

2016

Federal Employee Viewpoint Survey



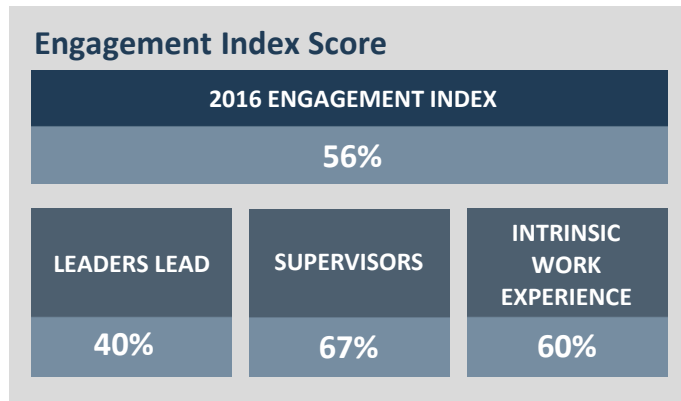
Annual Employee Survey (AES) Report

Department of Homeland Security

FIELD PERIOD	May 5 - June 16, 2016
SAMPLE OR CENSUS	SAMPLE
NUMBER OF SURVEYS COMPLETED	46,991
NUMBER OF SURVEYS ADMINISTERED	93,709
RESPONSE RATE	50.1%

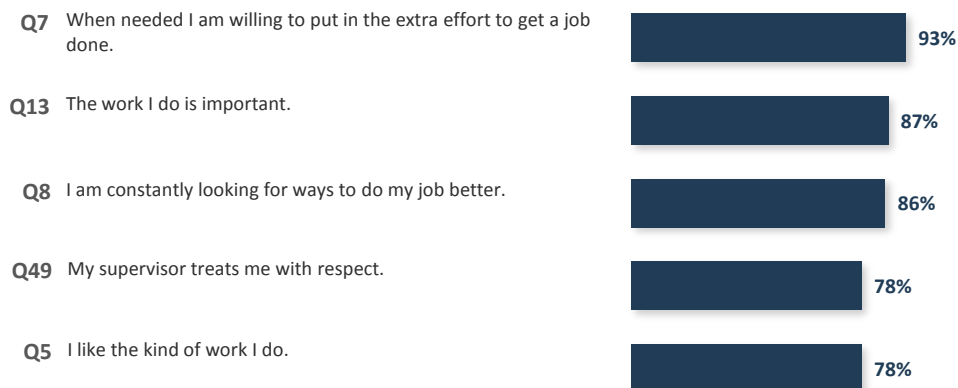
15 items identified as **strengths** (65% positive or higher)

24 items identified as **challenges** (35% negative or higher)



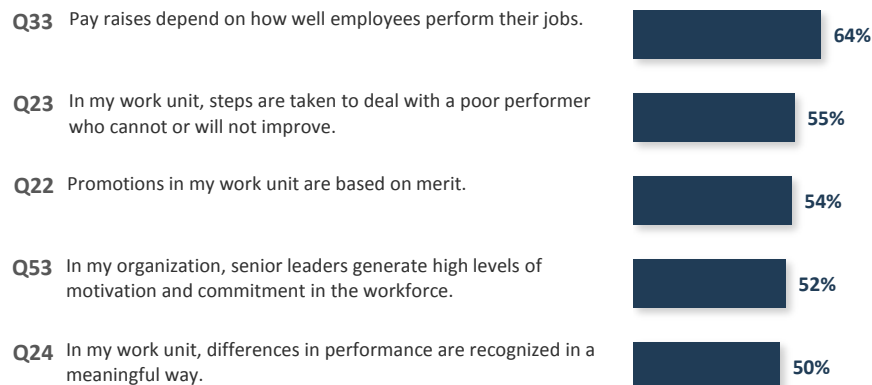
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



