

# 2012

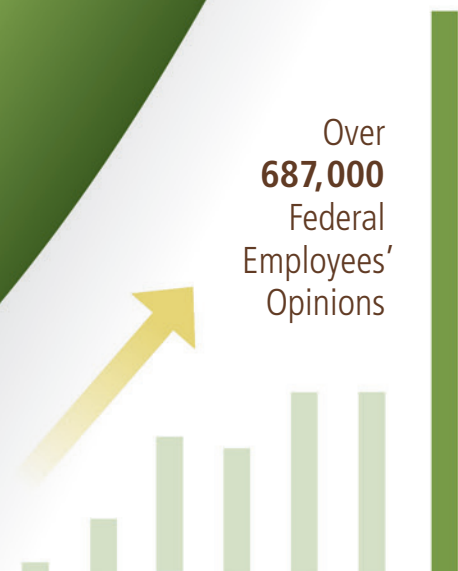
## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

FEDERAL RETIREMENT THRIFT INVESTMENT BOARD

AGENCY RESULTS

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		26	24	3	3	1	57	NA
	%	87.3	46.1	41.2	5.6	5.2	1.9	100.0	
2. I have enough information to do my job well.	N		13	33	7	4	0	57	NA
	%	80.6	22.4	58.2	12.5	6.9	0.0	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		24	24	3	6	1	58	NA
	%	83.1	42.0	41.1	4.9	10.1	1.8	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		21	30	3	2	2	58	NA
	%	87.6	36.7	51.0	5.1	3.4	3.8	100.0	
*5. I like the kind of work I do.	N		25	28	2	2	1	58	NA
	%	90.8	43.7	47.1	3.8	3.8	1.6	100.0	
6. I know what is expected of me on the job.	N		17	31	2	5	2	57	NA
	%	84.0	30.6	53.4	3.7	8.7	3.5	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		40	17	0	0	1	58	NA
	%	98.4	69.0	29.4	0.0	0.0	1.6	100.0	
8. I am constantly looking for ways to do my job better.	N		29	27	2	0	0	58	NA
	%	96.2	49.1	47.1	3.8	0.0	0.0	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		8	22	8	13	6	57	0
	%	52.5	12.9	39.6	13.8	22.6	11.1	100.0	
*10. My workload is reasonable.	N		11	25	3	14	5	58	0
	%	62.4	18.6	43.8	5.0	24.3	8.4	100.0	
*11. My talents are used well in the workplace.	N		12	34	6	3	2	57	1
	%	80.3	20.2	60.1	10.7	5.8	3.2	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		27	21	7	1	2	58	0
	%	83.1	47.0	36.1	11.6	1.8	3.4	100.0	
*13. The work I do is important.	N		38	19	0	0	1	58	0
	%	98.2	66.2	31.9	0.0	0.0	1.8	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		29	23	4	0	2	58	0
	%	89.9	49.3	40.5	6.7	0.0	3.5	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		28	14	7	5	3	57	1
	%	72.9	48.1	24.8	12.9	8.9	5.3	100.0	
16. I am held accountable for achieving results.	N		30	19	7	2	0	58	0
	%	83.6	51.2	32.4	12.8	3.5	0.0	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012  
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\* AES prescribed items

