

**DEPARTMENT OF HOMELAND SECURITY
2013 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		5,326	14,801	7,207	7,793	3,894	39,021	NA
	%	48.41	11.67	36.74	19.38	21.34	10.87	100.00	
2. I have enough information to do my job well.	N		5,405	19,130	6,305	5,778	2,108	38,726	NA
	%	63.08	13.05	50.03	16.55	14.86	5.51	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		6,080	11,984	7,323	7,911	5,118	38,416	NA
	%	41.46	12.92	28.55	20.34	22.98	15.22	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		9,037	15,344	6,319	4,697	3,347	38,744	NA
	%	60.22	21.08	39.14	17.27	12.95	9.56	100.00	
*5. I like the kind of work I do.	N		14,074	16,615	4,576	1,917	1,208	38,390	NA
	%	79.53	35.97	43.56	12.32	4.87	3.28	100.00	
6. I know what is expected of me on the job.	N		10,446	18,207	4,750	3,428	1,819	38,650	NA
	%	76.26	27.83	48.43	11.67	7.89	4.18	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		24,716	12,137	1,131	386	411	38,781	NA
	%	94.13	61.28	32.84	3.57	1.19	1.11	100.00	
8. I am constantly looking for ways to do my job better.	N		18,262	16,314	3,368	612	399	38,955	NA
	%	87.26	45.06	42.19	9.66	1.87	1.21	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		3,036	12,071	6,113	9,935	7,753	38,908	112
	%	37.20	7.36	29.83	15.64	25.83	21.33	100.00	
*10. My workload is reasonable.	N		3,815	18,422	6,444	6,090	3,939	38,710	55
	%	57.95	9.89	48.06	17.20	14.95	9.90	100.00	
*11. My talents are used well in the workplace.	N		4,661	13,773	6,565	6,946	5,746	37,691	264
	%	45.74	10.73	35.00	18.32	19.74	16.19	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		10,273	19,756	4,283	2,419	1,910	38,641	183
	%	77.01	24.84	52.17	11.44	6.34	5.22	100.00	
*13. The work I do is important.	N		18,531	14,799	2,977	1,037	961	38,305	152
	%	87.74	50.57	37.17	7.34	2.48	2.44	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		8,681	16,855	5,385	4,753	3,155	38,829	159
	%	60.02	19.38	40.64	15.38	14.25	10.35	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		8,807	16,400	6,143	3,718	3,300	38,368	543
	%	62.43	20.08	42.35	17.35	10.71	9.50	100.00	
16. I am held accountable for achieving results.	N		10,142	19,545	5,454	2,074	1,406	38,621	215
	%	73.18	23.31	49.87	16.03	6.15	4.64	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Sample

Number of surveys completed: 39,090

Number of surveys administered: 81,983

Response Rate: 47.7%

**DEPARTMENT OF HOMELAND SECURITY
2013 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
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		7,919	12,793	7,222	4,427	5,147	37,508	1,343
	%	52.66	18.67	33.99	20.13	12.95	14.26	100.00	
*18. My training needs are assessed.	N		3,787	12,468	9,383	7,514	5,329	38,481	435
	%	43.04	9.44	33.60	24.58	19.01	13.37	100.00	
*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		9,516	15,949	5,706	4,011	2,843	38,025	1,007
	%	65.83	23.00	42.83	15.93	10.62	7.61	100.00	
*20. The people I work with cooperate to get the job done.	N		9,227	18,094	5,614	4,275	1,777	38,987	NA
	%	67.04	20.47	46.57	15.98	12.00	4.98	100.00	
*21. My work unit is able to recruit people with the right skills.	N		2,530	10,735	10,279	8,613	5,688	37,845	1,178
	%	32.00	5.57	26.43	28.72	23.30	15.99	100.00	
*22. Promotions in my work unit are based on merit.	N		2,327	7,406	9,621	7,722	9,871	36,947	1,894
	%	21.59	4.61	16.97	25.41	22.26	30.74	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1,883	7,720	8,784	8,568	9,787	36,742	2,116
	%	23.72	4.33	19.39	22.54	24.11	29.63	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		2,059	8,508	9,855	9,114	8,023	37,559	1,335
	%	25.21	4.48	20.73	25.75	25.58	23.46	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		2,815	9,798	8,961	7,208	8,252	37,034	1,783
	%	30.03	6.19	23.84	24.11	20.83	25.03	100.00	
26. Employees in my work unit share job knowledge with each other.	N		7,318	19,584	5,847	3,442	2,587	38,778	135
	%	68.31	17.09	51.22	15.93	9.00	6.75	100.00	
27. The skill level in my work unit has improved in the past year.	N		4,973	13,819	11,193	4,502	3,403	37,890	1,030
	%	47.83	11.98	35.84	30.26	12.28	9.63	100.00	
		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		14,653	16,193	6,355	1,154	523	38,878	NA
	%	75.30	32.07	43.23	19.53	3.53	1.64	100.00	
		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		4,601	20,159	6,818	4,275	1,828	37,681	421
	%	64.71	11.14	53.57	18.89	11.39	5.01	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Sample

