

2013

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Department of Agriculture

1st Level Subagency Comparison Report

United States Office of
Personnel Management

Department of Agriculture

1st Level Subagency Comparison Report

Response Summary

	Surveys Completed
Governmentwide	376,577
Department of Agriculture	13,256
Departmental Management	390
Farm and Foreign Agriculture Services	1,019
Food Nutrition and Consumer Services	415
Food Safety	1,199
Marketing and Regulatory Programs	1,262
National Appeals Division	29
Natural Resources and Environment	5,126
Office of Communications	21
Office of the Assistant Secretary for Civil Rights	25
Office of the Chief Economist	32
Office of the General Counsel	51
Office of the Inspector General	79
Research Education and Economics	1,752
Rural Development	1,856

This 2013 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

Department of Agriculture

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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	375,837	59.7%	17.6%	22.7%
Department of Agriculture	13,235	59.8%	18.6%	21.5%
Departmental Management	390	54.4%	20.0%	25.6%
Farm and Foreign Agriculture Services	1,019	56.1%	21.5%	22.4%
Food Nutrition and Consumer Services	415	64.8%	17.5%	17.7%
Food Safety	1,195	60.6%	22.2%	17.2%
Marketing and Regulatory Programs	1,262	57.9%	18.8%	23.3%
National Appeals Division	29	79.9%	12.8%	7.3%
Natural Resources and Environment	5,121	61.5%	17.6%	20.9%
Office of Communications	21	58.0%	13.5%	28.5%
Office of the Assistant Secretary for Civil Rights	25	46.0%	17.4%	36.6%
Office of the Chief Economist	32	87.8%	8.9%	3.2%
Office of the General Counsel	50	53.5%	6.9%	39.6%
Office of the Inspector General	79	56.2%	25.1%	18.7%
Research Education and Economics	1,745	64.2%	16.7%	19.1%
Rural Development	1,852	49.2%	21.5%	29.3%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	372,941	70.0%	15.2%	14.8%
Department of Agriculture	13,142	66.6%	17.3%	16.1%
Departmental Management	387	64.6%	17.6%	17.8%
Farm and Foreign Agriculture Services	1,006	65.0%	18.4%	16.6%
Food Nutrition and Consumer Services	409	72.7%	12.6%	14.7%
Food Safety	1,195	73.0%	15.9%	11.1%
Marketing and Regulatory Programs	1,250	69.6%	17.4%	13.0%
National Appeals Division	29	86.4%	10.5%	3.1%
Natural Resources and Environment	5,088	63.9%	18.4%	17.8%
Office of Communications	20	65.2%	14.8%	20.0%
Office of the Assistant Secretary for Civil Rights	24	55.7%	10.9%	33.4%
Office of the Chief Economist	31	90.2%	6.4%	3.3%
Office of the General Counsel	50	74.5%	6.7%	18.8%
Office of the Inspector General	79	69.4%	14.8%	15.8%
Research Education and Economics	1,740	74.0%	13.1%	12.8%
Rural Development	1,834	62.6%	19.2%	18.2%

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My Work Experience (continued)

3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
Governmentwide	370,376	55.7%	19.2%	25.2%
Department of Agriculture	13,053	54.1%	21.6%	24.3%
Departmental Management	384	59.7%	22.7%	17.6%
Farm and Foreign Agriculture Services	1,007	51.5%	24.5%	23.9%
Food Nutrition and Consumer Services	405	68.8%	13.3%	17.9%
Food Safety	1,185	49.8%	28.5%	21.6%
Marketing and Regulatory Programs	1,242	55.6%	20.0%	24.3%
National Appeals Division	29	70.9%	7.2%	21.9%
Natural Resources and Environment	5,050	52.2%	21.8%	26.0%
Office of Communications	20	65.6%	9.6%	24.8%
Office of the Assistant Secretary for Civil Rights	24	42.5%	15.4%	42.1%
Office of the Chief Economist	31	87.4%	9.5%	3.0%
Office of the General Counsel	49	51.9%	22.1%	26.0%
Office of the Inspector General	77	60.6%	14.5%	24.9%
Research Education and Economics	1,730	63.5%	16.5%	20.1%
Rural Development	1,820	51.4%	21.2%	27.4%

4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
Governmentwide	373,824	70.3%	15.1%	14.6%
Department of Agriculture	13,171	70.7%	15.6%	13.7%
Departmental Management	386	67.2%	14.4%	18.3%
Farm and Foreign Agriculture Services	1,008	72.8%	14.7%	12.5%
Food Nutrition and Consumer Services	413	78.3%	12.9%	8.9%
Food Safety	1,194	73.0%	16.5%	10.5%
Marketing and Regulatory Programs	1,254	70.4%	16.1%	13.6%
National Appeals Division	28	86.1%	13.9%	0.0%
Natural Resources and Environment	5,099	68.9%	16.2%	14.9%
Office of Communications	21	76.8%	9.0%	14.1%
Office of the Assistant Secretary for Civil Rights	24	66.2%	4.0%	29.8%
Office of the Chief Economist	32	94.3%	0.0%	5.7%
Office of the General Counsel	50	77.7%	10.0%	12.3%
Office of the Inspector General	78	66.0%	13.6%	20.4%
Research Education and Economics	1,739	75.2%	13.2%	11.6%
Rural Development	1,845	71.6%	16.6%	11.8%

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My Work Experience (continued)

5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	369,988	82.8%	11.0%	6.2%
Department of Agriculture	13,022	84.5%	10.4%	5.1%
Departmental Management	385	80.8%	13.1%	6.1%
Farm and Foreign Agriculture Services	995	85.8%	9.6%	4.6%
Food Nutrition and Consumer Services	408	84.4%	12.3%	3.4%
Food Safety	1,171	84.8%	10.8%	4.3%
Marketing and Regulatory Programs	1,239	84.1%	10.4%	5.5%
National Appeals Division	29	92.8%	7.2%	0.0%
Natural Resources and Environment	5,051	84.0%	10.6%	5.4%
Office of Communications	21	75.9%	14.5%	9.7%
Office of the Assistant Secretary for Civil Rights	24	75.1%	12.4%	12.5%
Office of the Chief Economist	31	94.1%	3.0%	2.9%
Office of the General Counsel	50	91.7%	0.5%	7.7%
Office of the Inspector General	79	81.4%	12.7%	5.9%
Research Education and Economics	1,724	86.9%	8.4%	4.7%
Rural Development	1,815	84.8%	10.9%	4.3%

6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
Governmentwide	372,218	79.2%	11.2%	9.5%
Department of Agriculture	13,123	78.3%	12.1%	9.6%
Departmental Management	390	76.6%	13.5%	10.0%
Farm and Foreign Agriculture Services	1,010	81.3%	11.1%	7.6%
Food Nutrition and Consumer Services	411	80.3%	10.6%	9.1%
Food Safety	1,184	82.6%	9.1%	8.3%
Marketing and Regulatory Programs	1,253	79.3%	10.9%	9.8%
National Appeals Division	28	96.8%	0.0%	3.2%
Natural Resources and Environment	5,085	76.2%	13.3%	10.4%
Office of Communications	21	76.4%	13.9%	9.7%
Office of the Assistant Secretary for Civil Rights	23	66.9%	19.9%	13.2%
Office of the Chief Economist	31	90.8%	6.4%	2.9%
Office of the General Counsel	50	75.7%	10.6%	13.7%
Office of the Inspector General	79	80.6%	10.8%	8.6%
Research Education and Economics	1,730	81.3%	10.9%	7.8%
Rural Development	1,828	79.4%	11.7%	8.9%

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My Work Experience (continued)

7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
Governmentwide	373,797	95.6%	2.8%	1.6%
Department of Agriculture	13,166	96.4%	2.3%	1.3%
Departmental Management	388	97.4%	2.6%	0.0%
Farm and Foreign Agriculture Services	1,003	97.4%	1.7%	0.9%
Food Nutrition and Consumer Services	413	97.8%	1.7%	0.6%
Food Safety	1,194	96.1%	2.8%	1.1%
Marketing and Regulatory Programs	1,255	96.0%	2.7%	1.3%
National Appeals Division	29	100.0%	0.0%	0.0%
Natural Resources and Environment	5,094	96.2%	2.3%	1.5%
Office of Communications	21	95.2%	0.0%	4.8%
Office of the Assistant Secretary for Civil Rights	25	84.2%	3.9%	12.0%
Office of the Chief Economist	32	100.0%	0.0%	0.0%
Office of the General Counsel	48	97.6%	0.0%	2.4%
Office of the Inspector General	78	92.9%	6.0%	1.1%
Research Education and Economics	1,742	96.8%	1.9%	1.4%
Rural Development	1,844	96.3%	2.5%	1.3%

8. *I am constantly looking for ways to do my job better.*

	N	Positive	Neutral	Negative
Governmentwide	374,956	90.4%	7.8%	1.8%
Department of Agriculture	13,210	90.3%	8.4%	1.3%
Departmental Management	390	94.5%	5.2%	0.3%
Farm and Foreign Agriculture Services	1,015	89.8%	9.0%	1.2%
Food Nutrition and Consumer Services	413	93.5%	5.9%	0.5%
Food Safety	1,196	87.6%	11.3%	1.1%
Marketing and Regulatory Programs	1,259	89.1%	9.3%	1.6%
National Appeals Division	29	93.4%	6.6%	0.0%
Natural Resources and Environment	5,112	90.8%	8.1%	1.1%
Office of Communications	21	80.9%	14.3%	4.8%
Office of the Assistant Secretary for Civil Rights	25	79.6%	3.9%	16.4%
Office of the Chief Economist	31	100.0%	0.0%	0.0%
Office of the General Counsel	50	78.2%	17.5%	4.3%
Office of the Inspector General	77	83.1%	14.8%	2.1%
Research Education and Economics	1,741	89.9%	7.9%	2.2%
Rural Development	1,851	91.4%	7.3%	1.3%

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My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	374,731	43.8%	16.7%	39.5%	915
Department of Agriculture	13,211	36.7%	16.6%	46.8%	19
Departmental Management	387	41.5%	18.5%	40.0%	3
Farm and Foreign Agriculture Services	1,015	29.7%	14.0%	56.4%	1
Food Nutrition and Consumer Services	412	48.0%	18.8%	33.2%	2
Food Safety	1,196	57.1%	17.4%	25.5%	2
Marketing and Regulatory Programs	1,257	47.5%	15.5%	37.0%	1
National Appeals Division	29	78.6%	13.8%	7.6%	0
Natural Resources and Environment	5,114	31.6%	16.9%	51.5%	4
Office of Communications	21	48.8%	9.6%	41.6%	0
Office of the Assistant Secretary for Civil Rights	24	17.8%	23.6%	58.6%	1
Office of the Chief Economist	32	74.8%	18.7%	6.5%	0
Office of the General Counsel	50	30.1%	9.5%	60.4%	0
Office of the Inspector General	79	39.7%	18.2%	42.1%	0
Research Education and Economics	1,743	40.0%	16.0%	44.0%	4
Rural Development	1,852	27.4%	16.5%	56.1%	1

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,621	57.5%	16.7%	25.8%	677
Department of Agriculture	13,116	48.7%	18.6%	32.7%	14
Departmental Management	385	53.0%	17.4%	29.6%	1
Farm and Foreign Agriculture Services	1,001	51.5%	16.1%	32.4%	0
Food Nutrition and Consumer Services	411	56.2%	15.3%	28.5%	0
Food Safety	1,188	61.6%	18.2%	20.1%	0
Marketing and Regulatory Programs	1,245	58.9%	17.3%	23.8%	2
National Appeals Division	29	84.5%	11.3%	4.3%	0
Natural Resources and Environment	5,088	41.9%	19.8%	38.3%	5
Office of Communications	21	53.9%	28.8%	17.3%	0
Office of the Assistant Secretary for Civil Rights	24	50.3%	12.4%	37.3%	1
Office of the Chief Economist	30	90.4%	6.6%	3.0%	0
Office of the General Counsel	50	57.2%	7.0%	35.7%	0
Office of the Inspector General	78	71.1%	16.3%	12.6%	0
Research Education and Economics	1,736	58.1%	17.2%	24.7%	2
Rural Development	1,830	40.5%	19.9%	39.6%	3

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,841	57.3%	17.3%	25.4%	1,905
Department of Agriculture	12,772	56.7%	19.2%	24.1%	40
Departmental Management	379	55.7%	17.3%	27.0%	2
Farm and Foreign Agriculture Services	990	59.3%	20.2%	20.4%	1
Food Nutrition and Consumer Services	399	58.4%	16.4%	25.2%	3
Food Safety	1,146	58.1%	23.0%	18.8%	6
Marketing and Regulatory Programs	1,216	55.9%	17.6%	26.5%	4
National Appeals Division	28	81.9%	6.2%	11.8%	0
Natural Resources and Environment	4,929	55.1%	19.5%	25.3%	11
Office of Communications	21	66.7%	19.8%	13.5%	0
Office of the Assistant Secretary for Civil Rights	23	36.5%	11.4%	52.1%	1
Office of the Chief Economist	32	84.6%	9.7%	5.7%	0
Office of the General Counsel	48	59.7%	21.6%	18.7%	0
Office of the Inspector General	77	57.0%	24.6%	18.4%	0
Research Education and Economics	1,697	62.3%	16.0%	21.7%	7
Rural Development	1,787	56.0%	19.2%	24.8%	5

