

2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

FEDERAL ENERGY REGULATORY COMMISSION
AGENCY RESULTS

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions

**FEDERAL ENERGY REGULATORY COMMISSION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		189	330	110	81	37	747	NA
	%	69.8	25.8	44.1	14.4	10.8	4.9	100.0	
2. I have enough information to do my job well.	N		176	400	92	59	16	743	NA
	%	77.4	24.2	53.2	12.5	8.0	2.1	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		170	225	167	132	46	740	NA
	%	53.7	23.5	30.2	22.9	17.4	6.1	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		203	313	128	73	25	742	NA
	%	69.4	27.6	41.9	17.5	9.7	3.3	100.0	
*5. I like the kind of work I do.	N		252	345	107	26	15	745	NA
	%	80.2	34.0	46.2	14.4	3.3	2.1	100.0	
6. I know what is expected of me on the job.	N		229	364	86	35	29	743	NA
	%	79.6	31.5	48.2	12.0	4.6	3.8	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		491	234	13	3	3	744	NA
	%	97.4	66.1	31.3	1.7	0.4	0.4	100.0	
8. I am constantly looking for ways to do my job better.	N		343	330	60	11	3	747	NA
	%	90.3	46.6	43.8	7.8	1.4	0.4	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		135	366	110	94	40	745	2
	%	67.0	18.6	48.4	15.1	12.6	5.3	100.0	
*10. My workload is reasonable.	N		126	420	90	77	31	744	1
	%	73.5	17.5	55.9	12.4	10.1	4.1	100.0	
*11. My talents are used well in the workplace.	N		132	297	130	121	57	737	3
	%	58.7	18.5	40.3	17.7	16.2	7.4	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		244	371	84	34	10	743	2
	%	83.0	33.0	50.0	11.2	4.6	1.3	100.0	
*13. The work I do is important.	N		316	302	90	22	9	739	4
	%	83.9	43.1	40.8	12.0	2.9	1.2	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		242	362	69	46	23	742	3
	%	81.4	32.3	49.2	9.2	6.1	3.3	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		194	317	95	67	54	727	18
	%	70.3	27.1	43.3	12.9	9.3	7.5	100.0	
16. I am held accountable for achieving results.	N		197	387	103	42	13	742	4
	%	78.5	26.7	51.9	14.2	5.5	1.8	100.0	

Survey Administration Period: May 16, 2012 to June 29, 2012

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* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 748