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

Sample or Census: Census  
Number of surveys completed: 58  
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## FEDERAL RETIREMENT THRIFT INVESTMENT BOARD 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		20	13	8	6	4	51	6
	%	64.4	38.4	25.9	16.5	11.4	7.7	100.0	
*18. My training needs are assessed.	N		15	21	8	11	3	58	0
	%	60.6	24.5	36.2	13.9	20.3	5.2	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		22	22	3	6	4	57	1
	%	77.4	37.8	39.6	4.8	10.7	7.1	100.0	
*20. The people I work with cooperate to get the job done.	N		16	28	6	7	0	57	NA
	%	77.9	27.3	50.7	10.4	11.6	0.0	100.0	
*21. My work unit is able to recruit people with the right skills.	N		13	24	10	7	3	57	0
	%	64.6	21.1	43.5	17.8	12.2	5.4	100.0	
*22. Promotions in my work unit are based on merit.	N		14	18	8	10	4	54	4
	%	59.7	25.2	34.5	14.3	18.3	7.7	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		7	12	10	19	7	55	3
	%	34.0	12.9	21.0	18.6	35.4	12.0	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		7	17	12	12	4	52	6
	%	45.2	13.0	32.3	23.3	23.5	8.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		8	23	8	8	6	53	4
	%	57.8	14.7	43.1	15.0	15.7	11.4	100.0	
26. Employees in my work unit share job knowledge with each other.	N		20	29	3	4	2	58	0
	%	85.7	33.8	51.9	4.6	6.6	3.1	100.0	
27. The skill level in my work unit has improved in the past year.	N		12	27	13	5	1	58	0
	%	67.8	20.8	47.0	22.2	8.4	1.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		37	18	3	0	0	58	NA
	%	95.2	62.4	32.8	4.8	0.0	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		11	33	6	6	0	56	1
	%	78.1	19.1	59.0	10.4	11.5	0.0	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		9	25	13	8	2	57	0
	%	59.7	15.6	44.1	22.7	13.7	3.9	100.0	
31. Employees are recognized for providing high quality products and services.	N		10	25	12	6	3	56	1
	%	61.9	17.7	44.3	22.8	9.9	5.4	100.0	
*32. Creativity and innovation are rewarded.	N		6	23	14	7	3	53	4
	%	54.8	10.9	43.9	27.0	12.6	5.6	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		6	12	7	17	6	48	9
	%	36.2	12.0	24.1	15.5	35.5	12.8	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		10	13	18	6	2	49	8
	%	45.6	20.3	25.4	38.0	12.4	4.0	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		21	28	5	1	1	56	1
	%	87.1	37.6	49.5	9.4	1.6	2.0	100.0	
*36. My organization has prepared employees for potential security threats.	N		10	31	6	7	3	57	0
	%	72.9	17.8	55.1	10.5	11.5	5.0	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		11	24	5	5	7	52	5
	%	67.2	21.3	45.9	10.0	9.6	13.2	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		13	22	10	1	3	49	8
	%	71.4	26.3	45.1	20.7	2.1	5.8	100.0	
39. My agency is successful at accomplishing its mission.	N		27	27	3	0	0	57	0
	%	94.7	46.2	48.5	5.3	0.0	0.0	100.0	
40. I recommend my organization as a good place to work.	N		17	28	8	3	1	57	NA
	%	78.8	29.4	49.4	13.9	5.7	1.7	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		13	20	12	8	2	55	2
	%	58.7	22.9	35.8	22.4	15.5	3.4	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		26	17	7	5	2	57	0
	%	74.9	45.2	29.8	12.7	8.5	3.9	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		25	16	9	5	2	57	0
	%	71.7	44.0	27.7	15.7	9.0	3.6	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		20	20	5	7	4	56	1
	%	70.9	35.6	35.3	10.1	11.5	7.5	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		23	21	9	3	0	56	1
	%	78.2	40.5	37.7	16.6	5.2	0.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		20	20	9	8	0	57	0
	%	69.2	34.7	34.5	16.8	13.9	0.0	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		25	19	5	6	1	56	0
	%	78.9	44.2	34.7	8.5	10.6	2.0	100.0	
48. My supervisor/team leader listens to what I have to say.	N		26	18	6	6	0	56	NA
	%	78.8	46.0	32.8	10.4	10.7	0.0	100.0	
49. My supervisor/team leader treats me with respect.	N		27	20	3	6	0	56	NA
	%	84.6	47.4	37.1	5.1	10.4	0.0	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		14	30	3	8	1	56	NA
	%	79.1	25.9	53.3	5.1	14.5	1.3	100.0	
*51. I have trust and confidence in my supervisor.	N		22	22	5	5	2	56	NA
	%	78.4	38.2	40.3	9.3	8.7	3.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		23	19	10	3	1	56	NA
	%	75.0	39.7	35.3	17.5	5.6	1.9	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		9	18	20	8	1	56	0
	%	47.0	15.5	31.5	37.4	13.6	2.0	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		15	25	8	5	1	54	2
	%	74.2	26.9	47.4	14.6	9.2	2.0	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		15	25	9	4	1	54	2
	%	72.6	26.9	45.7	17.6	8.1	1.7	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		13	30	7	6	0	56	0
	%	75.7	22.8	52.9	12.9	11.4	0.0	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		15	20	12	5	1	53	3
	%	64.8	27.9	36.9	22.4	11.2	1.7	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		8	20	15	10	2	55	1
	%	51.0	15.3	35.7	27.0	18.4	3.6	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		7	26	8	12	1	54	2
	%	61.2	13.1	48.1	15.4	21.9	1.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		17	22	12	1	1	53	2
	%	72.8	32.8	40.0	23.5	2.0	1.6	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		16	23	10	6	0	55	1
	%	70.8	29.1	41.7	17.9	11.3	0.0	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		14	19	15	5	0	53	3
	%	61.3	27.2	34.1	28.5	10.3	0.0	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		12	25	7	10	1	55	NA
	%	68.2	22.3	46.0	12.6	17.5	1.7	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		7	32	5	10	1	55	NA
	%	71.7	12.6	59.1	8.2	18.3	1.7	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		13	26	7	5	3	54	NA
	%	72.1	22.7	49.4	12.9	9.5	5.4	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		9	22	14	10	0	55	NA
	%	55.3	15.6	39.8	25.6	19.1	0.0	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		10	13	23	5	4	55	NA
	%	42.8	18.3	24.5	40.1	9.4	7.6	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		14	24	12	4	0	54	NA
	%	69.5	26.1	43.4	23.1	7.4	0.0	100.0	