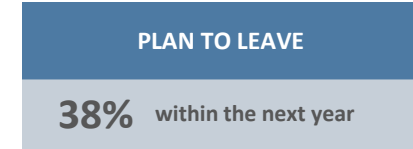
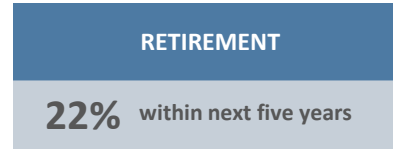
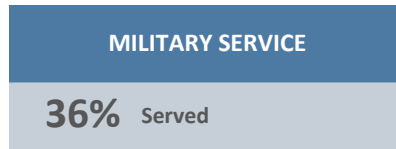
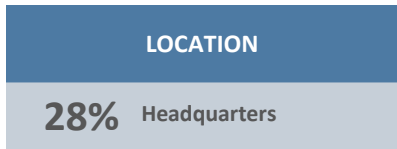
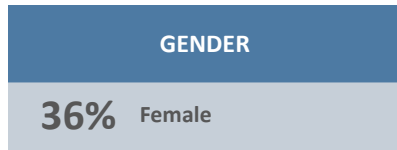
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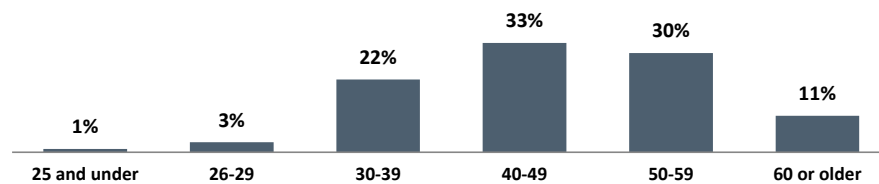
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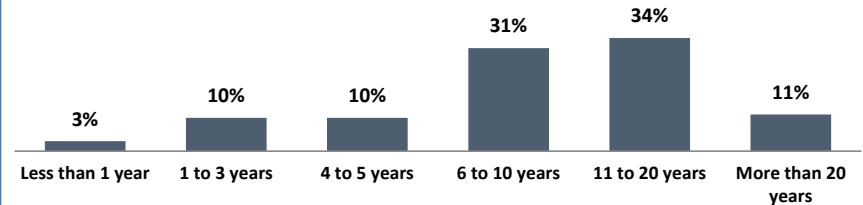
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade



Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	50.36%	13.72%	36.63%	17.68%	20.14%	11.82%	31.96%	7,802	17,846	7,947	8,519	4,799	46,913	N/A
Agree -disagree	2	I have enough information to do my job well.	61.31%	13.59%	47.72%	16.59%	15.52%	6.58%	22.11%	7,016	22,145	7,459	7,085	2,911	46,616	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	42.85%	14.42%	28.42%	18.82%	21.90%	16.43%	38.33%	8,339	14,389	8,121	8,955	6,327	46,131	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	59.58%	22.39%	37.19%	16.82%	12.65%	10.94%	23.60%	12,040	17,772	7,102	5,252	4,375	46,541	N/A
Agree -disagree	5	*I like the kind of work I do.	78.24%	35.40%	42.83%	13.16%	4.93%	3.67%	8.61%	17,325	19,537	5,561	2,196	1,585	46,204	N/A
Agree -disagree	6	I know what is expected of me on the job.	75.48%	27.89%	47.59%	11.85%	7.95%	4.72%	12.67%	13,011	21,467	5,684	3,940	2,319	46,421	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	93.33%	60.63%	32.70%	3.67%	1.46%	1.55%	3.00%	29,747	14,381	1,403	512	599	46,642	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	86.07%	45.44%	40.63%	10.10%	2.08%	1.75%	3.83%	22,476	18,673	4,103	825	659	46,736	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.44%	8.26%	29.17%	14.67%	24.34%	23.55%	47.89%	4,194	14,188	6,824	11,472	10,034	46,712	121
Agree -disagree	10	*My workload is reasonable.	52.77%	9.89%	42.87%	16.69%	16.88%	13.67%	30.55%	4,900	20,415	7,515	7,770	5,857	46,457	110
Agree -disagree	11	*My talents are used well in the workplace.	46.16%	12.04%	34.12%	18.19%	17.96%	17.68%	35.64%	6,463	16,480	7,830	7,593	7,112	45,478	268
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	75.27%	26.40%	48.87%	11.86%	6.50%	6.37%	12.88%	13,223	22,503	5,052	2,856	2,674	46,308	230
Agree -disagree	13	*The work I do is important.	86.83%	50.46%	36.37%	7.39%	2.62%	3.16%	5.77%	22,662	17,148	3,478	1,260	1,377	45,925	191
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	58.18%	19.67%	38.51%	14.93%	14.24%	12.65%	26.89%	10,631	19,483	6,258	5,622	4,532	46,526	208
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	59.58%	20.81%	38.76%	15.43%	11.10%	13.89%	24.99%	11,525	18,977	6,641	4,323	4,718	46,184	534
Agree -disagree	16	I am held accountable for achieving results.	71.31%	24.42%	46.90%	16.65%	6.36%	5.68%	12.03%	12,910	22,278	6,606	2,528	2,032	46,354	251
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.39%	19.19%	32.21%	19.91%	12.63%	16.07%	28.70%	10,148	14,773	8,373	5,123	6,519	44,936	1,715
Agree -disagree	18	*My training needs are assessed.	44.70%	10.84%	33.86%	23.86%	17.74%	13.70%	31.44%	5,589	15,239	10,727	8,411	6,210	46,176	529
Agree -disagree	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).	63.14%	23.29%	39.85%	15.08%	11.24%	10.55%	21.78%	12,400	18,087	6,498	4,661	4,035	45,681	1,231
Agree -disagree	20	*The people I work with cooperate to get the job done.	68.52%	23.29%	45.23%	14.93%	11.39%	5.16%	16.55%	12,484	21,189	6,188	4,875	2,145	46,881	N/A

