

**DEPARTMENT OF HOMELAND SECURITY
2015 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		6,050	15,409	7,692	8,656	5,192	42,999	NA
	%	46.33	11.82	34.51	18.86	21.59	13.22	100.00	
2. I have enough information to do my job well.	N		5,924	20,043	7,215	6,700	3,093	42,975	NA
	%	59.46	12.64	46.82	17.58	15.63	7.33	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		6,742	12,536	7,524	9,102	7,007	42,911	NA
	%	39.43	12.62	26.81	18.56	23.58	18.42	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		9,705	15,999	6,820	5,472	4,926	42,922	NA
	%	55.97	19.76	36.20	17.40	13.96	12.68	100.00	
*5. I like the kind of work I do.	N		14,973	18,289	5,467	2,290	1,872	42,891	NA
	%	76.35	33.18	43.17	13.73	5.26	4.65	100.00	
6. I know what is expected of me on the job.	N		11,084	19,536	5,470	4,055	2,635	42,780	NA
	%	73.02	26.04	46.97	12.67	8.76	5.55	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		26,485	13,764	1,434	535	727	42,945	NA
	%	92.60	59.18	33.42	3.94	1.55	1.92	100.00	
8. I am constantly looking for ways to do my job better.	N		19,702	17,457	4,106	873	753	42,891	NA
	%	84.91	43.75	41.15	10.66	2.42	2.02	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		3,448	13,034	6,473	10,840	9,031	42,826	168
	%	36.96	7.56	29.40	15.48	25.14	22.41	100.00	
*10. My workload is reasonable.	N		4,156	19,205	7,196	7,108	5,118	42,783	118
	%	54.61	9.28	45.33	17.19	16.02	12.17	100.00	
*11. My talents are used well in the workplace.	N		5,309	14,578	7,162	7,879	7,448	42,376	369
	%	43.25	10.80	32.44	18.03	19.86	18.87	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		11,079	20,413	4,945	2,982	3,118	42,537	273
	%	72.49	23.75	48.74	12.61	7.14	7.76	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

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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: 43,090

