

# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

DEPARTMENT OF HOMELAND SECURITY  
AGENCY RESULTS

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



Over  
**687,000**  
Federal  
Employees'  
Opinions

**DEPARTMENT OF HOMELAND SECURITY  
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		11,448	31,879	14,830	16,339	7,565	82,061	NA
	%	52.2	13.6	38.5	18.2	20.1	9.5	100.0	
2. I have enough information to do my job well.	N		11,425	41,061	13,454	11,997	3,965	81,902	NA
	%	64.4	14.1	50.3	16.4	14.4	4.9	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		11,733	24,910	16,175	17,765	10,844	81,427	NA
	%	43.2	13.6	29.7	20.2	22.5	14.1	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		19,373	32,787	13,414	9,687	6,555	81,816	NA
	%	62.7	22.9	39.7	16.8	12.1	8.4	100.0	
*5. I like the kind of work I do.	N		30,719	35,138	9,638	3,745	2,237	81,477	NA
	%	80.4	37.4	43.0	12.1	4.6	2.9	100.0	
6. I know what is expected of me on the job.	N		23,321	38,816	9,791	6,436	3,117	81,481	NA
	%	77.3	29.5	47.8	11.6	7.4	3.7	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		52,236	25,907	2,259	740	722	81,864	NA
	%	95.1	62.9	32.2	3.0	1.0	1.0	100.0	
8. I am constantly looking for ways to do my job better.	N		38,979	33,959	6,993	1,330	693	81,954	NA
	%	88.4	47.1	41.3	8.9	1.7	0.9	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		6,625	27,207	13,413	20,092	14,435	81,772	283
	%	41.4	8.3	33.1	16.6	24.1	17.9	100.0	
*10. My workload is reasonable.	N		8,169	39,288	13,366	12,764	8,092	81,679	159
	%	59.2	10.6	48.6	16.2	14.9	9.7	100.0	
*11. My talents are used well in the workplace.	N		9,737	29,445	14,436	14,898	11,716	80,232	592
	%	48.0	11.9	36.1	18.4	18.7	14.9	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		21,665	42,684	9,178	4,638	3,139	81,304	430
	%	79.0	26.3	52.7	11.4	5.7	3.9	100.0	
*13. The work I do is important.	N		42,600	30,516	5,221	1,699	1,345	81,381	239
	%	90.0	52.9	37.1	6.3	2.0	1.6	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		16,900	33,520	11,573	11,192	8,396	81,581	436
	%	60.8	20.4	40.4	14.4	13.9	10.9	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		17,538	33,958	12,614	8,558	8,155	80,823	1,151
	%	63.6	21.6	42.0	15.7	10.5	10.2	100.0	
16. I am held accountable for achieving results.	N		21,049	41,478	11,780	4,280	2,674	81,261	513
	%	75.5	25.1	50.4	15.3	5.6	3.6	100.0	

Survey Administration Period: May 2, 2012 to June 20, 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: 82,218