Core Survey

Agree -disagree	21	*My work unit is able to recruit people with the right skills.	31.85%	6.21%	25.64%	26.95%	22.89%	18.30%	41.20%	3,527	12,858	11,375	10,120	7,600	45,480	1,408
Agree -disagree	22	*Promotions in my work unit are based on merit.	23.04%	5.78%	17.26%	23.14%	21.17%	32.65%	53.83%	3,527	9,148	10,626	8,697	12,321	44,319	2,311
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	22.82%	4.69%	18.13%	22.31%	23.65%	31.22%	54.87%	2,437	8,842	10,324	9,984	12,191	43,778	2,902
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	25.67%	5.50%	20.17%	23.96%	24.42%	25.95%	50.37%	3,109	10,304	11,083	10,295	10,164	44,955	1,777
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	31.00%	7.22%	23.78%	22.34%	19.37%	27.29%	46.66%	4,038	12,070	9,959	8,072	10,203	44,342	2,288
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	70.47%	19.35%	51.13%	14.89%	7.82%	6.82%	14.63%	10,057	23,382	6,414	3,681	2,993	46,527	170
Agree -disagree	27	The skill level in my work unit has improved in the past year.	46.60%	13.26%	33.35%	29.87%	12.26%	11.27%	23.53%	6,842	15,715	12,916	5,390	4,503	45,366	1,422
Good -poor	28	How would you rate the overall quality of work done by your work unit?	74.66%	33.22%	41.43%	19.13%	4.06%	2.16%	6.22%	18,067	18,772	7,646	1,511	799	46,795	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	62.05%	11.70%	50.36%	18.52%	12.67%	6.76%	19.43%	5,874	23,095	8,183	5,679	2,771	45,602	544
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	31.42%	6.64%	24.78%	24.43%	25.47%	18.67%	44.15%	3,675	12,502	10,712	10,971	7,446	45,306	857
Agree -disagree	31	Employees are recognized for providing high quality products and services.	33.96%	7.73%	26.23%	22.62%	23.55%	19.87%	43.42%	4,578	13,669	9,989	9,591	7,460	45,287	783
Agree -disagree	32	*Creativity and innovation are rewarded.	27.06%	6.63%	20.43%	25.51%	24.61%	22.82%	47.43%	3,973	10,534	11,551	10,121	8,586	44,765	1,186
Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	14.48%	3.64%	10.84%	21.39%	24.93%	39.20%	64.13%	1,869	5,079	10,337	11,245	14,919	43,449	2,421
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	48.73%	13.33%	35.40%	31.52%	8.52%	11.23%	19.75%	6,295	15,267	12,869	3,531	4,209	42,171	3,901
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	59.31%	14.63%	44.68%	17.88%	12.04%	10.78%	22.82%	8,436	22,292	7,447	3,961	3,261	45,397	635
Agree -disagree	36	*My organization has prepared employees for potential security threats.	64.27%	15.40%	48.87%	17.08%	10.06%	8.59%	18.65%	8,123	22,958	7,262	4,058	3,112	45,513	394
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	36.92%	11.14%	25.77%	23.88%	16.11%	23.09%	39.20%	6,112	12,516	9,891	6,365	8,726	43,610	2,362
Agree -disagree	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.	57.43%	18.70%	38.73%	23.06%	7.61%	11.90%	19.51%	8,997	16,192	8,680	3,032	4,560	41,461	4,231
Agree -disagree	39	My agency is successful at accomplishing its mission.	60.78%	15.26%	45.53%	20.57%	9.40%	9.24%	18.64%	8,199	21,006	8,557	3,845	3,772	45,379	706
Agree -disagree	40	I recommend my organization as a good place to work.	48.65%	14.94%	33.71%	22.90%	15.80%	12.66%	28.46%	8,057	15,912	10,072	6,841	5,195	46,077	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	35.30%	12.63%	22.67%	22.40%	18.02%	24.27%	42.29%	5,506	9,968	9,749	7,770	9,775	42,768	3,364

Core Survey

Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	68.72%	30.11%	38.61%	13.06%	8.45%	9.76%	18.21%	16,564	17,769	4,976	3,050	3,413	45,772	255
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	59.86%	23.73%	36.13%	18.35%	11.14%	10.64%	21.79%	12,810	16,230	7,648	4,776	4,259	45,723	195
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	56.58%	22.27%	34.31%	19.89%	11.66%	11.88%	23.53%	11,718	15,444	8,412	4,787	4,754	45,115	473
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	59.48%	24.25%	35.23%	25.97%	6.26%	8.29%	14.55%	11,909	14,858	9,927	2,253	2,980	41,927	3,891
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	57.13%	21.41%	35.72%	20.18%	11.86%	10.83%	22.69%	11,144	16,106	8,759	5,113	4,430	45,552	229
Agree -disagree	47	*Supervisors in my work unit support employee development.	55.80%	21.31%	34.49%	20.67%	11.44%	12.09%	23.53%	11,396	16,151	8,444	4,624	4,673	45,288	597
Agree -disagree	48	My supervisor listens to what I have to say.	71.35%	30.10%	41.25%	14.13%	8.91%	5.61%	14.52%	15,756	18,224	5,716	3,780	2,454	45,930	N/A
Agree -disagree	49	My supervisor treats me with respect.	78.33%	36.21%	42.12%	11.47%	5.61%	4.59%	10.20%	18,457	18,086	4,708	2,442	2,081	45,774	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	74.40%	29.47%	44.93%	11.21%	9.21%	5.18%	14.39%	15,254	20,243	4,545	3,690	2,032	45,764	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	62.45%	29.43%	33.02%	17.71%	10.43%	9.42%	19.85%	15,292	14,520	7,444	4,378	4,189	45,823	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	65.49%	34.99%	30.50%	20.31%	7.63%	6.57%	14.19%	17,666	13,533	8,524	3,247	2,897	45,867	N/A
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	27.85%	7.56%	20.29%	20.06%	23.01%	29.08%	52.09%	4,270	10,260	9,300	9,942	11,279	45,051	641
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	39.32%	11.85%	27.47%	23.03%	13.63%	24.02%	37.65%	6,149	12,619	9,918	5,637	8,896	43,219	2,395
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	57.17%	14.50%	42.67%	23.62%	8.55%	10.66%	19.21%	7,243	18,260	9,880	3,426	4,109	42,918	2,394
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	47.40%	10.91%	36.50%	21.44%	14.89%	16.27%	31.15%	5,925	17,400	9,143	6,167	6,226	44,861	541
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	45.01%	10.80%	34.20%	26.49%	13.10%	15.40%	28.50%	5,516	15,477	10,506	5,039	5,367	41,905	3,501
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	38.20%	9.56%	28.64%	22.98%	18.32%	20.50%	38.82%	5,204	13,746	9,722	7,578	7,630	43,880	1,629
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	41.93%	10.21%	31.72%	23.66%	15.90%	18.51%	34.41%	5,607	14,977	9,981	6,433	6,862	43,860	1,681
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	46.90%	18.34%	28.56%	25.51%	12.65%	14.94%	27.59%	9,602	13,119	10,315	4,869	5,600	43,505	2,052
Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	40.39%	14.73%	25.66%	23.57%	15.87%	20.17%	36.04%	7,713	12,181	10,298	6,974	7,954	45,120	439
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	39.70%	13.56%	26.14%	27.09%	14.58%	18.64%	33.21%	7,108	12,465	10,703	5,368	6,085	41,729	3,843
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	39.14%	10.17%	28.98%	24.22%	23.67%	12.97%	36.64%	5,720	14,125	10,344	10,047	5,154	45,390	N/A