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,620	82.5%	10.5%	7.0%	1,411
Department of Agriculture	13,138	82.2%	11.1%	6.7%	43
Departmental Management	383	85.1%	10.1%	4.8%	3
Farm and Foreign Agriculture Services	1,015	85.7%	9.6%	4.7%	0
Food Nutrition and Consumer Services	410	91.2%	6.9%	2.0%	1
Food Safety	1,191	87.2%	9.1%	3.7%	2
Marketing and Regulatory Programs	1,252	83.7%	9.6%	6.7%	2
National Appeals Division	29	100.0%	0.0%	0.0%	0
Natural Resources and Environment	5,077	79.2%	12.7%	8.1%	22
Office of Communications	21	80.6%	19.4%	0.0%	0
Office of the Assistant Secretary for Civil Rights	23	73.3%	12.8%	13.9%	1
Office of the Chief Economist	30	93.9%	3.1%	2.9%	0
Office of the General Counsel	48	77.5%	9.3%	13.1%	1
Office of the Inspector General	79	85.4%	6.0%	8.6%	0
Research Education and Economics	1,742	83.4%	10.1%	6.5%	4
Rural Development	1,838	85.0%	10.6%	4.4%	7

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My Work Experience (continued)

13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	369,703	90.0%	6.9%	3.1%	1,092
Department of Agriculture	13,042	89.9%	7.2%	2.8%	25
Departmental Management	381	91.0%	7.3%	1.7%	2
Farm and Foreign Agriculture Services	1,002	92.4%	5.9%	1.7%	2
Food Nutrition and Consumer Services	406	95.2%	3.5%	1.2%	1
Food Safety	1,183	94.4%	3.9%	1.7%	1
Marketing and Regulatory Programs	1,237	89.2%	7.7%	3.1%	3
National Appeals Division	29	92.8%	4.1%	3.1%	0
Natural Resources and Environment	5,051	88.6%	8.3%	3.1%	11
Office of Communications	21	91.3%	8.7%	0.0%	0
Office of the Assistant Secretary for Civil Rights	24	83.3%	4.0%	12.7%	1
Office of the Chief Economist	32	94.3%	0.0%	5.7%	0
Office of the General Counsel	48	96.5%	3.5%	0.0%	0
Office of the Inspector General	79	83.5%	7.9%	8.6%	0
Research Education and Economics	1,723	88.9%	7.6%	3.5%	4
Rural Development	1,826	92.3%	5.7%	2.0%	0

14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,712	66.1%	14.3%	19.5%	1,514
Department of Agriculture	13,183	69.2%	15.5%	15.3%	35
Departmental Management	386	72.3%	13.5%	14.2%	4
Farm and Foreign Agriculture Services	1,014	67.9%	15.6%	16.5%	2
Food Nutrition and Consumer Services	411	74.6%	11.8%	13.6%	1
Food Safety	1,190	66.5%	18.9%	14.7%	5
Marketing and Regulatory Programs	1,253	72.1%	14.8%	13.1%	5
National Appeals Division	29	89.0%	11.0%	0.0%	0
Natural Resources and Environment	5,103	69.1%	15.5%	15.5%	12
Office of Communications	21	56.3%	9.3%	34.4%	0
Office of the Assistant Secretary for Civil Rights	24	63.5%	13.3%	23.2%	1
Office of the Chief Economist	32	85.0%	8.9%	6.0%	0
Office of the General Counsel	50	81.5%	9.3%	9.2%	0
Office of the Inspector General	79	77.8%	9.7%	12.6%	0
Research Education and Economics	1,743	68.7%	15.9%	15.4%	2
Rural Development	1,848	66.2%	15.0%	18.8%	3

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My Work Experience (continued)

15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	369,528	68.4%	15.2%	16.4%	5,283
Department of Agriculture	13,092	66.5%	16.1%	17.4%	95
Departmental Management	384	65.0%	15.5%	19.5%	6
Farm and Foreign Agriculture Services	1,008	65.1%	16.9%	18.0%	6
Food Nutrition and Consumer Services	405	75.8%	11.8%	12.4%	5
Food Safety	1,180	62.0%	18.8%	19.1%	14
Marketing and Regulatory Programs	1,246	68.2%	15.0%	16.8%	5
National Appeals Division	29	78.5%	10.5%	11.0%	0
Natural Resources and Environment	5,059	65.4%	16.8%	17.8%	41
Office of Communications	21	57.6%	23.0%	19.4%	0
Office of the Assistant Secretary for Civil Rights	23	61.3%	11.5%	27.3%	1
Office of the Chief Economist	31	93.6%	6.4%	0.0%	1
Office of the General Counsel	49	68.1%	11.2%	20.7%	0
Office of the Inspector General	77	73.5%	9.3%	17.2%	2
Research Education and Economics	1,741	71.3%	14.0%	14.7%	4
Rural Development	1,839	68.7%	14.1%	17.2%	10

16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,151	81.5%	12.4%	6.1%	1,767
Department of Agriculture	13,165	82.4%	12.0%	5.6%	40
Departmental Management	387	84.1%	10.8%	5.1%	2
Farm and Foreign Agriculture Services	1,009	83.3%	11.5%	5.2%	4
Food Nutrition and Consumer Services	409	87.9%	8.5%	3.7%	3
Food Safety	1,188	84.9%	11.5%	3.6%	7
Marketing and Regulatory Programs	1,256	82.3%	12.0%	5.7%	2
National Appeals Division	29	88.4%	8.1%	3.4%	0
Natural Resources and Environment	5,096	80.5%	13.1%	6.4%	13
Office of Communications	21	76.3%	18.5%	5.3%	0
Office of the Assistant Secretary for Civil Rights	24	82.9%	12.2%	4.8%	1
Office of the Chief Economist	32	91.2%	5.5%	3.3%	0
Office of the General Counsel	49	76.2%	19.0%	4.8%	1
Office of the Inspector General	78	81.7%	4.8%	13.5%	0
Research Education and Economics	1,741	86.2%	9.7%	4.1%	3
Rural Development	1,846	85.1%	10.5%	4.4%	4

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My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	357,689	61.2%	19.4%	19.5%	16,155
Department of Agriculture	12,693	58.0%	21.5%	20.5%	485
Departmental Management	366	55.4%	26.0%	18.7%	21
Farm and Foreign Agriculture Services	959	57.7%	22.4%	19.9%	51
Food Nutrition and Consumer Services	394	66.6%	18.8%	14.6%	21
Food Safety	1,160	63.8%	20.3%	15.8%	31
Marketing and Regulatory Programs	1,195	55.9%	23.6%	20.5%	54
National Appeals Division	28	56.4%	21.6%	21.9%	1
Natural Resources and Environment	4,951	58.2%	19.8%	22.0%	152
Office of Communications	21	53.5%	13.5%	33.0%	0
Office of the Assistant Secretary for Civil Rights	24	64.2%	6.6%	29.2%	0
Office of the Chief Economist	32	72.0%	19.0%	8.9%	0
Office of the General Counsel	46	52.9%	24.6%	22.4%	4
Office of the Inspector General	76	68.4%	17.4%	14.1%	3
Research Education and Economics	1,649	58.7%	24.5%	16.7%	92
Rural Development	1,792	50.0%	26.0%	24.1%	55

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	370,252	49.8%	24.1%	26.1%	4,271
Department of Agriculture	13,084	47.8%	25.5%	26.7%	111
Departmental Management	385	41.0%	27.4%	31.6%	5
Farm and Foreign Agriculture Services	999	40.2%	29.3%	30.5%	13
Food Nutrition and Consumer Services	412	43.6%	23.1%	33.3%	2
Food Safety	1,171	51.8%	28.2%	19.9%	24
Marketing and Regulatory Programs	1,239	46.3%	27.3%	26.4%	13
National Appeals Division	29	49.2%	30.6%	20.2%	0
Natural Resources and Environment	5,083	51.4%	23.2%	25.5%	21
Office of Communications	21	47.5%	19.1%	33.3%	0
Office of the Assistant Secretary for Civil Rights	22	21.5%	29.8%	48.7%	1
Office of the Chief Economist	32	72.3%	21.7%	6.0%	0
Office of the General Counsel	48	22.3%	28.7%	49.0%	1
Office of the Inspector General	76	39.1%	21.9%	39.0%	2
Research Education and Economics	1,724	46.0%	28.7%	25.3%	18
Rural Development	1,843	37.3%	26.8%	35.8%	11

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

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	Positive	Neutral	Negative	NBJ
Governmentwide	366,770	67.7%	14.6%	17.7%	9,032
Department of Agriculture	13,084	64.5%	15.1%	20.5%	146
Departmental Management	381	70.2%	12.3%	17.5%	7
Farm and Foreign Agriculture Services	1,001	60.6%	16.9%	22.6%	16
Food Nutrition and Consumer Services	409	69.8%	12.3%	17.9%	6
Food Safety	1,185	68.6%	14.1%	17.3%	14
Marketing and Regulatory Programs	1,244	65.7%	16.1%	18.2%	17
National Appeals Division	28	82.2%	6.7%	11.0%	1
Natural Resources and Environment	5,072	61.6%	15.7%	22.7%	43
Office of Communications	21	62.8%	17.8%	19.4%	0
Office of the Assistant Secretary for Civil Rights	25	42.6%	22.4%	35.0%	0
Office of the Chief Economist	32	81.5%	9.2%	9.3%	0
Office of the General Counsel	49	61.5%	11.9%	26.6%	1
Office of the Inspector General	76	74.2%	8.4%	17.4%	3
Research Education and Economics	1,723	69.7%	13.3%	17.0%	22
Rural Development	1,838	69.0%	13.7%	17.3%	16

Department of Agriculture

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My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	375,451	72.5%	14.3%	13.2%
Department of Agriculture	13,229	73.1%	14.9%	12.1%
Departmental Management	390	69.9%	16.2%	13.8%
Farm and Foreign Agriculture Services	1,019	78.3%	10.7%	11.0%
Food Nutrition and Consumer Services	415	79.8%	12.7%	7.5%
Food Safety	1,195	69.1%	18.3%	12.6%
Marketing and Regulatory Programs	1,257	70.6%	16.5%	12.9%
National Appeals Division	29	83.0%	17.0%	0.0%
Natural Resources and Environment	5,119	73.1%	14.9%	12.0%
Office of Communications	21	67.2%	14.3%	18.4%
Office of the Assistant Secretary for Civil Rights	24	45.4%	42.1%	12.6%
Office of the Chief Economist	32	96.8%	0.0%	3.2%
Office of the General Counsel	50	84.0%	11.2%	4.8%
Office of the Inspector General	79	81.5%	10.1%	8.4%
Research Education and Economics	1,749	75.8%	13.3%	10.9%
Rural Development	1,850	70.5%	14.9%	14.6%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,026	40.2%	26.7%	33.1%	13,660
Department of Agriculture	12,757	31.9%	27.9%	40.1%	480
Departmental Management	377	41.4%	30.5%	28.1%	13
Farm and Foreign Agriculture Services	975	27.7%	26.7%	45.6%	42
Food Nutrition and Consumer Services	395	48.2%	28.0%	23.8%	19
Food Safety	1,117	31.5%	37.3%	31.2%	80
Marketing and Regulatory Programs	1,211	39.8%	27.4%	32.8%	50
National Appeals Division	29	76.2%	20.4%	3.4%	0
Natural Resources and Environment	4,981	29.3%	27.7%	43.0%	139
Office of Communications	21	29.2%	24.3%	46.5%	0
Office of the Assistant Secretary for Civil Rights	23	21.1%	22.2%	56.7%	2
Office of the Chief Economist	31	73.3%	16.6%	10.1%	1
Office of the General Counsel	48	42.9%	18.5%	38.6%	2
Office of the Inspector General	72	34.1%	21.7%	44.3%	5
Research Education and Economics	1,698	41.0%	24.8%	34.2%	51
Rural Development	1,779	18.4%	25.4%	56.1%	76

Department of Agriculture 1st Level Subagency Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,090	31.6%	29.5%	39.0%	24,611
Department of Agriculture	12,395	30.0%	31.1%	38.9%	758
Departmental Management	361	32.9%	33.6%	33.5%	26
Farm and Foreign Agriculture Services	952	30.0%	33.0%	37.0%	56
Food Nutrition and Consumer Services	379	39.4%	32.2%	28.4%	33
Food Safety	1,105	34.6%	36.4%	29.0%	84
Marketing and Regulatory Programs	1,168	30.9%	29.2%	39.9%	74
National Appeals Division	28	31.2%	34.8%	34.0%	1
Natural Resources and Environment	4,839	26.7%	31.2%	42.1%	256
Office of Communications	19	30.4%	16.7%	52.9%	2
Office of the Assistant Secretary for Civil Rights	23	22.6%	29.1%	48.2%	1
Office of the Chief Economist	30	59.5%	33.5%	7.0%	2
Office of the General Counsel	45	29.0%	32.9%	38.1%	5
Office of the Inspector General	74	42.3%	26.6%	31.2%	5
Research Education and Economics	1,635	42.6%	26.4%	31.0%	108
Rural Development	1,737	22.1%	31.4%	46.5%	105

