

2011 Federal Employee Viewpoint Survey

Empowering Employees

inspiring change

Department of Agriculture
AGENCY RESULTS

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



DEPARTMENT OF AGRICULTURE
2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period April 26, 2011 to May 31, 2011)

		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	63.6	2,312	6,737	2,614	2,229	672	14,564	NA
	%		16.0	47.7	17.2	15.1	4.1	100.0	
2. I have enough information to do my job well.	N	71.2	2,206	8,148	2,221	1,652	341	14,568	NA
	%		14.6	56.6	15.7	10.9	2.3	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N	56.3	2,537	5,707	2,994	2,443	889	14,570	NA
	%		17.0	39.4	21.5	16.3	5.9	100.0	
*4. My work gives me a feeling of personal accomplishment.	N	74.0	3,877	6,815	2,146	1,199	516	14,553	NA
	%		26.1	47.9	14.4	8.5	3.1	100.0	
*5. I like the kind of work I do.	N	87.5	5,647	6,839	1,429	472	170	14,557	NA
	%		40.6	46.8	8.5	3.1	0.9	100.0	
6. I know what is expected of me on the job.	N	79.8	3,961	7,621	1,709	948	289	14,528	NA
	%		27.1	52.7	12.3	6.1	1.8	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N	97.4	9,310	4,909	235	64	44	14,562	NA
	%		62.1	35.4	1.7	0.6	0.3	100.0	
8. I am constantly looking for ways to do my job better.	N	91.0	6,466	6,750	1,150	143	41	14,550	NA
	%		43.5	47.6	7.7	1.1	0.2	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	41.3	1,110	4,949	2,618	3,705	2,133	14,515	52
	%		7.0	34.4	18.6	25.3	14.7	100.0	
*10. My workload is reasonable.	N	54.4	1,168	6,996	2,521	2,515	1,329	14,529	36
	%		7.2	47.2	18.5	18.0	9.1	100.0	
*11. My talents are used well in the workplace.	N	59.1	1,887	6,701	2,583	2,097	1,133	14,401	99
	%		12.3	46.8	17.9	15.4	7.6	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N	83.7	3,988	8,280	1,438	520	251	14,477	53
	%		25.7	58.0	11.0	3.6	1.7	100.0	
*13. The work I do is important.	N	90.8	6,885	6,284	996	198	90	14,453	45
	%		46.8	44.0	7.3	1.2	0.7	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	68.8	3,122	6,915	2,033	1,620	814	14,504	49
	%		21.5	47.3	14.2	11.3	5.7	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N	66.8	2,903	6,728	2,357	1,429	951	14,368	181
	%		19.5	47.2	16.6	10.4	6.2	100.0	
16. I am held accountable for achieving results.	N	84.0	3,788	8,482	1,555	460	174	14,459	49
	%		24.3	59.8	11.5	3.3	1.1	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Sample

