402 | 9.694 | 40.031 | 3.751 | 18.748 | 86.02 | 15.577 | 19.683 |
| | 1.7% | 5.1% | 3.0% | 1.5% | 0.9% | 2.3% | 2.9% | 2.2% | 3.3% | 3.5% | 2.5% | 2.0% | 2.5% | 2.4% | 1.6% |
| | | 0.3% | 3.4% | 0.9% | 1.9% | 8.5% | 1.8% | 5.6% | 0.6% | 2.3% | 0.2% | 1.1% | 5.0% | 0.9% | 1.1% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 10895.557 | 8.123 | 2.429 | 21.15 | 20.024 | 66.034 | 421.748 | 954.086 | 644.415 | 1700.74 |
| | 10.8% | 11.1% | 7.5% | 12.6% | 9.8% | 7.4% | 10.2% | 11.0% | 11.4% | 13.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.6% | 3.9% | 8.8% | 5.9% | 15.6% |
| Satisfied | 29366.502 | 16.073 | 9.917 | 45.9810 | 52.7360 | 250.976 | 1072.07 | 2315.79 | 1821.05 | 3497.27 |
| | 29.2% | 22.0% | 30.7% | 27.3% | 25.9% | 28.1% | 25.8% | 26.7% | 32.3% | 27.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.7% | 7.9% | 6.2% | 11.9% |
| Neither Satisfied nor Dissatisfied | 55494.218 | 43.2010 | 16.59 | 91.336 | 119.002 | 473.677 | 2271.32 | 4850.89 | 2956.62 | 7229.08 |
| | 55.1% | 59.2% | 51.3% | 54.3% | 58.5% | 53.0% | 54.7% | 55.9% | 52.5% | 56.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.7% | 5.3% | 13.0% |
| Dissatisfied | 3164.173 | 3.89 | 1.481 | 5.808 | 7.16 | 63.844 | 297.178 | 367.208 | 149.833 | 261.195 |
| | 3.1% | 5.3% | 4.6% | 3.5% | 3.5% | 7.1% | 7.2% | 4.2% | 2.7% | 2.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 2.0% | 9.4% | 11.6% | 4.7% | 8.3% |
| Very Dissatisfied | 1733.141 | 1.677 | 1.893 | 3.916 | 4.546 | 38.739 | 89.83 | 192.48 | 58.354 | 209.949 |
| | 1.7% | 2.3% | 5.9% | 2.3% | 2.2% | 4.3% | 2.2% | 2.2% | 1.0% | 1.6% |
| | | 0.1% | 0.1% | 0.2% | 0.3% | 2.2% | 5.2% | 11.1% | 3.4% | 12.1% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 10895.557 | 4171.655 | 239.747 | 968.94700 | 1086.376 | 604.358 | 99.357 | 1172.87 |
| | 10.8% | 10.1% | 11.2% | 9.9% | 9.1% | 11.0% | 11.4% | 10.7% |
| | | 38.3% | 2.2% | 8.9% | 10.0% | 5.5% | 0.9% | 10.8% |
| Satisfied | 29366.502 | 12173.051 | 634.442 | 2824.939 | 3522.605 | 1580.452 | 275.484 | 3335.1290 |
| | 29.2% | 29.5% | 29.7% | 28.8% | 29.5% | 28.7% | 31.5% | 30.5% |
| | | 41.5% | 2.2% | 9.6% | 12.0% | 5.4% | 0.9% | 11.4% |
| Neither Satisfied nor Dissatisfied | 55494.218 | 23286.94 | 1160.025 | 5636.5870 | 6891.4410 | 3100.864 | 470.38 | 6027.643 |
| | 55.1% | 56.5% | 54.4% | 57.5% | 57.6% | 56.4% | 53.8% | 55.1% |
| | | 42.0% | 2.1% | 10.2% | 12.4% | 5.6% | 0.8% | 10.9% |
| Dissatisfied | 3164.173 | 1028.312 | 83.004 | 272.204 | 275.901 | 123.439 | 19.025 | 254.739 |
| | 3.1% | 2.5% | 3.9% | 2.8% | 2.3% | 2.2% | 2.2% | 2.3% |
| | | 32.5% | 2.6% | 8.6% | 8.7% | 3.9% | 0.6% | 8.1% |
| Very Dissatisfied | 1733.141 | 547.791 | 15.374 | 96.863 | 182.027 | 88.859 | 10.47 | 154.198 |
| | 1.7% | 1.3% | 0.7% | 1.0% | 1.5% | 1.6% | 1.2% | 1.4% |
| | | 31.6% | 0.9% | 5.6% | 10.5% | 5.1% | 0.6% | 8.9% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 12023.491 | 13.33 | 217.159 | 119.318 | 414.041 | 728.007 | 104.355 | 493.743 | 28.28 | 108.665 | 11.492 | 144.767 | 413.274 | 85.5790 | 159.495 |
| | 11.9% | 11.2% | 10.8% | 11.3% | 11.3% | 11.2% | 9.9% | 11.3% | 9.5% | 9.5% | 7.8% | 15.2% | 11.9% | 12.9% | 12.7% |
| | | 0.1% | 1.8% | 1.0% | 3.4% | 6.1% | 0.9% | 4.1% | 0.2% | 0.9% | 0.1% | 1.2% | 3.4% | 0.7% | 1.3% |
| Satisfied | 33635.931 | 31.341 | 643.286 | 362.079 | 1301.59 | 2429.73 | 331.355 | 1395 | 93.4600 | 345.428 | 52.757 | 303.414 | 1108.2 | 214.477 | 389.37 |
| | 33.4% | 26.4% | 31.9% | 34.4% | 35.4% | 37.4% | 31.4% | 32.0% | 31.5% | 30.2% | 35.6% | 31.9% | 31.8% | 32.4% | 31.0% |
| | | 0.1% | 1.9% | 1.1% | 3.9% | 7.2% | 1.0% | 4.1% | 0.3% | 1.0% | 0.2% | 0.9% | 3.3% | 0.6% | 1.2% |
| Neither Satisfied nor Dissatisf ied | 49641.077 | 63.804 | 1041.84 | 530.03 | 1825.66 | 2888.00 | 545.953 | 2246.73 | 152.354 | 606.998 | 75.8000 | 456.714 | 1754.34 | 318.874 | 645.708 |
| | 49.3% | 53.7% | 51.7% | 50.4% | 49.7% | 44.5% | 51.7% | 51.6% | 51.4% | 53.1% | 51.1% | 48.0% | 50.3% | 48.2% | 51.4% |
| | | 0.1% | 2.1% | 1.1% | 3.7% | 5.8% | 1.1% | 4.5% | 0.3% | 1.2% | 0.2% | 0.9% | 3.5% | 0.6% | 1.3% |
| Dissatisfied | 4097.892 | 8.55 | 83.43 | 25.295 | 112.587 | 355.816 | 56.9170 | 155.362 | 18.09 | 69.706 | 6.37 | 32.031 | 173.839 | 31.771 | 50.923 |
| | 4.1% | 7.2% | 4.1% | 2.4% | 3.1% | 5.5% | 5.4% | 3.6% | 6.1% | 6.1% | 4.3% | 3.4% | 5.0% | 4.8% | 4.1% |
| | | 0.2% | 2.0% | 0.6% | 2.7% | 8.7% | 1.4% | 3.8% | 0.4% | 1.7% | 0.2% | 0.8% | 4.2% | 0.8% | 1.2% |
| Very Dissatisfied | 1255.2 | 1.895 | 29.449 | 15.231 | 21.54 | 94.87 | 16.609 | 67.259 | 4.487 | 13.317 | 1.839 | 14.094 | 36.186 | 11.23 | 10.052 |
| | 1.2% | 1.6% | 1.5% | 1.4% | 0.6% | 1.5% | 1.6% | 1.5% | 1.5% | 1.2% | 1.2% | 1.5% | 1.0% | 1.7% | 0.8% |
| | | 0.2% | 2.3% | 1.2% | 1.7% | 7.6% | 1.3% | 5.4% | 0.4% | 1.1% | 0.1% | 1.1% | 2.9% | 0.9% | 0.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 12023.491 | 7.967 | 2.598 | 24.66 | 25.631 | 76.763 | 462.05 | 956.573 | 658.641 | 2025.12 |
| | 11.9% | 10.9% | 8.0% | 14.7% | 12.6% | 8.6% | 11.1% | 11.0% | 11.7% | 15.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.6% | 3.8% | 8.0% | 5.5% | 16.8% |
| Satisfied | 33635.931 | 18.177 | 10.175 | 54.8960 | 73.1790 | 259.815 | 1247 | 2814.85 | 2138.9 | 4231.46 |
| | 33.4% | 24.9% | 31.5% | 32.6% | 36.0% | 29.1% | 30.0% | 32.4% | 38.0% | 32.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.7% | 8.4% | 6.4% | 12.6% |
| Neither Satisfied nor Dissatisfied | 49641.077 | 40.903 | 17.583 | 80.148 | 93.62 | 471.463 | 2106.96 | 4367.69 | 2603.21 | 5867.72 |
| | 49.3% | 56.1% | 54.4% | 47.7% | 46.0% | 52.8% | 50.7% | 50.3% | 46.2% | 45.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.2% | 8.8% | 5.2% | 11.8% |
| Dissatisfied | 4097.892 | 4.775 | 1.311 | 6.457 | 8.838 | 63.042 | 288.056 | 446.553 | 190.84 | 537.022 |
| | 4.1% | 6.5% | 4.1% | 3.8% | 4.3% | 7.1% | 6.9% | 5.1% | 3.4% | 4.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.5% | 7.0% | 10.9% | 4.7% | 13.1% |
| Very Dissatisfied | 1255.2 | 1.142 | 0.643 | 2.03 | 2.2 | 22.187 | 48.086 | 94.798 | 38.689 | 236.919 |
| | 1.2% | 1.6% | 2.0% | 1.2% | 1.1% | 2.5% | 1.2% | 1.1% | 0.7% | 1.8% |
| | | 0.1% | 0.1% | 0.2% | 0.2% | 1.8% | 3.8% | 7.6% | 3.1% | 18.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 12023.491 | 4741.985 | 269.738 | 1068.022 | 1279.862 | 714.45800 | 116.764 | 1293.141 |
| | 11.9% | 11.5% | 12.6% | 10.9% | 10.7% | 13.0% | 13.3% | 11.8% |
| | | 39.4% | 2.2% | 8.9% | 10.6% | 5.9% | 1.0% | 10.8% |
| Satisfied | 33635.931 | 13786.016 | 728.699 | 3222.99 | 3999.219 | 1872.535 | 307.091 | 3655.4820 |
| | 33.4% | 33.5% | 34.2% | 32.9% | 33.4% | 34.1% | 35.1% | 33.4% |
| | | 41.0% | 2.2% | 9.6% | 11.9% | 5.6% | 0.9% | 10.9% |
| Neither Satisfied nor Dissatisfied | 49641.077 | 20838.989 | 1013.207 | 5021.6240 | 6151.7230 | 2659.892 | 415.334 | 5577.209 |
| | 49.3% | 50.6% | 47.5% | 51.2% | 51.4% | 48.4% | 47.5% | 51.0% |
| | | 42.0% | 2.0% | 10.1% | 12.4% | 5.4% | 0.8% | 11.2% |
| Dissatisfied | 4097.892 | 1370.311 | 80.358 | 378.976 | 377.433 | 190.777 | 25.162 | 317.605 |
| | 4.1% | 3.3% | 3.8% | 3.9% | 3.2% | 3.5% | 2.9% | 2.9% |
| | | 33.4% | 2.0% | 9.2% | 9.2% | 4.7% | 0.6% | 7.8% |
| Very Dissatisfied | 1255.2 | 470.448 | 40.59 | 107.928 | 150.113 | 60.31 | 10.365 | 101.142 |
| | 1.2% | 1.1% | 1.9% | 1.1% | 1.3% | 1.1% | 1.2% | 0.9% |
| | | 37.5% | 3.2% | 8.6% | 12.0% | 4.8% | 0.8% | 8.1% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 4504.966 | 5.876 | 120.91 | 80.687 | 158.309 | 172.521 | 85.874 | 201.115 | 34.146 | 128.241 | 6.879 | 121.929 | 262.527 | 52.639 | 103.399 |
| | 4.5% | 4.9% | 6.0% | 7.7% | 4.3% | 2.7% | 8.1% | 4.6% | 11.5% | 11.2% | 4.6% | 12.8% | 7.5% | 8.0% | 8.2% |
| | | 0.1% | 2.7% | 1.8% | 3.5% | 3.8% | 1.9% | 4.5% | 0.8% | 2.8% | 0.2% | 2.7% | 5.8% | 1.2% | 2.3% |
| Satisfied | 17135.752 | 16.134 | 293.119 | 221.074 | 580.022 | 896.417 | 218.637 | 603.019 | 72.999 | 293.473 | 22.203 | 202.213 | 758.457 | 95.8 | 256.883 |
| | 17.0% | 13.6% | 14.5% | 21.0% | 15.8% | 13.8% | 20.7% | 13.8% | 24.6% | 25.7% | 15.0% | 21.3% | 21.8% | 14.5% | 20.5% |
| | | 0.1% | 1.7% | 1.3% | 3.4% | 5.2% | 1.3% | 3.5% | 0.4% | 1.7% | 0.1% | 1.2% | 4.4% | 0.6% | 1.5% |
| Neither Satisfied nor Dissatisf ied | 58662.370 | 63.7380 | 1052.24 | 537.855 | 2025.81 | 3967.29 | 489.788 | 2272.65 | 115.205 | 457.989 | 74.8440 | 415.779 | 1713.11 | 311.409 | 667.609 |
| | 58.3% | 53.6% | 52.2% | 51.1% | 55.1% | 61.1% | 46.4% | 52.1% | 38.8% | 40.0% | 50.5% | 43.7% | 49.1% | 47.0% | 53.2% |
| | | 0.1% | 1.8% | 0.9% | 3.5% | 6.8% | 0.8% | 3.9% | 0.2% | 0.8% | 0.1% | 0.7% | 2.9% | 0.5% | 1.1% |
| Dissatisfied | 11358.466 | 21.82 | 279.573 | 134.935 | 563.745 | 668.915 | 140.547 | 719.931 | 41.652 | 169.646 | 22.09 | 117.744 | 434.817 | 103.997 | 146.167 |
| | 11.3% | 18.3% | 13.9% | 12.8% | 15.3% | 10.3% | 13.3% | 16.5% | 14.0% | 14.8% | 14.9% | 12.4% | 12.5% | 15.7% | 11.6% |
| | | 0.2% | 2.5% | 1.2% | 5.0% | 5.9% | 1.2% | 6.3% | 0.4% | 1.5% | 0.2% | 1.0% | 3.8% | 0.9% | 1.3% |
| Very Dissatisfied | 8992.037 | 11.352 | 269.317 | 77.402 | 347.534 | 791.276 | 120.343 | 561.38 | 32.669 | 94.765 | 22.242 | 93.3550 | 316.926 | 98.0860 | 81.49 |
| | 8.9% | 9.5% | 13.4% | 7.4% | 9.5% | 12.2% | 11.4% | 12.9% | 11.0% | 8.3% | 15.0% | 9.8% | 9.1% | 14.8% | 6.5% |
| | | 0.1% | 3.0% | 0.9% | 3.9% | 8.8% | 1.3% | 6.2% | 0.4% | 1.1% | 0.2% | 1.0% | 3.5% | 1.1% | 0.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.270 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 4504.966 | 5.299 | 0.381 | 21.765 | 12.884 | 15.402 | 126.5 | 674.550 | 274.351 | 420.404 |
| | 4.5% | 7.3% | 1.2% | 12.9% | 6.3% | 1.7% | 3.0% | 7.8% | 4.9% | 3.3% |
| | | 0.1% | 0.0% | 0.5% | 0.3% | 0.3% | 2.8% | 15.0% | 6.1% | 9.3% |
| Satisfied | 17135.752 | 10.644 | 3.219 | 37.589 | 17.776 | 54.942 | 660.551 | 1867.43 | 1191.07 | 2433.41 |
| | 17.0% | 14.6% | 10.0% | 22.3% | 8.7% | 6.2% | 15.9% | 21.5% | 21.2% | 18.9% |
| | | 0.1% | 0.0% | 0.2% | 0.1% | 0.3% | 3.9% | 10.9% | 7.0% | 14.2% |
| Neither Satisfied nor Dissatisf ied | 58662.370 | 35.094 | 14.871 | 74.613 | 116.3 | 537.160 | 2533.59 | 4558.34 | 3186.25 | 7860.91 |
| | 58.3% | 48.1% | 46.0% | 44.4% | 57.2% | 60.1% | 61.0% | 52.5% | 56.6% | 60.9% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 4.3% | 7.8% | 5.4% | 13.4% |
| Dissatisfied | 11358.466 | 11.526 | 7.316 | 19.472 | 26.027 | 157.271 | 459.044 | 999.345 | 611.487 | 1218.79 |
| | 11.3% | 15.8% | 22.6% | 11.6% | 12.8% | 17.6% | 11.1% | 11.5% | 10.9% | 9.4% |
| | | 0.1% | 0.1% | 0.2% | 0.2% | 1.4% | 4.0% | 8.8% | 5.4% | 10.7% |
| Very Dissatisfied | 8992.037 | 10.401 | 6.523 | 14.752 | 30.481 | 128.495 | 372.465 | 580.789 | 367.118 | 964.72 |
| | 8.9% | 14.3% | 20.2% | 8.8% | 15.0% | 14.4% | 9.0% | 6.7% | 6.5% | 7.5% |
| | | 0.1% | 0.1% | 0.2% | 0.3% | 1.4% | 4.1% | 6.5% | 4.1% | 10.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 4504.966 | 1418.378 | 67.099 | 307.128 | 351.907 | 274.101 | 32.232 | 385.911 |
| | 4.5% | 3.4% | 3.1% | 3.1% | 2.9% | 5.0% | 3.7% | 3.5% |
| | | 31.5% | 1.5% | 6.8% | 7.8% | 6.1% | 0.7% | 8.6% |
| Satisfied | 17135.752 | 6328.673 | 358.967 | 1356.986 | 2031.064 | 844.042 | 101.724 | 1635.89 |
| | 17.0% | 15.4% | 16.8% | 13.8% | 17.0% | 15.4% | 11.6% | 14.9% |
| | | 36.9% | 2.1% | 7.9% | 11.9% | 4.9% | 0.6% | 9.5% |
| Neither Satisfied nor Dissatisfied | 58662.370 | 25579.937 | 1232.567 | 6544.4720 | 7480.4700 | 3194.626 | 568.094 | 6559.708 |
| | 58.3% | 62.1% | 57.8% | 66.8% | 62.6% | 58.1% | 64.9% | 59.9% |
| | | 43.6% | 2.1% | 11.2% | 12.8% | 5.4% | 1.0% | 11.2% |
| Dissatisfied | 11358.466 | 4282.605 | 292.275 | 878.91300 | 1185.753 | 616.423 | 98.641 | 1210.6 |
| | 11.3% | 10.4% | 13.7% | 9.0% | 9.9% | 11.2% | 11.3% | 11.1% |
| | | 37.7% | 2.6% | 7.7% | 10.4% | 5.4% | 0.9% | 10.7% |
| Very Dissatisfied | 8992.037 | 3598.156 | 181.684 | 712.04100 | 909.15600 | 568.78 | 74.025 | 1152.47 |
| | 8.9% | 8.7% | 8.5% | 7.3% | 7.6% | 10.3% | 8.5% | 10.5% |
| | | 40.0% | 2.0% | 7.9% | 10.1% | 6.3% | 0.8% | 12.8% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 19234.315 | 23.309 | 622.556 | 354.5 | 761.44 | 716.626 | 245.659 | 1060.33 | 73.028 | 321.381 | 25.573 | 349.762 | 708.973 | 170.017 | 344.766 |
| | 19.1% | 19.6% | 30.9% | 33.7% | 20.7% | 11.0% | 23.3% | 24.3% | 24.6% | 28.1% | 17.2% | 36.8% | 20.3% | 25.7% | 27.5% |
| | | 0.1% | 3.2% | 1.8% | 4.0% | 3.7% | 1.3% | 5.5% | 0.4% | 1.7% | 0.1% | 1.8% | 3.7% | 0.9% | 1.8% |
| Satisfied | 37136.035 | 48.078 | 782.495 | 475.257 | 1593.45 | 1547.56 | 436.219 | 1974.59 | 138.642 | 523.809 | 71.914 | 363.39 | 1377.84 | 281.676 | 599.009 |
| | 36.9% | 40.4% | 38.8% | 45.2% | 43.4% | 23.8% | 41.3% | 45.3% | 46.7% | 45.8% | 48.5% | 38.2% | 39.5% | 42.6% | 47.7% |