Core Survey

Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	36.80%	8.45%	28.35%	23.26%	24.90%	15.04%	39.93%	4,890	13,894	10,097	10,466	5,955	45,302	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	36.67%	9.93%	26.73%	24.20%	21.85%	17.29%	39.13%	5,793	13,405	10,623	8,915	6,483	45,219	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	30.31%	7.27%	23.05%	27.02%	23.63%	19.04%	42.67%	4,194	11,389	12,086	10,053	7,514	45,236	N/A
Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	28.56%	7.50%	21.06%	25.58%	22.88%	22.97%	45.86%	4,216	9,970	11,824	9,875	9,357	45,242	N/A
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	46.22%	10.38%	35.84%	23.45%	18.25%	12.07%	30.32%	5,362	15,964	10,576	8,146	5,214	45,262	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	54.69%	15.37%	39.31%	20.36%	14.85%	10.11%	24.96%	8,203	18,175	8,673	6,181	4,016	45,248	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	51.39%	15.63%	35.76%	15.73%	18.04%	14.84%	32.88%	8,644	18,049	6,880	6,983	4,793	45,349	N/A
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	42.04%	10.56%	31.48%	22.16%	20.21%	15.59%	35.81%	5,888	15,336	9,524	8,434	6,163	45,345	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	74.25%	37.28%	36.97%	12.80%	8.51%	4.43%	12.94%	5,366	5,555	1,797	1,268	641	14,627	571
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	85.97%	46.05%	39.92%	8.92%	3.07%	2.05%	5.11%	7,128	5,704	967	358	209	14,366	344
Satisfied -dissatisfied	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)	73.82%	22.78%	51.04%	19.37%	4.97%	1.84%	6.80%	3,308	6,508	2,174	506	179	12,675	1,046
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	71.86%	24.09%	47.78%	22.44%	3.48%	2.21%	5.70%	1,880	3,362	1,418	225	134	7,019	1,127
Satisfied -dissatisfied	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)	58.81%	23.52%	35.29%	33.07%	4.79%	3.32%	8.11%	215	240	228	24	20	727	497
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	59.92%	24.38%	35.54%	34.67%	3.43%	1.98%	5.41%	189	218	220	11	11	649	421

* AES prescribed items
 ** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'
 The Dashboard only includes items 1-71.
 Percentages are weighted to represent the Agency's population.