Number of Employees Selected: 26,102

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		2,646	5,580	2,946	1,497	1,325	13,994	553
	%	58.5	17.7	40.9	21.6	10.7	9.3	100.0	
*18. My training needs are assessed.	N		1,326	5,471	3,719	2,375	1,391	14,282	179
	%	51.4	9.9	41.6	24.7	15.1	8.8	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		2,690	6,484	2,292	1,819	1,115	14,400	153
	%	64.8	18.0	46.8	15.3	12.5	7.4	100.0	
*20. The people I work with cooperate to get the job done.	N		3,225	7,564	1,789	1,238	336	14,152	NA
	%	75.8	22.0	53.8	12.7	9.0	2.5	100.0	
*21. My work unit is able to recruit people with the right skills.	N		943	4,720	4,114	2,907	1,380	14,064	501
	%	39.1	6.2	32.9	29.6	22.0	9.3	100.0	
*22. Promotions in my work unit are based on merit.	N		1,031	4,271	4,033	2,536	1,973	13,844	709
	%	34.1	6.0	28.1	29.9	20.8	15.2	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		669	3,593	3,700	3,148	2,575	13,685	879
	%	26.7	3.6	23.1	28.0	25.4	20.0	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		764	4,135	4,182	3,045	1,869	13,995	552
	%	32.6	4.6	28.0	31.5	22.2	13.8	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		1,214	4,895	3,421	2,446	1,971	13,947	602
	%	41.8	7.4	34.4	24.7	19.6	13.9	100.0	
26. Employees in my work unit share job knowledge with each other.	N		2,711	7,951	2,066	1,091	658	14,477	71
	%	73.0	17.9	55.1	15.1	7.4	4.4	100.0	
27. The skill level in my work unit has improved in the past year.	N		1,834	5,900	4,209	1,409	740	14,092	415
	%	51.7	12.0	39.7	30.6	11.9	5.8	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		5,472	6,800	1,904	257	95	14,528	NA
	%	81.5	34.2	47.3	15.6	2.1	0.8	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		1,602	8,327	2,588	1,263	346	14,126	201
	%	69.4	10.8	58.6	19.0	9.4	2.2	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N	43.8	986	5,491	3,825	2,739	1,011	14,052	283
	%		6.5	37.3	28.5	20.3	7.4	100.0	
31. Employees are recognized for providing high quality products and services.	N	47.6	1,321	5,601	3,566	2,527	1,097	14,112	226
	%		8.8	38.7	26.6	18.1	7.7	100.0	
*32. Creativity and innovation are rewarded.	N	36.5	1,073	4,176	4,366	2,925	1,413	13,953	353
	%		6.9	29.5	32.5	21.1	9.9	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N	19.3	505	2,454	4,044	3,984	2,668	13,655	651
	%		3.1	16.2	29.5	30.7	20.5	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	64.7	2,296	6,628	3,274	954	675	13,827	495
	%		16.1	48.6	23.6	6.8	4.8	100.0	
*35. Employees are protected from health and safety hazards on the job.	N	79.8	2,923	8,260	1,896	748	330	14,157	165
	%		20.7	59.1	12.7	5.3	2.2	100.0	
*36. My organization has prepared employees for potential security threats.	N	70.7	2,155	7,923	2,580	1,068	370	14,096	189
	%		14.6	56.0	18.5	7.7	3.1	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	54.8	2,172	5,410	3,138	1,595	1,378	13,693	611
	%		14.8	40.0	24.4	11.8	9.0	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	68.5	3,153	6,309	2,437	751	796	13,446	837
	%		20.7	47.8	19.5	6.3	5.7	100.0	
39. My agency is successful at accomplishing its mission.	N	73.7	2,995	7,964	2,305	548	243	14,055	217
	%		18.3	55.4	18.9	5.3	2.1	100.0	
40. I recommend my organization as a good place to work.	N	66.5	3,065	6,475	2,976	1,260	527	14,303	NA
	%		21.1	45.5	21.1	9.1	3.3	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N	41.4	1,542	4,058	4,225	2,014	1,426	13,265	1,049
	%		11.0	30.5	32.0	15.6	10.9	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N	81.4	4,811	6,651	1,484	694	511	14,151	83
	%		33.7	47.7	10.4	4.7	3.6	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N	68.0	3,483	6,289	2,363	1,325	703	14,163	52
	%		23.6	44.4	17.2	9.8	4.9	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N	63.3	3,044	5,738	2,834	1,527	940	14,083	131
	%		21.1	42.2	19.3	11.0	6.4	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		3,291	6,013	3,021	627	506	13,458	742
	%	67.6	22.9	44.8	24.4	4.4	3.6	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		2,716	5,901	3,041	1,579	885	14,122	72
	%	61.3	18.5	42.8	21.4	11.4	5.9	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		3,075	6,365	2,650	1,131	785	14,006	150
	%	68.4	21.8	46.6	18.1	8.1	5.4	100.0	
48. My supervisor/team leader listens to what I have to say.	N		4,386	6,623	1,726	998	474	14,207	NA
	%	77.9	30.6	47.3	11.9	6.9	3.3	100.0	
49. My supervisor/team leader treats me with respect.	N		5,215	6,411	1,393	715	454	14,188	NA
	%	82.5	36.3	46.2	9.3	5.2	3.0	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		4,356	7,309	1,138	1,023	373	14,199	NA
	%	82.8	30.1	52.7	7.6	7.1	2.4	100.0	
*51. I have trust and confidence in my supervisor.	N		4,426	5,121	2,420	1,292	905	14,164	NA
	%	68.0	31.1	36.9	16.9	8.7	6.4	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		5,026	4,819	2,727	969	647	14,188	NA
	%	69.3	36.0	33.3	18.9	7.4	4.4	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		1,033	4,556	4,076	2,867	1,396	13,928	145
	%	38.5	7.0	31.5	30.0	21.2	10.3	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		1,902	5,500	3,484	1,617	1,124	13,627	426
	%	52.7	13.3	39.4	26.9	12.2	8.3	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		2,144	6,954	2,927	934	630	13,589	471
	%	65.0	14.7	50.3	23.3	7.2	4.5	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		1,785	7,005	2,911	1,486	761	13,948	102
	%	61.3	11.7	49.6	21.8	11.5	5.4	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,698	6,601	3,310	1,109	599	13,317	701
	%	59.8	11.3	48.5	26.7	9.0	4.5	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		1,466	5,780	3,308	1,998	1,169	13,721	318
	%	51.3	9.7	41.6	25.6	14.3	8.8	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		1,679	6,081	3,201	1,690	998	13,649	337
	%	56.5	11.3	45.2	24.2	12.0	7.3	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		2,370	5,086	3,683	1,385	980	13,504	482
	%	53.1	15.7	37.3	28.8	10.5	7.7	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		2,254	4,829	3,581	1,969	1,294	13,927	120
	%	49.4	14.9	34.5	26.7	14.6	9.3	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		1,915	4,882	3,976	1,310	891	12,974	1,044
	%	52.0	14.2	37.8	31.2	10.1	6.7	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		1,504	5,814	3,422	2,586	657	13,983	NA
	%	51.5	10.1	41.4	24.7	19.2	4.6	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		1,199	5,288	3,534	2,970	974	13,965	NA
	%	45.6	8.0	37.6	26.4	21.3	6.7	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1,708	5,274	3,396	2,555	1,037	13,970	NA
	%	50.0	12.4	37.6	24.6	18.2	7.2	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		994	4,511	4,519	2,848	1,075	13,947	NA
	%	38.0	6.3	31.7	33.5	20.9	7.6	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		1,184	4,258	4,105	2,765	1,651	13,963	NA
	%	39.5	8.3	31.2	29.1	20.1	11.4	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		1,460	5,368	3,502	2,560	1,066	13,956	NA
	%	51.8	11.1	40.6	24.7	16.6	7.0	100.0	