| | | 0.1% | 2.1% | 1.3% | 4.3% | 4.2% | 1.2% | 5.3% | 0.4% | 1.4% | 0.2% | 1.0% | 3.7% | 0.8% | 1.6% |
| Neither Satisfied nor Dissatisfied | 27403.426 | 31.98 | 376.187 | 137.241 | 831.563 | 2319.47 | 247.257 | 689.822 | 49.421 | 178.227 | 25.471 | 149.36 | 841.78 | 123.757 | 225.563 |
| | 27.2% | 26.9% | 18.7% | 13.0% | 22.6% | 35.7% | 23.4% | 15.8% | 16.7% | 15.6% | 17.2% | 15.7% | 24.1% | 18.7% | 18.0% |
| | | 0.1% | 1.4% | 0.5% | 3.0% | 8.5% | 0.9% | 2.5% | 0.2% | 0.7% | 0.1% | 0.5% | 3.1% | 0.5% | 0.8% |
| Dissatisfied | 11054.025 | 10.556 | 140.228 | 64.181 | 338.878 | 1083.66 | 80.116 | 452.904 | 24.285 | 89.541 | 16.4 | 52.811 | 363.783 | 55.152 | 60.923 |
| | 11.0% | 8.9% | 7.0% | 6.1% | 9.2% | 16.7% | 7.6% | 10.4% | 8.2% | 7.8% | 11.1% | 5.6% | 10.4% | 8.3% | 4.9% |
| | | 0.1% | 1.3% | 0.6% | 3.1% | 9.8% | 0.7% | 4.1% | 0.2% | 0.8% | 0.1% | 0.5% | 3.3% | 0.5% | 0.6% |
| Very Dissatisfied | 5825.79 | 4.997 | 93.694 | 20.774 | 150.09 | 829.101 | 45.938 | 180.445 | 11.295 | 31.156 | 8.9 | 35.697 | 193.457 | 31.329 | 25.287 |
| | 5.8% | 4.2% | 4.6% | 2.0% | 4.1% | 12.8% | 4.4% | 4.1% | 3.8% | 2.7% | 6.0% | 3.8% | 5.5% | 4.7% | 2.0% |
| | | 0.1% | 1.6% | 0.4% | 2.6% | 14.2% | 0.8% | 3.1% | 0.2% | 0.5% | 0.2% | 0.6% | 3.3% | 0.5% | 0.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 19234.315 | 14.709 | 2.017 | 56.7570 | 67.3610 | 61.473 | 679.2 | 2162.36 | 1581.25 | 1160.34 |
| | 19.1% | 20.2% | 6.2% | 33.7% | 33.1% | 6.9% | 16.4% | 24.9% | 28.1% | 9.0% |
| | | 0.1% | 0.0% | 0.3% | 0.4% | 0.3% | 3.5% | 11.2% | 8.2% | 6.0% |
| Satisfied | 37136.035 | 25.016 | 4.032 | 68.1550 | 89.877 | 257.769 | 1909.70 | 3361.44 | 2678.79 | 3408.39 |
| | 36.9% | 34.3% | 12.5% | 40.5% | 44.2% | 28.9% | 46.0% | 38.7% | 47.6% | 26.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 5.1% | 9.1% | 7.2% | 9.2% |
| Neither Satisfied nor Dissatisf ied | 27403.426 | 19.545 | 11.613 | 31.897 | 30.919 | 355.053 | 1106.45 | 2056.32 | 931.816 | 5059.42 |
| | 27.2% | 26.8% | 35.9% | 19.0% | 15.2% | 39.7% | 26.6% | 23.7% | 16.6% | 39.2% |
| | | 0.1% | 0.0% | 0.1% | 0.1% | 1.3% | 4.0% | 7.5% | 3.4% | 18.5% |
| Dissatisfied | 11054.025 | 9.12 | 6.97 | 8.673 | 10.315 | 150.286 | 311.305 | 640.659 | 300.675 | 2494.94 |
| | 11.0% | 12.5% | 21.6% | 5.2% | 5.1% | 16.8% | 7.5% | 7.4% | 5.3% | 19.3% |
| | | 0.1% | 0.1% | 0.1% | 0.1% | 1.4% | 2.8% | 5.8% | 2.7% | 22.6% |
| Very Dissatisfied | 5825.79 | 4.574 | 7.678 | 2.709 | 4.996 | 68.689 | 145.485 | 459.676 | 137.744 | 775.149 |
| | 5.8% | 6.3% | 23.8% | 1.6% | 2.5% | 7.7% | 3.5% | 5.3% | 2.4% | 6.0% |
| | | 0.1% | 0.1% | 0.0% | 0.1% | 1.2% | 2.5% | 7.9% | 2.4% | 13.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 19234.315 | 7670.925 | 401.54 | 1440.288 | 2018.282 | 1435.085 | 143.262 | 2232.468 |
| | 19.1% | 18.6% | 18.8% | 14.7% | 16.9% | 26.1% | 16.4% | 20.4% |
| | | 39.9% | 2.1% | 7.5% | 10.5% | 7.5% | 0.7% | 11.6% |
| Satisfied | 37136.035 | 15118.951 | 892.90400 | 3215.666 | 4437.7750 | 2159.399 | 320.772 | 4092.4350 |
| | 36.9% | 36.7% | 41.9% | 32.8% | 37.1% | 39.3% | 36.7% | 37.4% |
| | | 40.7% | 2.4% | 8.7% | 12.0% | 5.8% | 0.9% | 11.0% |
| Neither Satisfied nor Dissatisfied | 27403.426 | 11573.285 | 492.977 | 3343.8550 | 3484.0310 | 1176.144 | 266.938 | 2809.34 |
| | 27.2% | 28.1% | 23.1% | 34.1% | 29.1% | 21.4% | 30.5% | 25.7% |
| | | 42.2% | 1.8% | 12.2% | 12.7% | 4.3% | 1.0% | 10.3% |
| Dissatisfied | 11054.025 | 4287.658 | 256.133 | 1116.73 | 1234.816 | 445.663 | 93.345 | 1140.971 |
| | 11.0% | 10.4% | 12.0% | 11.4% | 10.3% | 8.1% | 10.7% | 10.4% |
| | | 38.8% | 2.3% | 10.1% | 11.2% | 4.0% | 0.8% | 10.3% |
| Very Dissatisfied | 5825.79 | 2556.93 | 89.038 | 683.00100 | 783.44600 | 281.681 | 50.399 | 669.365 |
| | 5.8% | 6.2% | 4.2% | 7.0% | 6.6% | 5.1% | 5.8% | 6.1% |
| | | 43.9% | 1.5% | 11.7% | 13.4% | 4.8% | 0.9% | 11.5% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 1531.294 | 1.641 | 33.979 | 18.334 | 40.437 | 79.902 | 25.352 | 42.07 | 7.242 | 19.713 | 2.83 | 35.561 | 47.566 | 16.579 | 30.306 |
| | 1.5% | 1.4% | 1.7% | 1.7% | 1.1% | 1.2% | 2.4% | 1.0% | 2.4% | 1.7% | 1.9% | 3.7% | 1.4% | 2.5% | 2.4% |
| | | 0.1% | 2.2% | 1.2% | 2.6% | 5.2% | 1.7% | 2.7% | 0.5% | 1.3% | 0.2% | 2.3% | 3.1% | 1.1% | 2.0% |
| Satisfied | 7018.766 | 6.532 | 116.602 | 65.996 | 186.479 | 390.659 | 90.0370 | 244.051 | 23.095 | 56.508 | 7.57 | 90.5060 | 280.791 | 40.899 | 104.965 |
| | 7.0% | 5.5% | 5.8% | 6.3% | 5.1% | 6.0% | 8.5% | 5.6% | 7.8% | 4.9% | 5.1% | 9.5% | 8.1% | 6.2% | 8.4% |
| | | 0.1% | 1.7% | 0.9% | 2.7% | 5.6% | 1.3% | 3.5% | 0.3% | 0.8% | 0.1% | 1.3% | 4.0% | 0.6% | 1.5% |
| Neither Satisfied nor Dissatisf ied | 80851.933 | 95.109 | 1619.26 | 866.124 | 3030.46 | 4650.46 | 846.739 | 3536.13 | 243.636 | 932.9 | 122.163 | 763.331 | 2741.69 | 531.495 | 1000.03 |
| | 80.3% | 80.0% | 80.4% | 82.3% | 82.5% | 71.6% | 80.2% | 81.1% | 82.1% | 81.5% | 82.4% | 80.3% | 78.7% | 80.3% | 79.6% |
| | | 0.1% | 2.0% | 1.1% | 3.7% | 5.8% | 1.0% | 4.4% | 0.3% | 1.2% | 0.2% | 0.9% | 3.4% | 0.7% | 1.2% |
| Dissatisfied | 6128.289 | 9.626 | 115.378 | 60.799 | 257.712 | 618.259 | 50.787 | 235.496 | 14.248 | 80.6580 | 8.438 | 38.024 | 228.689 | 41.676 | 74.369 |
| | 6.1% | 8.1% | 5.7% | 5.8% | 7.0% | 9.5% | 4.8% | 5.4% | 4.8% | 7.0% | 5.7% | 4.0% | 6.6% | 6.3% | 5.9% |
| | | 0.2% | 1.9% | 1.0% | 4.2% | 10.1% | 0.8% | 3.8% | 0.2% | 1.3% | 0.1% | 0.6% | 3.7% | 0.7% | 1.2% |
| Very Dissatisfied | 5123.309 | 6.012 | 129.939 | 40.7 | 160.328 | 757.139 | 42.274 | 300.347 | 8.45 | 54.335 | 7.257 | 23.598 | 187.1 | 31.282 | 45.875 |
| | 5.1% | 5.1% | 6.4% | 3.9% | 4.4% | 11.7% | 4.0% | 6.9% | 2.8% | 4.7% | 4.9% | 2.5% | 5.4% | 4.7% | 3.7% |
| | | 0.1% | 2.5% | 0.8% | 3.1% | 14.8% | 0.8% | 5.9% | 0.2% | 1.1% | 0.1% | 0.5% | 3.7% | 0.6% | 0.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.270 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 1531.294 | 1.212 | 0.131 | 7.22 | 1.728 | 5.122 | 59.119 | 126.041 | 72.401 | 262.063 |
| | 1.5% | 1.7% | 0.4% | 4.3% | 0.8% | 0.6% | 1.4% | 1.5% | 1.3% | 2.0% |
| | | 0.1% | 0.0% | 0.5% | 0.1% | 0.3% | 3.9% | 8.2% | 4.7% | 17.1% |
| Satisfied | 7018.766 | 3.903 | 1.852 | 19.074 | 8.618 | 45.351 | 231.723 | 540.178 | 377.153 | 1445.87 |
| | 7.0% | 5.3% | 5.7% | 11.3% | 4.2% | 5.1% | 5.6% | 6.2% | 6.7% | 11.2% |
| | | 0.1% | 0.0% | 0.3% | 0.1% | 0.6% | 3.3% | 7.7% | 5.4% | 20.6% |
| Neither Satisfied nor Dissatisfied | 80851.933 | 57.0450 | 24.593 | 131.359 | 175.821 | 706.843 | 3186.79 | 7122.17 | 4588.12 | 10069.3 |
| | 80.3% | 78.2% | 76.1% | 78.1% | 86.4% | 79.1% | 76.8% | 82.0% | 81.5% | 78.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.9% | 8.8% | 5.7% | 12.5% |
| Dissatisfied | 6128.289 | 5.891 | 1.856 | 6.53 | 8.822 | 69.312 | 352.715 | 521.697 | 354.528 | 744.395 |
| | 6.1% | 8.1% | 5.7% | 3.9% | 4.3% | 7.8% | 8.5% | 6.0% | 6.3% | 5.8% |
| | | 0.1% | 0.0% | 0.1% | 0.1% | 1.1% | 5.8% | 8.5% | 5.8% | 12.1% |
| Very Dissatisfied | 5123.309 | 4.913 | 3.878 | 4.008 | 8.479 | 66.642 | 321.801 | 370.372 | 238.074 | 376.623 |
| | 5.1% | 6.7% | 12.0% | 2.4% | 4.2% | 7.5% | 7.8% | 4.3% | 4.2% | 2.9% |
| | | 0.1% | 0.1% | 0.1% | 0.2% | 1.3% | 6.3% | 7.2% | 4.6% | 7.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.5920 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 1531.294 | 594.745 | 47.317 | 130.318 | 100.844 | 117.972 | 18.683 | 179.611 |
| | 1.5% | 1.4% | 2.2% | 1.3% | 0.8% | 2.1% | 2.1% | 1.6% |
| | | 38.8% | 3.1% | 8.5% | 6.6% | 7.7% | 1.2% | 11.7% |
| Satisfied | 7018.766 | 2640.359 | 176.467 | 600.53400 | 806.72600 | 378.08800 | 53.661 | 624.883 |
| | 7.0% | 6.4% | 8.3% | 6.1% | 6.7% | 6.9% | 6.1% | 5.7% |
| | | 37.6% | 2.5% | 8.6% | 11.5% | 5.4% | 0.8% | 8.9% |
| Neither Satisfied nor Dissatisfied | 80851.933 | 33810.378 | 1682.4810 | 8159.2900 | 9872.749 | 4515.702 | 707.44 | 8872.716 |
| | 80.3% | 82.0% | 78.9% | 83.3% | 82.6% | 82.1% | 80.9% | 81.1% |
| | | 41.8% | 2.1% | 10.1% | 12.2% | 5.6% | 0.9% | 11.0% |
| Dissatisfied | 6128.289 | 2228.384 | 108.898 | 487.323 | 622.876 | 286.333 | 43.836 | 679.118 |
| | 6.1% | 5.4% | 5.1% | 5.0% | 5.2% | 5.2% | 5.0% | 6.2% |
| | | 36.4% | 1.8% | 8.0% | 10.2% | 4.7% | 0.7% | 11.1% |
| Very Dissatisfied | 5123.309 | 1933.883 | 117.429 | 422.075 | 555.155 | 199.877 | 51.096 | 588.251 |
| | 5.1% | 4.7% | 5.5% | 4.3% | 4.6% | 3.6% | 5.8% | 5.4% |
| | | 37.7% | 2.3% | 8.2% | 10.8% | 3.9% | 1.0% | 11.5% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 3800.649 | 2.627 | 85.023 | 52.102 | 138.322 | 372.532 | 45.593 | 176.231 | 19.33 | 44.574 | 5.866 | 71.057 | 169.776 | 37.99 | 72.537 |
| | 3.8% | 2.2% | 4.2% | 5.0% | 3.8% | 5.7% | 4.3% | 4.0% | 6.5% | 3.9% | 4.0% | 7.5% | 4.9% | 5.7% | 5.8% |
| | | 0.1% | 2.2% | 1.4% | 3.6% | 9.8% | 1.2% | 4.6% | 0.5% | 1.2% | 0.2% | 1.9% | 4.5% | 1.0% | 1.9% |
| Satisfied | 24642.348 | 15.505 | 479.71 | 289.046 | 1098.31 | 1961.39 | 257.002 | 1029.05 | 76.251 | 245.708 | 37.386 | 247.400 | 934.61 | 185.91 | 389.647 |
| | 24.5% | 13.0% | 23.8% | 27.5% | 29.9% | 30.2% | 24.4% | 23.6% | 25.7% | 21.5% | 25.2% | 26.0% | 26.8% | 28.1% | 31.0% |
| | | 0.1% | 1.9% | 1.2% | 4.5% | 8.0% | 1.0% | 4.2% | 0.3% | 1.0% | 0.2% | 1.0% | 3.8% | 0.8% | 1.6% |
| Neither Satisfied nor Dissatisf | 62972.070 | 85.801 | 1319.57 | 644.057 | 2141.88 | 3388.79 | 678.554 | 2718.84 | 185.937 | 787.167 | 93.0620 | 586.998 | 2141.94 | 376.112 | 745.97 |
| | 62.6% | 72.2% | 65.5% | 61.2% | 58.3% | 52.2% | 64.3% | 62.4% | 62.7% | 68.8% | 62.8% | 61.7% | 61.4% | 56.8% | 59.4% |
| | | 0.1% | 2.1% | 1.0% | 3.4% | 5.4% | 1.1% | 4.3% | 0.3% | 1.3% | 0.1% | 0.9% | 3.4% | 0.6% | 1.2% |
| Dissatisfied | 6312.48 | 10.826 | 77.963 | 32.132 | 234.063 | 496.337 | 50.32 | 274.012 | 10.711 | 48.921 | 7.911 | 33.053 | 155.032 | 40.118 | 36.972 |
| | 6.3% | 9.1% | 3.9% | 3.1% | 6.4% | 7.6% | 4.8% | 6.3% | 3.6% | 4.3% | 5.3% | 3.5% | 4.4% | 6.1% | 2.9% |
| | | 0.2% | 1.2% | 0.5% | 3.7% | 7.9% | 0.8% | 4.3% | 0.2% | 0.8% | 0.1% | 0.5% | 2.5% | 0.6% | 0.6% |
| Very Dissatisfied | 2926.044 | 4.161 | 52.894 | 34.616 | 62.845 | 277.367 | 23.72 | 159.965 | 4.442 | 17.744 | 4.033 | 12.512 | 84.472 | 21.801 | 10.422 |
| | 2.9% | 3.5% | 2.6% | 3.3% | 1.7% | 4.3% | 2.2% | 3.7% | 1.5% | 1.6% | 2.7% | 1.3% | 2.4% | 3.3% | 0.8% |
| | | 0.1% | 1.8% | 1.2% | 2.1% | 9.5% | 0.8% | 5.5% | 0.2% | 0.6% | 0.1% | 0.4% | 2.9% | 0.7% | 0.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.270 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 3800.649 | 2.164 | 0.56 | 10.73 | 9.154 | 10.402 | 228.867 | 423.119 | 202.769 | 355.756 |
| | 3.8% | 3.0% | 1.7% | 6.4% | 4.5% | 1.2% | 5.5% | 4.9% | 3.6% | 2.8% |
| | | 0.1% | 0.0% | 0.3% | 0.2% | 0.3% | 6.0% | 11.1% | 5.3% | 9.4% |
| Satisfied | 24642.348 | 12.043 | 5.768 | 48.0640 | 49.9050 | 130.742 | 1293.99 | 2715.19 | 1685.12 | 3332.43 |
| | 24.5% | 16.5% | 17.9% | 28.6% | 24.5% | 14.6% | 31.2% | 31.3% | 29.9% | 25.8% |
| | | 0.0% | 0.0% | 0.2% | 0.2% | 0.5% | 5.3% | 11.0% | 6.8% | 13.5% |
| Neither Satisfied nor Dissatisfied | 62972.070 | 52.8230 | 23.177 | 100.88 | 131.468 | 651.465 | 2209.85 | 4968.63 | 3345.98 | 8152.75 |
| | 62.6% | 72.4% | 71.7% | 60.0% | 64.6% | 72.9% | 53.2% | 57.2% | 59.4% | 63.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.5% | 7.9% | 5.3% | 12.9% |
| Dissatisfied | 6312.48 | 4.119 | 1.357 | 5.569 | 8.46 | 74.809 | 251.253 | 398.89 | 293.101 | 726.078 |
| | 6.3% | 5.6% | 4.2% | 3.3% | 4.2% | 8.4% | 6.1% | 4.6% | 5.2% | 5.6% |
| | | 0.1% | 0.0% | 0.1% | 0.1% | 1.2% | 4.0% | 6.3% | 4.6% | 11.5% |
| Very Dissatisfied | 2926.044 | 1.815 | 1.448 | 2.948 | 4.481 | 25.852 | 168.182 | 174.621 | 103.312 | 331.224 |
| | 2.9% | 2.5% | 4.5% | 1.8% | 2.2% | 2.9% | 4.1% | 2.0% | 1.8% | 2.6% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 5.7% | 6.0% | 3.5% | 11.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.350 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 3800.649 | 1263.568 | 79.469 | 280.003 | 286.3 | 230.501 | 25.278 | 362.01700 |
| | 3.8% | 3.1% | 3.7% | 2.9% | 2.4% | 4.2% | 2.9% | 3.3% |
| | | 33.2% | 2.1% | 7.4% | 7.5% | 6.1% | 0.7% | 9.5% |
| Satisfied | 24642.348 | 8122.176 | 548.909 | 1812.437 | 2163.269 | 1283.714 | 162.707 | 2151.14 |
| | 24.5% | 19.7% | 25.7% | 18.5% | 18.1% | 23.3% | 18.6% | 19.7% |
| | | 33.0% | 2.2% | 7.4% | 8.8% | 5.2% | 0.7% | 8.7% |
| Neither Satisfied nor Dissatisfied | 62972.070 | 27440.365 | 1332.644 | 6658.2920 | 8083.5960 | 3499.132 | 548.518 | 7318.183 |
| | 62.6% | 66.6% | 62.5% | 67.9% | 67.6% | 63.6% | 62.7% | 66.9% |
| | | 43.6% | 2.1% | 10.6% | 12.8% | 5.6% | 0.9% | 11.6% |
| Dissatisfied | 6312.48 | 3040.473 | 108.449 | 734.852 | 1025.391 | 327.279 | 85.859 | 758.643 |
| | 6.3% | 7.4% | 5.1% | 7.5% | 8.6% | 6.0% | 9.8% | 6.9% |
| | | 48.2% | 1.7% | 11.6% | 16.2% | 5.2% | 1.4% | 12.0% |