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	341,154	28.0%	27.5%	44.6%	32,879
Department of Agriculture	12,212	23.5%	28.0%	48.5%	947
Departmental Management	348	27.2%	33.6%	39.2%	41
Farm and Foreign Agriculture Services	952	22.7%	31.2%	46.2%	59
Food Nutrition and Consumer Services	345	28.4%	30.1%	41.6%	64
Food Safety	1,090	27.8%	33.3%	38.8%	99
Marketing and Regulatory Programs	1,159	27.6%	24.6%	47.8%	94
National Appeals Division	24	27.6%	46.7%	25.8%	4
Natural Resources and Environment	4,804	20.9%	26.2%	52.9%	282
Office of Communications	18	16.6%	22.6%	60.9%	3
Office of the Assistant Secretary for Civil Rights	25	28.5%	18.5%	53.0%	0
Office of the Chief Economist	25	22.7%	56.7%	20.6%	6
Office of the General Counsel	43	20.2%	34.1%	45.7%	7
Office of the Inspector General	68	27.9%	30.6%	41.5%	11
Research Education and Economics	1,573	28.7%	30.4%	40.9%	169
Rural Development	1,738	20.1%	29.3%	50.6%	108

Department of Agriculture 1st Level Subagency Comparison Report

My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	353,920	31.4%	29.0%	39.5%	20,703
Department of Agriculture	12,590	28.3%	30.6%	41.1%	620
Departmental Management	367	32.8%	31.1%	36.1%	23
Farm and Foreign Agriculture Services	975	27.3%	31.9%	40.8%	42
Food Nutrition and Consumer Services	382	36.1%	29.0%	34.9%	31
Food Safety	1,134	33.6%	34.0%	32.4%	57
Marketing and Regulatory Programs	1,199	31.6%	26.1%	42.2%	59
National Appeals Division	27	27.8%	26.1%	46.1%	2
Natural Resources and Environment	4,901	25.6%	30.7%	43.8%	210
Office of Communications	19	37.2%	27.1%	35.7%	2
Office of the Assistant Secretary for Civil Rights	25	28.3%	10.8%	61.0%	0
Office of the Chief Economist	29	47.8%	34.6%	17.6%	3
Office of the General Counsel	44	21.1%	37.9%	40.9%	6
Office of the Inspector General	71	35.5%	27.7%	36.8%	8
Research Education and Economics	1,645	34.8%	31.0%	34.2%	98
Rural Development	1,772	22.8%	31.0%	46.3%	79

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,157	37.7%	26.3%	36.1%	23,879
Department of Agriculture	12,518	37.1%	26.9%	35.9%	678
Departmental Management	359	39.2%	28.6%	32.2%	29
Farm and Foreign Agriculture Services	959	33.1%	27.5%	39.4%	55
Food Nutrition and Consumer Services	371	44.8%	26.7%	28.5%	39
Food Safety	1,133	40.0%	30.2%	29.8%	61
Marketing and Regulatory Programs	1,193	38.4%	24.1%	37.5%	62
National Appeals Division	26	41.9%	18.4%	39.7%	2
Natural Resources and Environment	4,870	35.5%	26.8%	37.7%	240
Office of Communications	21	39.0%	23.2%	37.8%	0
Office of the Assistant Secretary for Civil Rights	25	28.6%	14.4%	57.1%	0
Office of the Chief Economist	30	52.1%	34.3%	13.6%	2
Office of the General Counsel	45	34.6%	32.9%	32.6%	5
Office of the Inspector General	72	51.9%	26.1%	22.0%	6
Research Education and Economics	1,638	45.1%	26.5%	28.5%	104
Rural Development	1,776	30.8%	28.3%	40.9%	73

Department of Agriculture 1st Level Subagency Comparison Report

My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,151	71.8%	14.8%	13.4%	1,576
Department of Agriculture	13,145	71.9%	15.1%	12.9%	63
Departmental Management	386	65.9%	14.5%	19.6%	2
Farm and Foreign Agriculture Services	1,012	72.3%	13.8%	14.0%	2
Food Nutrition and Consumer Services	413	73.3%	14.6%	12.0%	1
Food Safety	1,187	70.3%	17.9%	11.8%	8
Marketing and Regulatory Programs	1,245	70.0%	15.1%	14.9%	10
National Appeals Division	29	86.8%	6.7%	6.5%	0
Natural Resources and Environment	5,093	73.5%	15.0%	11.5%	23
Office of Communications	21	52.2%	29.8%	18.0%	0
Office of the Assistant Secretary for Civil Rights	25	59.8%	15.8%	24.4%	0
Office of the Chief Economist	31	83.2%	13.5%	3.3%	0
Office of the General Counsel	49	81.2%	14.1%	4.7%	1
Office of the Inspector General	78	78.4%	12.3%	9.3%	1
Research Education and Economics	1,733	71.1%	14.7%	14.2%	6
Rural Development	1,843	68.1%	15.7%	16.3%	9

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,810	52.3%	29.6%	18.1%	14,051
Department of Agriculture	12,817	46.9%	32.7%	20.4%	392
Departmental Management	377	48.6%	30.1%	21.4%	12
Farm and Foreign Agriculture Services	989	51.9%	30.6%	17.6%	25
Food Nutrition and Consumer Services	392	59.8%	25.8%	14.4%	22
Food Safety	1,139	48.2%	34.6%	17.2%	59
Marketing and Regulatory Programs	1,214	45.9%	33.1%	21.0%	41
National Appeals Division	25	49.6%	39.6%	10.8%	4
Natural Resources and Environment	4,986	45.6%	32.7%	21.7%	121
Office of Communications	21	32.8%	47.9%	19.3%	0
Office of the Assistant Secretary for Civil Rights	25	33.1%	22.3%	44.6%	0
Office of the Chief Economist	32	75.1%	21.7%	3.2%	0
Office of the General Counsel	47	49.1%	28.7%	22.2%	3
Office of the Inspector General	74	48.8%	37.2%	14.0%	5
Research Education and Economics	1,685	45.7%	34.5%	19.8%	60
Rural Development	1,811	48.4%	32.4%	19.2%	40

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My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	374,621	82.5%	14.3%	3.2%
Department of Agriculture	13,204	82.6%	14.7%	2.7%
Departmental Management	389	82.2%	15.6%	2.3%
Farm and Foreign Agriculture Services	1,018	87.9%	10.2%	1.8%
Food Nutrition and Consumer Services	414	89.3%	9.0%	1.7%
Food Safety	1,192	78.7%	18.5%	2.8%
Marketing and Regulatory Programs	1,255	84.4%	12.9%	2.7%
National Appeals Division	29	93.3%	6.7%	0.0%
Natural Resources and Environment	5,105	80.5%	16.4%	3.0%
Office of Communications	21	76.8%	13.9%	9.3%
Office of the Assistant Secretary for Civil Rights	25	67.5%	24.6%	7.9%
Office of the Chief Economist	32	100.0%	0.0%	0.0%
Office of the General Counsel	49	92.0%	8.0%	0.0%
Office of the Inspector General	79	90.6%	5.4%	4.0%
Research Education and Economics	1,743	86.3%	11.2%	2.5%
Rural Development	1,853	85.7%	12.5%	1.8%

Department of Agriculture 1st Level Subagency Comparison Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,785	69.7%	18.1%	12.2%	5,883
Department of Agriculture	12,849	65.5%	19.9%	14.6%	215
Departmental Management	379	64.4%	23.0%	12.6%	6
Farm and Foreign Agriculture Services	990	65.6%	18.1%	16.3%	17
Food Nutrition and Consumer Services	406	70.7%	17.6%	11.7%	7
Food Safety	1,159	69.5%	21.1%	9.4%	23
Marketing and Regulatory Programs	1,218	74.0%	16.4%	9.5%	22
National Appeals Division	29	78.6%	11.7%	9.7%	0
Natural Resources and Environment	4,979	61.5%	21.4%	17.1%	70
Office of Communications	20	56.4%	24.5%	19.1%	0
Office of the Assistant Secretary for Civil Rights	25	47.9%	19.8%	32.4%	0
Office of the Chief Economist	32	84.6%	15.4%	0.0%	0
Office of the General Counsel	47	71.6%	20.2%	8.2%	2
Office of the Inspector General	78	78.5%	11.0%	10.5%	1
Research Education and Economics	1,680	73.0%	15.7%	11.3%	46
Rural Development	1,807	62.4%	21.5%	16.1%	21

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,361	42.9%	26.0%	31.1%	8,232
Department of Agriculture	12,783	38.0%	28.4%	33.5%	276
Departmental Management	379	40.9%	27.5%	31.6%	7
Farm and Foreign Agriculture Services	986	38.6%	30.2%	31.2%	20
Food Nutrition and Consumer Services	398	50.2%	23.4%	26.4%	14
Food Safety	1,144	45.1%	31.6%	23.3%	39
Marketing and Regulatory Programs	1,203	42.1%	28.1%	29.8%	36
National Appeals Division	27	45.3%	33.7%	21.0%	2
Natural Resources and Environment	4,970	34.2%	28.3%	37.6%	73
Office of Communications	20	49.8%	20.6%	29.6%	0
Office of the Assistant Secretary for Civil Rights	25	30.2%	29.9%	39.9%	0
Office of the Chief Economist	32	84.6%	2.8%	12.7%	0
Office of the General Counsel	49	34.4%	23.6%	42.1%	0
Office of the Inspector General	73	52.0%	23.7%	24.3%	5
Research Education and Economics	1,676	43.9%	26.9%	29.2%	53
Rural Development	1,801	35.5%	29.9%	34.6%	27

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,183	45.6%	24.5%	29.9%	7,290
Department of Agriculture	12,775	42.4%	27.1%	30.5%	241
Departmental Management	378	48.2%	23.5%	28.3%	7
Farm and Foreign Agriculture Services	986	37.0%	29.8%	33.2%	18
Food Nutrition and Consumer Services	401	53.1%	23.8%	23.0%	9
Food Safety	1,147	41.5%	34.7%	23.8%	32
Marketing and Regulatory Programs	1,215	46.6%	23.9%	29.5%	14
National Appeals Division	25	46.6%	24.1%	29.3%	3
Natural Resources and Environment	4,946	40.7%	26.9%	32.3%	81
Office of Communications	20	50.0%	30.5%	19.5%	1
Office of the Assistant Secretary for Civil Rights	25	36.4%	22.9%	40.7%	0
Office of the Chief Economist	32	77.0%	20.1%	2.9%	0
Office of the General Counsel	49	53.1%	18.5%	28.3%	1
Office of the Inspector General	76	57.5%	20.0%	22.4%	2
Research Education and Economics	1,677	49.4%	25.3%	25.3%	45
Rural Development	1,798	34.5%	28.6%	36.9%	28

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,365	35.5%	29.9%	34.7%	11,534
Department of Agriculture	12,649	31.6%	32.9%	35.5%	355
Departmental Management	371	36.0%	32.5%	31.5%	9
Farm and Foreign Agriculture Services	981	26.1%	34.8%	39.0%	23
Food Nutrition and Consumer Services	397	45.9%	29.1%	25.0%	12
Food Safety	1,136	32.5%	37.1%	30.4%	44
Marketing and Regulatory Programs	1,192	36.0%	28.9%	35.1%	40
National Appeals Division	26	33.7%	34.7%	31.6%	3
Natural Resources and Environment	4,891	28.7%	33.7%	37.5%	130
Office of Communications	19	42.0%	32.8%	25.2%	1
Office of the Assistant Secretary for Civil Rights	24	23.2%	37.1%	39.7%	0
Office of the Chief Economist	31	63.8%	19.7%	16.5%	1
Office of the General Counsel	49	32.8%	35.6%	31.5%	1
Office of the Inspector General	74	44.9%	32.3%	22.8%	5
Research Education and Economics	1,672	43.7%	28.0%	28.3%	50
Rural Development	1,786	23.9%	33.8%	42.3%	36

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	341,941	18.6%	26.7%	54.7%	24,285
Department of Agriculture	12,293	15.4%	28.0%	56.5%	689
Departmental Management	363	19.3%	32.4%	48.3%	22
Farm and Foreign Agriculture Services	962	12.0%	27.4%	60.6%	39
Food Nutrition and Consumer Services	362	19.3%	29.4%	51.2%	45
Food Safety	1,115	20.9%	34.2%	44.9%	62
Marketing and Regulatory Programs	1,161	15.8%	26.8%	57.4%	71
National Appeals Division	28	27.0%	18.8%	54.2%	1
Natural Resources and Environment	4,773	12.1%	26.7%	61.2%	240
Office of Communications	18	16.9%	38.9%	44.2%	2
Office of the Assistant Secretary for Civil Rights	24	17.0%	28.4%	54.6%	1
Office of the Chief Economist	30	39.2%	33.7%	27.2%	2
Office of the General Counsel	49	13.6%	42.4%	44.0%	1
Office of the Inspector General	74	22.3%	31.4%	46.3%	5
Research Education and Economics	1,607	27.9%	29.7%	42.5%	107
Rural Development	1,727	13.1%	25.9%	61.0%	91