Number of surveys administered: 1,402

Response Rate: 53.4%

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		170	257	147	52	53	679	66
	%	63.2	25.5	37.6	21.6	7.6	7.6	100.0	
*18. My training needs are assessed.	N		115	250	189	122	55	731	16
	%	50.8	16.5	34.3	25.6	16.2	7.4	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		157	300	124	91	59	731	16
	%	62.6	22.0	40.7	16.8	12.2	8.3	100.0	
*20. The people I work with cooperate to get the job done.	N		221	389	78	47	12	747	NA
	%	81.8	29.5	52.3	10.7	6.0	1.5	100.0	
*21. My work unit is able to recruit people with the right skills.	N		122	336	138	83	36	715	31
	%	64.4	17.3	47.1	19.2	11.5	4.8	100.0	
*22. Promotions in my work unit are based on merit.	N		104	231	159	106	96	696	51
	%	48.3	15.3	33.0	22.9	15.1	13.7	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		44	154	187	135	125	645	103
	%	31.0	7.2	23.8	28.9	20.7	19.4	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		63	208	184	135	95	685	63
	%	39.6	9.6	30.0	27.2	19.3	13.8	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		89	218	167	102	87	663	83
	%	46.6	14.0	32.6	25.0	15.0	13.4	100.0	
26. Employees in my work unit share job knowledge with each other.	N		225	359	86	51	23	744	3
	%	79.0	30.7	48.3	11.2	6.7	3.1	100.0	
27. The skill level in my work unit has improved in the past year.	N		143	286	188	60	33	710	37
	%	61.4	20.8	40.6	25.9	8.3	4.4	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		342	309	80	10	5	746	NA
	%	87.3	45.2	42.0	10.8	1.3	0.6	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		176	422	81	34	10	723	16
	%	83.0	24.3	58.7	11.1	4.6	1.3	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		93	238	197	135	48	711	27
	%	47.1	13.3	33.7	27.6	18.6	6.8	100.0	
31. Employees are recognized for providing high quality products and services.	N		110	291	174	105	40	720	19
	%	55.5	15.7	39.8	24.2	14.9	5.4	100.0	
*32. Creativity and innovation are rewarded.	N		79	210	208	135	71	703	33
	%	40.9	11.7	29.2	30.2	19.0	9.9	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		44	141	213	158	108	664	70
	%	28.2	7.1	21.1	31.9	24.0	15.9	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		148	261	164	47	45	665	74
	%	61.3	22.8	38.5	24.8	7.1	6.8	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		255	357	80	18	10	720	20
	%	84.4	35.5	48.9	11.2	2.9	1.5	100.0	
*36. My organization has prepared employees for potential security threats.	N		181	399	95	25	13	713	22
	%	81.3	25.8	55.6	13.2	3.8	1.7	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		148	250	160	53	64	675	61
	%	58.8	22.1	36.6	23.9	7.9	9.4	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		195	273	113	25	40	646	93
	%	72.4	30.4	42.0	17.6	4.0	6.1	100.0	
39. My agency is successful at accomplishing its mission.	N		186	399	103	22	5	715	23
	%	81.9	26.1	55.9	14.5	2.9	0.7	100.0	
40. I recommend my organization as a good place to work.	N		235	326	119	41	19	740	NA
	%	75.7	31.7	44.0	16.3	5.5	2.5	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		114	205	178	102	52	651	87
	%	49.3	17.8	31.5	27.7	15.1	7.9	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		374	269	41	23	23	730	8
	%	88.4	51.7	36.7	5.5	3.0	3.2	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		240	264	119	76	35	734	2
	%	68.5	33.1	35.4	16.4	10.5	4.6	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		210	263	129	74	56	732	4
	%	65.0	29.0	36.0	17.2	10.3	7.5	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		223	220	149	31	27	650	87
	%	67.9	34.5	33.4	23.3	4.7	4.2	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		194	274	136	82	50	736	1
	%	63.8	26.8	37.1	18.3	11.2	6.6	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		237	290	122	43	38	730	7
	%	72.4	32.8	39.6	16.5	5.9	5.2	100.0	
48. My supervisor/team leader listens to what I have to say.	N		308	287	76	48	19	738	NA
	%	81.1	42.3	38.7	10.1	6.3	2.5	100.0	
49. My supervisor/team leader treats me with respect.	N		352	277	53	32	20	734	NA
	%	86.2	48.3	37.9	7.0	4.2	2.6	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		300	340	53	35	9	737	NA
	%	87.4	41.2	46.2	6.8	4.5	1.2	100.0	
*51. I have trust and confidence in my supervisor.	N		299	240	104	50	45	738	NA
	%	73.2	40.6	32.6	14.3	6.5	6.0	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		329	237	96	48	25	735	NA
	%	77.2	44.6	32.6	13.1	6.4	3.4	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		112	247	180	123	59	721	11
	%	49.8	15.9	33.9	25.0	17.1	8.1	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		174	305	144	50	34	707	26
	%	68.0	25.0	43.0	20.2	7.1	4.7	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		177	317	129	47	32	702	27
	%	70.2	25.4	44.8	18.7	6.7	4.4	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		135	323	139	88	38	723	10
	%	63.5	19.1	44.4	19.5	12.0	5.0	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		126	280	167	60	34	667	66
	%	60.7	19.5	41.2	25.3	9.2	4.8	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		134	270	163	89	47	703	27
	%	57.8	19.5	38.3	23.3	12.5	6.4	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		150	301	148	65	45	709	25
	%	64.2	21.7	42.5	20.7	9.0	6.0	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		249	240	131	49	38	707	26
	%	69.1	35.2	33.9	18.8	6.9	5.2	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		206	263	145	71	40	725	7
	%	64.7	28.2	36.5	20.3	9.7	5.3	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		197	257	148	58	34	694	39
	%	65.2	28.7	36.5	21.2	8.4	5.1	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		123	280	160	133	36	732	NA
	%	55.2	16.9	38.3	22.3	17.9	4.6	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		95	291	156	140	50	732	NA
	%	53.1	13.5	39.7	21.4	18.7	6.7	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		130	265	163	116	55	729	NA
	%	54.1	18.2	35.8	22.9	15.9	7.2	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		106	254	215	107	49	731	NA
	%	49.2	14.7	34.5	29.7	14.6	6.5	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		88	198	226	130	88	730	NA
	%	39.8	12.6	27.2	30.6	17.6	12.0	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		114	298	181	96	41	730	NA
	%	57.4	16.5	40.9	24.3	12.7	5.6	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		167	334	118	82	28	729	NA
	%	69.0	23.4	45.6	16.5	10.8	3.7	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		129	303	145	100	52	729	NA
	%	60.2	18.5	41.8	19.9	13.0	6.8	100.0	
71. Considering everything, how satisfied are you with your organization?	N		149	327	136	82	33	727	NA
	%	65.6	20.9	44.7	19.1	10.9	4.4	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	661	90.8
No	52	7.0
Not sure	16	2.2
Total	729	100.0