Number of surveys administered: 176,990

Response Rate: 46.5%

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		15,453	27,465	15,918	9,624	10,604	79,064	2,677
	%	54.0	19.1	34.9	20.4	12.2	13.4	100.0	
*18. My training needs are assessed.	N		8,315	27,904	19,561	15,043	10,029	80,852	1,016
	%	45.5	10.5	35.1	24.0	18.2	12.3	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		18,590	34,278	12,221	8,628	6,183	79,900	2,196
	%	66.4	23.2	43.2	15.4	10.6	7.6	100.0	
*20. The people I work with cooperate to get the job done.	N		17,591	38,137	12,736	9,685	3,845	81,994	NA
	%	66.8	20.6	46.2	16.1	12.2	4.9	100.0	
*21. My work unit is able to recruit people with the right skills.	N		4,934	23,514	22,786	17,794	10,519	79,547	2,508
	%	35.3	6.2	29.1	28.9	22.3	13.5	100.0	
*22. Promotions in my work unit are based on merit.	N		4,369	15,274	20,389	16,882	21,319	78,233	3,636
	%	23.9	5.2	18.6	26.0	21.7	28.4	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		3,558	16,809	18,530	18,720	20,161	77,778	3,970
	%	25.4	4.5	20.9	23.4	24.2	26.9	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		4,076	18,442	20,848	19,529	16,461	79,356	2,512
	%	27.7	5.0	22.6	26.2	24.7	21.4	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		5,754	21,256	18,509	15,574	17,568	78,661	3,201
	%	33.2	7.0	26.2	23.6	19.9	23.2	100.0	
26. Employees in my work unit share job knowledge with each other.	N		14,200	42,103	12,758	7,427	5,153	81,641	286
	%	68.9	17.1	51.8	15.8	9.0	6.3	100.0	
27. The skill level in my work unit has improved in the past year.	N		10,579	29,934	23,024	9,495	6,631	79,663	2,254
	%	50.3	13.2	37.1	29.1	12.0	8.6	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		29,240	34,467	14,362	2,638	1,188	81,895	NA
	%	76.2	33.8	42.4	18.7	3.5	1.6	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		9,315	43,386	14,567	9,024	3,575	79,867	822
	%	66.0	11.8	54.2	18.3	11.1	4.6	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		4,930	22,723	20,265	19,785	11,676	79,379	1,321
	%	34.9	6.3	28.6	25.6	24.6	14.9	100.0	
31. Employees are recognized for providing high quality products and services.	N		6,061	24,001	19,447	17,864	11,886	79,259	1,277
	%	36.7	7.4	29.3	24.9	22.8	15.6	100.0	
*32. Creativity and innovation are rewarded.	N		5,033	18,100	21,890	19,144	14,442	78,609	1,829
	%	28.3	6.1	22.2	27.8	24.7	19.2	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		2,715	9,993	18,904	20,602	24,191	76,405	3,958
	%	16.6	3.7	13.0	24.6	26.3	32.4	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		9,346	28,813	23,145	6,696	6,764	74,764	5,810
	%	51.0	12.6	38.4	31.0	8.9	9.1	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		11,955	39,304	14,047	8,235	6,151	79,692	853
	%	61.9	14.1	47.8	18.2	11.2	8.7	100.0	
*36. My organization has prepared employees for potential security threats.	N		13,051	42,338	13,110	6,992	4,334	79,825	585
	%	68.7	16.2	52.4	16.5	9.0	5.8	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		8,783	21,662	18,259	12,509	15,873	77,086	3,405
	%	38.4	10.9	27.5	23.9	16.5	21.2	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		13,929	29,958	16,392	5,626	7,659	73,564	6,655
	%	59.5	18.6	40.8	22.5	7.6	10.4	100.0	
39. My agency is successful at accomplishing its mission.	N		14,247	40,442	15,304	5,417	3,964	79,374	1,119
	%	68.5	17.8	50.7	19.5	6.9	5.2	100.0	
40. I recommend my organization as a good place to work.	N		14,079	31,427	18,207	10,517	6,329	80,559	NA
	%	56.5	17.3	39.2	22.6	12.9	7.9	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		10,846	20,176	19,217	12,204	10,991	73,434	7,151
	%	42.5	15.2	27.3	25.6	16.5	15.5	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		23,042	33,064	11,053	6,508	6,166	79,833	537
	%	69.0	27.9	41.1	14.3	8.5	8.2	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		17,677	30,569	14,842	9,571	7,300	79,959	330
	%	59.5	21.3	38.2	19.0	12.2	9.3	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		16,511	29,436	16,255	9,495	7,615	79,312	785
	%	57.6	20.4	37.3	20.7	11.9	9.7	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		15,896	27,953	20,217	5,039	5,138	74,243	5,873
	%	58.5	20.8	37.7	27.4	7.0	7.2	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		15,477	30,322	16,776	9,859	7,394	79,828	354
	%	57.4	19.1	38.3	21.0	12.3	9.4	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		16,278	29,630	16,285	9,197	7,881	79,271	854
	%	57.2	20.0	37.2	20.8	11.8	10.3	100.0	
48. My supervisor/team leader listens to what I have to say.	N		21,801	34,568	11,675	8,044	4,064	80,152	NA
	%	69.9	26.4	43.4	14.8	10.2	5.1	100.0	
49. My supervisor/team leader treats me with respect.	N		26,290	34,850	9,864	5,296	3,767	80,067	NA
	%	76.2	32.1	44.0	12.6	6.6	4.7	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		21,734	39,730	8,475	6,995	3,091	80,025	NA
	%	76.8	26.8	50.0	10.7	8.6	3.9	100.0	
*51. I have trust and confidence in my supervisor.	N		22,408	27,310	14,738	8,314	7,240	80,010	NA
	%	61.8	27.4	34.4	18.7	10.4	9.1	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		26,283	25,089	16,810	6,688	5,103	79,973	NA
	%	63.8	32.2	31.6	21.4	8.5	6.4	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		5,988	20,286	19,075	18,808	14,725	78,882	512
	%	32.9	7.5	25.4	23.9	23.9	19.3	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		10,620	25,929	17,975	10,977	11,804	77,305	2,051
	%	46.9	13.5	33.4	23.3	14.2	15.6	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		10,853	32,367	18,149	7,706	7,453	76,528	2,664
	%	55.8	13.9	41.9	23.7	10.3	10.2	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		9,345	32,626	16,418	11,113	8,966	78,468	726
	%	53.2	11.8	41.4	20.9	14.1	11.8	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		8,514	28,984	19,602	9,237	7,451	73,788	5,326
	%	50.1	11.4	38.8	26.7	12.7	10.6	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		7,776	25,056	18,095	14,074	11,702	76,703	2,513
	%	42.4	10.0	32.4	23.7	18.2	15.7	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		8,343	27,277	18,454	11,846	10,453	76,373	2,694
	%	46.1	10.8	35.3	24.4	15.5	14.1	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		14,454	23,627	19,399	9,491	8,998	75,969	3,213
	%	49.1	18.3	30.8	25.9	12.8	12.2	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		13,121	23,214	18,438	11,834	11,871	78,478	722
	%	46.2	16.6	29.6	23.5	14.9	15.4	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		10,073	21,766	20,539	10,098	9,775	72,251	6,878
	%	43.0	13.5	29.5	28.6	14.3	14.2	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		8,010	25,916	19,500	17,886	7,454	78,766	NA
	%	42.4	9.8	32.6	25.1	22.8	9.7	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		6,604	25,123	18,706	19,361	8,917	78,711	NA
	%	39.8	8.1	31.7	24.0	24.6	11.6	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		8,289	23,950	18,615	16,948	10,733	78,535	NA
	%	40.1	10.1	30.0	23.8	21.8	14.3	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		5,967	21,632	21,768	18,172	10,986	78,525	NA
	%	34.7	7.4	27.3	27.8	23.2	14.3	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		5,967	18,451	20,797	18,058	15,253	78,526	NA
	%	31.0	7.5	23.5	26.2	23.0	19.8	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		8,386	29,208	18,110	14,629	8,198	78,531	NA
	%	48.3	10.8	37.5	22.6	18.5	10.6	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		14,133	33,676	15,088	10,047	5,541	78,485	NA
	%	60.5	17.8	42.7	19.4	12.8	7.2	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		14,372	30,654	12,465	12,884	8,175	78,550	NA
	%	56.8	18.5	38.3	15.8	16.4	11.0	100.0	
71. Considering everything, how satisfied are you with your organization?	N		9,946	29,574	17,466	13,417	8,189	78,592	NA
	%	50.0	12.6	37.5	22.4	17.0	10.6	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	%
<b>Yes</b>	19,781	21.8
<b>No</b>	53,044	69.5
<b>Not sure</b>	5,846	8.7
<b>Total</b>	78,671	100.0