Number of surveys administered: 91,425

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*13. The work I do is important.	N		19,837	16,138	3,559	1,387	1,681	42,602	226
	%	84.55	47.39	37.16	8.33	3.10	4.02	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		9,058	18,008	5,995	5,319	4,292	42,672	247
	%	57.48	18.37	39.12	15.61	14.32	12.59	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		9,733	17,095	6,474	4,344	4,726	42,372	574
	%	58.11	19.31	38.80	16.48	11.70	13.71	100.00	
16. I am held accountable for achieving results.	N		10,858	20,539	6,345	2,636	2,164	42,542	297
	%	69.77	22.35	47.42	16.98	7.01	6.25	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		8,557	13,392	7,627	4,979	6,631	41,186	1,687
	%	50.18	17.96	32.23	20.01	12.85	16.96	100.00	
*18. My training needs are assessed.	N		4,512	13,343	9,886	8,017	6,504	42,262	596
	%	42.20	9.74	32.45	24.05	18.49	15.26	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		10,446	16,394	6,278	4,576	4,215	41,909	1,097
	%	60.99	22.10	38.88	16.04	11.70	11.27	100.00	
*20. The people I work with cooperate to get the job done.	N		10,087	19,469	6,013	5,001	2,407	42,977	NA
	%	65.74	20.22	45.52	15.55	12.51	6.20	100.00	
*21. My work unit is able to recruit people with the right skills.	N		2,692	11,108	10,769	9,770	7,348	41,687	1,321
	%	30.03	5.35	24.68	27.18	24.19	18.60	100.00	
*22. Promotions in my work unit are based on merit.	N		2,666	7,544	9,738	8,475	12,580	41,003	1,919
	%	20.11	4.70	15.41	23.06	22.13	34.70	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1,937	7,488	9,283	9,194	12,625	40,527	2,416
	%	20.37	3.84	16.53	22.12	23.61	33.90	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		2,378	8,782	9,893	9,801	10,605	41,459	1,484
	%	23.40	4.63	18.77	23.86	24.72	28.02	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		3,195	10,332	9,005	7,867	10,586	40,985	1,908
	%	28.53	6.07	22.47	22.00	20.79	28.68	100.00	
26. Employees in my work unit share job knowledge with each other.	N		8,126	21,414	6,229	3,729	3,263	42,761	142
	%	67.75	16.73	51.03	15.53	8.76	7.95	100.00	
27. The skill level in my work unit has improved in the past year.	N		5,487	13,864	12,356	5,307	4,675	41,689	1,213
	%	43.68	11.67	32.01	30.87	13.37	12.08	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		15,492	17,446	7,610	1,516	836	42,900	NA
	%	72.77	30.98	41.79	20.57	4.30	2.36	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		4,798	21,060	7,631	5,337	2,827	41,653	524
	%	61.18	10.38	50.80	19.11	12.75	6.96	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		2,668	10,673	9,775	10,596	7,789	41,501	696
	%	28.59	5.25	23.34	24.74	26.91	19.76	100.00	
31. Employees are recognized for providing high quality products and services.	N		3,382	11,592	9,303	9,503	7,706	41,486	660
	%	30.66	6.30	24.36	23.32	25.14	20.88	100.00	
*32. Creativity and innovation are rewarded.	N		2,853	8,823	10,382	9,993	9,000	41,051	999
	%	23.80	5.41	18.39	25.25	26.32	24.63	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		1,395	4,612	8,891	10,543	14,644	40,085	2,013
	%	14.10	3.19	10.91	20.80	25.55	39.55	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		4,971	13,457	11,849	3,635	4,601	38,513	3,599
	%	45.87	11.65	34.22	31.44	9.78	12.90	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		7,080	20,543	6,883	3,784	3,282	41,572	585
	%	58.74	13.40	45.34	17.95	12.23	11.08	100.00	
*36. My organization has prepared employees for potential security threats.	N		6,829	20,867	6,817	3,924	3,167	41,604	405
	%	62.87	14.23	48.64	17.44	10.64	9.05	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		4,705	10,672	8,978	6,367	9,308	40,030	2,063
	%	33.84	9.50	24.34	23.47	17.10	25.59	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		7,229	14,760	8,247	3,030	4,887	38,153	3,874
	%	55.12	16.58	38.54	23.26	8.55	13.08	100.00	
39. My agency is successful at accomplishing its mission.	N		6,969	18,975	7,928	3,547	3,978	41,397	668
	%	59.85	14.71	45.14	20.83	9.25	10.08	100.00	
40. I recommend my organization as a good place to work.	N		6,409	13,948	9,640	6,609	5,491	42,097	NA
	%	45.78	12.90	32.88	24.21	16.42	13.59	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		4,325	8,316	9,002	7,489	9,788	38,920	3,199
	%	32.09	11.02	21.07	22.80	19.27	25.84	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		13,731	16,555	5,120	3,058	3,328	41,792	225
	%	66.97	27.62	39.35	14.40	8.85	9.78	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		10,438	14,763	7,313	4,913	4,384	41,811	152
	%	57.37	21.41	35.96	18.75	12.74	11.14	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		9,654	13,987	8,023	5,009	4,785	41,458	452
	%	54.09	20.32	33.77	20.79	12.91	12.21	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		9,691	13,456	9,774	2,331	3,062	38,314	3,550
	%	56.74	21.59	35.15	27.32	7.17	8.76	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		9,119	14,531	8,292	5,203	4,562	41,707	182
	%	54.63	19.35	35.28	20.77	13.12	11.48	100.00	