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
Governmentwide	340,531	55.2%	29.8%	15.0%	27,416
Department of Agriculture	12,567	63.4%	24.2%	12.5%	468
Departmental Management	367	60.1%	23.7%	16.1%	15
Farm and Foreign Agriculture Services	968	61.8%	25.8%	12.4%	35
Food Nutrition and Consumer Services	400	70.4%	21.3%	8.3%	12
Food Safety	1,124	61.1%	28.5%	10.4%	59
Marketing and Regulatory Programs	1,174	63.7%	23.1%	13.2%	55
National Appeals Division	27	85.1%	11.6%	3.4%	2
Natural Resources and Environment	4,898	64.4%	23.2%	12.5%	141
Office of Communications	21	56.2%	29.2%	14.6%	0
Office of the Assistant Secretary for Civil Rights	25	40.0%	11.6%	48.4%	0
Office of the Chief Economist	30	80.4%	16.5%	3.2%	2
Office of the General Counsel	47	53.5%	37.6%	8.9%	3
Office of the Inspector General	75	61.7%	30.5%	7.8%	4
Research Education and Economics	1,665	68.1%	22.4%	9.4%	60
Rural Development	1,746	52.8%	29.1%	18.1%	80

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

35. *Employees are protected from health and safety hazards on the job.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,330	76.1%	13.9%	10.0%	5,220
Department of Agriculture	12,918	78.5%	14.1%	7.4%	115
Departmental Management	377	73.0%	17.0%	10.1%	7
Farm and Foreign Agriculture Services	997	79.1%	15.2%	5.8%	8
Food Nutrition and Consumer Services	407	79.1%	11.5%	9.4%	4
Food Safety	1,167	72.7%	18.1%	9.2%	11
Marketing and Regulatory Programs	1,220	75.8%	16.0%	8.2%	15
National Appeals Division	28	86.0%	7.5%	6.5%	1
Natural Resources and Environment	5,015	80.6%	12.9%	6.6%	15
Office of Communications	20	74.5%	9.7%	15.8%	1
Office of the Assistant Secretary for Civil Rights	24	50.4%	20.0%	29.6%	1
Office of the Chief Economist	32	91.0%	5.7%	3.3%	0
Office of the General Counsel	49	81.7%	11.2%	7.1%	1
Office of the Inspector General	77	70.2%	18.4%	11.4%	2
Research Education and Economics	1,704	82.3%	11.8%	5.9%	27
Rural Development	1,801	72.1%	16.7%	11.2%	22

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,939	75.9%	14.7%	9.4%	5,179
Department of Agriculture	12,830	69.6%	19.1%	11.3%	192
Departmental Management	379	74.2%	15.5%	10.2%	5
Farm and Foreign Agriculture Services	995	71.4%	18.4%	10.1%	13
Food Nutrition and Consumer Services	400	71.9%	16.6%	11.5%	5
Food Safety	1,157	70.5%	21.0%	8.5%	17
Marketing and Regulatory Programs	1,203	67.6%	19.6%	12.8%	30
National Appeals Division	29	59.9%	29.6%	10.4%	0
Natural Resources and Environment	4,976	69.2%	19.4%	11.5%	60
Office of Communications	21	71.6%	18.9%	9.5%	0
Office of the Assistant Secretary for Civil Rights	24	50.2%	21.4%	28.4%	1
Office of the Chief Economist	32	84.0%	13.0%	2.9%	0
Office of the General Counsel	49	68.1%	21.2%	10.6%	1
Office of the Inspector General	78	65.4%	16.2%	18.3%	1
Research Education and Economics	1,695	72.5%	17.5%	10.1%	28
Rural Development	1,792	66.5%	19.7%	13.8%	31

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	346,836	50.7%	23.4%	25.9%	20,370
Department of Agriculture	12,365	53.9%	23.7%	22.5%	656
Departmental Management	365	47.8%	29.4%	22.8%	18
Farm and Foreign Agriculture Services	962	50.3%	27.2%	22.5%	42
Food Nutrition and Consumer Services	380	55.2%	24.5%	20.3%	32
Food Safety	1,122	52.7%	25.5%	21.7%	61
Marketing and Regulatory Programs	1,166	51.7%	22.4%	26.0%	71
National Appeals Division	26	61.3%	21.9%	16.8%	3
Natural Resources and Environment	4,792	54.9%	22.7%	22.4%	234
Office of Communications	20	54.2%	26.4%	19.4%	1
Office of the Assistant Secretary for Civil Rights	25	40.2%	15.5%	44.3%	0
Office of the Chief Economist	30	85.8%	7.6%	6.6%	2
Office of the General Counsel	49	57.1%	27.1%	15.8%	1
Office of the Inspector General	75	56.0%	27.9%	16.1%	4
Research Education and Economics	1,615	61.5%	20.8%	17.7%	102
Rural Development	1,738	45.6%	27.4%	26.9%	85

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	Positive	Neutral	Negative	DNK
Governmentwide	334,239	65.4%	20.4%	14.3%	31,656
Department of Agriculture	12,055	68.0%	18.7%	13.4%	918
Departmental Management	356	60.7%	24.8%	14.5%	25
Farm and Foreign Agriculture Services	934	69.0%	19.3%	11.7%	65
Food Nutrition and Consumer Services	356	73.6%	18.0%	8.4%	54
Food Safety	1,062	68.3%	21.3%	10.3%	113
Marketing and Regulatory Programs	1,128	67.9%	17.9%	14.2%	97
National Appeals Division	24	82.9%	8.1%	9.0%	4
Natural Resources and Environment	4,740	67.2%	18.1%	14.7%	280
Office of Communications	20	54.1%	21.4%	24.5%	1
Office of the Assistant Secretary for Civil Rights	24	45.5%	8.9%	45.6%	1
Office of the Chief Economist	30	93.4%	3.5%	3.2%	1
Office of the General Counsel	48	75.3%	13.5%	11.1%	2
Office of the Inspector General	69	77.0%	16.3%	6.7%	10
Research Education and Economics	1,576	74.8%	16.5%	8.7%	138
Rural Development	1,688	63.6%	21.4%	15.0%	127

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,459	74.4%	17.6%	8.0%	6,811
Department of Agriculture	12,773	69.2%	20.4%	10.4%	247
Departmental Management	377	73.4%	19.4%	7.2%	3
Farm and Foreign Agriculture Services	990	74.8%	18.8%	6.4%	15
Food Nutrition and Consumer Services	407	87.8%	8.6%	3.7%	4
Food Safety	1,154	76.9%	17.4%	5.8%	18
Marketing and Regulatory Programs	1,209	75.0%	17.7%	7.3%	30
National Appeals Division	29	81.7%	14.8%	3.4%	0
Natural Resources and Environment	4,935	61.9%	23.8%	14.3%	97
Office of Communications	21	66.9%	14.1%	19.1%	0
Office of the Assistant Secretary for Civil Rights	24	53.9%	12.3%	33.8%	1
Office of the Chief Economist	31	93.6%	6.4%	0.0%	1
Office of the General Counsel	49	81.3%	11.7%	6.9%	1
Office of the Inspector General	79	78.0%	14.0%	8.0%	0
Research Education and Economics	1,672	79.2%	15.2%	5.7%	50
Rural Development	1,796	74.7%	17.9%	7.4%	27

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	367,707	63.2%	21.4%	15.4%
Department of Agriculture	13,044	59.9%	23.7%	16.5%
Departmental Management	384	62.7%	19.3%	18.0%
Farm and Foreign Agriculture Services	1,003	57.8%	25.4%	16.8%
Food Nutrition and Consumer Services	413	72.8%	17.3%	9.9%
Food Safety	1,184	67.1%	21.8%	11.1%
Marketing and Regulatory Programs	1,232	61.1%	23.0%	15.9%
National Appeals Division	29	69.4%	17.0%	13.6%
Natural Resources and Environment	5,036	58.5%	24.5%	17.0%
Office of Communications	21	62.8%	14.5%	22.7%
Office of the Assistant Secretary for Civil Rights	25	35.9%	27.3%	36.8%
Office of the Chief Economist	32	86.8%	7.1%	6.2%
Office of the General Counsel	50	68.0%	15.5%	16.5%
Office of the Inspector General	79	58.8%	31.1%	10.0%
Research Education and Economics	1,724	62.7%	21.2%	16.1%
Rural Development	1,832	51.3%	27.0%	21.7%

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	335,303	38.3%	28.8%	33.0%	32,630
Department of Agriculture	11,774	33.6%	32.2%	34.2%	1,266
Departmental Management	345	42.8%	29.6%	27.6%	40
Farm and Foreign Agriculture Services	929	31.7%	35.0%	33.4%	72
Food Nutrition and Consumer Services	380	53.2%	24.9%	21.9%	31
Food Safety	1,066	43.4%	33.4%	23.1%	118
Marketing and Regulatory Programs	1,113	38.4%	29.5%	32.1%	122
National Appeals Division	27	40.3%	29.2%	30.4%	2
Natural Resources and Environment	4,546	28.9%	32.2%	38.9%	488
Office of Communications	20	44.6%	25.4%	30.0%	1
Office of the Assistant Secretary for Civil Rights	21	42.7%	13.8%	43.6%	4
Office of the Chief Economist	29	45.3%	37.6%	17.1%	3
Office of the General Counsel	44	21.8%	36.1%	42.1%	6
Office of the Inspector General	74	35.9%	25.8%	38.2%	5
Research Education and Economics	1,537	37.0%	33.7%	29.3%	186
Rural Development	1,643	35.1%	34.4%	30.6%	188

Department of Agriculture 1st Level Subagency Comparison Report

My Supervisor/Team Leader

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,464	77.2%	11.8%	11.0%	2,159
Department of Agriculture	12,918	81.3%	10.3%	8.3%	78
Departmental Management	381	75.3%	13.9%	10.9%	1
Farm and Foreign Agriculture Services	997	84.1%	10.1%	5.8%	2
Food Nutrition and Consumer Services	408	87.1%	7.6%	5.3%	1
Food Safety	1,165	75.1%	14.8%	10.1%	18
Marketing and Regulatory Programs	1,218	81.5%	8.1%	10.4%	9
National Appeals Division	28	78.6%	6.4%	15.0%	1
Natural Resources and Environment	4,996	81.9%	10.0%	8.1%	22
Office of Communications	19	79.4%	5.5%	15.1%	0
Office of the Assistant Secretary for Civil Rights	25	63.2%	19.6%	17.2%	0
Office of the Chief Economist	32	94.0%	6.0%	0.0%	0
Office of the General Counsel	49	88.4%	2.7%	9.0%	0
Office of the Inspector General	78	91.8%	4.7%	3.4%	0
Research Education and Economics	1,712	82.9%	10.0%	7.1%	12
Rural Development	1,810	80.0%	10.9%	9.1%	12

43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,224	64.7%	17.9%	17.4%	1,703
Department of Agriculture	12,894	67.8%	17.6%	14.5%	64
Departmental Management	379	64.6%	19.8%	15.7%	1
Farm and Foreign Agriculture Services	993	69.4%	15.9%	14.7%	4
Food Nutrition and Consumer Services	406	70.0%	17.8%	12.2%	2
Food Safety	1,161	66.1%	21.1%	12.8%	16
Marketing and Regulatory Programs	1,217	65.8%	17.4%	16.9%	4
National Appeals Division	28	56.4%	14.6%	28.9%	1
Natural Resources and Environment	4,991	69.0%	17.1%	13.9%	15
Office of Communications	20	64.7%	10.5%	24.8%	0
Office of the Assistant Secretary for Civil Rights	25	47.1%	32.6%	20.4%	0
Office of the Chief Economist	32	88.0%	6.0%	6.0%	0
Office of the General Counsel	49	48.9%	19.1%	32.0%	0
Office of the Inspector General	78	72.8%	15.1%	12.0%	0
Research Education and Economics	1,705	68.1%	17.6%	14.3%	15
Rural Development	1,810	64.5%	18.9%	16.6%	6

Department of Agriculture 1st Level Subagency Comparison Report

My Supervisor/Team Leader (continued)

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,838	61.4%	19.7%	19.0%	3,744
Department of Agriculture	12,830	62.2%	20.0%	17.7%	85
Departmental Management	375	57.8%	24.6%	17.7%	2
Farm and Foreign Agriculture Services	984	62.5%	20.2%	17.4%	6
Food Nutrition and Consumer Services	403	66.7%	19.4%	13.9%	2
Food Safety	1,165	61.9%	21.9%	16.2%	11
Marketing and Regulatory Programs	1,212	60.9%	21.4%	17.7%	7
National Appeals Division	28	68.0%	9.9%	22.2%	0
Natural Resources and Environment	4,964	62.1%	19.6%	18.3%	30
Office of Communications	20	55.8%	20.1%	24.1%	0
Office of the Assistant Secretary for Civil Rights	25	53.5%	22.0%	24.4%	0
Office of the Chief Economist	31	87.6%	9.5%	2.8%	0
Office of the General Counsel	49	66.5%	9.3%	24.2%	0
Office of the Inspector General	78	71.0%	10.8%	18.2%	0
Research Education and Economics	1,699	65.6%	18.2%	16.2%	12
Rural Development	1,797	60.6%	20.7%	18.7%	15