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*69. Considering everything, how satisfied are you with your job?	N		2,912	6,927	2,382	1,200	488	13,909	NA
	%	71.0	21.6	49.4	17.2	8.4	3.4	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		2,460	6,651	2,319	1,833	683	13,946	NA
	%	62.2	15.9	46.3	17.8	14.8	5.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		1,911	6,328	3,099	1,903	703	13,944	NA
	%	57.6	12.9	44.6	23.4	13.8	5.3	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	%
	Yes	6,051	37.7
	No	7,149	55.5
	Not sure	741	6.9
	Total	13,941	100.0

73. Please select the response below that BEST describes your current teleworking situation:		N	%
	I telework 3 or more days per week.	361	2.9
	I telework 1 or 2 days per week.	1,303	6.5
	I telework, but no more than 1 or 2 days per month.	539	4.1
	I telework very infrequently, on an unscheduled or short-term basis.	1,891	14.3
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	2,851	26.0
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	850	6.8
	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.	3,484	23.7
	I do not telework because I choose not to telework.	2,218	15.6
	Total	13,497	100.0

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Surveys Completed: 14,588
Response Rate: 55.9%

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

	N	%
Yes	6,969	46.6
No	5,353	41.2
Not available to me	1,573	12.2
Total	13,895	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	%
Yes	3,193	31.8
No	7,952	52.9
Not available to me	2,727	15.3
Total	13,872	100.0

