

2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Comparison
Report

Department of Agriculture



Department of Agriculture *1st Level Subagency Comparison Report*

This 2016 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	407,789	45.8%
Department of Agriculture	22,878	61.3%
Departmental Management (DM)	500	77.8%
Farm and Foreign Agricultural Services (FFAS)	4,163	77.5%
Food Safety (FS)	1,538	58.0%
Food, Nutrition and Consumer Services (FNCS)	589	75.0%
Marketing and Regulatory Programs (MRP)	2,031	61.4%
National Appeals Division (NAD)	63	87.5%
Natural Resources and Environment (NRE)	7,822	53.1%
Office of Budget & Program Analysis (BPA)	25	62.5%
Office of Communications (OC)	39	69.6%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	67.0%
Office of the Chief Economist (OCE)	35	72.9%
Office of the Chief Financial Officer (CFO)	478	45.2%
Office of the General Counsel (OGC)	196	77.8%
Office of the Inspector General (OIG)	154	68.4%
Office of the Secretary	15	42.9%
Research, Education and Economics (REE)	3,255	65.3%
Rural Development (RD)	1,858	65.2%

New for 2016

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

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"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"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: Response rates are not displayed in the Response Summary table when there are fewer than 4 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

Department of Agriculture

1st Level Subagency Comparison Report

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	406,992	62.6%	16.3%	21.1%
Department of Agriculture	22,826	66.5%	16.8%	16.7%
Departmental Management (DM)	498	63.5%	15.5%	21.1%
Farm and Foreign Agricultural Services (FFAS)	4,148	65.6%	21.4%	13.0%
Food Safety (FS)	1,536	65.6%	18.4%	15.9%
Food, Nutrition and Consumer Services (FNCS)	587	68.4%	15.1%	16.6%
Marketing and Regulatory Programs (MRP)	2,028	67.8%	14.9%	17.3%
National Appeals Division (NAD)	63	82.8%	12.5%	4.7%
Natural Resources and Environment (NRE)	7,810	67.3%	15.7%	17.0%
Office of Budget & Program Analysis (BPA)	25	65.6%	12.6%	21.8%
Office of Communications (OC)	39	57.0%	17.6%	25.4%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	52.1%	16.6%	31.3%
Office of the Chief Economist (OCE)	35	85.6%	12.0%	2.5%
Office of the Chief Financial Officer (CFO)	476	56.0%	16.3%	27.7%
Office of the General Counsel (OGC)	195	77.5%	10.1%	12.4%
Office of the Inspector General (OIG)	154	77.4%	10.4%	12.1%
Office of the Secretary	15	63.6%	16.2%	20.3%
Research, Education and Economics (REE)	3,248	67.0%	16.0%	17.0%
Rural Development (RD)	1,852	63.1%	17.5%	19.4%

Department of Agriculture *1st Level Subagency Comparison Report*

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	404,152	70.2%	14.7%	15.1%
Department of Agriculture	22,699	69.0%	15.9%	15.1%
Departmental Management (DM)	497	68.9%	16.1%	15.0%
Farm and Foreign Agricultural Services (FFAS)	4,122	63.7%	20.2%	16.1%
Food Safety (FS)	1,532	74.8%	13.1%	12.2%
Food, Nutrition and Consumer Services (FNCS)	580	65.2%	16.0%	18.8%
Marketing and Regulatory Programs (MRP)	2,015	74.8%	12.5%	12.7%
National Appeals Division (NAD)	62	88.0%	8.5%	3.5%
Natural Resources and Environment (NRE)	7,759	67.8%	16.3%	15.9%
Office of Budget & Program Analysis (BPA)	24	56.4%	12.2%	31.5%
Office of Communications (OC)	39	75.0%	12.5%	12.5%
Office of the Asst. Sec. for Civil Rights (OASCR)	74	62.9%	19.7%	17.4%
Office of the Chief Economist (OCE)	35	88.4%	5.3%	6.3%
Office of the Chief Financial Officer (CFO)	473	61.9%	15.8%	22.4%
Office of the General Counsel (OGC)	195	82.9%	10.5%	6.6%
Office of the Inspector General (OIG)	152	85.3%	4.8%	10.0%
Office of the Secretary	15	78.1%	8.1%	13.8%
Research, Education and Economics (REE)	3,235	73.4%	14.1%	12.5%
Rural Development (RD)	1,848	66.9%	16.2%	16.9%