Number of surveys completed: 39,090

Number of surveys administered: 81,983

Response Rate: 47.7%

**DEPARTMENT OF HOMELAND SECURITY
2013 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
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		2,571	10,747	9,124	9,221	5,771	37,434	663
	%	32.93	5.65	27.28	25.03	25.64	16.40	100.00	
31. Employees are recognized for providing high quality products and services.	N		3,066	11,621	8,763	8,281	5,598	37,329	623
	%	34.86	6.51	28.35	24.30	24.04	16.81	100.00	
*32. Creativity and innovation are rewarded.	N		2,535	8,555	10,178	8,807	6,903	36,978	940
	%	26.03	5.39	20.64	27.36	25.67	20.94	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		1,173	3,924	8,634	9,702	12,315	35,748	2,078
	%	13.04	2.92	10.13	22.99	26.88	37.08	100.00	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		4,541	13,058	11,046	3,117	3,291	35,053	2,966
	%	48.86	11.97	36.88	32.12	9.18	9.85	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		6,582	19,516	6,109	3,023	2,223	37,453	473
	%	62.13	13.92	48.21	18.32	11.14	8.42	100.00	
*36. My organization has prepared employees for potential security threats.	N		6,530	19,911	6,031	3,050	2,085	37,607	322
	%	66.80	15.16	51.64	16.98	9.45	6.77	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		4,558	10,512	8,452	5,668	7,037	36,227	1,738
	%	37.45	10.20	27.25	24.28	16.91	21.36	100.00	
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		6,876	13,957	7,511	2,568	3,671	34,583	3,235
	%	58.50	17.91	40.59	22.96	8.02	10.53	100.00	
39. My agency is successful at accomplishing its mission.	N		7,001	18,459	6,833	2,677	2,396	37,366	580
	%	65.60	16.32	49.28	19.66	7.72	7.02	100.00	
40. I recommend my organization as a good place to work.	N		6,318	14,033	8,753	5,341	3,535	37,980	NA
	%	51.90	14.40	37.50	24.21	14.30	9.59	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		4,180	8,346	8,866	6,697	6,757	34,846	3,133
	%	36.02	12.34	23.69	24.85	18.95	20.17	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		12,191	15,547	4,719	2,583	2,521	37,561	234
	%	69.07	27.48	41.59	14.66	8.45	7.82	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		8,861	14,089	6,698	4,473	3,472	37,593	139
	%	58.07	20.10	37.97	19.35	12.69	9.89	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		8,282	13,248	7,603	4,320	3,745	37,198	364
	%	55.26	19.42	35.84	21.81	12.45	10.48	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Sample

Number of surveys completed: 39,090

Number of surveys administered: 81,983

Response Rate: 47.7%

**DEPARTMENT OF HOMELAND SECURITY
2013 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
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		8,221	13,024	8,975	2,107	2,434	34,761	2,911
	%	58.10	20.22	37.87	27.45	6.76	7.69	100.00	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		7,727	13,954	7,800	4,520	3,519	37,520	146
	%	55.93	18.23	37.69	21.84	12.61	9.62	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		8,177	13,826	7,434	4,065	3,758	37,260	414
	%	55.54	18.88	36.65	21.36	12.29	10.81	100.00	
48. My supervisor/team leader listens to what I have to say.	N		11,184	15,925	5,076	3,498	1,952	37,635	NA
	%	70.00	26.08	43.91	14.88	9.82	5.30	100.00	
49. My supervisor/team leader treats me with respect.	N		13,278	15,857	4,410	2,267	1,773	37,585	NA
	%	76.52	31.87	44.65	12.49	6.24	4.74	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		10,798	17,881	3,970	3,437	1,469	37,555	NA
	%	74.08	25.59	48.49	11.78	9.97	4.17	100.00	
*51. I have trust and confidence in my supervisor.	N		11,109	12,477	6,600	3,814	3,590	37,590	NA
	%	60.67	26.07	34.59	19.14	10.46	9.73	100.00	
		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		12,921	11,538	7,555	3,091	2,487	37,592	NA
	%	62.62	31.16	31.46	21.97	8.75	6.66	100.00	
		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		2,960	9,319	8,653	8,588	7,389	36,909	244
	%	29.90	6.46	23.44	23.38	24.67	22.05	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		5,194	12,004	7,919	5,088	5,887	36,092	1,002
	%	44.56	12.29	32.27	22.64	15.10	17.70	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		5,438	15,011	8,349	3,419	3,379	35,596	1,354
	%	54.40	13.12	41.28	24.66	10.54	10.40	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		4,581	14,890	7,557	5,190	4,508	36,726	290
	%	50.53	10.58	39.95	21.41	14.68	13.38	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		4,214	13,454	8,841	4,331	3,747	34,587	2,366
	%	47.38	10.21	37.17	27.14	13.47	12.00	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Sample