45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	335,808	64.6%	24.5%	11.0%	29,552
Department of Agriculture	12,077	67.9%	23.5%	8.5%	869
Departmental Management	354	62.1%	28.5%	9.4%	27
Farm and Foreign Agriculture Services	933	68.4%	24.4%	7.2%	64
Food Nutrition and Consumer Services	368	75.8%	17.3%	6.9%	41
Food Safety	1,093	63.6%	27.4%	9.0%	83
Marketing and Regulatory Programs	1,136	67.2%	22.4%	10.5%	85
National Appeals Division	26	74.0%	14.6%	11.4%	3
Natural Resources and Environment	4,660	68.4%	23.5%	8.1%	334
Office of Communications	20	59.9%	15.3%	24.8%	0
Office of the Assistant Secretary for Civil Rights	25	55.3%	16.3%	28.5%	0
Office of the Chief Economist	30	77.0%	20.0%	3.0%	2
Office of the General Counsel	44	71.8%	20.7%	7.5%	3
Office of the Inspector General	70	72.8%	24.2%	3.0%	8
Research Education and Economics	1,605	72.0%	20.1%	7.8%	113
Rural Development	1,713	65.1%	24.8%	10.1%	106

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My Supervisor/Team Leader (continued)

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,407	60.3%	20.8%	18.8%	1,849
Department of Agriculture	12,885	60.5%	21.8%	17.6%	51
Departmental Management	374	60.3%	20.8%	18.9%	2
Farm and Foreign Agriculture Services	988	62.1%	20.5%	17.4%	2
Food Nutrition and Consumer Services	404	60.8%	21.0%	18.2%	3
Food Safety	1,166	63.8%	21.7%	14.4%	8
Marketing and Regulatory Programs	1,215	62.9%	20.1%	17.0%	5
National Appeals Division	28	65.0%	16.2%	18.8%	0
Natural Resources and Environment	4,986	58.8%	22.7%	18.5%	17
Office of Communications	19	48.3%	25.6%	26.2%	0
Office of the Assistant Secretary for Civil Rights	24	49.3%	17.2%	33.5%	0
Office of the Chief Economist	32	78.0%	22.0%	0.0%	0
Office of the General Counsel	49	55.4%	18.7%	25.8%	0
Office of the Inspector General	78	73.4%	13.2%	13.4%	0
Research Education and Economics	1,709	62.8%	21.5%	15.7%	7
Rural Development	1,813	59.5%	22.4%	18.1%	7

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,042	64.0%	19.0%	17.0%	4,398
Department of Agriculture	12,826	66.2%	19.1%	14.7%	138
Departmental Management	376	60.7%	23.1%	16.2%	4
Farm and Foreign Agriculture Services	989	64.6%	20.5%	14.8%	7
Food Nutrition and Consumer Services	402	69.5%	21.6%	8.9%	8
Food Safety	1,156	63.4%	23.4%	13.2%	21
Marketing and Regulatory Programs	1,206	66.8%	16.4%	16.8%	17
National Appeals Division	27	71.7%	20.4%	7.9%	2
Natural Resources and Environment	4,969	67.6%	18.3%	14.1%	35
Office of Communications	20	55.4%	15.3%	29.3%	0
Office of the Assistant Secretary for Civil Rights	25	43.4%	28.5%	28.1%	0
Office of the Chief Economist	32	90.8%	6.0%	3.2%	0
Office of the General Counsel	49	57.5%	24.1%	18.4%	0
Office of the Inspector General	77	71.3%	14.9%	13.7%	1
Research Education and Economics	1,697	67.6%	17.5%	14.9%	26
Rural Development	1,801	61.1%	21.0%	17.9%	17

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My Supervisor/Team Leader (continued)

48. *My supervisor/team leader listens to what I have to say.*

	N	Positive	Neutral	Negative
Governmentwide	365,387	74.4%	13.1%	12.5%
Department of Agriculture	12,957	76.3%	12.7%	11.0%
Departmental Management	380	71.4%	17.3%	11.4%
Farm and Foreign Agriculture Services	997	78.9%	11.0%	10.1%
Food Nutrition and Consumer Services	409	83.8%	9.7%	6.5%
Food Safety	1,175	77.3%	13.0%	9.7%
Marketing and Regulatory Programs	1,225	75.2%	11.7%	13.1%
National Appeals Division	28	71.9%	9.3%	18.8%
Natural Resources and Environment	5,003	75.5%	13.3%	11.2%
Office of Communications	20	76.1%	4.7%	19.2%
Office of the Assistant Secretary for Civil Rights	25	55.3%	11.8%	32.9%
Office of the Chief Economist	32	97.2%	2.8%	0.0%
Office of the General Counsel	49	79.6%	8.0%	12.4%
Office of the Inspector General	78	86.2%	7.4%	6.3%
Research Education and Economics	1,721	79.2%	10.9%	9.9%
Rural Development	1,815	75.4%	13.6%	11.0%

49. *My supervisor/team leader treats me with respect.*

	N	Positive	Neutral	Negative
Governmentwide	364,519	79.7%	11.0%	9.4%
Department of Agriculture	12,933	80.9%	10.2%	8.9%
Departmental Management	377	78.9%	11.8%	9.2%
Farm and Foreign Agriculture Services	994	81.2%	9.5%	9.3%
Food Nutrition and Consumer Services	408	85.5%	9.9%	4.6%
Food Safety	1,177	82.0%	9.7%	8.4%
Marketing and Regulatory Programs	1,219	80.1%	10.0%	9.9%
National Appeals Division	29	75.8%	7.1%	17.0%
Natural Resources and Environment	4,993	80.8%	10.4%	8.9%
Office of Communications	20	71.2%	14.8%	14.0%
Office of the Assistant Secretary for Civil Rights	25	62.1%	5.7%	32.3%
Office of the Chief Economist	32	100.0%	0.0%	0.0%
Office of the General Counsel	49	82.3%	5.7%	12.0%
Office of the Inspector General	78	86.4%	8.2%	5.4%
Research Education and Economics	1,717	82.1%	9.6%	8.4%
Rural Development	1,815	80.0%	11.3%	8.8%

Department of Agriculture 1st Level Subagency Comparison Report

My Supervisor/Team Leader (continued)

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	364,501	76.7%	10.5%	12.8%
Department of Agriculture	12,926	85.5%	7.1%	7.4%
Departmental Management	379	89.3%	5.0%	5.7%
Farm and Foreign Agriculture Services	992	84.7%	7.1%	8.2%
Food Nutrition and Consumer Services	408	90.5%	6.2%	3.3%
Food Safety	1,173	85.3%	9.5%	5.1%
Marketing and Regulatory Programs	1,222	87.8%	6.6%	5.5%
National Appeals Division	29	93.5%	3.1%	3.4%
Natural Resources and Environment	4,994	84.1%	7.3%	8.6%
Office of Communications	20	85.0%	5.1%	9.9%
Office of the Assistant Secretary for Civil Rights	24	78.7%	0.0%	21.3%
Office of the Chief Economist	32	97.2%	0.0%	2.8%
Office of the General Counsel	49	93.2%	4.8%	2.0%
Office of the Inspector General	78	98.2%	0.5%	1.3%
Research Education and Economics	1,715	88.5%	5.6%	5.9%
Rural Development	1,811	83.0%	8.2%	8.8%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	364,718	65.8%	17.2%	17.0%
Department of Agriculture	12,936	67.2%	16.4%	16.4%
Departmental Management	379	62.7%	18.6%	18.7%
Farm and Foreign Agriculture Services	996	70.3%	15.0%	14.7%
Food Nutrition and Consumer Services	408	71.8%	16.9%	11.2%
Food Safety	1,176	67.9%	18.0%	14.1%
Marketing and Regulatory Programs	1,225	65.6%	17.5%	16.9%
National Appeals Division	29	59.9%	12.8%	27.3%
Natural Resources and Environment	4,995	66.8%	15.7%	17.5%
Office of Communications	20	55.4%	10.2%	34.4%
Office of the Assistant Secretary for Civil Rights	24	52.5%	9.8%	37.7%
Office of the Chief Economist	32	90.8%	2.8%	6.5%
Office of the General Counsel	49	69.2%	11.8%	19.0%
Office of the Inspector General	78	69.2%	21.0%	9.9%
Research Education and Economics	1,714	71.2%	15.3%	13.5%
Rural Development	1,811	63.9%	19.5%	16.6%

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My Supervisor/Team Leader (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
Governmentwide	364,643	68.4%	18.8%	12.7%
Department of Agriculture	12,926	68.9%	19.3%	11.8%
Departmental Management	378	64.2%	24.8%	11.0%
Farm and Foreign Agriculture Services	993	71.4%	18.0%	10.6%
Food Nutrition and Consumer Services	407	74.7%	17.7%	7.6%
Food Safety	1,176	69.0%	20.6%	10.4%
Marketing and Regulatory Programs	1,221	69.0%	18.7%	12.3%
National Appeals Division	29	69.6%	16.6%	13.9%
Natural Resources and Environment	4,990	67.7%	19.5%	12.8%
Office of Communications	20	55.4%	30.6%	14.0%
Office of the Assistant Secretary for Civil Rights	25	49.7%	38.5%	11.8%
Office of the Chief Economist	32	90.8%	9.2%	0.0%
Office of the General Counsel	49	71.5%	16.7%	11.8%
Office of the Inspector General	78	77.0%	17.8%	5.2%
Research Education and Economics	1,716	74.0%	16.2%	9.8%
Rural Development	1,812	66.8%	21.1%	12.1%

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Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	358,319	40.8%	26.2%	33.0%	3,649
Department of Agriculture	12,739	34.2%	29.9%	35.9%	147
Departmental Management	378	37.9%	30.0%	32.1%	1
Farm and Foreign Agriculture Services	979	36.3%	31.6%	32.1%	14
Food Nutrition and Consumer Services	401	48.5%	25.4%	26.1%	5
Food Safety	1,142	39.8%	34.3%	25.8%	29
Marketing and Regulatory Programs	1,200	37.0%	28.8%	34.2%	17
National Appeals Division	29	58.5%	9.5%	32.0%	0
Natural Resources and Environment	4,924	30.8%	29.6%	39.5%	42
Office of Communications	19	32.2%	26.8%	41.0%	1
Office of the Assistant Secretary for Civil Rights	24	34.5%	23.5%	42.1%	1
Office of the Chief Economist	32	84.6%	6.0%	9.4%	0
Office of the General Counsel	48	26.3%	31.9%	41.8%	0
Office of the Inspector General	76	44.9%	22.8%	32.2%	2
Research Education and Economics	1,694	37.5%	30.4%	32.1%	21
Rural Development	1,793	33.2%	28.1%	38.7%	14

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,438	53.6%	23.6%	22.8%	12,164
Department of Agriculture	12,408	48.9%	27.3%	23.7%	467
Departmental Management	365	52.2%	28.7%	19.2%	12
Farm and Foreign Agriculture Services	959	52.6%	25.6%	21.9%	27
Food Nutrition and Consumer Services	391	59.3%	23.1%	17.6%	16
Food Safety	1,105	51.1%	30.0%	18.9%	67
Marketing and Regulatory Programs	1,171	50.0%	24.3%	25.7%	44
National Appeals Division	28	68.6%	9.4%	22.0%	1
Natural Resources and Environment	4,813	45.7%	28.6%	25.7%	153
Office of Communications	20	40.7%	30.1%	29.2%	0
Office of the Assistant Secretary for Civil Rights	24	41.3%	12.3%	46.3%	1
Office of the Chief Economist	32	91.1%	2.8%	6.2%	0
Office of the General Counsel	47	53.7%	31.6%	14.7%	2
Office of the Inspector General	76	69.6%	17.8%	12.6%	2
Research Education and Economics	1,631	56.0%	25.2%	18.7%	80
Rural Development	1,746	45.7%	26.8%	27.5%	62

Department of Agriculture 1st Level Subagency Comparison Report

Leadership (continued)

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	344,622	62.8%	22.6%	14.6%	15,793
Department of Agriculture	12,283	62.9%	24.0%	13.2%	550
Departmental Management	362	61.4%	24.9%	13.7%	15
Farm and Foreign Agriculture Services	946	64.4%	23.2%	12.4%	38
Food Nutrition and Consumer Services	388	73.8%	15.5%	10.7%	16
Food Safety	1,094	64.1%	25.4%	10.4%	76
Marketing and Regulatory Programs	1,154	62.7%	20.7%	16.6%	55
National Appeals Division	25	77.3%	14.3%	8.4%	4
Natural Resources and Environment	4,752	61.3%	25.5%	13.2%	196
Office of Communications	20	44.5%	35.8%	19.6%	0
Office of the Assistant Secretary for Civil Rights	22	38.6%	19.7%	41.7%	2
Office of the Chief Economist	32	85.1%	12.0%	2.9%	0
Office of the General Counsel	44	70.9%	18.5%	10.5%	5
Office of the Inspector General	71	72.8%	20.5%	6.8%	7
Research Education and Economics	1,637	68.6%	19.7%	11.7%	73
Rural Development	1,736	59.3%	25.6%	15.1%	63

