

**DEPARTMENT OF HOMELAND SECURITY
2014 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		5,609	15,341	7,627	9,176	4,966	42,719	NA
	%	46.76	11.18	35.58	18.41	22.70	12.13	100.00	
2. I have enough information to do my job well.	N		5,658	20,080	7,006	6,777	2,826	42,347	NA
	%	60.91	12.43	48.48	17.22	15.57	6.30	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		6,440	12,464	7,594	8,916	6,584	41,998	NA
	%	40.28	12.66	27.61	19.26	23.32	17.14	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		9,594	15,922	6,782	5,453	4,612	42,363	NA
	%	57.51	20.17	37.34	17.07	13.88	11.53	100.00	
*5. I like the kind of work I do.	N		14,842	17,705	5,362	2,331	1,686	41,926	NA
	%	77.15	34.05	43.09	13.64	5.31	3.90	100.00	
6. I know what is expected of me on the job.	N		11,048	19,459	5,434	3,942	2,390	42,273	NA
	%	74.64	26.57	48.07	12.44	8.13	4.78	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		26,535	13,483	1,329	456	599	42,402	NA
	%	93.60	60.13	33.47	3.68	1.26	1.46	100.00	
8. I am constantly looking for ways to do my job better.	N		19,819	17,439	3,933	829	602	42,622	NA
	%	86.13	44.70	41.43	10.19	2.16	1.51	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		3,139	12,964	6,452	10,937	9,080	42,572	120
	%	37.05	7.00	30.06	16.04	25.29	21.62	100.00	
*10. My workload is reasonable.	N		3,923	19,435	7,006	7,039	4,955	42,358	108
	%	54.99	8.92	46.07	17.22	16.07	11.72	100.00	
*11. My talents are used well in the workplace.	N		4,969	14,201	6,992	7,724	7,219	41,105	326
	%	43.44	10.49	32.95	18.24	19.76	18.56	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		10,907	20,775	4,796	2,877	2,830	42,185	257
	%	74.74	24.07	50.68	12.00	6.85	6.41	100.00	