*47. Supervisors in my work unit support employee development.	N		9,071	14,378	8,278	4,717	4,928	41,372	516
	%	52.60	18.60	34.00	21.79	12.66	12.94	100.00	
48. My supervisor listens to what I have to say.	N		13,124	17,026	5,471	3,749	2,549	41,919	NA
	%	70.02	27.80	42.23	14.16	9.64	6.18	100.00	
49. My supervisor treats me with respect.	N		15,546	17,115	4,562	2,487	2,159	41,869	NA
	%	77.10	33.45	43.66	11.75	6.02	5.13	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		12,983	18,987	4,190	3,565	2,130	41,855	NA
	%	73.85	27.70	46.15	10.92	9.52	5.72	100.00	
*51. I have trust and confidence in my supervisor.	N		12,672	13,265	7,135	4,397	4,391	41,860	NA
	%	59.81	26.96	32.84	18.62	10.91	10.67	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		14,734	12,596	8,141	3,457	2,959	41,887	NA
	%	63.30	32.21	31.09	21.14	8.51	7.05	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		3,209	8,683	8,482	9,134	11,620	41,128	525
	%	25.30	6.33	18.97	20.43	23.14	31.13	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		4,843	11,099	9,122	5,430	9,025	39,519	2,103
	%	36.85	10.16	26.69	23.71	14.48	24.97	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		5,829	16,508	9,245	3,489	4,346	39,417	2,117
	%	54.67	12.81	41.87	24.24	9.31	11.78	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		4,640	15,140	8,540	6,177	6,491	40,988	493
	%	44.48	9.50	34.97	21.99	16.27	17.26	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		4,376	13,308	9,980	5,101	5,559	38,324	3,165
	%	41.86	9.48	32.38	27.42	14.54	16.18	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		3,966	11,854	8,966	7,331	7,938	40,055	1,469
	%	35.71	8.18	27.53	23.39	19.22	21.68	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		4,347	12,927	9,291	6,249	7,099	39,913	1,548
	%	39.05	9.00	30.05	24.79	16.49	19.67	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		7,764	11,684	9,795	4,756	5,672	39,671	1,837
	%	44.70	16.52	28.18	26.59	13.17	15.54	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		6,006	10,885	9,456	6,602	8,126	41,075	462
	%	38.11	12.85	25.25	24.02	16.64	21.23	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		5,420	10,978	10,076	5,034	6,190	37,698	3,828
	%	37.08	11.48	25.61	28.49	14.68	19.75	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		4,467	12,353	9,531	9,693	5,314	41,358	NA
	%	36.82	8.79	28.03	24.80	24.59	13.78	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		3,735	11,870	9,298	10,089	6,349	41,341	NA
	%	34.09	7.23	26.86	23.65	25.71	16.55	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		4,453	11,636	9,585	8,916	6,710	41,300	NA
	%	34.10	8.55	25.54	23.75	24.04	18.10	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		3,139	9,765	10,978	9,579	7,765	41,226	NA
	%	27.82	6.14	21.68	27.44	24.71	20.04	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		3,135	8,206	10,351	9,548	10,012	41,252	NA
	%	25.09	6.21	18.88	24.94	24.20	25.77	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		4,155	14,086	9,619	7,855	5,525	41,240	NA
	%	44.09	9.01	35.08	23.38	19.02	13.51	100.00	
*69. Considering everything, how satisfied are you with your job?	N		6,527	16,079	8,008	6,300	4,340	41,254	NA
	%	52.10	13.62	38.48	20.61	16.18	11.11	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		6,906	15,814	6,459	6,863	5,232	41,274	NA
	%	49.59	14.22	35.37	16.37	18.62	15.42	100.00	
71. Considering everything, how satisfied are you with your organization?	N		4,576	13,247	8,820	8,013	6,617	41,273	NA
	%	39.39	9.03	30.36	22.67	20.78	17.17	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.	14,360	22.74
Yes, I was notified that I was not eligible to telework.	9,451	21.94
No, I was not notified of my telework eligibility.	13,460	42.27
Not sure if I was notified of my telework eligibility.	3,860	13.05
Total	41,131	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	1,295	2.46
I telework 1 or 2 days per week.	5,001	7.51
I telework, but no more than 1 or 2 days per month.	1,759	2.66
I telework very infrequently, on an unscheduled or short-term basis.	3,711	6.01
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	18,957	57.92
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	834	1.78
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.	5,452	13.61
I do not telework because I choose not to telework.	3,782	8.04
Total	40,791	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	12,859	24.98
No	17,247	43.29
Not available to me	11,095	31.72
Total	41,201	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	10,965	23.58
No	24,521	59.95
Not available to me	5,662	16.47
Total	41,148	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	6,137	15.31
No	33,752	80.94
Not available to me	1,198	3.75
Total	41,087	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	583	1.49
No	31,342	73.88
Not available to me	9,140	24.63
Total	41,065	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	513	1.27
No	31,891	75.42
Not available to me	8,606	23.31
Total	41,010	100.00