| Very Dissatisfied | 2926.044 | 1341.167 | 63.121 | 313.956 | 399.794 | 157.346 | 52.354 | 354.596 |
| | 2.9% | 3.3% | 3.0% | 3.2% | 3.3% | 2.9% | 6.0% | 3.2% |
| | | 45.8% | 2.2% | 10.7% | 13.7% | 5.4% | 1.8% | 12.1% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 4893.685 | 3.621 | 98.533 | 80.4890 | 139.082 | 253.833 | 48.212 | 180.797 | 23.462 | 104.149 | 5.174 | 78.188 | 193.37 | 35.697 | 149.338 |
| | 4.9% | 3.0% | 4.9% | 7.7% | 3.8% | 3.9% | 4.6% | 4.1% | 7.9% | 9.1% | 3.5% | 8.2% | 5.5% | 5.4% | 11.9% |
| | | 0.1% | 2.0% | 1.6% | 2.8% | 5.2% | 1.0% | 3.7% | 0.5% | 2.1% | 0.1% | 1.6% | 4.0% | 0.7% | 3.1% |
| Satisfied | 28649.531 | 23.503 | 586.891 | 380.312 | 1032.5 | 1677.93 | 293.508 | 1146.8 | 112.335 | 406.905 | 36.635 | 312.365 | 1101.13 | 219.848 | 570.336 |
| | 28.5% | 19.8% | 29.1% | 36.2% | 28.1% | 25.8% | 27.8% | 26.3% | 37.9% | 35.6% | 24.7% | 32.8% | 31.6% | 33.2% | 45.4% |
| | | 0.1% | 2.0% | 1.3% | 3.6% | 5.9% | 1.0% | 4.0% | 0.4% | 1.4% | 0.1% | 1.1% | 3.8% | 0.8% | 2.0% |
| Neither Satisfied nor Dissatisf ied | 51704.303 | 74.782 | 1114.97 | 487.954 | 1839.92 | 3139.52 | 546.651 | 2326.27 | 141.034 | 522.566 | 81.3710 | 482.919 | 1751.2 | 314.407 | 472.154 |
| | 51.4% | 62.9% | 55.3% | 46.4% | 50.1% | 48.3% | 51.8% | 53.4% | 47.5% | 45.7% | 54.9% | 50.8% | 50.2% | 47.5% | 37.6% |
| | | 0.1% | 2.2% | 0.9% | 3.6% | 6.1% | 1.1% | 4.5% | 0.3% | 1.0% | 0.2% | 0.9% | 3.4% | 0.6% | 0.9% |
| Dissatisfied | 11088.665 | 12.751 | 145.499 | 63.854 | 507.337 | 917.02 | 117.232 | 541.293 | 15.215 | 83.466 | 17.598 | 57.173 | 313.706 | 57.802 | 54.066 |
| | 11.0% | 10.7% | 7.2% | 6.1% | 13.8% | 14.1% | 11.1% | 12.4% | 5.1% | 7.3% | 11.9% | 6.0% | 9.0% | 8.7% | 4.3% |
| | | 0.1% | 1.3% | 0.6% | 4.6% | 8.3% | 1.1% | 4.9% | 0.1% | 0.8% | 0.2% | 0.5% | 2.8% | 0.5% | 0.5% |
| Very Dissatisfied | 4317.407 | 4.263 | 69.27 | 39.344 | 156.581 | 508.116 | 49.586 | 162.933 | 4.625 | 27.028 | 7.48 | 20.375 | 126.427 | 34.177 | 9.654 |
| | 4.3% | 3.6% | 3.4% | 3.7% | 4.3% | 7.8% | 4.7% | 3.7% | 1.6% | 2.4% | 5.0% | 2.1% | 3.6% | 5.2% | 0.8% |
| | | 0.1% | 1.6% | 0.9% | 3.6% | 11.8% | 1.1% | 3.8% | 0.1% | 0.6% | 0.2% | 0.5% | 2.9% | 0.8% | 0.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.270 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 4893.685 | 5.845 | 1.373 | 10.346 | 10.353 | 23.232 | 172.285 | 407.951 | 238.687 | 597.668 |
| | 4.9% | 8.0% | 4.2% | 6.2% | 5.1% | 2.6% | 4.1% | 4.7% | 4.2% | 4.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.5% | 3.5% | 8.3% | 4.9% | 12.2% |
| Satisfied | 28649.531 | 26.689 | 10.526 | 52.7090 | 51.1070 | 135.486 | 1080.15 | 2750.11 | 1830.34 | 3419.95 |
| | 28.5% | 36.6% | 32.6% | 31.3% | 25.1% | 15.2% | 26.0% | 31.7% | 32.5% | 26.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.5% | 3.8% | 9.6% | 6.4% | 11.9% |
| Neither Satisfied nor Dissatisfied | 51704.303 | 34.489 | 15.906 | 90.231 | 110.981 | 583.150 | 2118.67 | 4315.04 | 2672.01 | 6340.17 |
| | 51.4% | 47.3% | 49.2% | 53.6% | 54.5% | 65.3% | 51.0% | 49.7% | 47.5% | 49.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 4.1% | 8.3% | 5.2% | 12.3% |
| Dissatisfied | 11088.665 | 4.775 | 3.227 | 11.194 | 23.37 | 110.888 | 462.183 | 916.228 | 679.156 | 1881.92 |
| | 11.0% | 6.5% | 10.0% | 6.7% | 11.5% | 12.4% | 11.1% | 10.6% | 12.1% | 14.6% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 1.0% | 4.2% | 8.3% | 6.1% | 17.0% |
| Very Dissatisfied | 4317.407 | 1.166 | 1.278 | 3.711 | 7.657 | 40.514 | 318.861 | 291.13 | 210.082 | 658.537 |
| | 4.3% | 1.6% | 4.0% | 2.2% | 3.8% | 4.5% | 7.7% | 3.4% | 3.7% | 5.1% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.9% | 7.4% | 6.7% | 4.9% | 15.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 4893.685 | 2032 | 192.538 | 456.469 | 466.098 | 315.274 | 46.381 | 555.24 |
| | 4.9% | 4.9% | 9.0% | 4.7% | 3.9% | 5.7% | 5.3% | 5.1% |
| | | 41.5% | 3.9% | 9.3% | 9.5% | 6.4% | 0.9% | 11.3% |
| Satisfied | 28649.531 | 11391.471 | 670.245 | 2700.039 | 3396.634 | 1586.467 | 201.78 | 2836.3060 |
| | 28.5% | 27.6% | 31.4% | 27.6% | 28.4% | 28.9% | 23.1% | 25.9% |
| | | 39.8% | 2.3% | 9.4% | 11.9% | 5.5% | 0.7% | 9.9% |
| Neither Satisfied nor Dissatisfied | 51704.303 | 22127.95 | 985.343 | 5420.5480 | 6251.1840 | 2874.863 | 470.213 | 6125.799 |
| | 51.4% | 53.7% | 46.2% | 55.3% | 52.3% | 52.3% | 53.8% | 56.0% |
| | | 42.8% | 1.9% | 10.5% | 12.1% | 5.6% | 0.9% | 11.8% |
| Dissatisfied | 11088.665 | 4091.716 | 213.082 | 894.656 | 1358.271 | 521.52500 | 101.696 | 1002.486 |
| | 11.0% | 9.9% | 10.0% | 9.1% | 11.4% | 9.5% | 11.6% | 9.2% |
| | | 36.9% | 1.9% | 8.1% | 12.2% | 4.7% | 0.9% | 9.0% |
| Very Dissatisfied | 4317.407 | 1564.612 | 71.384 | 327.828 | 486.163 | 199.843 | 54.646 | 424.748 |
| | 4.3% | 3.8% | 3.3% | 3.3% | 4.1% | 3.6% | 6.2% | 3.9% |
| | | 36.2% | 1.7% | 7.6% | 11.3% | 4.6% | 1.3% | 9.8% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 2370.38 | 1.682 | 44.838 | 24.316 | 39.317 | 163.94 | 16.982 | 72.604 | 11.188 | 25.965 | 3.092 | 41.638 | 100.892 | 13.269 | 42.92 |
| | 2.4% | 1.4% | 2.2% | 2.3% | 1.1% | 2.5% | 1.6% | 1.7% | 3.8% | 2.3% | 2.1% | 4.4% | 2.9% | 2.0% | 3.4% |
| | | 0.1% | 1.9% | 1.0% | 1.7% | 6.9% | 0.7% | 3.1% | 0.5% | 1.1% | 0.1% | 1.8% | 4.3% | 0.6% | 1.8% |
| Satisfied | 14162.393 | 10.552 | 265.911 | 149.61 | 393.62 | 1011.12 | 135.046 | 516.725 | 47.441 | 141.227 | 13.152 | 153.1 | 522.653 | 95.177 | 216.593 |
| | 14.1% | 8.9% | 13.2% | 14.2% | 10.7% | 15.6% | 12.8% | 11.9% | 16.0% | 12.3% | 8.9% | 16.1% | 15.0% | 14.4% | 17.3% |
| | | 0.1% | 1.9% | 1.1% | 2.8% | 7.1% | 1.0% | 3.6% | 0.3% | 1.0% | 0.1% | 1.1% | 3.7% | 0.7% | 1.5% |
| Neither Satisfied nor Dissatisf ied | 74461.932 | 91.986 | 1565.65 | 812.82 | 2913.99 | 4417.79 | 825.27 | 3414.68 | 223.703 | 906.101 | 114.778 | 698.23 | 2555.93 | 486.824 | 956.676 |
| | 74.0% | 77.4% | 77.7% | 77.3% | 79.3% | 68.0% | 78.2% | 78.4% | 75.4% | 79.2% | 77.4% | 73.4% | 73.3% | 73.5% | 76.2% |
| | | 0.1% | 2.1% | 1.1% | 3.9% | 5.9% | 1.1% | 4.6% | 0.3% | 1.2% | 0.2% | 0.9% | 3.4% | 0.7% | 1.3% |
| Dissatisfied | 6390.407 | 10.912 | 84.05 | 38.212 | 215.42 | 518.422 | 52.099 | 191.227 | 10.363 | 51.759 | 12.542 | 35.693 | 214.896 | 42.157 | 29.562 |
| | 6.3% | 9.2% | 4.2% | 3.6% | 5.9% | 8.0% | 4.9% | 4.4% | 3.5% | 4.5% | 8.5% | 3.8% | 6.2% | 6.4% | 2.4% |
| | | 0.2% | 1.3% | 0.6% | 3.4% | 8.1% | 0.8% | 3.0% | 0.2% | 0.8% | 0.2% | 0.6% | 3.4% | 0.7% | 0.5% |
| Very Dissatisfied | 3268.479 | 3.788 | 54.714 | 26.995 | 113.065 | 385.149 | 25.792 | 162.862 | 3.976 | 19.062 | 4.694 | 22.359 | 91.46 | 24.504 | 9.797 |
| | 3.2% | 3.2% | 2.7% | 2.6% | 3.1% | 5.9% | 2.4% | 3.7% | 1.3% | 1.7% | 3.2% | 2.4% | 2.6% | 3.7% | 0.8% |
| | | 0.1% | 1.7% | 0.8% | 3.5% | 11.8% | 0.8% | 5.0% | 0.1% | 0.6% | 0.1% | 0.7% | 2.8% | 0.7% | 0.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.270 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 2370.38 | 1.349 | 0.417 | 5.101 | 4.484 | 8.815 | 142.99 | 187.064 | 93.328 | 313.118 |
| | 2.4% | 1.8% | 1.3% | 3.0% | 2.2% | 1.0% | 3.4% | 2.2% | 1.7% | 2.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.4% | 6.0% | 7.9% | 3.9% | 13.2% |
| Satisfied | 14162.393 | 6.803 | 2.566 | 28.156 | 20.435 | 78.499 | 475.858 | 1042.82 | 845.774 | 2204.26 |
| | 14.1% | 9.3% | 7.9% | 16.7% | 10.0% | 8.8% | 11.5% | 12.0% | 15.0% | 17.1% |
| | | 0.0% | 0.0% | 0.2% | 0.1% | 0.6% | 3.4% | 7.4% | 6.0% | 15.6% |
| Neither Satisfied nor Dissatisfied | 74461.932 | 59.4120 | 26.236 | 126.265 | 161.131 | 702.262 | 3026.31 | 6661.35 | 4203.65 | 9111.49 |
| | 74.0% | 81.4% | 81.2% | 75.1% | 79.2% | 78.6% | 72.9% | 76.7% | 74.7% | 70.6% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.9% | 5.6% | 12.2% |
| Dissatisfied | 6390.407 | 4.052 | 1.548 | 5.922 | 11.779 | 64.452 | 308.096 | 542.454 | 356.495 | 973.414 |
| | 6.3% | 5.6% | 4.8% | 3.5% | 5.8% | 7.2% | 7.4% | 6.2% | 6.3% | 7.5% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.0% | 4.8% | 8.5% | 5.6% | 15.2% |
| Very Dissatisfied | 3268.479 | 1.348 | 1.543 | 2.747 | 5.639 | 39.242 | 198.894 | 246.768 | 131.029 | 295.957 |
| | 3.2% | 1.8% | 4.8% | 1.6% | 2.8% | 4.4% | 4.8% | 2.8% | 2.3% | 2.3% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 1.2% | 6.1% | 7.5% | 4.0% | 9.1% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.5920 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 2370.38 | 1011.071 | 69.856 | 284.035 | 243.484 | 133.954 | 21.542 | 258.2 |
| | 2.4% | 2.5% | 3.3% | 2.9% | 2.0% | 2.4% | 2.5% | 2.4% |
| | | 42.7% | 2.9% | 12.0% | 10.3% | 5.7% | 0.9% | 10.9% |
| Satisfied | 14162.393 | 5785.301 | 304.579 | 1591.331 | 1656.084 | 804.892 | 103.44 | 1324.975 |
| | 14.1% | 14.0% | 14.3% | 16.2% | 13.8% | 14.6% | 11.8% | 12.1% |
| | | 40.8% | 2.2% | 11.2% | 11.7% | 5.7% | 0.7% | 9.4% |
| Neither Satisfied nor Dissatisfied | 74461.932 | 30399.401 | 1557.0530 | 7147.7810 | 8702.1790 | 4039.932 | 625.407 | 8327.049 |
| | 74.0% | 73.8% | 73.0% | 72.9% | 72.8% | 73.5% | 71.5% | 76.1% |
| | | 40.8% | 2.1% | 9.6% | 11.7% | 5.4% | 0.8% | 11.2% |
| Dissatisfied | 6390.407 | 2614.881 | 134.178 | 509.988 | 905.05900 | 332.659 | 79.813 | 653.184 |
| | 6.3% | 6.3% | 6.3% | 5.2% | 7.6% | 6.1% | 9.1% | 6.0% |
| | | 40.9% | 2.1% | 8.0% | 14.2% | 5.2% | 1.2% | 10.2% |
| Very Dissatisfied | 3268.479 | 1397.095 | 66.926 | 266.405 | 451.544 | 186.535 | 44.514 | 381.171 |
| | 3.2% | 3.4% | 3.1% | 2.7% | 3.8% | 3.4% | 5.1% | 3.5% |
| | | 42.7% | 2.0% | 8.2% | 13.8% | 5.7% | 1.4% | 11.7% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Very Satisfied | 1559.486 | 1.286 | 26.425 | 12.528 | 31.059 | 85.396 | 15.693 | 53.689 | 10.077 | 12.879 | 2.843 | 27.369 | 78.022 | 15.366 | 24.822 |
| | 1.5% | 1.1% | 1.3% | 1.2% | 0.8% | 1.3% | 1.5% | 1.2% | 3.4% | 1.1% | 1.9% | 2.9% | 2.2% | 2.3% | 2.0% |
| | | 0.1% | 1.7% | 0.8% | 2.0% | 5.5% | 1.0% | 3.4% | 0.6% | 0.8% | 0.2% | 1.8% | 5.0% | 1.0% | 1.6% |
| Satisfied | 8772.835 | 9.003 | 167 | 91.015 | 258.567 | 455.203 | 108.098 | 342.549 | 38.875 | 88.0290 | 14.406 | 109.203 | 362.67 | 59.984 | 116.209 |
| | 8.7% | 7.6% | 8.3% | 8.7% | 7.0% | 7.0% | 10.2% | 7.9% | 13.1% | 7.7% | 9.7% | 11.5% | 10.4% | 9.1% | 9.3% |
| | | 0.1% | 1.9% | 1.0% | 2.9% | 5.2% | 1.2% | 3.9% | 0.4% | 1.0% | 0.2% | 1.2% | 4.1% | 0.7% | 1.3% |
| Neither Satisfied nor Dissatisf ied | 81711.822 | 95.531 | 1672.80 | 879.296 | 3119.2 | 5170.15 | 859.745 | 3569.37 | 232.202 | 956.965 | 119.108 | 758.056 | 2765.17 | 519.53 | 1045.3 |
| | 81.2% | 80.3% | 83.0% | 83.6% | 84.9% | 79.6% | 81.5% | 81.9% | 78.3% | 83.6% | 80.3% | 79.7% | 79.3% | 78.5% | 83.3% |
| | | 0.1% | 2.0% | 1.1% | 3.8% | 6.3% | 1.1% | 4.4% | 0.3% | 1.2% | 0.1% | 0.9% | 3.4% | 0.6% | 1.3% |
| Dissatisfied | 5679.408 | 9.026 | 90.255 | 38.837 | 179.048 | 469.657 | 50.468 | 226.938 | 10.696 | 63.324 | 8.427 | 36.403 | 182.853 | 45.278 | 50.638 |
| | 5.6% | 7.6% | 4.5% | 3.7% | 4.9% | 7.2% | 4.8% | 5.2% | 3.6% | 5.5% | 5.7% | 3.8% | 5.2% | 6.8% | 4.0% |
| | | 0.2% | 1.6% | 0.7% | 3.2% | 8.3% | 0.9% | 4.0% | 0.2% | 1.1% | 0.1% | 0.6% | 3.2% | 0.8% | 0.9% |
| Very Dissatisfied | 2930.04 | 4.074 | 58.676 | 30.277 | 87.547 | 316.011 | 21.185 | 165.55 | 4.821 | 22.917 | 3.474 | 19.989 | 97.115 | 21.773 | 18.579 |
| | 2.9% | 3.4% | 2.9% | 2.9% | 2.4% | 4.9% | 2.0% | 3.8% | 1.6% | 2.0% | 2.3% | 2.1% | 2.8% | 3.3% | 1.5% |
| | | 0.1% | 2.0% | 1.0% | 3.0% | 10.8% | 0.7% | 5.7% | 0.2% | 0.8% | 0.1% | 0.7% | 3.3% | 0.7% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.270 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Very Satisfied | 1559.486 | 0.465 | 0.262 | 4.494 | 3.617 | 10.07 | 110.436 | 148.1 | 67.27 | 168.654 |
| | 1.5% | 0.6% | 0.8% | 2.7% | 1.8% | 1.1% | 2.7% | 1.7% | 1.2% | 1.3% |
| | | 0.0% | 0.0% | 0.3% | 0.2% | 0.6% | 7.1% | 9.5% | 4.3% | 10.8% |
| Satisfied | 8772.835 | 4.795 | 2.047 | 24.209 | 15.182 | 70.654 | 316.028 | 717.009 | 604.343 | 1445.05 |
| | 8.7% | 6.6% | 6.3% | 14.4% | 7.5% | 7.9% | 7.6% | 8.3% | 10.7% | 11.2% |
| | | 0.1% | 0.0% | 0.3% | 0.2% | 0.8% | 3.6% | 8.2% | 6.9% | 16.5% |
| Neither Satisfied nor Dissatisfied | 81711.822 | 61.2040 | 27.071 | 131.541 | 165.904 | 725.529 | 3269.32 | 7106.14 | 4561.30 | 10062.0 |
| | 81.2% | 83.9% | 83.8% | 78.2% | 81.5% | 81.2% | 78.7% | 81.9% | 81.0% | 78.0% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.0% | 8.7% | 5.6% | 12.3% |
| Dissatisfied | 5679.408 | 4.091 | 1.632 | 4.705 | 12.62 | 63.131 | 266.879 | 472.194 | 287.281 | 930.359 |
| | 5.6% | 5.6% | 5.1% | 2.8% | 6.2% | 7.1% | 6.4% | 5.4% | 5.1% | 7.2% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.1% | 4.7% | 8.3% | 5.1% | 16.4% |
| Very Dissatisfied | 2930.04 | 2.409 | 1.298 | 3.242 | 6.145 | 23.886 | 189.481 | 237.01 | 110.078 | 292.166 |