Number of surveys completed: 39,090

Number of surveys administered: 81,983

Response Rate: 47.7%

**DEPARTMENT OF HOMELAND SECURITY
2013 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
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		3,900	11,698	8,133	6,544	5,650	35,925	1,090
	%	39.84	9.02	30.82	23.98	19.20	16.98	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		4,248	12,846	8,315	5,440	4,994	35,843	1,142
	%	44.10	9.73	34.37	24.65	16.12	15.13	100.00	
		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		7,205	10,980	8,788	4,259	4,263	35,495	1,466
	%	47.05	16.95	30.10	26.50	13.38	13.08	100.00	
		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		6,073	10,513	8,279	5,725	6,066	36,656	315
	%	41.83	14.54	27.29	23.51	16.54	18.12	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		5,270	10,733	9,118	4,332	4,376	33,829	3,119
	%	41.31	12.56	28.75	28.55	14.47	15.66	100.00	
		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		3,902	11,748	8,911	8,308	3,814	36,683	NA
	%	38.77	8.75	30.03	25.86	23.87	11.50	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		3,367	11,249	8,220	8,895	4,865	36,596	NA
	%	36.86	7.44	29.42	23.15	25.59	14.40	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		3,950	11,045	8,867	7,645	4,991	36,498	NA
	%	37.13	8.72	28.41	25.08	22.40	15.39	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		2,854	9,731	9,965	8,259	5,673	36,482	NA
	%	31.07	6.33	24.74	27.42	24.54	16.97	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		2,777	7,867	9,597	8,395	7,854	36,490	NA
	%	27.35	6.42	20.92	25.97	23.79	22.89	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		3,580	12,628	8,820	7,183	4,310	36,521	NA
	%	44.93	9.32	35.61	23.51	19.45	12.10	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Sample

Number of surveys completed: 39,090

Number of surveys administered: 81,983

Response Rate: 47.7%

**DEPARTMENT OF HOMELAND SECURITY
2013 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
*69. Considering everything, how satisfied are you with your job?	N		6,131	15,096	7,206	5,101	2,980	36,514	NA
	%	55.89	14.69	41.19	20.87	14.57	8.68	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		5,745	14,092	6,078	6,355	4,292	36,562	NA
	%	50.63	14.25	36.38	16.90	18.44	14.03	100.00	
71. Considering everything, how satisfied are you with your organization?	N		4,346	13,128	7,998	6,670	4,442	36,584	NA
	%	44.49	9.95	34.54	23.06	19.46	12.99	100.00	

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	13,301	25.37
No	21,427	68.26
Not sure	1,798	6.37
Total	36,526	100.00

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

	N	%
I telework 3 or more days per week.	676	1.45
I telework 1 or 2 days per week.	3,391	6.06
I telework, but no more than 1 or 2 days per month.	1,644	2.89
I telework very infrequently, on an unscheduled or short-term basis.	3,362	6.09
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	16,158	56.64
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1,069	2.31
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.	6,132	15.94
I do not telework because I choose not to telework.	3,471	8.61
Total	35,903	100.00

Survey Administration Period: April 30, 2013 to June 14, 2013
Percentages are weighted to represent the Agency's population.
* AES prescribed items

Sample or Census: Sample
Number of surveys completed: 39,090
Number of surveys administered: 81,983
Response Rate: 47.7%

**DEPARTMENT OF HOMELAND SECURITY
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
Yes	11,096	23.64
No	14,835	42.01
Not available to me	10,379	34.35
Total	36,310	100.00

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

	N	%
Yes	9,401	23.05
No	21,009	58.48
Not available to me	5,714	18.47
Total	36,124	100.00

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

	N	%
Yes	6,152	17.54
No	28,471	77.71
Not available to me	1,293	4.76
Total	35,916	100.00