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	357,806	61.2%	20.3%	18.6%	3,047
Department of Agriculture	12,736	57.6%	23.2%	19.2%	120
Departmental Management	375	59.5%	21.6%	18.9%	2
Farm and Foreign Agriculture Services	985	60.9%	23.4%	15.7%	7
Food Nutrition and Consumer Services	402	70.3%	15.6%	14.1%	3
Food Safety	1,151	63.2%	24.7%	12.1%	19
Marketing and Regulatory Programs	1,202	59.1%	21.3%	19.6%	9
National Appeals Division	29	83.6%	0.0%	16.4%	0
Natural Resources and Environment	4,913	54.1%	24.4%	21.4%	40
Office of Communications	20	55.2%	29.3%	15.5%	0
Office of the Assistant Secretary for Civil Rights	23	43.7%	8.3%	48.0%	2
Office of the Chief Economist	31	87.4%	2.9%	9.7%	1
Office of the General Counsel	49	53.2%	26.2%	20.6%	0
Office of the Inspector General	75	72.0%	13.1%	14.9%	2
Research Education and Economics	1,694	59.8%	23.2%	17.0%	20
Rural Development	1,787	60.5%	19.4%	20.1%	15

Department of Agriculture 1st Level Subagency Comparison Report

Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	340,114	60.7%	23.8%	15.5%	20,067
Department of Agriculture	12,032	56.8%	27.2%	15.9%	795
Departmental Management	357	60.4%	24.7%	14.9%	22
Farm and Foreign Agriculture Services	930	62.6%	24.0%	13.4%	54
Food Nutrition and Consumer Services	374	65.2%	21.9%	12.9%	31
Food Safety	1,072	57.1%	32.4%	10.6%	100
Marketing and Regulatory Programs	1,127	56.9%	25.4%	17.7%	81
National Appeals Division	28	79.5%	9.8%	10.7%	1
Natural Resources and Environment	4,664	53.9%	28.2%	17.8%	278
Office of Communications	20	45.9%	24.7%	29.4%	0
Office of the Assistant Secretary for Civil Rights	24	49.7%	16.9%	33.4%	1
Office of the Chief Economist	31	84.0%	12.9%	3.0%	1
Office of the General Counsel	42	60.1%	21.4%	18.4%	7
Office of the Inspector General	73	75.2%	19.8%	5.0%	5
Research Education and Economics	1,571	59.5%	27.2%	13.3%	132
Rural Development	1,719	60.8%	24.5%	14.7%	82

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,863	52.3%	23.0%	24.7%	9,912
Department of Agriculture	12,494	48.7%	25.6%	25.7%	362
Departmental Management	371	49.1%	24.1%	26.8%	5
Farm and Foreign Agriculture Services	968	50.8%	24.8%	24.4%	20
Food Nutrition and Consumer Services	397	54.5%	22.0%	23.5%	9
Food Safety	1,105	50.7%	30.5%	18.8%	68
Marketing and Regulatory Programs	1,169	48.6%	25.1%	26.3%	48
National Appeals Division	28	62.2%	17.6%	20.2%	1
Natural Resources and Environment	4,831	47.4%	25.5%	27.1%	115
Office of Communications	20	60.6%	19.4%	20.0%	0
Office of the Assistant Secretary for Civil Rights	24	45.6%	8.3%	46.1%	1
Office of the Chief Economist	31	77.8%	12.5%	9.7%	1
Office of the General Counsel	48	52.7%	20.8%	26.5%	1
Office of the Inspector General	74	60.5%	23.7%	15.8%	3
Research Education and Economics	1,653	49.5%	25.4%	25.1%	57
Rural Development	1,775	48.4%	25.2%	26.5%	33

Department of Agriculture 1st Level Subagency Comparison Report

Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,160	56.1%	23.0%	20.9%	10,380
Department of Agriculture	12,449	54.9%	24.8%	20.3%	379
Departmental Management	372	53.4%	23.7%	22.9%	5
Farm and Foreign Agriculture Services	961	54.7%	25.4%	19.9%	24
Food Nutrition and Consumer Services	395	61.1%	22.2%	16.7%	11
Food Safety	1,093	51.8%	31.3%	16.9%	70
Marketing and Regulatory Programs	1,164	55.8%	23.4%	20.7%	45
National Appeals Division	27	59.4%	18.0%	22.5%	2
Natural Resources and Environment	4,841	54.6%	25.0%	20.4%	103
Office of Communications	19	63.4%	15.5%	21.1%	1
Office of the Assistant Secretary for Civil Rights	24	45.6%	8.9%	45.5%	1
Office of the Chief Economist	32	81.3%	15.8%	2.9%	0
Office of the General Counsel	47	56.7%	21.3%	22.0%	2
Office of the Inspector General	75	58.5%	21.1%	20.4%	3
Research Education and Economics	1,641	60.2%	22.1%	17.7%	71
Rural Development	1,758	50.4%	24.0%	25.6%	41

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,315	57.0%	24.3%	18.6%	18,440
Department of Agriculture	12,177	52.8%	27.9%	19.3%	669
Departmental Management	364	58.0%	25.5%	16.5%	13
Farm and Foreign Agriculture Services	950	55.8%	27.8%	16.4%	38
Food Nutrition and Consumer Services	392	68.1%	22.5%	9.4%	14
Food Safety	1,068	58.5%	25.9%	15.6%	107
Marketing and Regulatory Programs	1,150	53.7%	24.3%	22.0%	64
National Appeals Division	26	70.8%	10.2%	19.0%	3
Natural Resources and Environment	4,711	49.3%	29.6%	21.1%	227
Office of Communications	20	54.3%	15.3%	30.4%	0
Office of the Assistant Secretary for Civil Rights	24	30.5%	30.3%	39.2%	0
Office of the Chief Economist	32	87.8%	8.9%	3.2%	0
Office of the General Counsel	43	51.0%	38.2%	10.8%	5
Office of the Inspector General	75	64.6%	25.7%	9.7%	2
Research Education and Economics	1,616	58.6%	26.3%	15.1%	95
Rural Development	1,706	49.2%	29.1%	21.7%	101

Department of Agriculture 1st Level Subagency Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,566	52.3%	23.8%	23.9%	4,307
Department of Agriculture	12,701	44.7%	26.8%	28.5%	164
Departmental Management	377	53.2%	25.8%	21.0%	1
Farm and Foreign Agriculture Services	981	52.2%	25.3%	22.5%	10
Food Nutrition and Consumer Services	403	57.6%	27.0%	15.4%	3
Food Safety	1,145	54.6%	26.0%	19.5%	30
Marketing and Regulatory Programs	1,197	47.6%	24.4%	28.1%	16
National Appeals Division	28	55.6%	19.3%	25.1%	0
Natural Resources and Environment	4,889	38.7%	28.3%	33.0%	62
Office of Communications	20	65.7%	14.3%	20.0%	0
Office of the Assistant Secretary for Civil Rights	24	48.2%	0.0%	51.8%	0
Office of the Chief Economist	32	91.1%	3.2%	5.7%	0
Office of the General Counsel	49	44.1%	25.6%	30.3%	0
Office of the Inspector General	76	53.2%	22.3%	24.6%	2
Research Education and Economics	1,690	49.3%	25.0%	25.7%	23
Rural Development	1,790	46.1%	27.3%	26.6%	17

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	328,520	53.7%	27.6%	18.7%	32,091
Department of Agriculture	11,760	54.7%	29.8%	15.5%	1,085
Departmental Management	357	55.6%	27.3%	17.1%	19
Farm and Foreign Agriculture Services	927	56.6%	30.5%	12.9%	61
Food Nutrition and Consumer Services	389	71.1%	20.4%	8.5%	17
Food Safety	1,016	51.4%	33.4%	15.2%	155
Marketing and Regulatory Programs	1,094	57.3%	26.2%	16.4%	119
National Appeals Division	28	71.7%	10.3%	18.0%	1
Natural Resources and Environment	4,503	53.1%	31.3%	15.7%	440
Office of Communications	20	74.9%	9.6%	15.5%	0
Office of the Assistant Secretary for Civil Rights	22	52.8%	13.6%	33.7%	2
Office of the Chief Economist	30	73.4%	16.3%	10.2%	2
Office of the General Counsel	47	53.6%	29.1%	17.3%	2
Office of the Inspector General	75	73.1%	16.5%	10.4%	3
Research Education and Economics	1,545	58.1%	27.8%	14.1%	165
Rural Development	1,707	51.8%	29.6%	18.5%	99

Department of Agriculture 1st Level Subagency Comparison Report

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	358,999	49.5%	24.2%	26.3%
Department of Agriculture	12,794	48.0%	25.5%	26.5%
Departmental Management	376	48.0%	25.9%	26.1%
Farm and Foreign Agriculture Services	983	52.5%	24.4%	23.2%
Food Nutrition and Consumer Services	407	55.1%	22.4%	22.5%
Food Safety	1,169	52.0%	27.1%	20.9%
Marketing and Regulatory Programs	1,212	47.0%	23.9%	29.2%
National Appeals Division	28	61.0%	24.6%	14.5%
Natural Resources and Environment	4,928	45.7%	26.2%	28.1%
Office of Communications	20	49.6%	24.6%	25.8%
Office of the Assistant Secretary for Civil Rights	23	24.7%	26.9%	48.4%
Office of the Chief Economist	30	83.6%	13.4%	2.9%
Office of the General Counsel	47	51.8%	20.5%	27.6%
Office of the Inspector General	76	56.6%	21.8%	21.6%
Research Education and Economics	1,701	52.9%	23.1%	24.0%
Rural Development	1,794	45.4%	27.5%	27.2%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	358,403	47.6%	23.9%	28.5%
Department of Agriculture	12,771	41.9%	26.0%	32.1%
Departmental Management	375	47.0%	25.3%	27.7%
Farm and Foreign Agriculture Services	977	43.7%	25.7%	30.6%
Food Nutrition and Consumer Services	403	50.0%	18.5%	31.6%
Food Safety	1,164	50.2%	25.6%	24.2%
Marketing and Regulatory Programs	1,207	45.7%	23.9%	30.4%
National Appeals Division	28	49.4%	22.3%	28.3%
Natural Resources and Environment	4,923	38.4%	27.2%	34.5%
Office of Communications	20	45.3%	15.2%	39.5%
Office of the Assistant Secretary for Civil Rights	23	34.3%	12.8%	52.8%
Office of the Chief Economist	30	83.7%	6.6%	9.8%
Office of the General Counsel	49	44.9%	16.2%	38.9%
Office of the Inspector General	76	54.3%	18.3%	27.5%
Research Education and Economics	1,704	44.1%	26.8%	29.1%
Rural Development	1,792	38.9%	25.4%	35.7%

Department of Agriculture 1st Level Subagency Comparison Report

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	357,371	45.4%	24.7%	29.9%
Department of Agriculture	12,741	44.9%	26.4%	28.7%
Departmental Management	375	42.5%	29.8%	27.8%
Farm and Foreign Agriculture Services	979	43.8%	24.4%	31.8%
Food Nutrition and Consumer Services	405	53.4%	21.5%	25.1%
Food Safety	1,163	48.2%	28.5%	23.2%
Marketing and Regulatory Programs	1,205	43.3%	27.4%	29.3%
National Appeals Division	28	58.5%	11.8%	29.7%
Natural Resources and Environment	4,913	43.8%	26.8%	29.4%
Office of Communications	20	55.5%	19.7%	24.7%
Office of the Assistant Secretary for Civil Rights	23	37.6%	26.3%	36.1%
Office of the Chief Economist	30	76.7%	17.3%	6.0%
Office of the General Counsel	48	42.4%	20.7%	36.8%
Office of the Inspector General	77	62.0%	19.0%	19.1%
Research Education and Economics	1,698	51.1%	23.0%	25.9%
Rural Development	1,777	40.0%	27.6%	32.3%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	357,560	41.3%	29.7%	28.9%
Department of Agriculture	12,754	34.0%	32.8%	33.2%
Departmental Management	373	42.5%	31.6%	25.9%
Farm and Foreign Agriculture Services	980	38.0%	36.5%	25.5%
Food Nutrition and Consumer Services	404	47.2%	30.8%	22.0%
Food Safety	1,168	40.8%	35.4%	23.8%
Marketing and Regulatory Programs	1,206	37.4%	30.8%	31.8%
National Appeals Division	28	54.6%	23.4%	22.0%
Natural Resources and Environment	4,912	29.0%	33.3%	37.7%
Office of Communications	20	46.1%	19.5%	34.3%
Office of the Assistant Secretary for Civil Rights	23	34.5%	13.5%	52.0%
Office of the Chief Economist	30	76.6%	13.8%	9.6%
Office of the General Counsel	48	37.6%	31.1%	31.4%
Office of the Inspector General	77	50.4%	21.5%	28.1%
Research Education and Economics	1,700	38.6%	31.3%	30.1%
Rural Development	1,785	33.8%	31.4%	34.8%