| | 2.9% | 3.3% | 4.0% | 1.9% | 3.0% | 2.7% | 4.6% | 2.7% | 2.0% | 2.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 6.5% | 8.1% | 3.8% | 10.0% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.5920 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Very Satisfied | 1559.486 | 648.664 | 58.962 | 165.117 | 124.434 | 96.935 | 13.314 | 189.902 |
| | 1.5% | 1.6% | 2.8% | 1.7% | 1.0% | 1.8% | 1.5% | 1.7% |
| | | 41.6% | 3.8% | 10.6% | 8.0% | 6.2% | 0.9% | 12.2% |
| Satisfied | 8772.835 | 3352.704 | 149.349 | 747.21 | 1010.064 | 535.94900 | 65.124 | 845.008 |
| | 8.7% | 8.1% | 7.0% | 7.6% | 8.4% | 9.7% | 7.4% | 7.7% |
| | | 38.2% | 1.7% | 8.5% | 11.5% | 6.1% | 0.7% | 9.6% |
| Neither Satisfied nor Dissatisfied | 81711.822 | 33839.376 | 1723.3440 | 8103.9800 | 9772.167 | 4445.386 | 715.667 | 9078.832 |
| | 81.2% | 82.1% | 80.8% | 82.7% | 81.7% | 80.9% | 81.8% | 83.0% |
| | | 41.4% | 2.1% | 9.9% | 12.0% | 5.4% | 0.9% | 11.1% |
| Dissatisfied | 5679.408 | 2174.668 | 138.384 | 530.368 | 676.25 | 263.286 | 55.25 | 511.13000 |
| | 5.6% | 5.3% | 6.5% | 5.4% | 5.7% | 4.8% | 6.3% | 4.7% |
| | | 38.3% | 2.4% | 9.3% | 11.9% | 4.6% | 1.0% | 9.0% |
| Very Dissatisfied | 2930.04 | 1192.337 | 62.553 | 252.865 | 375.435 | 156.416 | 25.361 | 319.707 |
| | 2.9% | 2.9% | 2.9% | 2.6% | 3.1% | 2.8% | 2.9% | 2.9% |
| | | 40.7% | 2.1% | 8.6% | 12.8% | 5.3% | 0.9% | 10.9% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Extremely Important | 13701.343 | 17.625 | 443.589 | 132.68 | 479.56 | 783.677 | 246.192 | 676.970 | 84.549 | 250.277 | 29.16 | 211.239 | 713.106 | 165.818 | 188.335 |
| | 13.6% | 14.8% | 22.0% | 12.6% | 13.0% | 12.1% | 23.3% | 15.5% | 28.5% | 21.9% | 19.7% | 22.2% | 20.5% | 25.1% | 15.0% |
| | | 0.1% | 3.2% | 1.0% | 3.5% | 5.7% | 1.8% | 4.9% | 0.6% | 1.8% | 0.2% | 1.5% | 5.2% | 1.2% | 1.4% |
| Very Important | 20624.681 | 24.139 | 444.103 | 210.465 | 756.677 | 1178.88 | 257.783 | 886.975 | 73.808 | 278.069 | 27.117 | 211.273 | 783.075 | 134.82 | 266.419 |
| | 20.5% | 20.3% | 22.0% | 20.0% | 20.6% | 18.1% | 24.4% | 20.4% | 24.9% | 24.3% | 18.3% | 22.2% | 22.5% | 20.4% | 21.2% |
| | | 0.1% | 2.2% | 1.0% | 3.7% | 5.7% | 1.2% | 4.3% | 0.4% | 1.3% | 0.1% | 1.0% | 3.8% | 0.7% | 1.3% |
| Moderately Important | 26519.491 | 32.968 | 464.221 | 256.348 | 982.717 | 1738.41 | 255.099 | 1158.00 | 68.9240 | 289.191 | 34.835 | 256.578 | 896.375 | 155.129 | 339.342 |
| | 26.3% | 27.7% | 23.0% | 24.4% | 26.7% | 26.8% | 24.2% | 26.6% | 23.2% | 25.3% | 23.5% | 27.0% | 25.7% | 23.4% | 27.0% |
| | | 0.1% | 1.8% | 1.0% | 3.7% | 6.6% | 1.0% | 4.4% | 0.3% | 1.1% | 0.1% | 1.0% | 3.4% | 0.6% | 1.3% |
| Somewhat Important | 13460.744 | 15.522 | 248.566 | 168.63 | 518.318 | 761.727 | 118.698 | 629.777 | 30.284 | 140.407 | 20.05 | 95.0690 | 442.467 | 67.582 | 183.601 |
| | 13.4% | 13.1% | 12.3% | 16.0% | 14.1% | 11.7% | 11.2% | 14.5% | 10.2% | 12.3% | 13.5% | 10.0% | 12.7% | 10.2% | 14.6% |
| | | 0.1% | 1.8% | 1.3% | 3.9% | 5.7% | 0.9% | 4.7% | 0.2% | 1.0% | 0.1% | 0.7% | 3.3% | 0.5% | 1.4% |
| Not Important | 26347.332 | 28.666 | 414.681 | 283.83 | 938.144 | 2033.73 | 177.417 | 1006.37 | 39.106 | 186.17 | 37.096 | 176.861 | 650.811 | 138.582 | 277.851 |
| | 26.2% | 24.1% | 20.6% | 27.0% | 25.5% | 31.3% | 16.8% | 23.1% | 13.2% | 16.3% | 25.0% | 18.6% | 18.7% | 20.9% | 22.1% |
| | | 0.1% | 1.6% | 1.1% | 3.6% | 7.7% | 0.7% | 3.8% | 0.1% | 0.7% | 0.1% | 0.7% | 2.5% | 0.5% | 1.1% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Extremely Important | 13701.343 | 19.54 | 3.897 | 42.4360 | 46.5150 | 89.432 | 564.347 | 1488.66 | 758.036 | 1748.14 |
| | 13.6% | 26.8% | 12.1% | 25.2% | 22.9% | 10.0% | 13.6% | 17.1% | 13.5% | 13.6% |
| | | 0.1% | 0.0% | 0.3% | 0.3% | 0.7% | 4.1% | 10.9% | 5.5% | 12.8% |
| Very Important | 20624.681 | 16.935 | 6.305 | 37.383 | 45.7680 | 171.819 | 941.633 | 2029.96 | 1150.55 | 2886.58 |
| | 20.5% | 23.2% | 19.5% | 22.2% | 22.5% | 19.2% | 22.7% | 23.4% | 20.4% | 22.4% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 4.6% | 9.8% | 5.6% | 14.0% |
| Moderately Important | 26519.491 | 20.214 | 9.488 | 34.721 | 49.0670 | 225.598 | 1079.08 | 2244.04 | 1594.98 | 3330.23 |
| | 26.3% | 27.7% | 29.4% | 20.6% | 24.1% | 25.3% | 26.0% | 25.9% | 28.3% | 25.8% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 4.1% | 8.5% | 6.0% | 12.6% |
| Somewhat Important | 13460.744 | 6.047 | 5.195 | 18.298 | 20.121 | 94.1550 | 443.549 | 1006.94 | 819.807 | 2013.70 |
| | 13.4% | 8.3% | 16.1% | 10.9% | 9.9% | 10.5% | 10.7% | 11.6% | 14.6% | 15.6% |
| | | 0.0% | 0.0% | 0.1% | 0.1% | 0.7% | 3.3% | 7.5% | 6.1% | 15.0% |
| Not Important | 26347.332 | 10.228 | 7.425 | 35.353 | 41.9970 | 312.266 | 1123.54 | 1910.86 | 1306.91 | 2919.58 |
| | 26.2% | 14.0% | 23.0% | 21.0% | 20.6% | 35.0% | 27.1% | 22.0% | 23.2% | 22.6% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 1.2% | 4.3% | 7.3% | 5.0% | 11.1% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Extremely Important | 13701.343 | 4517.563 | 277.299 | 882.177 | 1163.645 | 794.02100 | 93.982 | 1306.439 |
| | 13.6% | 11.0% | 13.0% | 9.0% | 9.7% | 14.4% | 10.7% | 11.9% |
| | | 33.0% | 2.0% | 6.4% | 8.5% | 5.8% | 0.7% | 9.5% |
| Very Important | 20624.681 | 7804.151 | 441.574 | 1544.827 | 2323.976 | 1153 | 161.579 | 2179.195 |
| | 20.5% | 18.9% | 20.7% | 15.8% | 19.4% | 21.0% | 18.5% | 19.9% |
| | | 37.8% | 2.1% | 7.5% | 11.3% | 5.6% | 0.8% | 10.6% |
| Moderately Important | 26519.491 | 11003.935 | 489.048 | 2703.087 | 3198.795 | 1474.691 | 222.229 | 2916.085 |
| | 26.3% | 26.7% | 22.9% | 27.6% | 26.7% | 26.8% | 25.4% | 26.6% |
| | | 41.5% | 1.8% | 10.2% | 12.1% | 5.6% | 0.8% | 11.0% |
| Somewhat Important | 13460.744 | 5592.232 | 300.953 | 1366.407 | 1662.818 | 747.357 | 95.235 | 1419.462 |
| | 13.4% | 13.6% | 14.1% | 13.9% | 13.9% | 13.6% | 10.9% | 13.0% |
| | | 41.5% | 2.2% | 10.2% | 12.4% | 5.6% | 0.7% | 10.5% |
| Not Important | 26347.332 | 12289.868 | 623.718 | 3303.042 | 3609.116 | 1328.903 | 301.691 | 3123.3980 |
| | 26.2% | 29.8% | 29.2% | 33.7% | 30.2% | 24.2% | 34.5% | 28.5% |
| | | 46.6% | 2.4% | 12.5% | 13.7% | 5.0% | 1.1% | 11.9% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Extremely Important | 29664.985 | 34.335 | 845.929 | 394.502 | 1111.95 | 1812.9 | 397.545 | 1578.98 | 124.411 | 452.008 | 47.023 | 399.193 | 1220.62 | 261.169 | 408.231 |
| | 29.5% | 28.9% | 42.0% | 37.5% | 30.3% | 27.9% | 37.7% | 36.2% | 41.9% | 39.5% | 31.7% | 42.0% | 35.0% | 39.5% | 32.5% |
| | | 0.1% | 2.9% | 1.3% | 3.7% | 6.1% | 1.3% | 5.3% | 0.4% | 1.5% | 0.2% | 1.3% | 4.1% | 0.9% | 1.4% |
| Very Important | 34212.216 | 38.049 | 619.013 | 361.554 | 1357.13 | 2123.27 | 371.477 | 1531.85 | 102.028 | 421.840 | 54.505 | 288.251 | 1196.97 | 227.781 | 474.977 |
| | 34.0% | 32.0% | 30.7% | 34.4% | 36.9% | 32.7% | 35.2% | 35.1% | 34.4% | 36.9% | 36.8% | 30.3% | 34.3% | 34.4% | 37.8% |
| | | 0.1% | 1.8% | 1.1% | 4.0% | 6.2% | 1.1% | 4.5% | 0.3% | 1.2% | 0.2% | 0.8% | 3.5% | 0.7% | 1.4% |
| Moderately Important | 20244.397 | 24.168 | 314.933 | 174.756 | 716.255 | 1293.36 | 170.288 | 677.384 | 41.179 | 173.824 | 27.602 | 138.91 | 610.114 | 90.0240 | 232.577 |
| | 20.1% | 20.3% | 15.6% | 16.6% | 19.5% | 19.9% | 16.1% | 15.5% | 13.9% | 15.2% | 18.6% | 14.6% | 17.5% | 13.6% | 18.5% |
| | | 0.1% | 1.6% | 0.9% | 3.5% | 6.4% | 0.8% | 3.3% | 0.2% | 0.9% | 0.1% | 0.7% | 3.0% | 0.4% | 1.1% |
| Somewhat Important | 8059.313 | 9.132 | 107.819 | 64.129 | 258.626 | 519.707 | 61.0830 | 312.138 | 15.51 | 56.881 | 11.191 | 59.421 | 238.088 | 35.886 | 80.328 |
| | 8.0% | 7.7% | 5.4% | 6.1% | 7.0% | 8.0% | 5.8% | 7.2% | 5.2% | 5.0% | 7.5% | 6.2% | 6.8% | 5.4% | 6.4% |
| | | 0.1% | 1.3% | 0.8% | 3.2% | 6.4% | 0.8% | 3.9% | 0.2% | 0.7% | 0.1% | 0.7% | 3.0% | 0.4% | 1.0% |
| Not Important | 8472.68 | 13.236 | 127.466 | 57.012 | 231.451 | 747.19 | 54.7960 | 257.74 | 13.543 | 39.561 | 7.937 | 65.245 | 220.043 | 47.071 | 59.435 |
| | 8.4% | 11.1% | 6.3% | 5.4% | 6.3% | 11.5% | 5.2% | 5.9% | 4.6% | 3.5% | 5.4% | 6.9% | 6.3% | 7.1% | 4.7% |
| | | 0.2% | 1.5% | 0.7% | 2.7% | 8.8% | 0.6% | 3.0% | 0.2% | 0.5% | 0.1% | 0.8% | 2.6% | 0.6% | 0.7% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Extremely Important | 29664.985 | 26.129 | 7.249 | 64.8850 | 89.612 | 166.787 | 1189.60 | 2893.82 | 1977.81 | 2874.54 |
| | 29.5% | 35.8% | 22.4% | 38.6% | 44.0% | 18.7% | 28.7% | 33.3% | 35.1% | 22.3% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 0.6% | 4.0% | 9.8% | 6.7% | 9.7% |
| Very Important | 34212.216 | 24.464 | 9.453 | 47.9320 | 67.1770 | 280.452 | 1292.67 | 3059.37 | 2272.23 | 4676.74 |
| | 34.0% | 33.5% | 29.3% | 28.5% | 33.0% | 31.4% | 31.1% | 35.2% | 40.4% | 36.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 3.8% | 8.9% | 6.6% | 13.7% |
| Moderately Important | 20244.397 | 17.118 | 7.928 | 25.88 | 26.188 | 225.152 | 811.7 | 1533.16 | 838.605 | 3144.77 |
| | 20.1% | 23.5% | 24.5% | 15.4% | 12.9% | 25.2% | 19.5% | 17.7% | 14.9% | 24.4% |
| | | 0.1% | 0.0% | 0.1% | 0.1% | 1.1% | 4.0% | 7.6% | 4.1% | 15.5% |
| Somewhat Important | 8059.313 | 2.659 | 4.338 | 13.555 | 8.221 | 125.989 | 450.727 | 526.444 | 297.459 | 1149.54 |
| | 8.0% | 3.6% | 13.4% | 8.1% | 4.0% | 14.1% | 10.9% | 6.1% | 5.3% | 8.9% |
| | | 0.0% | 0.1% | 0.2% | 0.1% | 1.6% | 5.6% | 6.5% | 3.7% | 14.3% |
| Not Important | 8472.68 | 2.594 | 3.342 | 15.939 | 12.27 | 94.8900 | 407.441 | 667.666 | 244.173 | 1052.65 |
| | 8.4% | 3.6% | 10.3% | 9.5% | 6.0% | 10.6% | 9.8% | 7.7% | 4.3% | 8.2% |
| | | 0.0% | 0.0% | 0.2% | 0.1% | 1.1% | 4.8% | 7.9% | 2.9% | 12.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Extremely Important | 29664.985 | 11285.765 | 629.778 | 2327.409 | 3026.546 | 1898.964 | 214.918 | 3188.15 |
| | 29.5% | 27.4% | 29.5% | 23.8% | 25.3% | 34.5% | 24.6% | 29.1% |
| | | 38.0% | 2.1% | 7.8% | 10.2% | 6.4% | 0.7% | 10.7% |
| Very Important | 34212.216 | 13313.026 | 666.42 | 3184.436 | 3724.042 | 1837.438 | 303.871 | 3596.8190 |
| | 34.0% | 32.3% | 31.2% | 32.5% | 31.1% | 33.4% | 34.7% | 32.9% |
| | | 38.9% | 1.9% | 9.3% | 10.9% | 5.4% | 0.9% | 10.5% |
| Moderately Important | 20244.397 | 8928.524 | 419.277 | 2430.154 | 2705.297 | 921.669 | 164.93 | 2287.197 |
| | 20.1% | 21.7% | 19.7% | 24.8% | 22.6% | 16.8% | 18.9% | 20.9% |
| | | 44.1% | 2.1% | 12.0% | 13.4% | 4.6% | 0.8% | 11.3% |
| Somewhat Important | 8059.313 | 3650.44 | 189.907 | 963.275 | 1124.3 | 385.459 | 82.248 | 905.251 |
| | 8.0% | 8.9% | 8.9% | 9.8% | 9.4% | 7.0% | 9.4% | 8.3% |
| | | 45.3% | 2.4% | 12.0% | 14.0% | 4.8% | 1.0% | 11.2% |
| Not Important | 8472.68 | 4029.994 | 227.21 | 894.26600 | 1378.165 | 454.442 | 108.749 | 967.162 |
| | 8.4% | 9.8% | 10.7% | 9.1% | 11.5% | 8.3% | 12.4% | 8.8% |
| | | 47.6% | 2.7% | 10.6% | 16.3% | 5.4% | 1.3% | 11.4% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.09 | 296.671 | 1144.11 | 148.258 | 951.02 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Extremely Important | 7128.837 | 10.794 | 173.45 | 36.199 | 226.454 | 952.114 | 87.511 | 203.301 | 23.212 | 77.974 | 11.856 | 54.817 | 324.118 | 74.268 | 82.227 |
| | 7.1% | 9.1% | 8.6% | 3.4% | 6.2% | 14.7% | 8.3% | 4.7% | 7.8% | 6.8% | 8.0% | 5.8% | 9.3% | 11.2% | 6.5% |
| | | 0.2% | 2.4% | 0.5% | 3.2% | 13.4% | 1.2% | 2.9% | 0.3% | 1.1% | 0.2% | 0.8% | 4.5% | 1.0% | 1.2% |
| Very Important | 10909.345 | 8.678 | 219.641 | 98.774 | 354.805 | 1167.26 | 108.978 | 429.335 | 30.79 | 113.392 | 13.352 | 83.2420 | 404.484 | 52.972 | 123.01 |
| | 10.8% | 7.3% | 10.9% | 9.4% | 9.7% | 18.0% | 10.3% | 9.9% | 10.4% | 9.9% | 9.0% | 8.8% | 11.6% | 8.0% | 9.8% |
| | | 0.1% | 2.0% | 0.9% | 3.3% | 10.7% | 1.0% | 3.9% | 0.3% | 1.0% | 0.1% | 0.8% | 3.7% | 0.5% | 1.1% |
| Moderately Important | 14555.185 | 18.493 | 279.989 | 142.202 | 556.141 | 1147.11 | 138.272 | 666.638 | 39.948 | 155.452 | 17.899 | 136.791 | 457.731 | 65.515 | 194.596 |
| | 14.5% | 15.6% | 13.9% | 13.5% | 15.1% | 17.7% | 13.1% | 15.3% | 13.5% | 13.6% | 12.1% | 14.4% | 13.1% | 9.9% | 15.5% |
| | | 0.1% | 1.9% | 1.0% | 3.8% | 7.9% | 0.9% | 4.6% | 0.3% | 1.1% | 0.1% | 0.9% | 3.1% | 0.5% | 1.3% |
| Somewhat Important | 9342.521 | 10.3 | 183.206 | 83.157 | 361.156 | 611.892 | 91.464 | 375.229 | 24.243 | 100.331 | 6.986 | 72.034 | 300.259 | 46.614 | 131.347 |
| | 9.3% | 8.7% | 9.1% | 7.9% | 9.8% | 9.4% | 8.7% | 8.6% | 8.2% | 8.8% | 4.7% | 7.6% | 8.6% | 7.0% | 10.5% |
| | | 0.1% | 2.0% | 0.9% | 3.9% | 6.5% | 1.0% | 4.0% | 0.3% | 1.1% | 0.1% | 0.8% | 3.2% | 0.5% | 1.4% |
| Not Important | 58717.703 | 70.655 | 1158.87 | 691.621 | 2176.86 | 2618.05 | 628.964 | 2683.59 | 178.478 | 696.965 | 98.1650 | 604.136 | 1999.24 | 422.562 | 724.368 |
| | 58.3% | 59.4% | 57.5% | 65.7% | 59.2% | 40.3% | 59.6% | 61.6% | 60.2% | 60.9% | 66.2% | 63.5% | 57.4% | 63.8% | 57.7% |