Survey Administration Period: April 29, 2014 to June 6, 2014

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* AES prescribed items

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

Sample or Census: Sample

Number of surveys completed: 42,798

Number of surveys administered: 93,375

Response Rate: 45.8%

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*13. The work I do is important.	N		19,418	16,090	3,514	1,342	1,450	41,814	199
	%	85.85	48.05	37.80	8.01	2.94	3.20	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		9,401	18,273	5,831	5,084	3,846	42,435	190
	%	59.47	19.45	40.03	15.15	13.66	11.71	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		9,577	17,586	6,538	4,189	4,150	42,040	523
	%	60.49	19.64	40.84	16.47	11.26	11.78	100.00	
16. I am held accountable for achieving results.	N		10,810	20,869	6,168	2,505	1,902	42,254	255
	%	71.94	22.77	49.16	16.15	6.78	5.13	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		8,443	13,704	7,718	4,912	6,205	40,982	1,540
	%	51.79	18.06	33.73	19.78	12.78	15.65	100.00	
*18. My training needs are assessed.	N		4,028	12,971	10,089	8,465	6,471	42,024	524
	%	41.84	9.13	32.71	23.88	19.44	14.84	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		10,174	16,997	6,224	4,605	3,642	41,642	1,055
	%	63.47	22.40	41.06	15.85	11.31	9.37	100.00	
*20. The people I work with cooperate to get the job done.	N		9,763	19,534	6,093	4,988	2,294	42,672	NA
	%	66.33	20.19	46.13	15.67	12.40	5.60	100.00	
*21. My work unit is able to recruit people with the right skills.	N		2,647	10,875	10,758	9,768	7,231	41,279	1,415
	%	30.73	5.68	25.05	27.53	24.13	17.61	100.00	
*22. Promotions in my work unit are based on merit.	N		2,484	7,536	9,830	8,478	12,046	40,374	2,112
	%	20.70	4.76	15.94	23.70	22.00	33.60	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1,985	7,808	9,057	9,350	11,964	40,164	2,340
	%	22.51	4.31	18.20	21.53	23.91	32.05	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		2,239	8,594	10,032	10,202	10,077	41,144	1,448
	%	24.03	4.62	19.41	23.88	25.53	26.57	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		2,926	9,992	9,182	8,109	10,322	40,531	1,970
	%	28.23	5.89	22.35	22.94	20.71	28.11	100.00	
26. Employees in my work unit share job knowledge with each other.	N		7,925	21,449	6,198	3,784	3,121	42,477	127
	%	68.90	17.25	51.65	15.42	8.53	7.15	100.00	
27. The skill level in my work unit has improved in the past year.	N		5,269	14,129	12,374	5,398	4,387	41,557	1,048
	%	45.07	11.92	33.15	30.77	12.99	11.16	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		15,527	17,346	7,485	1,472	704	42,534	NA
	%	73.77	31.91	41.86	20.31	4.02	1.90	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		4,736	21,109	7,648	5,141	2,506	41,140	536
	%	62.59	10.66	51.94	18.92	12.46	6.02	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		2,568	10,876	9,676	10,387	7,441	40,948	747
	%	30.31	5.51	24.80	24.60	26.30	18.79	100.00	
31. Employees are recognized for providing high quality products and services.	N		3,204	11,748	9,109	9,467	7,425	40,953	635
	%	32.14	6.35	25.79	23.05	25.11	19.70	100.00	
*32. Creativity and innovation are rewarded.	N		2,687	8,708	10,441	9,895	8,861	40,592	921
	%	24.44	5.34	19.11	26.04	25.77	23.75	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		1,250	4,131	8,894	10,487	14,505	39,267	2,128
	%	13.57	2.98	10.58	21.46	26.03	38.95	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		4,855	13,574	11,824	3,400	4,312	37,965	3,646
	%	47.72	12.16	35.56	31.66	8.72	11.90	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		7,089	20,940	6,668	3,420	2,891	41,008	560
	%	61.09	14.15	46.94	17.77	11.10	10.04	100.00	
*36. My organization has prepared employees for potential security threats.	N		6,818	21,336	6,651	3,583	2,762	41,150	372
	%	65.58	15.05	50.53	17.13	9.43	7.86	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		4,835	10,951	8,869	6,149	8,732	39,536	2,008
	%	35.97	10.24	25.74	23.30	16.75	23.97	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		7,491	14,521	8,118	2,830	4,462	37,422	3,851
	%	56.87	17.95	38.92	23.60	7.69	11.85	100.00	
39. My agency is successful at accomplishing its mission.	N		7,053	19,301	7,766	3,315	3,422	40,857	693
	%	62.85	15.66	47.19	20.50	8.48	8.16	100.00	
40. I recommend my organization as a good place to work.	N		6,413	14,165	9,615	6,556	4,785	41,534	NA
	%	48.06	13.77	34.29	24.57	16.07	11.30	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		4,393	8,690	9,249	7,382	8,531	38,245	3,282
	%	34.62	11.78	22.84	24.19	18.92	22.26	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		13,369	16,532	5,102	2,918	3,193	41,114	260
	%	67.70	28.10	39.60	14.31	8.76	9.23	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		9,930	14,554	7,320	4,880	4,412	41,096	189
	%	57.28	21.36	35.91	19.07	12.53	11.13	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		9,086	13,895	8,114	4,794	4,710	40,599	442
	%	54.98	20.29	34.69	20.87	12.07	12.08	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		9,245	13,597	9,720	2,207	2,971	37,740	3,520