Department of Agriculture

1st Level Subagency Comparison Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	401,408	57.7%	18.0%	24.3%
Department of Agriculture	22,497	58.7%	20.5%	20.9%
Departmental Management (DM)	495	64.4%	16.5%	19.1%
Farm and Foreign Agricultural Services (FFAS)	4,085	58.5%	24.7%	16.9%
Food Safety (FS)	1,509	53.3%	25.1%	21.6%
Food, Nutrition and Consumer Services (FNCS)	587	64.7%	15.9%	19.3%
Marketing and Regulatory Programs (MRP)	1,992	60.7%	17.9%	21.4%
National Appeals Division (NAD)	62	63.3%	21.1%	15.6%
Natural Resources and Environment (NRE)	7,709	57.3%	20.0%	22.7%
Office of Budget & Program Analysis (BPA)	25	27.3%	28.5%	44.3%
Office of Communications (OC)	39	72.2%	5.2%	22.6%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	52.4%	13.4%	34.2%
Office of the Chief Economist (OCE)	34	82.3%	5.5%	12.1%
Office of the Chief Financial Officer (CFO)	469	58.8%	15.2%	26.0%
Office of the General Counsel (OGC)	195	69.3%	12.9%	17.8%
Office of the Inspector General (OIG)	152	71.6%	14.5%	14.0%
Office of the Secretary	15	71.6%	8.1%	20.3%
Research, Education and Economics (REE)	3,196	66.0%	17.0%	17.1%
Rural Development (RD)	1,817	57.4%	21.1%	21.5%

Department of Agriculture

1st Level Subagency Comparison Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	404,402	71.6%	14.3%	14.1%
Department of Agriculture	22,704	73.9%	14.6%	11.5%
Departmental Management (DM)	496	73.7%	11.2%	15.1%
Farm and Foreign Agricultural Services (FFAS)	4,116	79.3%	13.5%	7.2%
Food Safety (FS)	1,525	74.1%	15.4%	10.5%
Food, Nutrition and Consumer Services (FNCS)	587	76.7%	13.3%	10.1%
Marketing and Regulatory Programs (MRP)	2,019	71.5%	15.5%	13.0%
National Appeals Division (NAD)	63	93.3%	3.4%	3.3%
Natural Resources and Environment (NRE)	7,774	71.7%	15.0%	13.3%
Office of Budget & Program Analysis (BPA)	25	51.9%	21.6%	26.5%
Office of Communications (OC)	39	73.9%	15.9%	10.2%
Office of the Asst. Sec. for Civil Rights (OASCR)	74	66.8%	13.5%	19.6%
Office of the Chief Economist (OCE)	35	85.2%	6.1%	8.7%
Office of the Chief Financial Officer (CFO)	472	69.7%	14.1%	16.2%
Office of the General Counsel (OGC)	195	78.0%	12.8%	9.2%
Office of the Inspector General (OIG)	154	80.9%	10.6%	8.5%
Office of the Secretary	15	79.7%	5.7%	14.6%
Research, Education and Economics (REE)	3,232	75.4%	14.9%	9.7%
Rural Development (RD)	1,843	76.5%	14.0%	9.5%

Department of Agriculture

1st Level Subagency Comparison Report

My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	401,675	83.2%	10.8%	6.1%
Department of Agriculture	22,539	85.8%	9.7%	4.5%
Departmental Management (DM)	494	83.0%	10.7%	6.3%
Farm and Foreign Agricultural Services (FFAS)	4,115	89.4%	8.0%	2.6%
Food Safety (FS)	1,514	86.2%	10.0%	3.8%
Food, Nutrition and Consumer Services (FNCS)	581	84.0%	9.6%	6.3%
Marketing and Regulatory Programs (MRP)	2,007	84.2%	10.1%	5.7%
National Appeals Division (NAD)	61	91.1%	5.5%	3.4%
Natural Resources and Environment (NRE)	7,700	85.0%	10.1%	4.9%
Office of Budget & Program Analysis (BPA)	24	71.7%	23.1%	5.2%
Office of Communications (OC)	39	89.8%	5.1%	5.0%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	78.0%	15.3%	6.7%
Office of the Chief Economist (OCE)	34	90.3%	3.2%	6.5%
Office of the Chief Financial Officer (CFO)	460	80.5%	10.3%	9.3%
Office of the General Counsel (OGC)	195	84.4%	10.6%	5.0%
Office of the Inspector General (OIG)	154	89.9%	8.0%	2.1%
Office of the Secretary	14	93.8%	0.0%	6.2%
Research, Education and Economics (REE)	3,206	85.9%	10.0%	4.1%
Rural Development (RD)	1,824	86.1%	9.4%	4.5%