| | | 0.1% | 2.0% | 1.2% | 3.7% | 4.5% | 1.1% | 4.6% | 0.3% | 1.2% | 0.2% | 1.0% | 3.4% | 0.7% | 1.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.27 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Extremely Important | 7128.837 | 9.033 | 1.922 | 13.916 | 13.808 | 77.88 | 404.356 | 644.928 | 369.405 | 967.879 |
| | 7.1% | 12.4% | 5.9% | 8.3% | 6.8% | 8.7% | 9.7% | 7.4% | 6.6% | 7.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 5.7% | 9.0% | 5.2% | 13.6% |
| Very Important | 10909.345 | 9.35000 | 4.181 | 17.295 | 16.474 | 114.432 | 627.649 | 929.638 | 560.314 | 1520.17 |
| | 10.8% | 12.8% | 12.9% | 10.3% | 8.1% | 12.8% | 15.1% | 10.7% | 10.0% | 11.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 5.8% | 8.5% | 5.1% | 13.9% |
| Moderately Important | 14555.185 | 9.596 | 4.734 | 20.135 | 29.267 | 84.5440 | 430.185 | 1253.49 | 874.393 | 1697.26 |
| | 14.5% | 13.2% | 14.7% | 12.0% | 14.4% | 9.5% | 10.4% | 14.4% | 15.5% | 13.2% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.6% | 3.0% | 8.6% | 6.0% | 11.7% |
| Somewhat Important | 9342.521 | 6.3 | 2.439 | 11.709 | 15.691 | 87.925 | 388.921 | 644.568 | 599.769 | 1144.33 |
| | 9.3% | 8.6% | 7.5% | 7.0% | 7.7% | 9.8% | 9.4% | 7.4% | 10.7% | 8.9% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 4.2% | 6.9% | 6.4% | 12.2% |
| Not Important | 58717.703 | 38.6850 | 19.034 | 105.136 | 128.228 | 528.489 | 2301.03 | 5207.83 | 3226.39 | 7568.6 |
| | 58.3% | 53.0% | 58.9% | 62.5% | 63.0% | 59.2% | 55.4% | 60.0% | 57.3% | 58.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.9% | 8.9% | 5.5% | 12.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Extremely Important | 7128.837 | 2287.415 | 76.673 | 514.671 | 705.292 | 292.482 | 55.72 | 642.577 |
| | 7.1% | 5.6% | 3.6% | 5.3% | 5.9% | 5.3% | 6.4% | 5.9% |
| | | 32.1% | 1.1% | 7.2% | 9.9% | 4.1% | 0.8% | 9.0% |
| Very Important | 10909.345 | 3901.131 | 192.84 | 852.527 | 1184.749 | 563.595 | 97.385000 | 1010.035 |
| | 10.8% | 9.5% | 9.0% | 8.7% | 9.9% | 10.3% | 11.1% | 9.2% |
| | | 35.8% | 1.8% | 7.8% | 10.9% | 5.2% | 0.9% | 9.3% |
| Moderately Important | 14555.185 | 6134.811 | 281.363 | 1530.498 | 1739.755 | 738.234 | 135.524 | 1709.437 |
| | 14.5% | 14.9% | 13.2% | 15.6% | 14.5% | 13.4% | 15.5% | 15.6% |
| | | 42.1% | 1.9% | 10.5% | 12.0% | 5.1% | 0.9% | 11.7% |
| Somewhat Important | 9342.521 | 4042.651 | 238.288 | 969.243 | 1104.803 | 503.59200 | 78.195 | 1148.53 |
| | 9.3% | 9.8% | 11.2% | 9.9% | 9.2% | 9.2% | 8.9% | 10.5% |
| | | 43.3% | 2.6% | 10.4% | 11.8% | 5.4% | 0.8% | 12.3% |
| Not Important | 58717.703 | 24841.741 | 1343.428 | 5932.6010 | 7223.7510 | 3400.069 | 507.892 | 6434 |
| | 58.3% | 60.3% | 63.0% | 60.5% | 60.4% | 61.8% | 58.1% | 58.8% |
| | | 42.3% | 2.3% | 10.1% | 12.3% | 5.8% | 0.9% | 11.0% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Extremely Important | 7969.886 | 9.583 | 145.524 | 54.61 | 236.939 | 852.609 | 77.8260 | 217.891 | 23.932 | 59.555 | 11.35 | 73.888 | 315.852 | 70.316 | 67.189 |
| | 7.9% | 8.1% | 7.2% | 5.2% | 6.4% | 13.1% | 7.4% | 5.0% | 8.1% | 5.2% | 7.7% | 7.8% | 9.1% | 10.6% | 5.4% |
| | | 0.1% | 1.8% | 0.7% | 3.0% | 10.7% | 1.0% | 2.7% | 0.3% | 0.7% | 0.1% | 0.9% | 4.0% | 0.9% | 0.8% |
| Very Important | 20944.119 | 21.795 | 327.221 | 151.666 | 822.515 | 1641.34 | 197.603 | 756.766 | 59.846 | 168.749 | 26.886 | 191.727 | 749.208 | 146.677 | 195.779 |
| | 20.8% | 18.3% | 16.2% | 14.4% | 22.4% | 25.3% | 18.7% | 17.4% | 20.2% | 14.7% | 18.1% | 20.2% | 21.5% | 22.2% | 15.6% |
| | | 0.1% | 1.6% | 0.7% | 3.9% | 7.8% | 0.9% | 3.6% | 0.3% | 0.8% | 0.1% | 0.9% | 3.6% | 0.7% | 0.9% |
| Moderately Important | 30692.82 | 27.715 | 598.853 | 329.997 | 1190.63 | 2030.63 | 315.634 | 1282.01 | 80.161 | 338.228 | 40.64 | 281.860 | 1015.07 | 203.833 | 425.969 |
| | 30.5% | 23.3% | 29.7% | 31.4% | 32.4% | 31.3% | 29.9% | 29.4% | 27.0% | 29.6% | 27.4% | 29.6% | 29.1% | 30.8% | 33.9% |
| | | 0.1% | 2.0% | 1.1% | 3.9% | 6.6% | 1.0% | 4.2% | 0.3% | 1.1% | 0.1% | 0.9% | 3.3% | 0.7% | 1.4% |
| Somewhat Important | 20979.479 | 25.119 | 503.114 | 252.523 | 800.918 | 1039.13 | 224.327 | 1143.6 | 73.554 | 276.656 | 37.94 | 197.892 | 772.221 | 120.013 | 311.754 |
| | 20.8% | 21.1% | 25.0% | 24.0% | 21.8% | 16.0% | 21.3% | 26.2% | 24.8% | 24.2% | 25.6% | 20.8% | 22.2% | 18.1% | 24.8% |
| | | 0.1% | 2.4% | 1.2% | 3.8% | 5.0% | 1.1% | 5.5% | 0.4% | 1.3% | 0.2% | 0.9% | 3.7% | 0.6% | 1.5% |
| Not Important | 20067.287 | 34.708 | 440.448 | 263.157 | 624.415 | 932.713 | 239.799 | 957.836 | 59.178 | 300.926 | 31.442 | 205.653 | 633.482 | 121.092 | 254.857 |
| | 19.9% | 29.2% | 21.9% | 25.0% | 17.0% | 14.4% | 22.7% | 22.0% | 19.9% | 26.3% | 21.2% | 21.6% | 18.2% | 18.3% | 20.3% |
| | | 0.2% | 2.2% | 1.3% | 3.1% | 4.6% | 1.2% | 4.8% | 0.3% | 1.5% | 0.2% | 1.0% | 3.2% | 0.6% | 1.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Extremely Important | 7969.886 | 7.906 | 0.54 | 13.742 | 17.713 | 48.021 | 510.914 | 829.245 | 397.941 | 990.783 |
| | 7.9% | 10.8% | 1.7% | 8.2% | 8.7% | 5.4% | 12.3% | 9.6% | 7.1% | 7.7% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.6% | 6.4% | 10.4% | 5.0% | 12.4% |
| Very Important | 20944.119 | 14.027 | 3.597 | 38.483 | 34.651 | 143.94 | 1044.44 | 2282.17 | 1179.09 | 2869.10 |
| | 20.8% | 19.2% | 11.1% | 22.9% | 17.0% | 16.1% | 25.2% | 26.3% | 20.9% | 22.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 5.0% | 10.9% | 5.6% | 13.7% |
| Moderately Important | 30692.82 | 17.949 | 8.153 | 43.3760 | 62.5770 | 265.337 | 1117.79 | 2597.29 | 1895.19 | 4183.92 |
| | 30.5% | 24.6% | 25.2% | 25.8% | 30.8% | 29.7% | 26.9% | 29.9% | 33.7% | 32.4% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 3.6% | 8.5% | 6.2% | 13.6% |
| Somewhat Important | 20979.479 | 10.818 | 8.509 | 37.6140 | 43.2430 | 188.95 | 855.158 | 1652.58 | 1255.29 | 2429.95 |
| | 20.8% | 14.8% | 26.3% | 22.4% | 21.3% | 21.2% | 20.6% | 19.0% | 22.3% | 18.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 7.9% | 6.0% | 11.6% |
| Not Important | 20067.287 | 22.264 | 11.511 | 34.976 | 45.2840 | 247.022 | 623.845 | 1319.17 | 902.772 | 2424.48 |
| | 19.9% | 30.5% | 35.6% | 20.8% | 22.3% | 27.7% | 15.0% | 15.2% | 16.0% | 18.8% |
| | | 0.1% | 0.1% | 0.2% | 0.2% | 1.2% | 3.1% | 6.6% | 4.5% | 12.1% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.71600 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Extremely Important | 7969.886 | 2936.017 | 111.882 | 616.349 | 990.811 | 400.918 | 78.183 | 737.874 |
| | 7.9% | 7.1% | 5.2% | 6.3% | 8.3% | 7.3% | 8.9% | 6.7% |
| | | 36.8% | 1.4% | 7.7% | 12.4% | 5.0% | 1.0% | 9.3% |
| Very Important | 20944.119 | 7876.842 | 396.593 | 1791.044 | 2447.415 | 1103.753 | 208.824 | 1929.213 |
| | 20.8% | 19.1% | 18.6% | 18.3% | 20.5% | 20.1% | 23.9% | 17.6% |
| | | 37.6% | 1.9% | 8.6% | 11.7% | 5.3% | 1.0% | 9.2% |
| Moderately Important | 30692.82 | 12340.016 | 617.421 | 3079.353 | 3463.892 | 1645.297 | 255.682 | 3278.3710 |
| | 30.5% | 29.9% | 29.0% | 31.4% | 29.0% | 29.9% | 29.2% | 30.0% |
| | | 40.2% | 2.0% | 10.0% | 11.3% | 5.4% | 0.8% | 10.7% |
| Somewhat Important | 20979.479 | 8718.618 | 524.235 | 2035.258 | 2354.446 | 1229.754 | 173.641 | 2401.284 |
| | 20.8% | 21.2% | 24.6% | 20.8% | 19.7% | 22.4% | 19.9% | 21.9% |
| | | 41.6% | 2.5% | 9.7% | 11.2% | 5.9% | 0.8% | 11.4% |
| Not Important | 20067.287 | 9336.256 | 482.461 | 2277.5360 | 2701.786 | 1118.25 | 158.386 | 2597.837 |
| | 19.9% | 22.7% | 22.6% | 23.2% | 22.6% | 20.3% | 18.1% | 23.7% |
| | | 46.5% | 2.4% | 11.3% | 13.5% | 5.6% | 0.8% | 12.9% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Extremely Important | 14300.54 | 15.006 | 260.060 | 127.202 | 484.979 | 1244.85 | 156.939 | 401.23 | 40.61 | 162.104 | 21.238 | 148.904 | 478.892 | 106.291 | 179.41 |
| | 14.2% | 12.6% | 12.9% | 12.1% | 13.2% | 19.2% | 14.9% | 9.2% | 13.7% | 14.2% | 14.3% | 15.7% | 13.7% | 16.1% | 14.3% |
| | | 0.1% | 1.8% | 0.9% | 3.4% | 8.7% | 1.1% | 2.8% | 0.3% | 1.1% | 0.1% | 1.0% | 3.3% | 0.7% | 1.3% |
| Very Important | 29998.376 | 29.561 | 459.587 | 243.812 | 1170.91 | 2141.25 | 283.478 | 1172.84 | 82.741 | 319.813 | 42.755 | 275.075 | 1000.28 | 200.619 | 374.919 |
| | 29.8% | 24.9% | 22.8% | 23.2% | 31.9% | 33.0% | 26.9% | 26.9% | 27.9% | 28.0% | 28.8% | 28.9% | 28.7% | 30.3% | 29.9% |
| | | 0.1% | 1.5% | 0.8% | 3.9% | 7.1% | 0.9% | 3.9% | 0.3% | 1.1% | 0.1% | 0.9% | 3.3% | 0.7% | 1.2% |
| Moderately Important | 28243.078 | 34.219 | 607.321 | 338.315 | 1020.83 | 1626.38 | 297.061 | 1265.8 | 79.349 | 318.542 | 38.131 | 260.914 | 1010.24 | 191.769 | 392.86 |
| | 28.1% | 28.8% | 30.1% | 32.2% | 27.8% | 25.0% | 28.2% | 29.0% | 26.7% | 27.8% | 25.7% | 27.4% | 29.0% | 29.0% | 31.3% |
| | | 0.1% | 2.2% | 1.2% | 3.6% | 5.8% | 1.1% | 4.5% | 0.3% | 1.1% | 0.1% | 0.9% | 3.6% | 0.7% | 1.4% |
| Somewhat Important | 15887.184 | 16.964 | 384.179 | 185.905 | 601.232 | 796.297 | 181.563 | 886.489 | 56.985 | 203.070 | 28.46 | 151.749 | 560.303 | 95.3660 | 202.896 |
| | 15.8% | 14.3% | 19.1% | 17.7% | 16.4% | 12.3% | 17.2% | 20.3% | 19.2% | 17.7% | 19.2% | 16.0% | 16.1% | 14.4% | 16.2% |
| | | 0.1% | 2.4% | 1.2% | 3.8% | 5.0% | 1.1% | 5.6% | 0.4% | 1.3% | 0.2% | 1.0% | 3.5% | 0.6% | 1.3% |
| Not Important | 12224.413 | 23.17 | 304.013 | 156.719 | 397.471 | 687.637 | 136.148 | 631.736 | 36.986 | 140.585 | 17.674 | 114.378 | 436.12 | 67.886 | 105.463 |
| | 12.1% | 19.5% | 15.1% | 14.9% | 10.8% | 10.6% | 12.9% | 14.5% | 12.5% | 12.3% | 11.9% | 12.0% | 12.5% | 10.3% | 8.4% |
| | | 0.2% | 2.5% | 1.3% | 3.3% | 5.6% | 1.1% | 5.2% | 0.3% | 1.2% | 0.1% | 0.9% | 3.6% | 0.6% | 0.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Extremely Important | 14300.54 | 13.063 | 2.079 | 21.836 | 29.186 | 106.912 | 756.688 | 1352.49 | 817.169 | 1826.3 |
| | 14.2% | 17.9% | 6.4% | 13.0% | 14.3% | 12.0% | 18.2% | 15.6% | 14.5% | 14.2% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.7% | 5.3% | 9.5% | 5.7% | 12.8% |
| Very Important | 29998.376 | 22.259 | 6.977 | 44.3700 | 58.7970 | 237.928 | 1313.27 | 2904.46 | 1755.43 | 4063.49 |
| | 29.8% | 30.5% | 21.6% | 26.4% | 28.9% | 26.6% | 31.6% | 33.5% | 31.2% | 31.5% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 4.4% | 9.7% | 5.9% | 13.5% |
| Moderately Important | 28243.078 | 20.195 | 9.713 | 44.4400 | 57.2400 | 216.601 | 978.533 | 2343.30 | 1649.05 | 3644.18 |
| | 28.1% | 27.7% | 30.1% | 26.4% | 28.1% | 24.2% | 23.6% | 27.0% | 29.3% | 28.3% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 3.5% | 8.3% | 5.8% | 12.9% |
| Somewhat Important | 15887.184 | 7.8 | 7.107 | 32.339 | 29.791 | 187.351 | 668.135 | 1248.26 | 863.381 | 1923.75 |
| | 15.8% | 10.7% | 22.0% | 19.2% | 14.6% | 21.0% | 16.1% | 14.4% | 15.3% | 14.9% |
| | | 0.0% | 0.0% | 0.2% | 0.2% | 1.2% | 4.2% | 7.9% | 5.4% | 12.1% |
| Not Important | 12224.413 | 9.647 | 6.434 | 25.206 | 28.454 | 144.478 | 435.522 | 831.945 | 545.251 | 1440.52 |
| | 12.1% | 13.2% | 19.9% | 15.0% | 14.0% | 16.2% | 10.5% | 9.6% | 9.7% | 11.2% |
| | | 0.1% | 0.1% | 0.2% | 0.2% | 1.2% | 3.6% | 6.8% | 4.5% | 11.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Extremely Important | 14300.54 | 5547.104 | 270.69 | 1209.18 | 1781.48 | 724.862 | 126.592 | 1434.3 |
| | 14.2% | 13.5% | 12.7% | 12.3% | 14.9% | 13.2% | 14.5% | 13.1% |
| | | 38.8% | 1.9% | 8.5% | 12.5% | 5.1% | 0.9% | 10.0% |
| Very Important | 29998.376 | 11793.763 | 668.941 | 2738.837 | 3642.54 | 1590.178 | 280.314 | 2872.953 |
| | 29.8% | 28.6% | 31.4% | 27.9% | 30.5% | 28.9% | 32.0% | 26.3% |
| | | 39.3% | 2.2% | 9.1% | 12.1% | 5.3% | 0.9% | 9.6% |
| Moderately Important | 28243.078 | 11798.096 | 613.486 | 2842.94 | 3323.227 | 1590.923 | 234.219 | 3193.3010 |
| | 28.1% | 28.6% | 28.8% | 29.0% | 27.8% | 28.9% | 26.8% | 29.2% |
| | | 41.8% | 2.2% | 10.1% | 11.8% | 5.6% | 0.8% | 11.3% |
| Somewhat Important | 15887.184 | 6567.812 | 333.668 | 1646.535 | 1691.523 | 901.488 | 106.29 | 1888.308 |
| | 15.8% | 15.9% | 15.6% | 16.8% | 14.1% | 16.4% | 12.2% | 17.3% |
| | | 41.3% | 2.1% | 10.4% | 10.6% | 5.7% | 0.7% | 11.9% |
| Not Important | 12224.413 | 5500.974 | 245.807 | 1362.048 | 1519.58 | 690.521 | 127.301 | 1555.717 |
| | 12.1% | 13.3% | 11.5% | 13.9% | 12.7% | 12.6% | 14.6% | 14.2% |
| | | 45.0% | 2.0% | 11.1% | 12.4% | 5.6% | 1.0% | 12.7% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Extremely Important | 5282.255 | 6.624 | 89.992 | 32.177 | 148.551 | 488.435 | 50.25 | 119.997 | 15.112 | 35.513 | 6.177 | 47.19 | 205.336 | 43.893 | 34.46 |
| | 5.2% | 5.6% | 4.5% | 3.1% | 4.0% | 7.5% | 4.8% | 2.8% | 5.1% | 3.1% | 4.2% | 5.0% | 5.9% | 6.6% | 2.7% |
| | | 0.1% | 1.7% | 0.6% | 2.8% | 9.2% | 1.0% | 2.3% | 0.3% | 0.7% | 0.1% | 0.9% | 3.9% | 0.8% | 0.7% |
| Very Important | 14614.113 | 13.604 | 216.336 | 77.078 | 426.365 | 1193.40 | 122.716 | 449.126 | 41.173 | 105.283 | 18.787 | 138.37 | 512.133 | 92.137 | 113.71 |
| | 14.5% | 11.4% | 10.7% | 7.3% | 11.6% | 18.4% | 11.6% | 10.3% | 13.9% | 9.2% | 12.7% | 14.5% | 14.7% | 13.9% | 9.1% |