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Number of surveys completed: 43,090
Number of surveys administered: 91,425
Response Rate: 47.1%

**DEPARTMENT OF HOMELAND SECURITY
2015 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		4,098	4,545	1,485	1,042	503	11,673	593
	%	73.24	34.99	38.25	14.05	8.48	4.23	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		6,100	5,166	835	380	181	12,662	224
	%	85.77	45.45	40.32	8.83	3.59	1.81	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		2,718	5,236	1,847	431	147	10,379	666
	%	72.57	23.15	49.42	21.08	4.42	1.93	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		1,508	2,841	1,093	171	99	5,712	584
	%	73.31	23.42	49.89	21.24	3.38	2.08	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		122	167	178	17	7	491	317
	%	56.66	22.38	34.27	36.51	4.60	2.23	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		110	169	163	14	8	464	339
	%	56.89	22.00	34.89	37.66	3.22	2.23	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

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'

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**DEPARTMENT OF HOMELAND SECURITY
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Where do you work?	N	%
Headquarters	10,380	25.32
Field	30,610	74.68
Total	40,990	100.00

*What is your supervisory status?	N	%
Non-Supervisor	26,123	63.71
Team Leader	5,209	12.70
Supervisor	6,044	14.74
Manager	3,011	7.34
Senior Leader	618	1.51
Total	41,005	100.00

*Are you:	N	%
Male	25,961	63.92
Female	14,657	36.08
Total	40,618	100.00

*Are you Hispanic or Latino?	N	%
Yes	6,264	15.56
No	33,990	84.44
Total	40,254	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

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**DEPARTMENT OF HOMELAND SECURITY
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

***Please select the racial category or categories with which you most closely identify.**

	N	%
American Indian or Alaska Native	417	1.07
Asian	1,711	4.38
Black or African American	4,966	12.72
Native Hawaiian or Other Pacific Islander	384	0.98
White	29,900	76.60
Two or more races	1,655	4.24
Total	39,033	100.00

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

	N	%
Less than High School	25	0.06
High School Diploma/GED or equivalent	2,470	6.06
Trade or Technical Certificate	945	2.32
Some College (no degree)	8,900	21.84
Associate's Degree (e.g., AA, AS)	3,827	9.39
Bachelor's Degree (e.g., BA, BS)	14,918	36.61
Master's Degree (e.g., MA, MS, MBA)	7,429	18.23
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2,234	5.48
Total	40,748	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

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**DEPARTMENT OF HOMELAND SECURITY
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	1,390	3.41
GS 1-6	716	1.76
GS 7-12	15,580	38.20
GS 13-15	17,325	42.47
Senior Executive Service	460	1.13
Senior Level (SL) or Scientific or Professional (ST)	52	0.13
Other	5,266	12.91
Total	40,789	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	397	0.97
1 to 3 years	2,842	6.94
4 to 5 years	4,071	9.94
6 to 10 years	10,498	25.64
11 to 14 years	9,179	22.42
15 to 20 years	6,013	14.69
More than 20 years	7,942	19.40
Total	40,942	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

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**DEPARTMENT OF HOMELAND SECURITY
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	749	1.83
1 to 3 years	4,598	11.26
4 to 5 years	5,034	12.32
6 to 10 years	12,271	30.04
11 to 20 years	13,895	34.01
More than 20 years	4,303	10.53
Total	40,850	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	24,404	59.74
Yes, to retire	1,956	4.79
Yes, to take another job within the Federal Government	10,392	25.44
Yes, to take another job outside the Federal Government	1,796	4.40
Yes, other	2,300	5.63
Total	40,848	100.00

I am planning to retire:	N	%
Within one year	1,250	3.08
Between one and three years	3,446	8.49
Between three and five years	4,138	10.19
Five or more years	31,776	78.25
Total	40,610	100.00

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**DEPARTMENT OF HOMELAND SECURITY
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Self-Identify as:	N	%
Heterosexual or Straight	32,827	83.98
Gay, Lesbian, Bisexual, or Transgender	1,097	2.81
I prefer not to say	5,164	13.21
Total	39,088	100.00

What is your US military service status?	N	%
No Prior Military Service	25,582	63.20
Currently in National Guard or Reserves	874	2.16
Retired	5,258	12.99
Separated or Discharged	8,763	21.65
Total	40,477	100.00

Are you an individual with a disability?	N	%
Yes	4,938	12.17
No	35,621	87.83
Total	40,559	100.00

What is your age group?	N	%
25 and under	383	0.89
26-29	1,562	3.62
30-39	9,693	22.49
40-49	13,661	31.70
50-59	13,053	30.29
60 or older	4,738	11.00
Total	43,090	100.00

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