Department of Agriculture *1st Level Subagency Comparison Report*

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	402,718	79.4%	11.0%	9.6%
Department of Agriculture	22,608	80.2%	11.3%	8.5%
Departmental Management (DM)	492	78.3%	10.5%	11.3%
Farm and Foreign Agricultural Services (FFAS)	4,118	84.3%	10.1%	5.6%
Food Safety (FS)	1,523	84.7%	8.7%	6.6%
Food, Nutrition and Consumer Services (FNCS)	583	73.2%	14.1%	12.6%
Marketing and Regulatory Programs (MRP)	2,010	80.4%	11.3%	8.2%
National Appeals Division (NAD)	63	89.1%	6.2%	4.7%
Natural Resources and Environment (NRE)	7,740	77.8%	12.6%	9.7%
Office of Budget & Program Analysis (BPA)	24	68.5%	4.2%	27.2%
Office of Communications (OC)	39	81.2%	4.4%	14.4%
Office of the Asst. Sec. for Civil Rights (OASCR)	71	75.7%	11.5%	12.8%
Office of the Chief Economist (OCE)	35	86.6%	4.7%	8.7%
Office of the Chief Financial Officer (CFO)	475	75.7%	12.5%	11.8%
Office of the General Counsel (OGC)	194	81.3%	8.5%	10.2%
Office of the Inspector General (OIG)	150	84.2%	10.7%	5.1%
Office of the Secretary	14	85.1%	0.0%	14.9%
Research, Education and Economics (REE)	3,211	82.1%	10.5%	7.4%
Rural Development (RD)	1,824	80.4%	10.0%	9.5%

Department of Agriculture *1st Level Subagency Comparison Report*

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	404,739	95.7%	2.7%	1.6%
Department of Agriculture	22,702	96.5%	2.4%	1.2%
Departmental Management (DM)	493	95.0%	3.3%	1.7%
Farm and Foreign Agricultural Services (FFAS)	4,125	98.0%	1.4%	0.6%
Food Safety (FS)	1,530	96.9%	2.3%	0.8%
Food, Nutrition and Consumer Services (FNCS)	583	97.2%	2.3%	0.6%
Marketing and Regulatory Programs (MRP)	2,018	96.2%	2.2%	1.6%
National Appeals Division (NAD)	62	98.5%	1.5%	0.0%
Natural Resources and Environment (NRE)	7,767	95.7%	2.9%	1.4%
Office of Budget & Program Analysis (BPA)	25	91.6%	4.0%	4.4%
Office of Communications (OC)	38	100.0%	0.0%	0.0%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	95.6%	1.5%	2.9%
Office of the Chief Economist (OCE)	35	95.0%	0.0%	5.0%
Office of the Chief Financial Officer (CFO)	473	96.3%	2.5%	1.2%
Office of the General Counsel (OGC)	195	99.0%	1.0%	0.0%
Office of the Inspector General (OIG)	153	97.5%	1.1%	1.4%
Office of the Secretary	15	91.9%	0.0%	8.1%
Research, Education and Economics (REE)	3,230	97.2%	1.7%	1.1%
Rural Development (RD)	1,843	96.8%	2.3%	1.0%