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

	N	%
Yes	2,393	19.3
No	11,000	78.1
Not available to me	458	2.6
Total	13,851	100.0

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

	N	%
Yes	167	1.1
No	10,585	77.2
Not available to me	3,087	21.7
Total	13,839	100.0

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

	N	%
Yes	192	1.1
No	10,595	78.0
Not available to me	3,043	20.9
Total	13,830	100.0

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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		1,370	2,186	2,685	986	777	8,004	5,900
	%	40.2	14.8	25.4	39.1	11.7	9.0	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		3,363	4,128	1,923	358	243	10,015	3,818
	%	70.9	31.5	39.4	23.4	3.0	2.6	100.0	
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		965	2,472	2,975	601	391	7,404	6,445
	%	55.2	17.9	37.3	33.9	6.6	4.3	100.0	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		804	2,507	3,471	213	130	7,125	6,758
	%	47.6	12.7	34.9	47.3	3.1	2.1	100.0	
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		128	470	2,939	221	230	3,988	9,871
	%	14.3	3.1	11.2	73.9	5.5	6.3	100.0	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		122	446	3,007	177	172	3,924	9,930
	%	13.2	2.8	10.3	77.8	4.5	4.5	100.0	

** Sum of responses excluding DNK/NBJ
Sample or Census: Sample
Number of Employees Selected: 26,102

Percentages are weighted to represent the Agency's population.
Surveys Completed: 14,588
Response Rate: 55.9%

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(Survey Administration Period April 26, 2011 to May 31, 2011)

85. Where do you work?	N	%
Headquarters	4,223	30.6
Field	9,600	69.4
Total	13,823	100.0

*86. What is your supervisory status?	N	%
Non-Supervisor	7,633	55.0
Team Leader	1,517	10.9
Supervisor	3,063	22.1
Manager	1,467	10.6
Executive	205	1.5
Total	13,885	100.0

*87. Are you:	N	%
Male	6,823	49.4
Female	6,983	50.6
Total	13,806	100.0

*88. Are you Hispanic or Latino?	N	%
Yes	815	5.9
No	12,913	94.1
Total	13,728	100.0

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	219	1.6
Asian	353	2.6
Black or African American	1,786	13.3
Native Hawaiian or Other Pacific Islander	41	0.3
White	10,716	79.5
Two or more races	363	2.7
Total	13,478	100.0

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90. What is your age group?	N	%
25 and under	189	1.4
26-29	478	3.5
30-39	1,840	13.4
40-49	3,600	26.1
50-59	5,901	42.8
60 or older	1,769	12.8
Total	13,777	100.0

91. What is your pay category/grade?	N	%
Federal Wage System	109	0.8
GS 1-6	536	3.9
GS 7-12	8,566	61.9
GS 13-15	4,207	30.4
Senior Executive Service	182	1.3
Senior Level (SL) or Scientific or Professional (ST)	21	0.2
Other	212	1.5
Total	13,833	100.0

92. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	215	1.6
1 to 3 years	1,090	7.9
4 to 5 years	721	5.2
6 to 10 years	2,017	14.6
11 to 14 years	1,252	9.1
15 to 20 years	1,578	11.4
More than 20 years	6,931	50.2
Total	13,804	100.0

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

	N	%
Less than 1 year	323	2.3
1 to 3 years	1,595	11.5
4 to 5 years	970	7.0
6 to 10 years	2,317	16.8
11 to 20 years	2,906	21.0
More than 20 years	5,709	41.3
Total	13,820	100.0

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

	N	%
No	9,901	71.5
Yes, to retire	1,124	8.1
Yes, to take another job within the Federal Government	1,872	13.5
Yes, to take another job outside the Federal Government	442	3.2
Yes, other	503	3.6
Total	13,842	100.0

95. I am planning to retire:

	N	%
Within one year	641	4.7
Between one and three years	1,754	12.8
Between three and five years	1,681	12.3
Five or more years	9,644	70.3
Total	13,720	100.0



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