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	35	4.9
I telework 1 or 2 days per week.	183	25.8
I telework, but no more than 1 or 2 days per month.	85	11.6
I telework very infrequently, on an unscheduled or short-term basis.	125	17.2
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	18	2.4
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	17	2.3
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	76	10.6
I do not telework because I choose not to telework.	184	25.1
Total	723	100.0

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
Yes	561	77.6
No	163	22.1
Not available to me	3	0.4
Total	727	100.0

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
Yes	313	41.7
No	368	50.4
Not available to me	43	7.9
Total	724	100.0

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
Yes	62	8.4
No	635	86.7
Not available to me	28	4.9
Total	725	100.0

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
Yes	40	5.4
No	623	84.0
Not available to me	63	10.6
Total	726	100.0

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
Yes	22	3.0
No	631	85.4
Not available to me	72	11.6
Total	725	100.0

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	79.0	115 29.5	204 49.6	52 12.4	20 5.0	15 3.6	406 100.0	23
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	95.2	367 66.4	161 28.9	21 3.8	4 0.7	1 0.3	554 100.0	2
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	90.4	114 37.7	164 52.8	26 8.6	1 0.7	1 0.3	306 100.0	8
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	82.6	13 24.2	33 58.4	9 15.7	1 1.7	0 0.0	56 100.0	9
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	76.5	11 33.3	14 43.2	6 20.7	1 2.8	0 0.0	32 100.0	10
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	75.3	3 17.0	11 58.2	4 20.2	1 4.5	0 0.0	19 100.0	6

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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85. Where do you work?	N	%
Headquarters	620	85.5
Field	105	14.5
Total	725	100.0

*86. What is your supervisory status?	N	%
Non-Supervisor	457	62.9
Team Leader	145	20.0
Supervisor	71	9.8
Manager	22	3.0
Executive	31	4.3
Total	726	100.0

*87. Are you:	N	%
Male	404	56.2
Female	315	43.8
Total	719	100.0

*88. Are you Hispanic or Latino?	N	%
Yes	39	5.4
No	677	94.6
Total	716	100.0

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	4	0.6
Asian	41	6.0
Black or African American	115	16.7
Native Hawaiian or Other Pacific Islander	4	0.6
White	500	72.6
Two or more races	25	3.6
Total	689	100.0

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90. What is your age group?

	N	%
25 and under	22	3.1
26-29	79	11.2
30-39	167	23.6
40-49	147	20.8
50-59	182	25.7
60 or older	111	15.7
Total	708	100.0

91. What is your pay category/grade?

	N	%
Federal Wage System	0	0.0
GS 1-6	2	0.3
GS 7-12	150	20.8
GS 13-15	530	73.5
Senior Executive Service	24	3.3
Senior Level (SL) or Scientific or Professional (ST)	9	1.2
Other	6	0.8
Total	721	100.0

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	8	1.1
1 to 3 years	146	20.4
4 to 5 years	106	14.8
6 to 10 years	127	17.7
11 to 14 years	52	7.3
15 to 20 years	43	6.0
More than 20 years	235	32.8
Total	717	100.0

**FEDERAL ENERGY REGULATORY COMMISSION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	19	2.7
1 to 3 years	176	24.7
4 to 5 years	109	15.3
6 to 10 years	139	19.5
11 to 20 years	89	12.5
More than 20 years	181	25.4
Total	713	100.0

94. Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	489	68.5
Yes, to retire	43	6.0
Yes, to take another job within the Federal Government	90	12.6
Yes, to take another job outside the Federal Government	61	8.5
Yes, other	31	4.3
Total	714	100.0

95. I am planning to retire:

	N	%
Within one year	26	3.7
Between one and three years	56	7.9
Between three and five years	67	9.5
Five or more years	559	79.0
Total	708	100.0

**FEDERAL ENERGY REGULATORY COMMISSION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

96. Self-Identify as:	N	%
Heterosexual or Straight	561	84.1
Gay, Lesbian, Bisexual, or Transgender	21	3.1
I prefer not to say	85	12.7
Total	667	100.0

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	66	9.2
No	648	90.8
Total	714	100.0

98. Are you an individual with a disability?	N	%
Yes	47	6.6
No	664	93.4
Total	711	100.0



United States
Office of Personnel Management
Planning and Policy Analysis

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