Department of Agriculture *1st Level Subagency Comparison Report*

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	405,416	90.9%	7.2%	1.8%
Department of Agriculture	22,753	91.5%	7.3%	1.2%
Departmental Management (DM)	497	92.6%	6.1%	1.3%
Farm and Foreign Agricultural Services (FFAS)	4,135	93.4%	6.3%	0.4%
Food Safety (FS)	1,522	91.1%	8.0%	0.8%
Food, Nutrition and Consumer Services (FNCS)	583	91.7%	8.2%	0.1%
Marketing and Regulatory Programs (MRP)	2,028	91.4%	7.5%	1.1%
National Appeals Division (NAD)	63	97.1%	2.9%	0.0%
Natural Resources and Environment (NRE)	7,788	90.9%	7.6%	1.5%
Office of Budget & Program Analysis (BPA)	23	86.0%	4.8%	9.2%
Office of Communications (OC)	39	94.6%	2.4%	3.0%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	89.2%	9.3%	1.4%
Office of the Chief Economist (OCE)	35	93.7%	0.0%	6.3%
Office of the Chief Financial Officer (CFO)	473	91.1%	6.8%	2.1%
Office of the General Counsel (OGC)	195	87.9%	11.1%	1.1%
Office of the Inspector General (OIG)	154	93.9%	5.0%	1.1%
Office of the Secretary	15	86.2%	5.7%	8.1%
Research, Education and Economics (REE)	3,238	90.1%	8.3%	1.5%
Rural Development (RD)	1,848	92.8%	5.9%	1.3%

Department of Agriculture *1st Level Subagency Comparison Report*

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	405,568	46.6%	16.0%	37.5%	922
Department of Agriculture	22,773	44.4%	16.7%	38.9%	37
Departmental Management (DM)	499	50.4%	17.6%	31.9%	0
Farm and Foreign Agricultural Services (FFAS)	4,143	41.4%	19.2%	39.4%	5
Food Safety (FS)	1,529	63.6%	15.2%	21.2%	3
Food, Nutrition and Consumer Services (FNCS)	587	52.7%	16.7%	30.6%	1
Marketing and Regulatory Programs (MRP)	2,018	56.2%	16.0%	27.8%	4
National Appeals Division (NAD)	63	82.2%	11.8%	5.9%	0
Natural Resources and Environment (NRE)	7,796	36.9%	16.6%	46.6%	11
Office of Budget & Program Analysis (BPA)	25	40.7%	25.9%	33.4%	0
Office of Communications (OC)	39	45.1%	17.1%	37.8%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	73	50.0%	15.1%	34.9%	1
Office of the Chief Economist (OCE)	35	80.1%	7.8%	12.1%	0
Office of the Chief Financial Officer (CFO)	474	46.8%	17.4%	35.8%	1
Office of the General Counsel (OGC)	194	48.8%	16.5%	34.7%	0
Office of the Inspector General (OIG)	153	60.5%	10.4%	29.1%	0
Office of the Secretary	15	76.3%	8.1%	15.6%	0
Research, Education and Economics (REE)	3,239	47.6%	15.5%	37.0%	7
Rural Development (RD)	1,849	41.8%	17.0%	41.3%	4

Department of Agriculture *1st Level Subagency Comparison Report*

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,398	57.5%	16.2%	26.3%	693
Department of Agriculture	22,661	52.3%	17.6%	30.2%	18
Departmental Management (DM)	495	53.9%	19.0%	27.2%	0
Farm and Foreign Agricultural Services (FFAS)	4,116	50.3%	18.7%	31.0%	3
Food Safety (FS)	1,518	66.2%	15.7%	18.1%	2
Food, Nutrition and Consumer Services (FNCS)	583	53.9%	16.8%	29.3%	1
Marketing and Regulatory Programs (MRP)	2,020	60.7%	16.4%	22.9%	1
National Appeals Division (NAD)	63	71.8%	18.0%	10.2%	0
Natural Resources and Environment (NRE)	7,753	45.6%	18.3%	36.1%	9
Office of Budget & Program Analysis (BPA)	25	35.7%	29.2%	35.1%	0
Office of Communications (OC)	39	51.8%	25.1%	23.1%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	74	57.4%	20.8%	21.8%	0
Office of the Chief Economist (OCE)	35	81.7%	12.1%	6.2%	0
Office of the Chief Financial Officer (CFO)	473	57.5%	15.9%	26.5%	0
Office of the General Counsel (OGC)	192	59.8%	16.4%	23.8%	1
Office of the Inspector General (OIG)	152	64.7%	16.3%	19.0%	0
Office of the Secretary	15	65.9%	8.1%	26.1%	0
Research, Education and Economics (REE)	3,226	59.6%	16.8%	23.6%	1
Rural Development (RD)	1,840	51.2%	16.2%	32.6%	0