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

	N	%
<b>I telework 3 or more days per week.</b>	1,097	1.3
<b>I telework 1 or 2 days per week.</b>	3,870	4.4
<b>I telework, but no more than 1 or 2 days per month.</b>	2,343	2.7
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	5,228	5.9
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	41,818	58.4
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	2,125	2.5
<b>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.</b>	13,012	16.4
<b>I do not telework because I choose not to telework.</b>	6,709	8.6
<b>Total</b>	76,202	100.0

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

	N	%
<b>Yes</b>	19,495	22.6
<b>No</b>	33,299	43.4
<b>Not available to me</b>	25,482	34.0
<b>Total</b>	78,276	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	%
<b>Yes</b>	19,246	23.6
<b>No</b>	45,419	58.5
<b>Not available to me</b>	13,327	17.9
<b>Total</b>	77,992	100.0

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

	N	%
<b>Yes</b>	13,711	17.4
<b>No</b>	61,292	78.2
<b>Not available to me</b>	3,035	4.5
<b>Total</b>	78,038	100.0

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

	N	%
<b>Yes</b>	1,648	2.2
<b>No</b>	58,829	74.1
<b>Not available to me</b>	17,797	23.7
<b>Total</b>	78,274	100.0

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

	N	%
<b>Yes</b>	1,441	1.8
<b>No</b>	59,905	75.8
<b>Not available to me</b>	16,906	22.4
<b>Total</b>	78,252	100.0



**DEPARTMENT OF HOMELAND SECURITY  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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		3,364	4,655	2,652	1,233	560	12,464	2,498
	%	62.9	26.1	36.8	23.1	9.6	4.4	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		8,461	8,019	1,625	654	270	19,029	640
	%	85.0	42.7	42.3	9.6	3.8	1.6	100.0	
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		4,055	9,409	3,583	696	250	17,993	1,740
	%	73.9	22.1	51.9	20.6	4.0	1.5	100.0	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		3,024	6,325	2,673	390	179	12,591	1,628
	%	73.7	24.0	49.7	21.6	3.2	1.5	100.0	
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		326	507	427	28	26	1,314	701
	%	64.2	25.8	38.3	31.7	2.0	2.1	100.0	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		284	482	368	23	16	1,173	653
	%	65.8	25.7	40.1	31.0	1.8	1.4	100.0	