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

	N	%
Yes	815	2.18
No	27,418	72.70
Not available to me	8,104	25.13
Total	36,337	100.00

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

	N	%
Yes	745	1.90
No	28,071	74.34
Not available to me	7,569	23.75
Total	36,385	100.00

**DEPARTMENT OF HOMELAND SECURITY
2013 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 %	69.90	2,892 30.74	3,531 39.16	1,383 17.24	778 8.38	378 4.48	8,962 100.00	733
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	85.87	5,281 44.90	4,402 40.97	806 9.22	295 3.17	143 1.74	10,927 100.00	276
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 %	73.62	2,224 22.24	4,550 51.38	1,676 20.26	324 4.34	113 1.77	8,887 100.00	840
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	73.32	1,426 23.91	2,836 49.41	1,247 21.68	158 3.23	83 1.77	5,750 100.00	973
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 %	60.98	187 26.93	215 34.04	222 36.47	13 1.79	8 0.76	645 100.00	372
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	60.47	152 25.01	219 35.47	207 37.09	8 1.67	4 0.77	590 100.00	315

Survey Administration Period: April 30, 2013 to June 14, 2013

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: Sample

Number of surveys completed: 39,090

Number of surveys administered: 81,983

Response Rate: 47.7%

**DEPARTMENT OF HOMELAND SECURITY
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?	N	%
Headquarters	9,833	27.12
Field	26,427	72.88
Total	36,260	100.00

*86. What is your supervisory status?	N	%
Non-Supervisor	23,004	63.37
Team Leader	4,932	13.59
Supervisor	5,244	14.45
Manager	2,614	7.20
Executive	507	1.40
Total	36,301	100.00

*87. Are you:	N	%
Male	22,324	61.89
Female	13,744	38.11
Total	36,068	100.00

*88. Are you Hispanic or Latino?	N	%
Yes	5,242	14.66
No	30,514	85.34
Total	35,756	100.00

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	349	1.01
Asian	1,511	4.35
Black or African American	4,833	13.92
Native Hawaiian or Other Pacific Islander	363	1.05
White	26,333	75.84
Two or more races	1,331	3.83
Total	34,720	100.00

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

* AES prescribed items

Sample or Census: Sample

Number of surveys completed: 39,090

Number of surveys administered: 81,983

Response Rate: 47.7%

**DEPARTMENT OF HOMELAND SECURITY
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?

	N	%
25 and under	494	1.38
26-29	1,653	4.62
30-39	8,041	22.49
40-49	11,367	31.79
50-59	10,493	29.34
60 or older	3,710	10.38
Total	35,758	100.00

91. What is your pay category/grade?

	N	%
Federal Wage System	1,473	4.09
GS 1-6	898	2.49
GS 7-12	13,212	36.65
GS 13-15	14,600	40.50
Senior Executive Service	380	1.05
Senior Level (SL) or Scientific or Professional (ST)	60	0.17
Other	5,422	15.04
Total	36,045	100.00

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

	N	%
Less than 1 year	472	1.31
1 to 3 years	4,480	12.39
4 to 5 years	4,629	12.80
6 to 10 years	9,256	25.59
11 to 14 years	6,071	16.79
15 to 20 years	4,132	11.43
More than 20 years	7,126	19.70
Total	36,166	100.00

**DEPARTMENT OF HOMELAND SECURITY
2013 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	716	1.98
1 to 3 years	6,293	17.43
4 to 5 years	6,070	16.81
6 to 10 years	10,620	29.41
11 to 20 years	8,715	24.13
More than 20 years	3,699	10.24
Total	36,113	100.00

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

	N	%
No	22,494	62.25
Yes, to retire	1,622	4.49
Yes, to take another job within the Federal Government	8,458	23.41
Yes, to take another job outside the Federal Government	1,572	4.35
Yes, other	1,988	5.50
Total	36,134	100.00

95. I am planning to retire:

	N	%
Within one year	1,007	2.82
Between one and three years	2,651	7.42
Between three and five years	3,260	9.12
Five or more years	28,825	80.65
Total	35,743	100.00

**DEPARTMENT OF HOMELAND SECURITY
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

96. Self-Identify as:	N	%
Heterosexual or Straight	29,879	86.08
Gay, Lesbian, Bisexual, or Transgender	854	2.46
I prefer not to say	3,977	11.46
Total	34,710	100.00

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	13,060	36.25
No	22,968	63.75
Total	36,028	100.00

98. Are you an individual with a disability?	N	%
Yes	4,271	11.88
No	31,687	88.12
Total	35,958	100.00