Department of Agriculture *1st Level Subagency Comparison Report*

My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	394,751	58.4%	16.5%	25.1%	1,759
Department of Agriculture	22,124	61.8%	17.2%	20.9%	60
Departmental Management (DM)	487	61.3%	16.5%	22.1%	0
Farm and Foreign Agricultural Services (FFAS)	4,037	67.7%	19.0%	13.3%	12
Food Safety (FS)	1,487	64.8%	17.5%	17.7%	4
Food, Nutrition and Consumer Services (FNCS)	576	60.0%	15.2%	24.8%	1
Marketing and Regulatory Programs (MRP)	1,968	59.7%	16.0%	24.3%	2
National Appeals Division (NAD)	62	77.9%	11.9%	10.2%	0
Natural Resources and Environment (NRE)	7,543	59.6%	17.2%	23.2%	25
Office of Budget & Program Analysis (BPA)	22	51.2%	19.4%	29.4%	0
Office of Communications (OC)	38	68.2%	13.2%	18.6%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	71	57.2%	15.1%	27.8%	1
Office of the Chief Economist (OCE)	35	77.4%	13.9%	8.7%	0
Office of the Chief Financial Officer (CFO)	457	53.0%	16.2%	30.8%	2
Office of the General Counsel (OGC)	191	67.7%	12.5%	19.9%	1
Office of the Inspector General (OIG)	149	67.2%	13.7%	19.1%	0
Office of the Secretary	14	79.0%	0.0%	21.0%	0
Research, Education and Economics (REE)	3,151	62.1%	17.1%	20.7%	7
Rural Development (RD)	1,800	62.3%	17.6%	20.1%	5

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,835	83.1%	9.9%	7.0%	1,337
Department of Agriculture	22,631	84.1%	10.0%	5.9%	48
Departmental Management (DM)	497	83.9%	10.5%	5.6%	1
Farm and Foreign Agricultural Services (FFAS)	4,113	86.3%	10.4%	3.3%	5
Food Safety (FS)	1,525	87.8%	7.5%	4.7%	1
Food, Nutrition and Consumer Services (FNCS)	584	88.0%	7.0%	5.1%	0
Marketing and Regulatory Programs (MRP)	2,005	85.3%	8.0%	6.7%	6
National Appeals Division (NAD)	63	96.6%	1.4%	1.9%	0
Natural Resources and Environment (NRE)	7,736	81.2%	11.6%	7.2%	21
Office of Budget & Program Analysis (BPA)	25	69.1%	26.5%	4.4%	0
Office of Communications (OC)	39	84.3%	5.2%	10.5%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	72	78.5%	13.2%	8.3%	0
Office of the Chief Economist (OCE)	35	90.6%	3.1%	6.3%	0
Office of the Chief Financial Officer (CFO)	473	80.9%	9.7%	9.5%	0
Office of the General Counsel (OGC)	195	86.5%	5.8%	7.8%	1
Office of the Inspector General (OIG)	152	89.5%	5.0%	5.5%	0
Office of the Secretary	15	100.0%	0.0%	0.0%	0
Research, Education and Economics (REE)	3,226	84.5%	10.3%	5.1%	7
Rural Development (RD)	1,834	89.4%	6.7%	3.8%	6

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,340	90.3%	6.6%	3.2%	1,152
Department of Agriculture	22,420	90.2%	7.2%	2.6%	63
Departmental Management (DM)	492	91.2%	7.0%	1.8%	2
Farm and Foreign Agricultural Services (FFAS)	4,082	93.7%	5.3%	1.0%	6
Food Safety (FS)	1,513	93.6%	4.5%	2.0%	3
Food, Nutrition and Consumer Services (FNCS)	574	91.2%	6.0%	2.8%	1
Marketing and Regulatory Programs (MRP)	1,993	89.6%	7.3%	3.1%	8
National Appeals Division (NAD)	61	92.5%	5.5%	2.0%	0
Natural Resources and Environment (NRE)	7,682	88.0%	8.7%	3.3%	24
Office of Budget & Program Analysis (BPA)	24	76.2%	9.1%	14.7%	0
Office of Communications (OC)	39	92.5%	7.5%	0.0%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	73	86.5%	6.6%	6.9%	0
Office of the Chief Economist (OCE)	33	93.5%	2.8%	3.7%	1
Office of the Chief Financial Officer (CFO)	457	88.3%	7.5%	4.2%	2
Office of the General Counsel (OGC)	191	90.3%	6.5%	3.2%	1
Office of the Inspector General (OIG)	154	88.4%	10.1%	1.5%	0
Office of the Secretary	14	100.0%	0.0%	0.0%	0
Research, Education and Economics (REE)	3,183	89.4%	8.0%	2.6%	10
Rural Development (RD)	1,814	93.3%	4.6%	2.1%	5