Survey Administration Period: May 2, 2012 to June 20, 2012

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

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Census

Number of surveys completed: 82,218

Number of surveys administered: 176,990

Response Rate: 46.5%

**DEPARTMENT OF HOMELAND SECURITY  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?	N	%
Headquarters	14,690	18.8
Field	63,292	81.2
<b>Total</b>	<b>77,982</b>	<b>100.0</b>

  

*86. What is your supervisory status?	N	%
Non-Supervisor	49,730	63.7
Team Leader	11,106	14.2
Supervisor	11,192	14.3
Manager	5,386	6.9
Executive	671	0.9
<b>Total</b>	<b>78,085</b>	<b>100.0</b>

  

*87. Are you:	N	%
Male	50,386	64.8
Female	27,360	35.2
<b>Total</b>	<b>77,746</b>	<b>100.0</b>

  

*88. Are you Hispanic or Latino?	N	%
Yes	13,964	18.1
No	63,041	81.9
<b>Total</b>	<b>77,005</b>	<b>100.0</b>

  

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	781	1.0
Asian	3,396	4.6
Black or African American	10,244	13.7
Native Hawaiian or Other Pacific Islander	912	1.2
White	56,328	75.5
Two or more races	2,940	3.9
<b>Total</b>	<b>74,601</b>	<b>100.0</b>

**DEPARTMENT OF HOMELAND SECURITY  
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90. What is your age group?

	N	%
<b>25 and under</b>	1,726	2.2
<b>26-29</b>	4,676	6.1
<b>30-39</b>	18,462	23.9
<b>40-49</b>	24,175	31.3
<b>50-59</b>	20,744	26.9
<b>60 or older</b>	7,398	9.6
<b>Total</b>	77,181	100.0

91. What is your pay category/grade?

	N	%
<b>Federal Wage System</b>	3,782	4.9
<b>GS 1-6</b>	2,279	2.9
<b>GS 7-12</b>	29,668	38.3
<b>GS 13-15</b>	24,506	31.6
<b>Senior Executive Service</b>	481	0.6
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	85	0.1
<b>Other</b>	16,757	21.6
<b>Total</b>	77,558	100.0

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

	N	%
<b>Less than 1 year</b>	1,599	2.1
<b>1 to 3 years</b>	10,812	13.9
<b>4 to 5 years</b>	10,960	14.1
<b>6 to 10 years</b>	25,396	32.6
<b>11 to 14 years</b>	8,925	11.4
<b>15 to 20 years</b>	7,649	9.8
<b>More than 20 years</b>	12,614	16.2
<b>Total</b>	77,955	100.0

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

	N	%
<b>Less than 1 year</b>	2,250	2.9
<b>1 to 3 years</b>	14,269	18.3
<b>4 to 5 years</b>	13,528	17.4
<b>6 to 10 years</b>	28,328	36.4
<b>11 to 20 years</b>	12,626	16.2
<b>More than 20 years</b>	6,802	8.7
<b>Total</b>	77,803	100.0

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

	N	%
<b>No</b>	50,643	65.1
<b>Yes, to retire</b>	3,086	4.0
<b>Yes, to take another job within the Federal Government</b>	17,527	22.5
<b>Yes, to take another job outside the Federal Government</b>	2,443	3.1
<b>Yes, other</b>	4,100	5.3
<b>Total</b>	77,799	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	1,879	2.5
<b>Between one and three years</b>	5,272	6.9
<b>Between three and five years</b>	6,168	8.1
<b>Five or more years</b>	63,252	82.6
<b>Total</b>	76,571	100.0

**DEPARTMENT OF HOMELAND SECURITY  
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96. Self-Identify as:	N	%
Heterosexual or Straight	64,971	87.2
Gay, Lesbian, Bisexual, or Transgender	1,828	2.5
I prefer not to say	7,703	10.3
<b>Total</b>	<b>74,502</b>	<b>100.0</b>

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	26,806	34.5
No	50,809	65.5
<b>Total</b>	<b>77,615</b>	<b>100.0</b>

98. Are you an individual with a disability?	N	%
Yes	7,837	10.1
No	69,616	89.9
<b>Total</b>	<b>77,453</b>	<b>100.0</b>



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Planning and Policy Analysis

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