	%	57.90	21.70	36.19	27.19	6.61	8.31	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		8,617	14,407	8,491	5,032	4,463	41,010	194
	%	55.01	19.27	35.73	21.36	12.42	11.21	100.00	
*47. Supervisors in my work unit support employee development.	N		8,432	14,302	8,323	4,725	4,898	40,680	563
	%	52.72	18.40	34.31	21.74	12.59	12.95	100.00	
48. My supervisor listens to what I have to say.	N		12,629	16,726	5,550	3,810	2,533	41,248	NA
	%	69.46	27.52	41.94	14.79	9.64	6.10	100.00	
49. My supervisor treats me with respect.	N		14,909	16,871	4,682	2,519	2,190	41,171	NA
	%	76.51	33.50	43.01	12.18	6.16	5.16	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		12,311	19,229	4,119	3,527	1,971	41,157	NA
	%	75.46	28.02	47.43	10.89	8.84	4.82	100.00	
*51. I have trust and confidence in my supervisor.	N		12,205	12,928	7,256	4,392	4,382	41,163	NA
	%	59.33	27.11	32.22	19.13	11.20	10.34	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?	N		14,283	12,365	8,154	3,435	2,937	41,174	NA
	%	63.11	32.36	30.75	21.36	8.64	6.89	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		3,043	8,602	8,258	9,254	11,165	40,322	494
	%	25.94	6.37	19.57	20.24	23.36	30.45	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		4,919	11,119	8,962	5,275	8,382	38,657	2,097
	%	39.11	11.07	28.04	23.49	14.06	23.33	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		5,637	16,541	9,045	3,361	3,900	38,484	1,946
	%	56.34	13.23	43.11	24.18	9.14	10.35	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		4,375	15,186	8,254	6,182	6,133	40,130	466
	%	46.01	9.43	36.59	21.26	16.21	16.53	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		4,117	13,494	9,778	4,947	5,163	37,499	3,098
	%	43.92	9.43	34.49	27.14	13.71	15.22	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		3,821	11,910	8,708	7,331	7,523	39,293	1,367
	%	36.89	8.31	28.59	23.07	19.22	20.82	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		4,204	13,012	9,141	6,211	6,679	39,247	1,397
	%	40.49	9.06	31.43	24.51	16.54	18.46	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?	N		7,545	11,455	9,370	4,993	5,441	38,804	1,829
	%	45.30	16.50	28.80	25.63	13.79	15.28	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		5,977	10,564	9,426	6,718	7,536	40,221	389
	%	38.44	13.21	25.24	24.15	17.32	20.08	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		5,237	11,081	10,109	5,039	5,363	36,829	3,773
	%	38.77	11.65	27.12	28.58	15.19	17.46	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		4,155	12,239	9,396	9,606	4,909	40,305	NA
	%	37.28	8.66	28.61	25.03	24.89	12.81	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		3,415	11,592	9,049	10,118	6,032	40,206	NA
	%	34.42	7.07	27.34	23.52	26.23	15.83	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		4,040	11,368	9,402	8,858	6,403	40,071	NA
	%	34.51	8.19	26.32	23.98	23.86	17.65	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		2,944	9,656	10,677	9,618	7,239	40,134	NA
	%	28.46	6.15	22.32	27.06	25.24	19.24	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		2,854	7,823	10,027	9,487	9,940	40,131	NA
	%	25.29	6.19	19.11	24.22	24.92	25.57	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		3,678	13,272	9,701	7,988	5,497	40,136	NA
	%	43.57	8.96	34.61	23.57	19.51	13.36	100.00	
*69. Considering everything, how satisfied are you with your job?	N		6,291	15,615	7,959	6,185	4,060	40,110	NA
	%	53.10	14.26	38.84	20.94	15.86	10.10	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		6,553	15,736	6,384	6,621	4,898	40,192	NA
	%	51.10	14.77	36.33	16.39	18.29	14.22	100.00	
71. Considering everything, how satisfied are you with your organization?	N		4,443	13,344	8,718	7,728	5,970	40,203	NA
	%	41.69	9.58	32.11	23.15	20.04	15.12	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	13,429	21.56
Yes, I was notified that I was not eligible to telework.	8,558	20.50
No, I was not notified of my telework eligibility.	14,185	44.65
Not sure if I was notified of my telework eligibility.	3,861	13.29
Total	40,033	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	974	1.95
I telework 1 or 2 days per week.	4,517	6.71
I telework, but no more than 1 or 2 days per month.	1,781	2.81
I telework very infrequently, on an unscheduled or short-term basis.	3,738	6.30
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	18,195	57.81
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	958	2.02
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.	5,662	14.15
I do not telework because I choose not to telework.	3,715	8.25
Total	39,540	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	12,460	25.39
No	15,835	40.32
Not available to me	11,606	34.29
Total	39,901	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	11,025	24.52
No	22,637	57.48
Not available to me	6,048	17.99
Total	39,710	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	6,889	17.93
No	31,267	77.89
Not available to me	1,299	4.18
Total	39,455	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	923	2.32
No	29,837	72.41
Not available to me	9,142	25.26
Total	39,902	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	828	2.08
No	30,485	74.10
Not available to me	8,597	23.82
Total	39,910	100.00