| | | 0.1% | 1.5% | 0.5% | 2.9% | 8.2% | 0.8% | 3.1% | 0.3% | 0.7% | 0.1% | 0.9% | 3.5% | 0.6% | 0.8% |
| Moderately Important | 25812.832 | 27.861 | 462.714 | 272.464 | 955.211 | 1836.15 | 280.033 | 1060.31 | 74.4160 | 262.871 | 35.346 | 259.419 | 907.791 | 177.207 | 321.128 |
| | 25.6% | 23.4% | 23.0% | 25.9% | 26.0% | 28.3% | 26.5% | 24.3% | 25.1% | 23.0% | 23.8% | 27.3% | 26.0% | 26.8% | 25.6% |
| | | 0.1% | 1.8% | 1.1% | 3.7% | 7.1% | 1.1% | 4.1% | 0.3% | 1.0% | 0.1% | 1.0% | 3.5% | 0.7% | 1.2% |
| Somewhat Important | 21618.474 | 25.861 | 485.174 | 205.981 | 838.945 | 1126.08 | 219.62 | 1033.45 | 57.779 | 253.698 | 34.418 | 187.839 | 769.404 | 128.55 | 311.322 |
| | 21.5% | 21.7% | 24.1% | 19.6% | 22.8% | 17.3% | 20.8% | 23.7% | 19.5% | 22.2% | 23.2% | 19.8% | 22.1% | 19.4% | 24.8% |
| | | 0.1% | 2.2% | 1.0% | 3.9% | 5.2% | 1.0% | 4.8% | 0.3% | 1.2% | 0.2% | 0.9% | 3.6% | 0.6% | 1.4% |
| Not Important | 33325.917 | 44.97 | 760.944 | 464.253 | 1306.34 | 1852.35 | 382.57 | 1695.21 | 108.191 | 486.749 | 53.53 | 318.202 | 1091.17 | 220.144 | 474.928 |
| | 33.1% | 37.8% | 37.8% | 44.1% | 35.5% | 28.5% | 36.3% | 38.9% | 36.5% | 42.5% | 36.1% | 33.5% | 31.3% | 33.3% | 37.8% |
| | | 0.1% | 2.3% | 1.4% | 3.9% | 5.6% | 1.1% | 5.1% | 0.3% | 1.5% | 0.2% | 1.0% | 3.3% | 0.7% | 1.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Extremely Important | 5282.255 | 5.304 | 0.269 | 11.174 | 13.265 | 32.945 | 351.248 | 433.743 | 245.686 | 791.894 |
| | 5.2% | 7.3% | 0.8% | 6.6% | 6.5% | 3.7% | 8.5% | 5.0% | 4.4% | 6.1% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 0.6% | 6.6% | 8.2% | 4.7% | 15.0% |
| Very Important | 14614.113 | 9.586 | 1.748 | 23.22 | 23.008 | 122.879 | 793.63 | 1447.59 | 694.769 | 2305.12 |
| | 14.5% | 13.1% | 5.4% | 13.8% | 11.3% | 13.8% | 19.1% | 16.7% | 12.3% | 17.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.8% | 5.4% | 9.9% | 4.8% | 15.8% |
| Moderately Important | 25812.832 | 19.702 | 6.118 | 40.018 | 56.4690 | 144.467 | 905.994 | 2285.21 | 1614.51 | 2940.3 |
| | 25.6% | 27.0% | 18.9% | 23.8% | 27.8% | 16.2% | 21.8% | 26.3% | 28.7% | 22.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.6% | 3.5% | 8.9% | 6.3% | 11.4% |
| Somewhat Important | 21618.474 | 9.793 | 6.846 | 34.183 | 35.708 | 201.409 | 835.589 | 1844.31 | 1301.35 | 2884.49 |
| | 21.5% | 13.4% | 21.2% | 20.3% | 17.5% | 22.5% | 20.1% | 21.2% | 23.1% | 22.4% |
| | | 0.0% | 0.0% | 0.2% | 0.2% | 0.9% | 3.9% | 8.5% | 6.0% | 13.3% |
| Not Important | 33325.917 | 28.579 | 17.329 | 59.5960 | 75.018 | 391.57 | 1265.69 | 2669.60 | 1773.96 | 3976.43 |
| | 33.1% | 39.2% | 53.6% | 35.4% | 36.9% | 43.8% | 30.5% | 30.8% | 31.5% | 30.8% |
| | | 0.1% | 0.1% | 0.2% | 0.2% | 1.2% | 3.8% | 8.0% | 5.3% | 11.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.5400 | 11958.35 | 5497.972 | 874.71600 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Extremely Important | 5282.255 | 2073.02 | 57.238 | 450.841 | 707.615 | 306.945 | 50.694 | 499.687 |
| | 5.2% | 5.0% | 2.7% | 4.6% | 5.9% | 5.6% | 5.8% | 4.6% |
| | | 39.2% | 1.1% | 8.5% | 13.4% | 5.8% | 1.0% | 9.5% |
| Very Important | 14614.113 | 5672.339 | 222.074 | 1460.037 | 1733.911 | 799.409 | 138.544 | 1318.364 |
| | 14.5% | 13.8% | 10.4% | 14.9% | 14.5% | 14.5% | 15.8% | 12.0% |
| | | 38.8% | 1.5% | 10.0% | 11.9% | 5.5% | 0.9% | 9.0% |
| Moderately Important | 25812.832 | 10867.13 | 552.36 | 2644.184 | 3174.398 | 1424.598 | 241.079 | 2830.5110 |
| | 25.6% | 26.4% | 25.9% | 27.0% | 26.5% | 25.9% | 27.6% | 25.9% |
| | | 42.1% | 2.1% | 10.2% | 12.3% | 5.5% | 0.9% | 11.0% |
| Somewhat Important | 21618.474 | 8786.669 | 498.473 | 2079.64 | 2488.954 | 1203.473 | 191.32 | 2324.809 |
| | 21.5% | 21.3% | 23.4% | 21.2% | 20.8% | 21.9% | 21.9% | 21.2% |
| | | 40.6% | 2.3% | 9.6% | 11.5% | 5.6% | 0.9% | 10.8% |
| Not Important | 33325.917 | 13808.591 | 802.447 | 3164.8380 | 3853.4720 | 1763.547 | 253.079 | 3971.2080 |
| | 33.1% | 33.5% | 37.6% | 32.3% | 32.2% | 32.1% | 28.9% | 36.3% |
| | | 41.4% | 2.4% | 9.5% | 11.6% | 5.3% | 0.8% | 11.9% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100653.59 | 118.92 | 2015.16 | 1051.95 | 3675.42 | 6496.42 | 1055.19 | 4358.1 | 296.671 | 1144.11 | 148.258 | 951.020 | 3485.83 | 661.931 | 1255.55 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Extremely Important | 6454.503 | 7.821 | 127.842 | 41.098 | 208.567 | 582.177 | 91.093 | 179.84 | 24.503 | 64.497 | 10.318 | 81.923 | 276.333 | 68.8 | 66.497 |
| | 6.4% | 6.6% | 6.3% | 3.9% | 5.7% | 9.0% | 8.6% | 4.1% | 8.3% | 5.6% | 7.0% | 8.6% | 7.9% | 10.4% | 5.3% |
| | | 0.1% | 2.0% | 0.6% | 3.2% | 9.0% | 1.4% | 2.8% | 0.4% | 1.0% | 0.2% | 1.3% | 4.3% | 1.1% | 1.0% |
| Very Important | 16532.584 | 26.36 | 276.641 | 116.027 | 589.793 | 1164.71 | 174.718 | 508.352 | 45.802 | 172.467 | 20.524 | 183.455 | 652.279 | 117.843 | 177.93 |
| | 16.4% | 22.2% | 13.7% | 11.0% | 16.0% | 17.9% | 16.6% | 11.7% | 15.4% | 15.1% | 13.8% | 19.3% | 18.7% | 17.8% | 14.2% |
| | | 0.2% | 1.7% | 0.7% | 3.6% | 7.0% | 1.1% | 3.1% | 0.3% | 1.0% | 0.1% | 1.1% | 3.9% | 0.7% | 1.1% |
| Moderately Important | 26989.463 | 29.665 | 484.003 | 322.326 | 986.997 | 1957.64 | 277.067 | 1252.78 | 73.674 | 291.893 | 37.7 | 249.635 | 893.123 | 176.418 | 332.291 |
| | 26.8% | 24.9% | 24.0% | 30.6% | 26.9% | 30.1% | 26.3% | 28.7% | 24.8% | 25.5% | 25.4% | 26.2% | 25.6% | 26.7% | 26.5% |
| | | 0.1% | 1.8% | 1.2% | 3.7% | 7.3% | 1.0% | 4.6% | 0.3% | 1.1% | 0.1% | 0.9% | 3.3% | 0.7% | 1.2% |
| Somewhat Important | 19963.133 | 21.888 | 425.272 | 221.211 | 781.064 | 1121.58 | 198.745 | 1007.99 | 57.932 | 258.859 | 28.024 | 170.874 | 672.038 | 115.74 | 279.839 |
| | 19.8% | 18.4% | 21.1% | 21.0% | 21.3% | 17.3% | 18.8% | 23.1% | 19.5% | 22.6% | 18.9% | 18.0% | 19.3% | 17.5% | 22.3% |
| | | 0.1% | 2.1% | 1.1% | 3.9% | 5.6% | 1.0% | 5.0% | 0.3% | 1.3% | 0.1% | 0.9% | 3.4% | 0.6% | 1.4% |
| Not Important | 30713.908 | 33.186 | 701.402 | 351.291 | 1109 | 1670.31 | 313.566 | 1409.13 | 94.7600 | 356.398 | 51.692 | 265.133 | 992.061 | 183.13 | 398.991 |
| | 30.5% | 27.9% | 34.8% | 33.4% | 30.2% | 25.7% | 29.7% | 32.3% | 31.9% | 31.2% | 34.9% | 27.9% | 28.5% | 27.7% | 31.8% |
| | | 0.1% | 2.3% | 1.1% | 3.6% | 5.4% | 1.0% | 4.6% | 0.3% | 1.2% | 0.2% | 0.9% | 3.2% | 0.6% | 1.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100653.59 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.15 | 8680.45 | 5630.28 | 12898.2 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Extremely Important | 6454.503 | 7.495 | 1.096 | 16.512 | 18.63 | 54.933 | 361.456 | 679.351 | 353.641 | 719.305 |
| | 6.4% | 10.3% | 3.4% | 9.8% | 9.2% | 6.1% | 8.7% | 7.8% | 6.3% | 5.6% |
| | | 0.1% | 0.0% | 0.3% | 0.3% | 0.9% | 5.6% | 10.5% | 5.5% | 11.1% |
| Very Important | 16532.584 | 14.386 | 3.562 | 30.733 | 33.588 | 182.35 | 877.333 | 1669.01 | 942.432 | 2509.25 |
| | 16.4% | 19.7% | 11.0% | 18.3% | 16.5% | 20.4% | 21.1% | 19.2% | 16.7% | 19.5% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.1% | 5.3% | 10.1% | 5.7% | 15.2% |
| Moderately Important | 26989.463 | 19.38 | 7.409 | 37.14 | 57.1040 | 207.734 | 1145.38 | 2411.9 | 1675.63 | 3269.08 |
| | 26.8% | 26.6% | 22.9% | 22.1% | 28.1% | 23.3% | 27.6% | 27.8% | 29.8% | 25.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 4.2% | 8.9% | 6.2% | 12.1% |
| Somewhat Important | 19963.133 | 9.005 | 7.289 | 33.69 | 35.025 | 175.466 | 687.248 | 1532.98 | 1173.59 | 2517.05 |
| | 19.8% | 12.3% | 22.6% | 20.0% | 17.2% | 19.6% | 16.6% | 17.7% | 20.8% | 19.5% |
| | | 0.0% | 0.0% | 0.2% | 0.2% | 0.9% | 3.4% | 7.7% | 5.9% | 12.6% |
| Not Important | 30713.908 | 22.698 | 12.954 | 50.1160 | 59.1210 | 272.787 | 1080.73 | 2387.22 | 1484.98 | 3883.55 |
| | 30.5% | 31.1% | 40.1% | 29.8% | 29.1% | 30.5% | 26.0% | 27.5% | 26.4% | 30.1% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 3.5% | 7.8% | 4.8% | 12.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100653.59 | 41207.749 | 2132.592 | 9799.54 | 11958.35 | 5497.972 | 874.716 | 10944.579 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Extremely Important | 6454.503 | 2410.775 | 89.832 | 546.482 | 712.16900 | 363.823 | 53.409 | 645.06 |
| | 6.4% | 5.9% | 4.2% | 5.6% | 6.0% | 6.6% | 6.1% | 5.9% |
| | | 37.4% | 1.4% | 8.5% | 11.0% | 5.6% | 0.8% | 10.0% |
| Very Important | 16532.584 | 6043.042 | 326.424 | 1302.366 | 1849.765 | 898.529 | 134.748 | 1531.21 |
| | 16.4% | 14.7% | 15.3% | 13.3% | 15.5% | 16.3% | 15.4% | 14.0% |
| | | 36.6% | 2.0% | 7.9% | 11.2% | 5.4% | 0.8% | 9.3% |
| Moderately Important | 26989.463 | 10793.488 | 633.013 | 2596.274 | 3063.734 | 1465.25 | 231.055 | 2804.1620 |
| | 26.8% | 26.2% | 29.7% | 26.5% | 25.6% | 26.7% | 26.4% | 25.6% |
| | | 40.0% | 2.3% | 9.6% | 11.4% | 5.4% | 0.9% | 10.4% |
| Somewhat Important | 19963.133 | 8430.738 | 462.997 | 1937.677 | 2402.789 | 1144.946 | 140.158 | 2342.171 |
| | 19.8% | 20.5% | 21.7% | 19.8% | 20.1% | 20.8% | 16.0% | 21.4% |
| | | 42.2% | 2.3% | 9.7% | 12.0% | 5.7% | 0.7% | 11.7% |
| Not Important | 30713.908 | 13529.706 | 620.326 | 3416.741 | 3929.8930 | 1625.424 | 315.346 | 3621.9760 |
| | 30.5% | 32.8% | 29.1% | 34.9% | 32.9% | 29.6% | 36.1% | 33.1% |
| | | 44.1% | 2.0% | 11.1% | 12.8% | 5.3% | 1.0% | 11.8% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100655.69 | 118.92 | 2015.16 | 1051.95 | 3675.45 | 6496.77 | 1055.19 | 4358.14 | 296.671 | 1144.12 | 148.258 | 951.02 | 3485.93 | 661.931 | 1255.61 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Yes | 22823.087 | 43.106 | 469.525 | 492.051 | 919.049 | 843.865 | 377.304 | 1078.57 | 152.87 | 682.801 | 61.88 | 440.949 | 1252.31 | 243.528 | 517.521 |
| | 22.7% | 36.2% | 23.3% | 46.8% | 25.0% | 13.0% | 35.8% | 24.7% | 51.5% | 59.7% | 41.7% | 46.4% | 35.9% | 36.8% | 41.2% |
| | | 0.2% | 2.1% | 2.2% | 4.0% | 3.7% | 1.7% | 4.7% | 0.7% | 3.0% | 0.3% | 1.9% | 5.5% | 1.1% | 2.3% |
| No | 59737.373 | 64.2090 | 1316.49 | 433.175 | 2167.51 | 4347.84 | 509.641 | 2788.07 | 110.458 | 329.662 | 73.7260 | 414.074 | 1688.59 | 332.678 | 496.244 |
| | 59.3% | 54.0% | 65.3% | 41.2% | 59.0% | 66.9% | 48.3% | 64.0% | 37.2% | 28.8% | 49.7% | 43.5% | 48.4% | 50.3% | 39.5% |
| | | 0.1% | 2.2% | 0.7% | 3.6% | 7.3% | 0.9% | 4.7% | 0.2% | 0.6% | 0.1% | 0.7% | 2.8% | 0.6% | 0.8% |
| Do Not Know | 18095.225 | 11.605 | 229.146 | 126.727 | 588.894 | 1305.07 | 168.244 | 491.496 | 33.343 | 131.653 | 12.652 | 95.9970 | 545.026 | 85.725 | 241.849 |
| | 18.0% | 9.8% | 11.4% | 12.0% | 16.0% | 20.1% | 15.9% | 11.3% | 11.2% | 11.5% | 8.5% | 10.1% | 15.6% | 13.0% | 19.3% |
| | | 0.1% | 1.3% | 0.7% | 3.3% | 7.2% | 0.9% | 2.7% | 0.2% | 0.7% | 0.1% | 0.5% | 3.0% | 0.5% | 1.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100655.69 | 72.964 | 32.31 | 168.191 | 203.468 | 893.270 | 4152.28 | 8680.45 | 5630.33 | 12898.5 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Yes | 22823.087 | 29.012 | 3.77 | 81.162 | 39.3450 | 76.409 | 672.671 | 2833.02 | 1635.56 | 2330.78 |
| | 22.7% | 39.8% | 11.7% | 48.3% | 19.3% | 8.6% | 16.2% | 32.6% | 29.0% | 18.1% |
| | | 0.1% | 0.0% | 0.4% | 0.2% | 0.3% | 2.9% | 12.4% | 7.2% | 10.2% |
| No | 59737.373 | 34.406 | 24.788 | 74.2430 | 142.056 | 759.984 | 2615.9 | 4339.66 | 2824.09 | 7522.34 |
| | 59.3% | 47.2% | 76.7% | 44.1% | 69.8% | 85.1% | 63.0% | 50.0% | 50.2% | 58.3% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 1.3% | 4.4% | 7.3% | 4.7% | 12.6% |
| Do Not Know | 18095.225 | 9.546 | 3.752 | 12.786 | 22.067 | 56.877 | 863.708 | 1507.77 | 1170.68 | 3045.43 |
| | 18.0% | 13.1% | 11.6% | 7.6% | 10.8% | 6.4% | 20.8% | 17.4% | 20.8% | 23.6% |
| | | 0.1% | 0.0% | 0.1% | 0.1% | 0.3% | 4.8% | 8.3% | 6.5% | 16.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100655.69 | 41208.755 | 2132.592 | 9799.8980 | 11958.484 | 5497.972 | 874.716 | 10945.093 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Yes | 22823.087 | 7546.031 | 443.635 | 1409.192 | 2183.94 | 1224.784 | 121.36 | 2163.12 |
| | 22.7% | 18.3% | 20.8% | 14.4% | 18.3% | 22.3% | 13.9% | 19.8% |
| | | 33.1% | 1.9% | 6.2% | 9.6% | 5.4% | 0.5% | 9.5% |
| No | 59737.373 | 26327.54 | 1405.305 | 6383.1350 | 7581.5970 | 3336.69 | 573.56 | 7047.253 |
| | 59.3% | 63.9% | 65.9% | 65.1% | 63.4% | 60.7% | 65.6% | 64.4% |
| | | 44.1% | 2.4% | 10.7% | 12.7% | 5.6% | 1.0% | 11.8% |
| Do Not Know | 18095.225 | 7335.184 | 283.652 | 2007.571 | 2192.947 | 936.49800 | 179.796 | 1734.72 |
| | 18.0% | 17.8% | 13.3% | 20.5% | 18.3% | 17.0% | 20.6% | 15.8% |
| | | 40.5% | 1.6% | 11.1% | 12.1% | 5.2% | 1.0% | 9.6% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100655.69 | 118.92 | 2015.16 | 1051.95 | 3675.45 | 6496.77 | 1055.19 | 4358.14 | 296.671 | 1144.12 | 148.258 | 951.02 | 3485.93 | 661.931 | 1255.61 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Yes | 67037.402 | 93.419 | 1659.35 | 934.424 | 2832.71 | 3023.52 | 780.908 | 3728.04 | 253.749 | 1022.52 | 125.353 | 836.658 | 2530.97 | 550.846 | 1073.33 |