Department of Agriculture 1st Level Subagency Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	357,563	33.6%	28.7%	37.7%
Department of Agriculture	12,760	33.2%	30.7%	36.2%
Departmental Management	375	31.7%	30.1%	38.3%
Farm and Foreign Agriculture Services	978	28.5%	35.3%	36.2%
Food Nutrition and Consumer Services	405	39.5%	26.6%	33.9%
Food Safety	1,166	43.3%	29.9%	26.8%
Marketing and Regulatory Programs	1,206	29.8%	28.8%	41.4%
National Appeals Division	28	23.6%	32.6%	43.7%
Natural Resources and Environment	4,911	34.7%	30.3%	35.0%
Office of Communications	20	34.9%	39.4%	25.7%
Office of the Assistant Secretary for Civil Rights	23	20.8%	21.3%	57.9%
Office of the Chief Economist	30	56.7%	26.9%	16.4%
Office of the General Counsel	47	20.4%	31.5%	48.1%
Office of the Inspector General	77	40.0%	38.8%	21.1%
Research Education and Economics	1,700	30.4%	32.4%	37.2%
Rural Development	1,794	22.9%	30.1%	47.1%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	357,694	49.7%	24.6%	25.7%
Department of Agriculture	12,765	47.0%	25.8%	27.2%
Departmental Management	372	35.4%	27.3%	37.4%
Farm and Foreign Agriculture Services	976	39.0%	25.8%	35.2%
Food Nutrition and Consumer Services	406	45.4%	28.0%	26.6%
Food Safety	1,167	58.7%	22.7%	18.6%
Marketing and Regulatory Programs	1,206	48.1%	27.1%	24.7%
National Appeals Division	28	60.1%	24.9%	15.0%
Natural Resources and Environment	4,922	48.3%	25.0%	26.7%
Office of Communications	20	34.9%	19.1%	46.1%
Office of the Assistant Secretary for Civil Rights	23	20.5%	30.1%	49.4%
Office of the Chief Economist	29	86.6%	6.8%	6.6%
Office of the General Counsel	48	29.4%	22.1%	48.6%
Office of the Inspector General	77	43.5%	27.0%	29.5%
Research Education and Economics	1,698	49.4%	28.9%	21.6%
Rural Development	1,793	34.5%	27.2%	38.3%

Department of Agriculture 1st Level Subagency Comparison Report

My Satisfaction (continued)

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	357,338	64.9%	18.5%	16.5%
Department of Agriculture	12,751	65.3%	19.2%	15.4%
Departmental Management	374	59.3%	22.3%	18.4%
Farm and Foreign Agriculture Services	977	67.2%	19.4%	13.4%
Food Nutrition and Consumer Services	404	75.2%	13.3%	11.5%
Food Safety	1,164	71.4%	17.6%	11.0%
Marketing and Regulatory Programs	1,202	64.6%	18.0%	17.3%
National Appeals Division	28	78.0%	22.0%	0.0%
Natural Resources and Environment	4,914	64.3%	20.0%	15.7%
Office of Communications	20	76.4%	13.7%	9.9%
Office of the Assistant Secretary for Civil Rights	22	44.2%	18.7%	37.1%
Office of the Chief Economist	30	90.5%	6.6%	2.9%
Office of the General Counsel	47	72.0%	18.4%	9.6%
Office of the Inspector General	77	73.3%	7.4%	19.4%
Research Education and Economics	1,699	67.5%	17.3%	15.3%
Rural Development	1,793	60.5%	21.5%	17.9%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	357,967	53.5%	18.2%	28.3%
Department of Agriculture	12,759	53.1%	19.0%	27.8%
Departmental Management	376	54.4%	19.3%	26.4%
Farm and Foreign Agriculture Services	976	57.6%	17.2%	25.3%
Food Nutrition and Consumer Services	406	58.8%	16.0%	25.2%
Food Safety	1,159	55.8%	19.2%	25.0%
Marketing and Regulatory Programs	1,206	50.3%	19.5%	30.2%
National Appeals Division	28	45.6%	17.7%	36.7%
Natural Resources and Environment	4,924	52.2%	19.5%	28.3%
Office of Communications	20	70.2%	19.7%	10.0%
Office of the Assistant Secretary for Civil Rights	23	46.4%	18.1%	35.5%
Office of the Chief Economist	30	56.3%	32.8%	10.9%
Office of the General Counsel	48	47.7%	25.6%	26.6%
Office of the Inspector General	76	86.7%	5.5%	7.8%
Research Education and Economics	1,698	53.1%	18.0%	28.9%
Rural Development	1,789	50.9%	20.1%	29.0%

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My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	358,271	55.6%	22.7%	21.7%
Department of Agriculture	12,762	51.0%	25.1%	23.9%
Departmental Management	375	55.1%	23.4%	21.5%
Farm and Foreign Agriculture Services	976	52.7%	27.0%	20.3%
Food Nutrition and Consumer Services	405	67.8%	20.2%	12.0%
Food Safety	1,162	58.2%	24.9%	16.9%
Marketing and Regulatory Programs	1,205	54.1%	23.4%	22.5%
National Appeals Division	28	71.7%	3.0%	25.3%
Natural Resources and Environment	4,924	47.5%	25.9%	26.6%
Office of Communications	20	49.8%	36.2%	14.0%
Office of the Assistant Secretary for Civil Rights	23	47.4%	4.2%	48.4%
Office of the Chief Economist	30	90.5%	3.4%	6.0%
Office of the General Counsel	49	53.8%	23.9%	22.3%
Office of the Inspector General	77	64.4%	15.2%	20.4%
Research Education and Economics	1,701	53.8%	24.4%	21.8%
Rural Development	1,787	46.8%	26.1%	27.2%

Department of Agriculture

1st Level Subagency Comparison Report

Work/Life

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	No	Not Sure
Governmentwide	358,004	39.1%	55.8%	5.0%
Department of Agriculture	12,768	78.6%	17.9%	3.5%
Departmental Management	374	89.0%	9.7%	1.4%
Farm and Foreign Agriculture Services	976	67.9%	26.9%	5.2%
Food Nutrition and Consumer Services	402	95.2%	3.7%	1.1%
Food Safety	1,172	32.5%	61.7%	5.8%
Marketing and Regulatory Programs	1,208	81.8%	14.7%	3.5%
National Appeals Division	28	100.0%	0.0%	0.0%
Natural Resources and Environment	4,919	82.4%	14.0%	3.6%
Office of Communications	20	94.4%	5.6%	0.0%
Office of the Assistant Secretary for Civil Rights	23	100.0%	0.0%	0.0%
Office of the Chief Economist	29	90.4%	9.6%	0.0%
Office of the General Counsel	49	90.6%	7.1%	2.3%
Office of the Inspector General	77	98.2%	1.2%	0.6%
Research Education and Economics	1,701	86.9%	11.1%	2.0%
Rural Development	1,790	89.0%	9.1%	1.9%

Department of Agriculture 1st Level Subagency Comparison Report

Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	351,757	3.3%	9.2%	4.0%	10.2%
Department of Agriculture	12,730	3.9%	14.0%	6.7%	21.4%
Departmental Management	373	3.8%	24.6%	11.3%	23.7%
Farm and Foreign Agriculture Services	974	5.4%	19.2%	4.5%	13.2%
Food Nutrition and Consumer Services	403	21.3%	37.8%	7.2%	17.7%
Food Safety	1,163	2.4%	8.2%	6.5%	6.9%
Marketing and Regulatory Programs	1,198	7.2%	20.3%	6.8%	20.0%
National Appeals Division	28	41.1%	23.7%	17.6%	6.8%
Natural Resources and Environment	4,915	3.3%	9.2%	6.4%	26.0%
Office of Communications	20	10.4%	30.1%	15.0%	18.8%
Office of the Assistant Secretary for Civil Rights	23	4.4%	16.9%	17.7%	34.6%
Office of the Chief Economist	30	0.0%	0.0%	0.0%	27.3%
Office of the General Counsel	47	0.0%	61.8%	2.1%	15.1%
Office of the Inspector General	77	3.9%	33.8%	11.0%	26.4%
Research Education and Economics	1,698	1.1%	16.3%	5.8%	20.6%
Rural Development	1,781	3.6%	19.1%	9.0%	17.5%

(continued)

Department of Agriculture 1st Level Subagency Comparison Report

Work/Life (continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	351,757	34.1%	5.5%	21.2%	12.5%
Department of Agriculture	12,730	20.8%	5.3%	8.7%	19.2%
Departmental Management	373	6.1%	2.7%	11.7%	16.1%
Farm and Foreign Agriculture Services	974	17.5%	5.9%	14.2%	20.1%
Food Nutrition and Consumer Services	403	1.7%	0.4%	3.1%	10.8%
Food Safety	1,163	63.1%	1.2%	5.8%	6.1%
Marketing and Regulatory Programs	1,198	19.7%	4.1%	10.3%	11.6%
National Appeals Division	28	0.0%	0.0%	0.0%	10.9%
Natural Resources and Environment	4,915	19.6%	6.7%	7.8%	20.9%
Office of Communications	20	0.0%	5.6%	0.0%	20.1%
Office of the Assistant Secretary for Civil Rights	23	0.0%	0.0%	13.9%	12.4%
Office of the Chief Economist	30	22.9%	2.9%	23.9%	23.0%
Office of the General Counsel	47	0.0%	0.0%	3.1%	17.9%
Office of the Inspector General	77	2.8%	0.0%	1.7%	20.4%
Research Education and Economics	1,698	17.2%	4.7%	8.2%	26.1%
Rural Development	1,781	4.5%	6.1%	12.6%	27.6%

Department of Agriculture *1st Level Subagency Comparison Report*

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	355,682	32.6%	45.2%	22.2%
Department of Agriculture	12,666	43.2%	43.7%	13.0%
Departmental Management	372	53.0%	39.7%	7.3%
Farm and Foreign Agriculture Services	972	66.1%	28.8%	5.2%
Food Nutrition and Consumer Services	404	71.3%	27.0%	1.7%
Food Safety	1,153	21.6%	36.9%	41.5%
Marketing and Regulatory Programs	1,197	36.1%	49.0%	14.9%
National Appeals Division	28	73.0%	27.0%	0.0%
Natural Resources and Environment	4,876	44.4%	45.4%	10.2%
Office of Communications	20	65.5%	29.3%	5.2%
Office of the Assistant Secretary for Civil Rights	22	50.5%	49.5%	0.0%
Office of the Chief Economist	30	20.6%	59.7%	19.7%
Office of the General Counsel	49	63.5%	32.0%	4.5%
Office of the Inspector General	77	43.4%	25.6%	30.9%
Research Education and Economics	1,694	28.5%	59.6%	11.9%
Rural Development	1,772	56.2%	33.0%	10.8%

Department of Agriculture *1st Level Subagency Comparison Report*

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	354,458	28.2%	59.4%	12.4%
Department of Agriculture	12,650	32.0%	53.2%	14.9%
Departmental Management	372	26.8%	59.2%	14.0%
Farm and Foreign Agriculture Services	969	22.0%	57.7%	20.2%
Food Nutrition and Consumer Services	401	33.7%	51.3%	15.0%
Food Safety	1,148	14.1%	61.7%	24.2%
Marketing and Regulatory Programs	1,197	25.8%	61.6%	12.6%
National Appeals Division	26	18.1%	60.4%	21.5%
Natural Resources and Environment	4,882	41.0%	47.0%	12.0%
Office of Communications	20	15.3%	79.6%	5.2%
Office of the Assistant Secretary for Civil Rights	23	12.3%	70.3%	17.4%
Office of the Chief Economist	28	28.2%	60.7%	11.1%
Office of the General Counsel	49	16.8%	51.2%	32.0%
Office of the Inspector General	76	37.4%	37.2%	25.4%
Research Education and Economics	1,695	26.9%	61.4%	11.7%
Rural Development	1,764	19.7%	54.8%	25.5%

Department of Agriculture *1st Level Subagency Comparison Report*

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	351,827	14.3%	80.0%	5.7%
Department of Agriculture	12,578	19.9%	77.5%	2.6%
Departmental Management	371	20.2%	76.5%	3.2%
Farm and Foreign Agriculture Services	970	15.5%	81.1%	3.4%
Food Nutrition and Consumer Services	398	16.7%	80.2%	3.1%
Food Safety	1,150	23.4%	74.0%	2.6%
Marketing and Regulatory Programs	1,189	19.7%	77.8%	2.4%
National Appeals Division	25	4.0%	96.0%	0.0%
Natural Resources and Environment	4,848	21.1%	76.6%	2.3%
Office of Communications	19	21.5%	73.1%	5.5%
Office of the Assistant Secretary for Civil Rights	23	13.5%	82.3%	4.2%
Office of the Chief Economist	29	18.2%	71.0%	10.8%
Office of the General Counsel	49	10.9%	84.7%	4.3%
Office of the Inspector General	75	15.1%	70.6%	14.3%
Research Education and Economics	1,677	16.6%	81.3%	2.1%
Rural Development	1,755	19.5%	77.5%	3.1%