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**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD  
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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		12	33	5	5	0	55	NA
	%	82.1	22.3	59.8	8.8	9.1	0.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		11	23	11	7	3	55	NA
	%	61.7	19.9	41.8	18.8	13.8	5.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		12	31	8	4	0	55	NA
	%	78.3	21.0	57.3	14.2	7.5	0.0	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
<b>Yes</b>	42	77.0
<b>No</b>	12	21.1
<b>Not sure</b>	1	1.8
<b>Total</b>	55	100.0

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

	N	%
<b>I telework 3 or more days per week.</b>	1	1.8
<b>I telework 1 or 2 days per week.</b>	11	19.1
<b>I telework, but no more than 1 or 2 days per month.</b>	7	12.6
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	11	21.3
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	3	5.3
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	3	5.4
<b>I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.</b>	9	16.4
<b>I do not telework because I choose not to telework.</b>	9	18.1
<b>Total</b>	54	100.0

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

	N	%
<b>Yes</b>	27	49.1
<b>No</b>	21	40.1
<b>Not available to me</b>	6	10.8
<b>Total</b>	54	100.0

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

	N	%
<b>Yes</b>	29	53.4
<b>No</b>	24	44.8
<b>Not available to me</b>	1	1.8
<b>Total</b>	54	100.0

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

	N	%
<b>Yes</b>	5	9.0
<b>No</b>	47	87.1
<b>Not available to me</b>	2	3.9
<b>Total</b>	54	100.0

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

	N	%
<b>Yes</b>	0	0.0
<b>No</b>	37	67.9
<b>Not available to me</b>	17	32.1
<b>Total</b>	54	100.0

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

	N	%
<b>Yes</b>	1	1.6
<b>No</b>	36	67.5
<b>Not available to me</b>	17	31.0
<b>Total</b>	54	100.0



**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD  
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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	63.9	8 26.5	11 37.4	3 10.0	3 12.7	4 13.4	29 100.0	1
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	95.7	16 57.2	10 38.5	0 0.0	1 4.3	0 0.0	27 100.0	0
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	86.8	10 34.5	15 52.3	4 13.2	0 0.0	0 0.0	29 100.0	0
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	100.0	2 36.5	3 63.5	0 0.0	0 0.0	0 0.0	5 100.0	0
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	---	0 ---	0 ---	0 ---	0 ---	0 ---	0 ---	0
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	100.0	0 0.0	1 100.0	0 0.0	0 0.0	0 0.0	1 100.0	0