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Number of surveys completed: 42,798
Number of surveys administered: 93,375
Response Rate: 45.8%

**DEPARTMENT OF HOMELAND SECURITY
2014 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		3,603	4,301	1,513	988	453	10,858	692
	%	70.60	32.03	38.57	16.05	9.02	4.32	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		5,832	5,028	788	357	163	12,168	316
	%	85.51	45.03	40.48	8.86	3.89	1.75	100.00	
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		2,553	5,327	1,951	414	143	10,388	955
	%	72.55	21.57	50.98	21.30	4.56	1.59	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		1,493	3,108	1,395	214	124	6,334	1,146
	%	71.28	22.16	49.12	23.35	3.48	1.89	100.00	
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		188	251	229	19	17	704	433
	%	63.29	25.30	37.98	29.87	3.57	3.27	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		160	251	204	11	11	637	392
	%	64.02	23.75	40.27	30.38	3.33	2.27	100.00	

Survey Administration Period: April 29, 2014 to June 6, 2014

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

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

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**DEPARTMENT OF HOMELAND SECURITY
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Where do you work?	N	%
Headquarters	10,274	25.84
Field	29,492	74.16
Total	39,766	100.00

*What is your supervisory status?	N	%
Non-Supervisor	24,981	62.76
Team Leader	5,259	13.21
Supervisor	5,918	14.87
Manager	3,019	7.59
Senior Leader	624	1.57
Total	39,801	100.00

*Are you:	N	%
Male	25,091	63.54
Female	14,400	36.46
Total	39,491	100.00

*Are you Hispanic or Latino?	N	%
Yes	5,928	15.17
No	33,159	84.83
Total	39,087	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014
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 * AES prescribed items

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**DEPARTMENT OF HOMELAND SECURITY
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***Please select the racial category or categories with which you most closely identify.**

	N	%
American Indian or Alaska Native	366	0.96
Asian	1,584	4.17
Black or African American	4,920	12.94
Native Hawaiian or Other Pacific Islander	350	0.92
White	29,177	76.73
Two or more races	1,629	4.28
Total	38,026	100.00

What is the highest degree or level of education you have completed?

	N	%
Less than High School	32	0.08
High School Diploma/GED or equivalent	2,485	6.28
Trade or Technical Certificate	893	2.26
Some College (no degree)	8,710	22.00
Associate's Degree (e.g., AA, AS)	3,687	9.31
Bachelor's Degree (e.g., BA, BS)	14,578	36.83
Master's Degree (e.g., MA, MS, MBA)	7,093	17.92
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2,105	5.32
Total	39,583	100.00

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**DEPARTMENT OF HOMELAND SECURITY
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What is your pay category/grade?	N	%
Federal Wage System	1,381	3.49
GS 1-6	753	1.90
GS 7-12	15,522	39.21
GS 13-15	16,727	42.25
Senior Executive Service	444	1.12
Senior Level (SL) or Scientific or Professional (ST)	49	0.12
Other	4,713	11.90
Total	39,589	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	260	0.65
1 to 3 years	3,567	8.98
4 to 5 years	4,519	11.38
6 to 10 years	9,508	23.94
11 to 14 years	8,617	21.70
15 to 20 years	5,308	13.37
More than 20 years	7,929	19.97
Total	39,708	100.00

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**DEPARTMENT OF HOMELAND SECURITY
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How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	542	1.37
1 to 3 years	5,544	13.99
4 to 5 years	5,771	14.56
6 to 10 years	11,005	27.77
11 to 20 years	12,514	31.58
More than 20 years	4,248	10.72
Total	39,624	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	23,643	59.66
Yes, to retire	1,855	4.68
Yes, to take another job within the Federal Government	10,174	25.67
Yes, to take another job outside the Federal Government	1,745	4.40
Yes, other	2,214	5.59
Total	39,631	100.00

I am planning to retire:	N	%
Within one year	1,178	3.00
Between one and three years	3,079	7.83
Between three and five years	3,871	9.84
Five or more years	31,203	79.33
Total	39,331	100.00

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**DEPARTMENT OF HOMELAND SECURITY
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Self-Identify as:	N	%
Heterosexual or Straight	32,390	85.29
Gay, Lesbian, Bisexual, or Transgender	1,037	2.73
I prefer not to say	4,550	11.98
Total	37,977	100.00

What is your US military service status?	N	%
No Prior Military Service	24,566	62.44
Currently in National Guard or Reserves	930	2.36
Retired	5,294	13.46
Separated or Discharged	8,551	21.74
Total	39,341	100.00

Are you an individual with a disability?	N	%
Yes	4,706	11.96
No	34,627	88.04
Total	39,333	100.00

What is your age group?	N	%
25 and under	407	0.95
26-29	1,641	3.83
30-39	9,684	22.63
40-49	13,647	31.89
50-59	12,819	29.95
60 or older	4,600	10.75
Total	42,798	100.00

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