Work Life-Telework

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	17,607	24.85%
Yes, I was notified that I was not eligible to telework.	10,548	22.60%
No, I was not notified of my telework eligibility.	12,978	39.90%
Not sure if I was notified of my telework eligibility.	4,045	12.65%
Total	45,178	100.00%

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	1,891	3.21%
I telework 1 or 2 days per week.	6,230	8.23%
I telework, but no more than 1 or 2 days per month.	2,166	3.01%
I telework very infrequently.	4,561	6.36%
I do not telework because I have to be physically present on the job.	19,849	57.57%
I do not telework because I have technical issues.	855	1.54%
I do not telework because I did not receive approval to do so.	5,274	12.22%
I do not telework because I choose not to telework.	4,118	7.85%
Total	44,944	100.00%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	14,682	26.59%
No	17,926	39.99%
Not available to me	12,473	33.43%
Total	45,081	100.00%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	13,335	27.48%
No	25,620	56.93%
Not available to me	5,926	15.59%
Total	44,881	100.00%

76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	7,453	17.67%
No	35,842	78.44%
Not available to me	1,299	3.89%
Total	44,594	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	902	2.15%
No	33,910	72.51%
Not available to me	10,233	25.35%
Total	45,045	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	802	1.79%
No	34,759	74.30%
Not available to me	9,542	23.91%
Total	45,103	100.00%

Percentages are weighted to represent the Agency's population.

Demographics

Where do you work?	N	%
Headquarters	12,417	27.61%
Field	32,553	72.39%
Total	44,970	100.00%

*What is your supervisory status?	N	%
Non-Supervisor	28,472	63.23%
Team Leader	5,483	12.18%
Supervisor	6,893	15.31%
Manager	3,454	7.67%
Senior Leader	724	1.61%
Total	45,026	100.00%

*Are you:	N	%
Male	28,520	64.00%
Female	16,044	36.00%
Total	44,564	100.00%

*Are you Hispanic or Latino?	N	%
Yes	7,215	16.35%
No	36,901	83.65%
Total	44,116	100.00%

*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	401	0.94%
Asian	1,910	4.46%
Black or African American	5,588	13.05%
Native Hawaiian or Other Pacific Islander	373	0.87%
White	32,658	76.25%
Two or more races	1,898	4.43%
Total	42,828	100.00%

What is the highest degree or level of education you have completed?	N	%
Less than High School	31	0.07%
High School Diploma/GED or equivalent	2,473	5.53%
Trade or Technical Certificate	953	2.13%
Some College (no degree)	9,082	20.31%
Associate's Degree (e.g., AA, AS)	3,894	8.71%
Bachelor's Degree (e.g., BA, BS)	17,017	38.06%
Master's Degree (e.g., MA, MS, MBA)	8,801	19.68%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2,462	5.51%
Total	44,713	100.00%

What is your pay category/grade?	N	%
Federal Wage System	1,195	2.67%
GS 1-6	762	1.70%
GS 7-12	16,471	36.77%
GS 13-15	20,893	46.64%
Senior Executive Service	527	1.18%
Senior Level (SL) or Scientific or Professional (ST)	67	0.15%
Other	4,879	10.89%
Total	44,794	100.00%

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	567	1.26%
1 to 3 years	2,746	6.11%

Demographics

4 to 5 years	3,610	8.03%
6 to 10 years	11,856	26.38%
11 to 14 years	9,765	21.73%
15 to 20 years	7,340	16.33%
More than 20 years	9,062	20.16%
Total	44,946	100.00%

<i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i>	N	%
Less than 1 year	1,200	2.68%
1 to 3 years	4,515	10.07%
4 to 5 years	4,685	10.45%
6 to 10 years	13,869	30.94%
11 to 20 years	15,453	34.48%
More than 20 years	5,099	11.38%
Total	44,821	100.00%