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

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	403,735	65.7%	14.0%	20.3%	1,775
Department of Agriculture	22,692	70.3%	14.2%	15.5%	65
Departmental Management (DM)	496	78.0%	12.7%	9.3%	2
Farm and Foreign Agricultural Services (FFAS)	4,127	69.8%	14.1%	16.1%	8
Food Safety (FS)	1,526	70.5%	17.4%	12.1%	5
Food, Nutrition and Consumer Services (FNCS)	583	63.9%	14.4%	21.7%	3
Marketing and Regulatory Programs (MRP)	2,016	74.5%	14.8%	10.7%	8
National Appeals Division (NAD)	63	86.5%	4.8%	8.7%	0
Natural Resources and Environment (NRE)	7,770	70.5%	13.7%	15.8%	19
Office of Budget & Program Analysis (BPA)	25	75.4%	11.9%	12.6%	0
Office of Communications (OC)	39	84.2%	7.8%	8.0%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	74	57.0%	17.4%	25.5%	0
Office of the Chief Economist (OCE)	35	90.5%	3.3%	6.3%	0
Office of the Chief Financial Officer (CFO)	469	63.2%	14.6%	22.2%	2
Office of the General Counsel (OGC)	193	77.1%	7.2%	15.7%	1
Office of the Inspector General (OIG)	151	80.9%	10.3%	8.8%	2
Office of the Secretary	15	67.5%	12.2%	20.3%	0
Research, Education and Economics (REE)	3,231	68.9%	14.7%	16.4%	6
Rural Development (RD)	1,837	65.6%	12.3%	22.1%	9

Department of Agriculture *1st Level Subagency Comparison Report*

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,544	69.6%	14.3%	16.2%	6,003
Department of Agriculture	22,533	70.7%	14.4%	14.9%	212
Departmental Management (DM)	495	80.5%	8.4%	11.1%	4
Farm and Foreign Agricultural Services (FFAS)	4,109	74.4%	13.8%	11.8%	26
Food Safety (FS)	1,504	68.4%	15.1%	16.5%	19
Food, Nutrition and Consumer Services (FNCS)	580	75.7%	10.7%	13.6%	7
Marketing and Regulatory Programs (MRP)	1,998	72.6%	13.2%	14.3%	19
National Appeals Division (NAD)	62	82.9%	14.2%	2.8%	1
Natural Resources and Environment (NRE)	7,710	68.7%	15.6%	15.7%	82
Office of Budget & Program Analysis (BPA)	25	62.6%	21.4%	16.1%	0
Office of Communications (OC)	38	74.0%	17.8%	8.2%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	72	66.6%	12.8%	20.7%	1
Office of the Chief Economist (OCE)	33	87.1%	6.2%	6.7%	2
Office of the Chief Financial Officer (CFO)	466	62.9%	13.8%	23.3%	7
Office of the General Counsel (OGC)	193	76.1%	10.9%	13.0%	3
Office of the Inspector General (OIG)	154	80.7%	8.1%	11.2%	0
Office of the Secretary	13	88.7%	0.0%	11.3%	2
Research, Education and Economics (REE)	3,215	71.8%	13.9%	14.3%	18
Rural Development (RD)	1,826	71.3%	13.5%	15.2%	19

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,229	81.6%	12.1%	6.3%	1,953
Department of Agriculture	22,615	85.2%	10.3%	4.4%	78
Departmental Management (DM)	498	89.6%	8.3%	2.1%	1
Farm and Foreign Agricultural Services (FFAS)	4,120	88.6%	8.8%	2.7%	8
Food Safety (FS)	1,519	85.7%	10.3%	4.0%	5
Food, Nutrition and Consumer Services (FNCS)	577	87.6%	9.8%	2.5%	5
Marketing and Regulatory Programs (MRP)	2,000	83.0%	11.0%	5.9%	6
National Appeals Division (NAD)	61	87.0%	9.6%	3.4%	0
Natural Resources and Environment (NRE)	7,746	83.2%	11.4%	5.4%	27
Office of Budget & Program Analysis (BPA)	25	78.6%	21.4%	0.0%	0
Office of Communications (OC)	39	82.5%	12.5%	5.0%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	74	84.2%	9.5%	6.3%	1
Office of the Chief Economist (OCE)	35	88.3%	9.3%	2.5%	0
Office of the Chief Financial Officer (CFO)	472	84.2%	9.5%	6.4%	1
Office of the General Counsel (OGC)	192	79.3%	14.4%	6.3%	3
Office of the Inspector General (OIG)	153	90.1%	7.5%	2.4%	0
Office of the Secretary	15	87.8%	12.2%	0.0%	0
Research, Education and Economics (REE)	3,212	88.1%	9.0%	3.0%	16
Rural Development (RD)	1,835	87.8%	8.7%	3.5%	5