Department of Agriculture *1st Level Subagency Comparison Report*

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	356,035	3.9%	78.7%	17.4%
Department of Agriculture	12,717	1.9%	74.4%	23.7%
Departmental Management	370	3.2%	79.5%	17.3%
Farm and Foreign Agriculture Services	976	1.8%	72.2%	26.0%
Food Nutrition and Consumer Services	403	1.2%	74.8%	24.0%
Food Safety	1,163	1.7%	72.5%	25.7%
Marketing and Regulatory Programs	1,203	2.6%	80.2%	17.2%
National Appeals Division	28	3.5%	86.2%	10.3%
Natural Resources and Environment	4,908	1.8%	73.0%	25.2%
Office of Communications	20	9.7%	85.2%	5.2%
Office of the Assistant Secretary for Civil Rights	22	4.4%	86.6%	9.0%
Office of the Chief Economist	30	3.5%	79.7%	16.8%
Office of the General Counsel	47	2.1%	72.5%	25.4%
Office of the Inspector General	77	1.6%	61.7%	36.7%
Research Education and Economics	1,693	1.8%	79.4%	18.8%
Rural Development	1,777	1.1%	70.6%	28.2%

Department of Agriculture 1st Level Subagency Comparison Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	356,650	2.6%	79.7%	17.7%
Department of Agriculture	12,736	1.7%	75.9%	22.3%
Departmental Management	374	3.9%	79.8%	16.3%
Farm and Foreign Agriculture Services	975	2.6%	73.8%	23.7%
Food Nutrition and Consumer Services	403	1.2%	73.7%	25.1%
Food Safety	1,162	2.0%	74.0%	24.0%
Marketing and Regulatory Programs	1,203	2.7%	82.8%	14.5%
National Appeals Division	28	3.5%	86.7%	9.7%
Natural Resources and Environment	4,907	1.3%	75.1%	23.6%
Office of Communications	20	5.2%	89.6%	5.2%
Office of the Assistant Secretary for Civil Rights	23	4.2%	78.4%	17.4%
Office of the Chief Economist	30	3.5%	79.5%	17.0%
Office of the General Counsel	49	2.3%	71.0%	26.7%
Office of the Inspector General	77	1.6%	58.8%	39.6%
Research Education and Economics	1,700	1.6%	79.5%	18.9%
Rural Development	1,785	1.1%	70.9%	28.0%

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	147,505	75.6%	15.3%	9.1%	8,017
Department of Agriculture	6,295	73.8%	16.8%	9.4%	142
Departmental Management	235	69.6%	14.0%	16.4%	2
Farm and Foreign Agriculture Services	469	78.4%	13.1%	8.5%	15
Food Nutrition and Consumer Services	322	86.1%	7.2%	6.7%	9
Food Safety	392	75.0%	16.0%	9.0%	12
Marketing and Regulatory Programs	700	72.4%	17.2%	10.5%	24
National Appeals Division	25	87.9%	12.1%	0.0%	0
Natural Resources and Environment	2,260	72.8%	19.0%	8.2%	49
Office of Communications	15	93.0%	7.0%	0.0%	0
Office of the Assistant Secretary for Civil Rights	15	86.6%	13.4%	0.0%	2
Office of the Chief Economist	8	36.8%	50.6%	12.6%	0
Office of the General Counsel	34	82.3%	5.5%	12.1%	2
Office of the Inspector General	56	79.9%	13.2%	6.9%	0
Research Education and Economics	852	74.9%	16.9%	8.2%	14
Rural Development	912	70.8%	14.1%	15.1%	13

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	134,642	88.7%	7.9%	3.4%	3,316
Department of Agriculture	5,758	90.3%	7.6%	2.1%	130
Departmental Management	194	92.2%	5.0%	2.8%	0
Farm and Foreign Agriculture Services	611	92.9%	5.7%	1.5%	12
Food Nutrition and Consumer Services	292	95.0%	4.4%	0.6%	2
Food Safety	366	85.0%	12.0%	3.0%	11
Marketing and Regulatory Programs	485	86.4%	9.9%	3.7%	13
National Appeals Division	20	89.7%	5.8%	4.5%	0
Natural Resources and Environment	2,144	90.3%	8.0%	1.7%	63
Office of Communications	12	91.0%	0.0%	9.0%	1
Office of the Assistant Secretary for Civil Rights	12	83.4%	16.6%	0.0%	0
Office of the Chief Economist	6	84.9%	15.1%	0.0%	0
Office of the General Counsel	28	88.9%	7.8%	3.3%	0
Office of the Inspector General	30	95.1%	1.1%	3.8%	0
Research Education and Economics	551	90.9%	6.5%	2.6%	13
Rural Development	1,007	90.2%	7.0%	2.8%	15

**The results for this item only include employees who indicated that they participated in this program.*

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Work/Life (continued)

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	Positive	Neutral	Negative	NBJ
Governmentwide	95,574	79.6%	16.9%	3.6%	7,496
Department of Agriculture	3,582	82.5%	14.3%	3.1%	197
Departmental Management	92	87.7%	12.3%	0.0%	4
Farm and Foreign Agriculture Services	205	75.3%	21.4%	3.2%	19
Food Nutrition and Consumer Services	141	80.5%	13.9%	5.6%	8
Food Safety	166	63.0%	30.7%	6.3%	28
Marketing and Regulatory Programs	304	79.6%	16.1%	4.3%	16
National Appeals Division	6	69.9%	0.0%	30.1%	1
Natural Resources and Environment	1,886	86.7%	10.8%	2.5%	61
Office of Communications	2	100.0%	0.0%	0.0%	0
Office of the Assistant Secretary for Civil Rights	3	65.8%	34.2%	0.0%	0
Office of the Chief Economist	8	75.2%	24.8%	0.0%	2
Office of the General Counsel	9	75.0%	12.9%	12.1%	0
Office of the Inspector General	23	89.2%	9.3%	1.5%	1
Research Education and Economics	432	70.8%	22.9%	6.3%	26
Rural Development	305	70.6%	27.8%	1.6%	31

*The results for this item only include employees who indicated that they participated in this program.

Department of Agriculture 1st Level Subagency Comparison Report

Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	50,775	74.1%	21.8%	4.1%	8,526
Department of Agriculture	2,376	77.2%	19.0%	3.8%	293
Departmental Management	71	77.7%	18.0%	4.3%	6
Farm and Foreign Agriculture Services	141	75.0%	20.5%	4.6%	14
Food Nutrition and Consumer Services	78	91.9%	7.2%	0.9%	12
Food Safety	247	69.0%	27.3%	3.7%	37
Marketing and Regulatory Programs	227	78.3%	19.2%	2.5%	20
National Appeals Division	1	100.0%	0.0%	0.0%	2
Natural Resources and Environment	990	78.3%	17.3%	4.4%	113
Office of Communications	5	59.9%	40.1%	0.0%	0
Office of the Assistant Secretary for Civil Rights	1	0.0%	100.0%	0.0%	2
Office of the Chief Economist	6	100.0%	0.0%	0.0%	0
Office of the General Counsel	4	100.0%	0.0%	0.0%	1
Office of the Inspector General	7	77.1%	22.9%	0.0%	4
Research Education and Economics	269	79.8%	17.0%	3.2%	33
Rural Development	329	73.2%	24.4%	2.4%	49

*The results for this item only include employees who indicated that they participated in this program.

Department of Agriculture 1st Level Subagency Comparison Report

Work/Life (continued)

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	Positive	Neutral	Negative	NBJ
Governmentwide	10,108	70.3%	25.9%	3.8%	4,459
Department of Agriculture	215	63.4%	32.0%	4.7%	118
Departmental Management	17	75.7%	24.3%	0.0%	2
Farm and Foreign Agriculture Services	19	68.8%	31.2%	0.0%	7
Food Nutrition and Consumer Services	3	16.5%	83.5%	0.0%	6
Food Safety	15	71.7%	28.3%	0.0%	17
Marketing and Regulatory Programs	31	52.4%	40.9%	6.7%	14
National Appeals Division	0	--	--	--	1
Natural Resources and Environment	72	64.5%	29.1%	6.4%	36
Office of Communications	2	53.8%	46.2%	0.0%	0
Office of the Assistant Secretary for Civil Rights	2	0.0%	100.0%	0.0%	0
Office of the Chief Economist	1	100.0%	0.0%	0.0%	0
Office of the General Counsel	1	100.0%	0.0%	0.0%	2
Office of the Inspector General	3	29.6%	36.7%	33.7%	0
Research Education and Economics	29	69.4%	24.5%	6.1%	17
Rural Development	20	53.6%	46.4%	0.0%	16

*The results for this item only include employees who indicated that they participated in this program.

Department of Agriculture 1st Level Subagency Comparison Report

Work/Life (continued)

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,391	66.3%	31.3%	2.3%	3,445
Department of Agriculture	209	70.9%	27.4%	1.7%	93
Departmental Management	15	81.6%	18.4%	0.0%	2
Farm and Foreign Agriculture Services	27	81.4%	18.6%	0.0%	7
Food Nutrition and Consumer Services	4	51.8%	48.2%	0.0%	5
Food Safety	16	67.4%	32.6%	0.0%	17
Marketing and Regulatory Programs	33	75.3%	24.7%	0.0%	12
National Appeals Division	0	--	--	--	1
Natural Resources and Environment	61	65.2%	32.3%	2.5%	29
Office of Communications	1	100.0%	0.0%	0.0%	0
Office of the Assistant Secretary for Civil Rights	1	0.0%	100.0%	0.0%	0
Office of the Chief Economist	1	100.0%	0.0%	0.0%	0
Office of the General Counsel	1	100.0%	0.0%	0.0%	0
Office of the Inspector General	1	100.0%	0.0%	0.0%	0
Research Education and Economics	27	70.5%	25.3%	4.2%	12
Rural Development	21	60.2%	33.4%	6.5%	8

*The results for this item only include employees who indicated that they participated in this program.

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Demographic Questions

85. *Where do you work?*

	N	%
Headquarters	3,911	30.8%
Field	8,798	69.2%

86. *What is your supervisory status?*

	N	%
Non-Supervisor	7,746	60.9%
Team Leader	1,461	11.5%
Supervisor	2,440	19.2%
Manager	869	6.8%
Executive	205	1.6%

87. *Are you:*

	N	%
Male	6,243	49.5%
Female	6,377	50.5%

88. *Are you Hispanic or Latino?*

	N	%
Yes	920	7.4%
No	11,573	92.6%

89. *Race*

	N	%
American Indian or Alaska Native	239	2.0%
Asian	375	3.1%
Black or African American	1,325	10.8%
Native Hawaiian or Other Pacific Islander	54	0.4%
White	9,775	80.0%
Two or more races (Not Hispanic or Latino)	448	3.7%

Department of Agriculture *1st Level Subagency Comparison Report*

Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	120	1.0%
26-29	379	3.0%
30-39	1,961	15.6%
40-49	3,207	25.6%
50-59	5,129	40.9%
60 or older	1,752	14.0%

91. What is your pay category/grade?

	N	%
Federal Wage System	129	1.0%
GS 1-6	711	5.6%
GS 7-12	8,200	64.7%
GS 13-15	3,180	25.1%
Senior Executive Service	178	1.4%
Senior Level (SL) or Scientific or Professional (ST)	16	0.1%
Other	269	2.1%

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

	N	%
Less than 1 year	53	0.4%
1 to 3 years	902	7.1%
4 to 5 years	890	7.0%
6 to 10 years	1,896	14.9%
11 to 14 years	1,740	13.7%
15 to 20 years	1,410	11.1%
More than 20 years	5,799	45.7%

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

	N	%
Less than 1 year	126	1.0%
1 to 3 years	1,394	11.0%
4 to 5 years	1,141	9.0%
6 to 10 years	2,253	17.8%
11 to 20 years	3,034	24.0%
More than 20 years	4,710	37.2%

Department of Agriculture

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Demographic Questions (continued)

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

	N	%
No	8,832	69.8%
Yes, to retire	866	6.8%
Yes, to take another job within the Federal Government	1,768	14.0%
Yes, to take another job outside the Federal Government	628	5.0%
Yes, other	555	4.4%

95. I am planning to retire:

	N	%
Within one year	473	3.8%
Between one and three years	1,451	11.6%
Between three and five years	1,563	12.5%
Five or more years	9,057	72.2%

96. Self-Identify as:

	N	%
Heterosexual or Straight	10,159	84.4%
Gay, Lesbian, Bisexual, or Transgender	311	2.6%
I prefer not to say	1,566	13.0%

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	1,694	13.4%
No	10,945	86.6%

98. Are you an individual with a disability?

	N	%
Yes	1,283	10.2%
No	11,317	89.8%