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

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85. Where do you work?	N	%
Headquarters	53	100.0
Field	0	0.0
<b>Total</b>	<b>53</b>	<b>100.0</b>

*86. What is your supervisory status?	N	%
Non-Supervisor	35	66.0
Team Leader	8	15.1
Supervisor	3	5.7
Manager	3	5.7
Executive	4	7.5
<b>Total</b>	<b>53</b>	<b>100.0</b>

*87. Are you:	N	%
Male	24	45.3
Female	29	54.7
<b>Total</b>	<b>53</b>	<b>100.0</b>

*88. Are you Hispanic or Latino?	N	%
Yes	2	3.8
No	51	96.2
<b>Total</b>	<b>53</b>	<b>100.0</b>

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	0	0.0
Asian	2	4.1
Black or African American	13	26.5
Native Hawaiian or Other Pacific Islander	0	0.0
White	33	67.3
Two or more races	1	2.0
<b>Total</b>	<b>49</b>	<b>100.0</b>

**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?

	<b>N</b>	<b>%</b>
<b>25 and under</b>	0	0.0
<b>26-29</b>	2	3.8
<b>30-39</b>	9	17.3
<b>40-49</b>	21	40.4
<b>50-59</b>	19	36.5
<b>60 or older</b>	1	1.9
<b>Total</b>	52	100.0

91. What is your pay category/grade?

	<b>N</b>	<b>%</b>
<b>Federal Wage System</b>	0	0.0
<b>GS 1-6</b>	0	0.0
<b>GS 7-12</b>	10	18.9
<b>GS 13-15</b>	39	73.6
<b>Senior Executive Service</b>	4	7.5
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	0	0.0
<b>Other</b>	0	0.0
<b>Total</b>	53	100.0

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

	<b>N</b>	<b>%</b>
<b>Less than 1 year</b>	1	1.9
<b>1 to 3 years</b>	14	26.9
<b>4 to 5 years</b>	4	7.7
<b>6 to 10 years</b>	9	17.3
<b>11 to 14 years</b>	4	7.7
<b>15 to 20 years</b>	6	11.5
<b>More than 20 years</b>	14	26.9
<b>Total</b>	52	100.0

## FEDERAL RETIREMENT THRIFT INVESTMENT BOARD 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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

	N	%
<b>Less than 1 year</b>	2	3.8
<b>1 to 3 years</b>	16	30.2
<b>4 to 5 years</b>	6	11.3
<b>6 to 10 years</b>	13	24.5
<b>11 to 20 years</b>	10	18.9
<b>More than 20 years</b>	6	11.3
<b>Total</b>	53	100.0

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

	N	%
<b>No</b>	43	82.7
<b>Yes, to retire</b>	2	3.8
<b>Yes, to take another job within the Federal Government</b>	4	7.7
<b>Yes, to take another job outside the Federal Government</b>	1	1.9
<b>Yes, other</b>	2	3.8
<b>Total</b>	52	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	1	2.0
<b>Between one and three years</b>	2	3.9
<b>Between three and five years</b>	3	5.9
<b>Five or more years</b>	45	88.2
<b>Total</b>	51	100.0

**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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96. Self-Identify as:	N	%
Heterosexual or Straight	42	82.4
Gay, Lesbian, Bisexual, or Transgender	4	7.8
I prefer not to say	5	9.8
<b>Total</b>	<b>51</b>	<b>100.0</b>

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	9	17.6
No	42	82.4
<b>Total</b>	<b>51</b>	<b>100.0</b>

98. Are you an individual with a disability?	N	%
Yes	4	7.7
No	48	92.3
<b>Total</b>	<b>52</b>	<b>100.0</b>



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Planning and Policy Analysis

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