Department of Agriculture *1st Level Subagency Comparison Report*

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	386,924	62.1%	18.1%	19.8%	17,784
Department of Agriculture	21,897	62.5%	19.3%	18.2%	839
Departmental Management (DM)	476	61.4%	20.7%	17.9%	20
Farm and Foreign Agricultural Services (FFAS)	4,019	65.4%	20.7%	13.9%	108
Food Safety (FS)	1,492	68.0%	17.4%	14.7%	38
Food, Nutrition and Consumer Services (FNCS)	552	57.7%	20.8%	21.4%	32
Marketing and Regulatory Programs (MRP)	1,948	61.9%	18.6%	19.5%	70
National Appeals Division (NAD)	59	67.7%	17.7%	14.5%	4
Natural Resources and Environment (NRE)	7,522	62.3%	18.7%	19.0%	264
Office of Budget & Program Analysis (BPA)	25	54.0%	15.0%	31.0%	0
Office of Communications (OC)	37	55.7%	32.4%	11.9%	2
Office of the Asst. Sec. for Civil Rights (OASCR)	70	48.4%	15.5%	36.1%	4
Office of the Chief Economist (OCE)	31	73.3%	9.4%	17.3%	4
Office of the Chief Financial Officer (CFO)	453	52.1%	23.3%	24.6%	20
Office of the General Counsel (OGC)	181	70.3%	12.6%	17.1%	13
Office of the Inspector General (OIG)	144	74.5%	12.0%	13.5%	8
Office of the Secretary	15	79.7%	13.8%	6.5%	0
Research, Education and Economics (REE)	3,047	59.1%	21.5%	19.4%	192
Rural Development (RD)	1,786	56.3%	20.4%	23.3%	58

Department of Agriculture *1st Level Subagency Comparison Report*

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,073	52.9%	22.9%	24.2%	4,002
Department of Agriculture	22,596	55.2%	24.1%	20.8%	146
Departmental Management (DM)	497	57.2%	21.5%	21.3%	3
Farm and Foreign Agricultural Services (FFAS)	4,111	53.7%	28.9%	17.4%	21
Food Safety (FS)	1,513	58.9%	24.9%	16.2%	9
Food, Nutrition and Consumer Services (FNCS)	582	45.3%	26.1%	28.5%	5
Marketing and Regulatory Programs (MRP)	2,011	55.4%	22.4%	22.3%	12
National Appeals Division (NAD)	61	76.8%	11.7%	11.5%	1
Natural Resources and Environment (NRE)	7,743	56.4%	22.2%	21.4%	47
Office of Budget & Program Analysis (BPA)	25	64.5%	13.7%	21.8%	0
Office of Communications (OC)	39	36.3%	31.4%	32.3%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	73	51.1%	15.4%	33.5%	1
Office of the Chief Economist (OCE)	35	81.3%	18.7%	0.0%	0
Office of the Chief Financial Officer (CFO)	463	48.1%	22.3%	29.7%	6
Office of the General Counsel (OGC)	194	67.1%	14.3%	18.6%	0
Office of the Inspector General (OIG)	153	67.9%	12.7%	19.4%	1
Office of the Secretary	15	73.2%	6.5%	20.3%	0
Research, Education and Economics (REE)	3,212	51.3%	28.4%	20.3%	26
Rural Development (RD)	1,827	50.9%	24.1%	25.0%	14