| | 66.6% | 78.6% | 82.3% | 88.8% | 77.1% | 46.5% | 74.0% | 85.5% | 85.5% | 89.4% | 84.6% | 88.0% | 72.6% | 83.2% | 85.5% |
| | | 0.1% | 2.5% | 1.4% | 4.2% | 4.5% | 1.2% | 5.6% | 0.4% | 1.5% | 0.2% | 1.2% | 3.8% | 0.8% | 1.6% |
| No | 28028.342 | 23.298 | 280.209 | 90.662 | 704.795 | 2973.36 | 187.801 | 574.626 | 33.535 | 69.301 | 18.848 | 90.763 | 741.291 | 93.373 | 117.016 |
| | 27.8% | 19.6% | 13.9% | 8.6% | 19.2% | 45.8% | 17.8% | 13.2% | 11.3% | 6.1% | 12.7% | 9.5% | 21.3% | 14.1% | 9.3% |
| | | 0.1% | 1.0% | 0.3% | 2.5% | 10.6% | 0.7% | 2.1% | 0.1% | 0.2% | 0.1% | 0.3% | 2.6% | 0.3% | 0.4% |
| Do Not Know | 5589.941 | 2.203 | 75.6 | 26.867 | 137.94 | 499.894 | 86.48 | 55.473 | 9.387 | 52.299 | 4.057 | 23.599 | 213.671 | 17.712 | 65.27 |
| | 5.6% | 1.9% | 3.8% | 2.6% | 3.8% | 7.7% | 8.2% | 1.3% | 3.2% | 4.6% | 2.7% | 2.5% | 6.1% | 2.7% | 5.2% |
| | | 0.0% | 1.4% | 0.5% | 2.5% | 8.9% | 1.5% | 1.0% | 0.2% | 0.9% | 0.1% | 0.4% | 3.8% | 0.3% | 1.2% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100655.69 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.28 | 8680.45 | 5630.33 | 12898.5 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Yes | 67037.402 | 50.8640 | 9.987 | 148.588 | 186.693 | 466.339 | 3421.94 | 6443.61 | 4724.31 | 5559.99 |
| | 66.6% | 69.7% | 30.9% | 88.3% | 91.8% | 52.2% | 82.4% | 74.2% | 83.9% | 43.1% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 0.7% | 5.1% | 9.6% | 7.0% | 8.3% |
| No | 28028.342 | 13.587 | 19.341 | 16.379 | 13.275 | 374.063 | 566.684 | 1964.72 | 644.311 | 6113.15 |
| | 27.8% | 18.6% | 59.9% | 9.7% | 6.5% | 41.9% | 13.6% | 22.6% | 11.4% | 47.4% |
| | | 0.0% | 0.1% | 0.1% | 0.0% | 1.3% | 2.0% | 7.0% | 2.3% | 21.8% |
| Do Not Know | 5589.941 | 8.513 | 2.982 | 3.224 | 3.5 | 52.868 | 163.657 | 272.125 | 261.713 | 1225.40 |
| | 5.6% | 11.7% | 9.2% | 1.9% | 1.7% | 5.9% | 3.9% | 3.1% | 4.6% | 9.5% |
| | | 0.2% | 0.1% | 0.1% | 0.1% | 0.9% | 2.9% | 4.9% | 4.7% | 21.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100655.69 | 41208.755 | 2132.5920 | 9799.8980 | 11958.484 | 5497.972 | 874.716 | 10945.093 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Yes | 67037.402 | 26579.298 | 1598.7870 | 5469.8900 | 7544.9940 | 4121.588 | 524.173 | 7319.866 |
| | 66.6% | 64.5% | 75.0% | 55.8% | 63.1% | 75.0% | 59.9% | 66.9% |
| | | 39.6% | 2.4% | 8.2% | 11.3% | 6.1% | 0.8% | 10.9% |
| No | 28028.342 | 12303.951 | 496.643 | 3580.03 | 3702.9730 | 1139.53 | 314.353 | 3070.4220 |
| | 27.8% | 29.9% | 23.3% | 36.5% | 31.0% | 20.7% | 35.9% | 28.1% |
| | | 43.9% | 1.8% | 12.8% | 13.2% | 4.1% | 1.1% | 11.0% |
| Do Not Know | 5589.941 | 2325.506 | 37.162 | 749.978 | 710.51700 | 236.854 | 36.19 | 554.805 |
| | 5.6% | 5.6% | 1.7% | 7.7% | 5.9% | 4.3% | 4.1% | 5.1% |
| | | 41.6% | 0.7% | 13.4% | 12.7% | 4.2% | 0.6% | 9.9% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100655.69 | 118.92 | 2015.16 | 1051.95 | 3675.45 | 6496.77 | 1055.19 | 4358.14 | 296.671 | 1144.12 | 148.258 | 951.020 | 3485.93 | 661.931 | 1255.61 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Yes | 11442.28 | 10.69 | 110.565 | 99.089 | 186.711 | 280.731 | 248.805 | 366.883 | 45.52 | 110.551 | 4.404 | 308.946 | 511.885 | 84.976 | 174.734 |
| | 11.4% | 9.0% | 5.5% | 9.4% | 5.1% | 4.3% | 23.6% | 8.4% | 15.3% | 9.7% | 3.0% | 32.5% | 14.7% | 12.8% | 13.9% |
| | | 0.1% | 1.0% | 0.9% | 1.6% | 2.5% | 2.2% | 3.2% | 0.4% | 1.0% | 0.0% | 2.7% | 4.5% | 0.7% | 1.5% |
| No | 41100.683 | 46.645 | 748.043 | 365.753 | 1364.66 | 3554.99 | 320.29 | 1638.28 | 81.165 | 336.663 | 65.306 | 240.978 | 1207.3 | 273.521 | 339.745 |
| | 40.8% | 39.2% | 37.1% | 34.8% | 37.1% | 54.7% | 30.4% | 37.6% | 27.4% | 29.4% | 44.0% | 25.3% | 34.6% | 41.3% | 27.1% |
| | | 0.1% | 1.8% | 0.9% | 3.3% | 8.6% | 0.8% | 4.0% | 0.2% | 0.8% | 0.2% | 0.6% | 2.9% | 0.7% | 0.8% |
| Do Not Know | 48112.722 | 61.585 | 1156.55 | 587.111 | 2124.08 | 2661.05 | 486.094 | 2352.98 | 169.986 | 696.902 | 78.5480 | 401.096 | 1766.74 | 303.434 | 741.135 |
| | 47.8% | 51.8% | 57.4% | 55.8% | 57.8% | 41.0% | 46.1% | 54.0% | 57.3% | 60.9% | 53.0% | 42.2% | 50.7% | 45.8% | 59.0% |
| | | 0.1% | 2.4% | 1.2% | 4.4% | 5.5% | 1.0% | 4.9% | 0.4% | 1.4% | 0.2% | 0.8% | 3.7% | 0.6% | 1.5% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100655.69 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.28 | 8680.45 | 5630.33 | 12898.5 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Yes | 11442.28 | 16.551 | 1.359 | 56.2040 | 7.828 | 124.566 | 512.655 | 1696.80 | 367.232 | 2749.89 |
| | 11.4% | 22.7% | 4.2% | 33.4% | 3.8% | 13.9% | 12.3% | 19.5% | 6.5% | 21.3% |
| | | 0.1% | 0.0% | 0.5% | 0.1% | 1.1% | 4.5% | 14.8% | 3.2% | 24.0% |
| No | 41100.683 | 23.35 | 12.441 | 50.7100 | 81.537 | 362.425 | 2079.34 | 3463.83 | 2283.35 | 4716.92 |
| | 40.8% | 32.0% | 38.5% | 30.2% | 40.1% | 40.6% | 50.1% | 39.9% | 40.6% | 36.6% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.9% | 5.1% | 8.4% | 5.6% | 11.5% |
| Do Not Know | 48112.722 | 33.063 | 18.51 | 61.2770 | 114.103 | 406.279 | 1560.28 | 3519.83 | 2979.75 | 5431.74 |
| | 47.8% | 45.3% | 57.3% | 36.4% | 56.1% | 45.5% | 37.6% | 40.5% | 52.9% | 42.1% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 3.2% | 7.3% | 6.2% | 11.3% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100655.69 | 41208.755 | 2132.592 | 9799.898 | 11958.484 | 5497.972 | 874.716 | 10945.093 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Yes | 11442.28 | 3364.705 | 121.086 | 791.797 | 1030.205 | 691.206 | 60.199 | 670.212 |
| | 11.4% | 8.2% | 5.7% | 8.1% | 8.6% | 12.6% | 6.9% | 6.1% |
| | | 29.4% | 1.1% | 6.9% | 9.0% | 6.0% | 0.5% | 5.9% |
| No | 41100.683 | 17443.448 | 931.05900 | 4212.835 | 5174.5200 | 2118.07 | 382.968 | 4623.9960 |
| | 40.8% | 42.3% | 43.7% | 43.0% | 43.3% | 38.5% | 43.8% | 42.2% |
| | | 42.4% | 2.3% | 10.3% | 12.6% | 5.2% | 0.9% | 11.3% |
| Do Not Know | 48112.722 | 20400.602 | 1080.447 | 4795.2660 | 5753.7590 | 2688.696 | 431.549 | 5650.885 |
| | 47.8% | 49.5% | 50.7% | 48.9% | 48.1% | 48.9% | 49.3% | 51.6% |
| | | 42.4% | 2.2% | 10.0% | 12.0% | 5.6% | 0.9% | 11.7% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100655.69 | 118.92 | 2015.16 | 1051.95 | 3675.45 | 6496.77 | 1055.19 | 4358.14 | 296.671 | 1144.12 | 148.258 | 951.02 | 3485.93 | 661.931 | 1255.61 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Yes | 66352.179 | 39.82 | 1427.05 | 838.28 | 2904.53 | 5423.53 | 837.838 | 3591.92 | 243.384 | 747.723 | 111.03 | 669.763 | 2681.94 | 566.647 | 1001.23 |
| | 65.9% | 33.5% | 70.8% | 79.7% | 79.0% | 83.5% | 79.4% | 82.4% | 82.0% | 65.4% | 74.9% | 70.4% | 76.9% | 85.6% | 79.7% |
| | | 0.1% | 2.2% | 1.3% | 4.4% | 8.2% | 1.3% | 5.4% | 0.4% | 1.1% | 0.2% | 1.0% | 4.0% | 0.9% | 1.5% |
| No | 7780.369 | 19.143 | 74.898 | 24.637 | 100.618 | 258.469 | 32.877 | 161.882 | 5.407 | 29.811 | 7.254 | 42.095 | 116.14 | 14.121 | 22.637 |
| | 7.7% | 16.1% | 3.7% | 2.3% | 2.7% | 4.0% | 3.1% | 3.7% | 1.8% | 2.6% | 4.9% | 4.4% | 3.3% | 2.1% | 1.8% |
| | | 0.2% | 1.0% | 0.3% | 1.3% | 3.3% | 0.4% | 2.1% | 0.1% | 0.4% | 0.1% | 0.5% | 1.5% | 0.2% | 0.3% |
| Do Not Know | 26523.137 | 59.957 | 513.211 | 189.036 | 670.298 | 814.773 | 184.474 | 604.334 | 47.88 | 366.582 | 29.974 | 239.162 | 687.848 | 81.163 | 231.75 |
| | 26.4% | 50.4% | 25.5% | 18.0% | 18.2% | 12.5% | 17.5% | 13.9% | 16.1% | 32.0% | 20.2% | 25.1% | 19.7% | 12.3% | 18.5% |
| | | 0.2% | 1.9% | 0.7% | 2.5% | 3.1% | 0.7% | 2.3% | 0.2% | 1.4% | 0.1% | 0.9% | 2.6% | 0.3% | 0.9% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100655.69 | 72.964 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.28 | 8680.45 | 5630.33 | 12898.5 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Yes | 66352.179 | 37.897 | 18.964 | 133.936 | 155.784 | 321.241 | 3102.52 | 7311.78 | 4558.08 | 9127.66 |
| | 65.9% | 51.9% | 58.7% | 79.6% | 76.6% | 36.0% | 74.7% | 84.2% | 81.0% | 70.8% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.5% | 4.7% | 11.0% | 6.9% | 13.8% |
| No | 7780.369 | 4.612 | 1.258 | 6.362 | 8.716 | 119.537 | 260.08 | 328.933 | 186.595 | 971.628 |
| | 7.7% | 6.3% | 3.9% | 3.8% | 4.3% | 13.4% | 6.3% | 3.8% | 3.3% | 7.5% |
| | | 0.1% | 0.0% | 0.1% | 0.1% | 1.5% | 3.3% | 4.2% | 2.4% | 12.5% |
| Do Not Know | 26523.137 | 30.455 | 12.088 | 27.893 | 38.968 | 452.492 | 789.68 | 1039.75 | 885.651 | 2799.26 |
| | 26.4% | 41.7% | 37.4% | 16.6% | 19.2% | 50.7% | 19.0% | 12.0% | 15.7% | 21.7% |
| | | 0.1% | 0.0% | 0.1% | 0.1% | 1.7% | 3.0% | 3.9% | 3.3% | 10.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100655.69 | 41208.755 | 2132.592 | 9799.898 | 11958.484 | 5497.972 | 874.716 | 10945.093 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Yes | 66352.179 | 20499.634 | 1421.6870 | 3838.662 | 5014.7550 | 3696.498 | 362.605 | 6165.427 |
| | 65.9% | 49.7% | 66.7% | 39.2% | 41.9% | 67.2% | 41.5% | 56.3% |
| | | 30.9% | 2.1% | 5.8% | 7.6% | 5.6% | 0.5% | 9.3% |
| No | 7780.369 | 4982.659 | 216.572 | 1352.684 | 1808.739 | 446.623 | 142.876 | 1015.165 |
| | 7.7% | 12.1% | 10.2% | 13.8% | 15.1% | 8.1% | 16.3% | 9.3% |
| | | 64.0% | 2.8% | 17.4% | 23.2% | 5.7% | 1.8% | 13.0% |
| Do Not Know | 26523.137 | 15726.462 | 494.333 | 4608.552 | 5134.9900 | 1354.851 | 369.235 | 3764.501 |
| | 26.4% | 38.2% | 23.2% | 47.0% | 42.9% | 24.6% | 42.2% | 34.4% |
| | | 59.3% | 1.9% | 17.4% | 19.4% | 5.1% | 1.4% | 14.2% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100655.69 | 118.92 | 2015.16 | 1051.95 | 3675.45 | 6496.77 | 1055.19 | 4358.14 | 296.671 | 1144.12 | 148.258 | 951.02 | 3485.93 | 661.931 | 1255.61 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Yes | 55296.100 | 44.653 | 1157.43 | 836.362 | 2062.85 | 3263.45 | 610.918 | 2414.55 | 232.089 | 876.927 | 63.783 | 603.697 | 2130.22 | 419.851 | 1070.36 |
| | 54.9% | 37.5% | 57.4% | 79.5% | 56.1% | 50.2% | 57.9% | 55.4% | 78.2% | 76.6% | 43.0% | 63.5% | 61.1% | 63.4% | 85.2% |
| | | 0.1% | 2.1% | 1.5% | 3.7% | 5.9% | 1.1% | 4.4% | 0.4% | 1.6% | 0.1% | 1.1% | 3.9% | 0.8% | 1.9% |
| No | 16987.005 | 20.873 | 198.784 | 60.619 | 657.144 | 1414.27 | 160.846 | 661.436 | 13.762 | 71.921 | 30.148 | 76.819 | 426.828 | 80.796 | 24.956 |
| | 16.9% | 17.6% | 9.9% | 5.8% | 17.9% | 21.8% | 15.2% | 15.2% | 4.6% | 6.3% | 20.3% | 8.1% | 12.2% | 12.2% | 2.0% |
| | | 0.1% | 1.2% | 0.4% | 3.9% | 8.3% | 0.9% | 3.9% | 0.1% | 0.4% | 0.2% | 0.5% | 2.5% | 0.5% | 0.1% |
| Do Not Know | 28372.58 | 53.394 | 658.946 | 154.972 | 955.452 | 1819.05 | 283.425 | 1282.15 | 50.82 | 195.268 | 54.327 | 270.504 | 928.882 | 161.284 | 160.302 |
| | 28.2% | 44.9% | 32.7% | 14.7% | 26.0% | 28.0% | 26.9% | 29.4% | 17.1% | 17.1% | 36.6% | 28.4% | 26.6% | 24.4% | 12.8% |
| | | 0.2% | 2.3% | 0.5% | 3.4% | 6.4% | 1.0% | 4.5% | 0.2% | 0.7% | 0.2% | 1.0% | 3.3% | 0.6% | 0.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100655.69 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.28 | 8680.45 | 5630.33 | 12898.5 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Yes | 55296.100 | 47.8820 | 20.472 | 98.87 | 85.191 | 314.457 | 1849.55 | 5050.21 | 3318.73 | 6434.79 |
| | 54.9% | 65.6% | 63.4% | 58.8% | 41.9% | 35.2% | 44.5% | 58.2% | 58.9% | 49.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 0.6% | 3.3% | 9.1% | 6.0% | 11.6% |
| No | 16987.005 | 4.137 | 2.188 | 18.113 | 44.1460 | 184.183 | 1154.35 | 1323.68 | 954.561 | 2875.80 |
| | 16.9% | 5.7% | 6.8% | 10.8% | 21.7% | 20.6% | 27.8% | 15.2% | 17.0% | 22.3% |
| | | 0.0% | 0.0% | 0.1% | 0.3% | 1.1% | 6.8% | 7.8% | 5.6% | 16.9% |
| Do Not Know | 28372.58 | 20.945 | 9.65 | 51.2080 | 74.131 | 394.63 | 1148.38 | 2306.57 | 1357.04 | 3587.96 |
| | 28.2% | 28.7% | 29.9% | 30.4% | 36.4% | 44.2% | 27.7% | 26.6% | 24.1% | 27.8% |
| | | 0.1% | 0.0% | 0.2% | 0.3% | 1.4% | 4.0% | 8.1% | 4.8% | 12.6% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100655.69 | 41208.755 | 2132.592 | 9799.8980 | 11958.484 | 5497.972 | 874.716 | 10945.093 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Yes | 55296.100 | 22288.814 | 1458.4010 | 5604.3280 | 6248.8470 | 3015.173 | 437.54 | 5524.525 |
| | 54.9% | 54.1% | 68.4% | 57.2% | 52.3% | 54.8% | 50.0% | 50.5% |
| | | 40.3% | 2.6% | 10.1% | 11.3% | 5.5% | 0.8% | 10.0% |
| No | 16987.005 | 6526.648 | 226.093 | 1307.403 | 2127.587 | 949.736 | 154.725 | 1761.104 |
| | 16.9% | 15.8% | 10.6% | 13.3% | 17.8% | 17.3% | 17.7% | 16.1% |
| | | 38.4% | 1.3% | 7.7% | 12.5% | 5.6% | 0.9% | 10.4% |
| Do Not Know | 28372.58 | 12393.293 | 448.098 | 2888.1670 | 3582.05 | 1533.063 | 282.451 | 3659.464 |
| | 28.2% | 30.1% | 21.0% | 29.5% | 30.0% | 27.9% | 32.3% | 33.4% |
| | | 43.7% | 1.6% | 10.2% | 12.6% | 5.4% | 1.0% | 12.9% |