<i>Are you considering leaving your organization within the next year, and if so, why?</i>	N	%
No	27,778	62.02%
Yes, to retire	2,177	4.86%
Yes, to take another job within the Federal Government	10,963	24.48%
Yes, to take another job outside the Federal Government	1,549	3.46%
Yes, other	2,323	5.19%
Total	44,790	100.00%

<i>I am planning to retire:</i>	N	%
Within one year	1,342	3.01%
Between one and three years	3,955	8.87%
Between three and five years	4,642	10.41%
Five or more years	34,633	77.70%
Total	44,572	100.00%

<i>Self-Identify as:</i>	N	%
Heterosexual or Straight	36,049	84.35%
Gay, Lesbian, Bisexual, or Transgender	1,180	2.76%
I prefer not to say	5,509	12.89%
Total	42,738	100.00%

<i>What is your US military service status?</i>	N	%
No Prior Military Service	28,407	63.98%
Currently in National Guard or Reserves	941	2.12%
Retired	5,687	12.81%
Separated or Discharged	9,367	21.10%
Total	44,402	100.00%

<i>Are you an individual with a disability?</i>	N	%
Yes	5,452	12.26%
No	39,022	87.74%
Total	44,474	100.00%

<i>What is your age group?</i>	N	%
25 and under	325	0.69%
26-29	1,411	3.00%
30-39	10,532	22.41%
40-49	15,290	32.54%
50-59	14,289	30.41%
60 or older	5,144	10.95%

Demographics

Total	46,991	100.00%
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Percentages for demographic questions are unweighted.

* AES prescribed items

Program/Area of Emphasis

Are you a Transportation Security Administration (TSA) employee?

	# of Respondents			Unweighted Percent		
	2016	2015	2014	2016	2015	2014
TSA Employee	8081	8435	7858	18.0%	20.6%	19.8%
Non-TSA Employee	36904	32471	31776	82.0%	79.4%	80.2%
Total	44985	40906	39634	100.0%	100.0%	100.0%

Within Transportation Security Administration (TSA), where do you work?

	# of Respondents			Unweighted Percent		
	2016	2015	2014	2016	2015	2014
HQ Staff -Non-OLE/FAMS Employee	1680	1292	1275	21.1%	15.5%	16.4%
Office of Law Enforcement/Federal Air Marshal Srvc	569	545	453	7.2%	6.5%	5.8%
FSD Staff	979	990	1092	12.3%	11.9%	14.1%
Screening Workforce	4730	5520	4931	59.4%	66.1%	63.6%
Total	7958	8347	7751	100.0%	100.0%	100.0%

Agency-Specific Questions

1. When you are answering a question pertaining to "Senior Leader", which of the following do you most consider to be senior leadership:

	# of Respondents		Percent	
	2016	2015	2016	2015
The DHS Secretary/Deputy Secretary	3488	3367	8.8%	8.9%
Your Component Head	9562	8351	18.3%	17.5%
Your Subcomponent Head	15031	13528	27.4%	26.7%
A Senior Leader within your subcomponent	15549	15310	45.5%	46.9%
Total	43630	40556	100.0%	100.0%

As the Deputy Secretary and I have traveled to meet with you, several areas of concern were frequently raised—hiring, both the time it takes to hire and our ability to retain those we have hired; pay, in particular those in law enforcement and cyber; and quality of life—with shift work and other challenging schedules. Of these three issues, which is the most important to you? You have our commitment that we will work on all three, but knowing your priorities will help us know how best to resource our efforts.

2. Of these three issues, which is the most important to you?

	# of Respondents	Percent
	2016	2016
Hiring	10386	18.2%
Pay	18128	46.6%
Work-life balance	16380	35.2%
Total	44894	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population, unless otherwise noted.

Source: Federal Employee Viewpoint Survey