# FHCS Report by Agency

(88c) Are support groups available to you?

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100655.69 | 118.92 | 2015.16 | 1051.95 | 3675.45 | 6496.77 | 1055.19 | 4358.14 | 296.671 | 1144.12 | 148.258 | 951.020 | 3485.93 | 661.931 | 1255.61 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Yes | 26912.147 | 17.588 | 552.407 | 315.993 | 682.93 | 1904.43 | 274.016 | 972.538 | 117.584 | 320.427 | 26.065 | 256.648 | 1055.74 | 175.23 | 468.524 |
| | 26.7% | 14.8% | 27.4% | 30.0% | 18.6% | 29.3% | 26.0% | 22.3% | 39.6% | 28.0% | 17.6% | 27.0% | 30.3% | 26.5% | 37.3% |
| | | 0.1% | 2.1% | 1.2% | 2.5% | 7.1% | 1.0% | 3.6% | 0.4% | 1.2% | 0.1% | 1.0% | 3.9% | 0.7% | 1.7% |
| No | 19998.504 | 25.176 | 252.149 | 158.966 | 745.94 | 1571.12 | 135.945 | 755.236 | 26.557 | 113.66 | 31.467 | 112.317 | 523.2 | 116.308 | 72.15 |
| | 19.9% | 21.2% | 12.5% | 15.1% | 20.3% | 24.2% | 12.9% | 17.3% | 9.0% | 9.9% | 21.2% | 11.8% | 15.0% | 17.6% | 5.7% |
| | | 0.1% | 1.3% | 0.8% | 3.7% | 7.9% | 0.7% | 3.8% | 0.1% | 0.6% | 0.2% | 0.6% | 2.6% | 0.6% | 0.4% |
| Do Not Know | 53745.034 | 76.156 | 1210.60 | 576.994 | 2246.58 | 3021.22 | 645.228 | 2630.36 | 152.53 | 710.029 | 90.7260 | 582.055 | 1906.99 | 370.393 | 714.940 |
| | 53.4% | 64.0% | 60.1% | 54.8% | 61.1% | 46.5% | 61.1% | 60.4% | 51.4% | 62.1% | 61.2% | 61.2% | 54.7% | 56.0% | 56.9% |
| | | 0.1% | 2.3% | 1.1% | 4.2% | 5.6% | 1.2% | 4.9% | 0.3% | 1.3% | 0.2% | 1.1% | 3.5% | 0.7% | 1.3% |

# FHCS Report by Agency

(88c) Are support groups available to you?

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100655.69 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.270 | 4152.28 | 8680.45 | 5630.33 | 12898.5 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Yes | 26912.147 | 12.81 | 4.052 | 55.7330 | 34.247 | 201.336 | 914.6 | 2234.20 | 1317.67 | 3979.86 |
| | 26.7% | 17.6% | 12.5% | 33.1% | 16.8% | 22.5% | 22.0% | 25.7% | 23.4% | 30.9% |
| | | 0.0% | 0.0% | 0.2% | 0.1% | 0.7% | 3.4% | 8.3% | 4.9% | 14.8% |
| No | 19998.504 | 9.192 | 3.823 | 20.16 | 44.7720 | 153.894 | 1205.94 | 1857.33 | 1066.82 | 2864.61 |
| | 19.9% | 12.6% | 11.8% | 12.0% | 22.0% | 17.2% | 29.0% | 21.4% | 18.9% | 22.2% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.8% | 6.0% | 9.3% | 5.3% | 14.3% |
| Do Not Know | 53745.034 | 50.9620 | 24.435 | 92.298 | 124.449 | 538.040 | 2031.74 | 4588.92 | 3245.85 | 6054.08 |
| | 53.4% | 69.8% | 75.6% | 54.9% | 61.2% | 60.2% | 48.9% | 52.9% | 57.6% | 46.9% |
| | | 0.1% | 0.0% | 0.2% | 0.2% | 1.0% | 3.8% | 8.5% | 6.0% | 11.3% |

# FHCS Report by Agency

(88c) Are support groups available to you?

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100655.69 | 41208.755 | 2132.592 | 9799.8980 | 11958.484 | 5497.972 | 874.716 | 10945.093 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Yes | 26912.147 | 11017.523 | 443.778 | 3418.981 | 3041.064 | 1453.893 | 165.793 | 2494.014 |
| | 26.7% | 26.7% | 20.8% | 34.9% | 25.4% | 26.4% | 19.0% | 22.8% |
| | | 40.9% | 1.6% | 12.7% | 11.3% | 5.4% | 0.6% | 9.3% |
| No | 19998.504 | 8131.773 | 508.347 | 1592.57 | 2710.047 | 1108.419 | 207.286 | 2005.104 |
| | 19.9% | 19.7% | 23.8% | 16.3% | 22.7% | 20.2% | 23.7% | 18.3% |
| | | 40.7% | 2.5% | 8.0% | 13.6% | 5.5% | 1.0% | 10.0% |
| Do Not Know | 53745.034 | 22059.459 | 1180.467 | 4788.3470 | 6207.3730 | 2935.66 | 501.637 | 6445.975 |
| | 53.4% | 53.5% | 55.4% | 48.9% | 51.9% | 53.4% | 57.3% | 58.9% |
| | | 41.0% | 2.2% | 8.9% | 11.5% | 5.5% | 0.9% | 12.0% |

# FHCS Report by Agency

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

| | | Agencies | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **AID** | **DOC** | **DOE** | **DOI** | **DOJ** | **DOL** | **DOT** | **Educ** | **EPA** | **FEMA** | **GSA** | **HHS** | **HUD** | **NASA** |
| Total Responses | 100655.69 | 118.92 | 2015.16 | 1051.95 | 3675.45 | 6496.77 | 1055.19 | 4358.14 | 296.671 | 1144.12 | 148.258 | 951.02 | 3485.93 | 661.931 | 1255.61 |
| | 100% | 0.1% | 2.0% | 1.0% | 3.7% | 6.5% | 1.0% | 4.3% | 0.3% | 1.1% | 0.1% | 0.9% | 3.5% | 0.7% | 1.2% |
| Yes | 9740.007 | 14.114 | 127.316 | 134.704 | 317.207 | 436.412 | 206.906 | 343.583 | 102.047 | 151.066 | 26.903 | 169.335 | 633.291 | 85.721 | 132.266 |
| | 9.7% | 11.9% | 6.3% | 12.8% | 8.6% | 6.7% | 19.6% | 7.9% | 34.4% | 13.2% | 18.1% | 17.8% | 18.2% | 13.0% | 10.5% |
| | | 0.1% | 1.3% | 1.4% | 3.3% | 4.5% | 2.1% | 3.5% | 1.0% | 1.6% | 0.3% | 1.7% | 6.5% | 0.9% | 1.4% |
| No | 25214.915 | 25.072 | 367.837 | 201.946 | 809.698 | 2151.08 | 138.954 | 1043.86 | 32.534 | 168.613 | 32.151 | 118.674 | 643.116 | 143.779 | 177.603 |
| | 25.1% | 21.1% | 18.3% | 19.2% | 22.0% | 33.1% | 13.2% | 24.0% | 11.0% | 14.7% | 21.7% | 12.5% | 18.4% | 21.7% | 14.1% |
| | | 0.1% | 1.5% | 0.8% | 3.2% | 8.5% | 0.6% | 4.1% | 0.1% | 0.7% | 0.1% | 0.5% | 2.6% | 0.6% | 0.7% |
| Do Not Know | 65700.763 | 79.734 | 1520.01 | 715.303 | 2548.54 | 3909.29 | 709.329 | 2970.69 | 162.09 | 824.437 | 89.2040 | 663.011 | 2209.52 | 432.431 | 945.745 |
| | 65.3% | 67.0% | 75.4% | 68.0% | 69.3% | 60.2% | 67.2% | 68.2% | 54.6% | 72.1% | 60.2% | 69.7% | 63.4% | 65.3% | 75.3% |
| | | 0.1% | 2.3% | 1.1% | 3.9% | 6.0% | 1.1% | 4.5% | 0.2% | 1.3% | 0.1% | 1.0% | 3.4% | 0.7% | 1.4% |

# FHCS Report by Agency

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

| | | Agencies-Continued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **NSF** | **OMB** | **OPM** | **SBA** | **State** | **SSA** | **Treas** | **USDA** | **VA** |
| Total Responses | 100655.69 | 72.9640 | 32.31 | 168.191 | 203.468 | 893.27 | 4152.28 | 8680.45 | 5630.33 | 12898.5 |
| | 100% | 0.1% | 0.0% | 0.2% | 0.2% | 0.9% | 4.1% | 8.6% | 5.6% | 12.8% |
| Yes | 9740.007 | 5.228 | 1.576 | 57.5600 | 14.861 | 238.57 | 633.219 | 985.432 | 626.147 | 968.907 |
| | 9.7% | 7.2% | 4.9% | 34.2% | 7.3% | 26.7% | 15.2% | 11.4% | 11.1% | 7.5% |
| | | 0.1% | 0.0% | 0.6% | 0.2% | 2.4% | 6.5% | 10.1% | 6.4% | 9.9% |
| No | 25214.915 | 11.923 | 4.947 | 19.582 | 51.4050 | 147.106 | 1243.19 | 2201.56 | 1183 | 3543 |
| | 25.1% | 16.3% | 15.3% | 11.6% | 25.3% | 16.5% | 29.9% | 25.4% | 21.0% | 27.5% |
| | | 0.0% | 0.0% | 0.1% | 0.2% | 0.6% | 4.9% | 8.7% | 4.7% | 14.1% |
| Do Not Know | 65700.763 | 55.8130 | 25.787 | 91.049 | 137.202 | 507.594 | 2275.87 | 5493.46 | 3821.19 | 8386.64 |
| | 65.3% | 76.5% | 79.8% | 54.1% | 67.4% | 56.8% | 54.8% | 63.3% | 67.9% | 65.0% |
| | | 0.1% | 0.0% | 0.1% | 0.2% | 0.8% | 3.5% | 8.4% | 5.8% | 12.8% |

# FHCS Report by Agency

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

| | | Agencies-Continued (DOD) | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Scale Description** | **Total** | **DoD-All** | **ACOE** | **AirFrce** | **Army** | **DoD-Agy** | **Marine** | **Navy** |
| Total Responses | 100655.69 | 41208.755 | 2132.592 | 9799.8980 | 11958.484 | 5497.972 | 874.716 | 10945.093 |
| | 100% | 40.9% | 2.1% | 9.7% | 11.9% | 5.5% | 0.9% | 10.9% |
| Yes | 9740.007 | 3327.636 | 155.497 | 768.26700 | 962.28200 | 571.372 | 52.769 | 817.449 |
| | 9.7% | 8.1% | 7.3% | 7.8% | 8.0% | 10.4% | 6.0% | 7.5% |
| | | 34.2% | 1.6% | 7.9% | 9.9% | 5.9% | 0.5% | 8.4% |
| No | 25214.915 | 10754.288 | 600.034 | 2472.422 | 3344.246 | 1406.995 | 252.165 | 2678.4260 |
| | 25.1% | 26.1% | 28.1% | 25.2% | 28.0% | 25.6% | 28.8% | 24.5% |
| | | 42.7% | 2.4% | 9.8% | 13.3% | 5.6% | 1.0% | 10.6% |
| Do Not Know | 65700.763 | 27126.831 | 1377.061 | 6559.2090 | 7651.9560 | 3519.605 | 569.782 | 7449.218 |
| | 65.3% | 65.8% | 64.6% | 66.9% | 64.0% | 64.0% | 65.1% | 68.1% |
| | | 41.3% | 2.1% | 10.0% | 11.6% | 5.4% | 0.9% | 11.3% |