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	396,712	69.0%	13.6%	17.3%	10,380
Department of Agriculture	22,526	69.9%	13.2%	16.9%	319
Departmental Management (DM)	494	79.1%	8.9%	11.9%	6
Farm and Foreign Agricultural Services (FFAS)	4,100	72.6%	13.5%	13.9%	54
Food Safety (FS)	1,516	74.8%	12.0%	13.3%	19
Food, Nutrition and Consumer Services (FNCS)	578	73.6%	9.7%	16.6%	11
Marketing and Regulatory Programs (MRP)	2,002	69.7%	12.9%	17.3%	28
National Appeals Division (NAD)	62	86.5%	5.3%	8.1%	1
Natural Resources and Environment (NRE)	7,712	66.9%	14.0%	19.1%	96
Office of Budget & Program Analysis (BPA)	24	46.0%	32.3%	21.6%	1
Office of Communications (OC)	39	85.0%	7.3%	7.7%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	73	72.7%	5.5%	21.8%	2
Office of the Chief Economist (OCE)	33	81.0%	3.3%	15.7%	2
Office of the Chief Financial Officer (CFO)	472	59.5%	16.6%	23.9%	6
Office of the General Counsel (OGC)	191	69.9%	9.6%	20.5%	5
Office of the Inspector General (OIG)	152	79.7%	12.8%	7.5%	1
Office of the Secretary	12	87.9%	0.0%	12.1%	3
Research, Education and Economics (REE)	3,214	69.7%	12.6%	17.7%	38
Rural Development (RD)	1,819	73.8%	11.9%	14.3%	37

Department of Agriculture

1st Level Subagency Comparison Report

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	406,886	73.3%	13.5%	13.2%
Department of Agriculture	22,824	76.2%	12.9%	10.8%
Departmental Management (DM)	500	77.6%	10.5%	11.9%
Farm and Foreign Agricultural Services (FFAS)	4,154	81.1%	10.7%	8.2%
Food Safety (FS)	1,531	71.6%	15.6%	12.8%
Food, Nutrition and Consumer Services (FNCS)	588	75.5%	13.3%	11.2%
Marketing and Regulatory Programs (MRP)	2,028	77.1%	12.2%	10.7%
National Appeals Division (NAD)	63	87.5%	7.7%	4.8%
Natural Resources and Environment (NRE)	7,802	75.7%	13.4%	10.9%
Office of Budget & Program Analysis (BPA)	25	75.2%	12.9%	11.9%
Office of Communications (OC)	39	75.6%	19.9%	4.5%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	67.9%	10.8%	21.3%
Office of the Chief Economist (OCE)	35	91.0%	0.0%	9.0%
Office of the Chief Financial Officer (CFO)	476	68.7%	15.1%	16.2%
Office of the General Counsel (OGC)	196	82.2%	9.7%	8.1%
Office of the Inspector General (OIG)	153	80.2%	14.0%	5.8%
Office of the Secretary	15	87.0%	13.0%	0.0%
Research, Education and Economics (REE)	3,246	77.2%	12.3%	10.5%
Rural Development (RD)	1,856	73.1%	13.7%	13.2%

Department of Agriculture 1st Level Subagency Comparison Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,412	42.6%	25.2%	32.2%	14,370
Department of Agriculture	22,168	38.1%	27.8%	34.1%	662
Departmental Management (DM)	484	51.6%	23.6%	24.8%	16
Farm and Foreign Agricultural Services (FFAS)	4,054	42.8%	31.8%	25.4%	100
Food Safety (FS)	1,480	37.5%	34.1%	28.4%	54
Food, Nutrition and Consumer Services (FNCS)	569	52.5%	21.2%	26.3%	19
Marketing and Regulatory Programs (MRP)	1,955	46.6%	25.2%	28.2%	73
National Appeals Division (NAD)	60	70.1%	20.0%	9.8%	3
Natural Resources and Environment (NRE)	7,612	33.5%	26.6%	39.9%	199
Office of Budget & Program Analysis (BPA)	24	33.3%	39.3%	27.4%	1
Office of Communications (OC)	35	31.6%	28.3%	40.1%	3
Office of the Asst. Sec. for Civil Rights (OASCR)	71	25.3%	26.8%	47.9%	4
Office of the Chief Economist (OCE)	34	67.6%	25.7%	6.8%	1
Office of the Chief Financial Officer (CFO)	456	36.4%	25.9%	37.7%	21
Office of the General Counsel (OGC)	188	59.7%	18.9%	21.4%	7
Office of the Inspector General (OIG)	150	54.8%	24.9%	20.3%	4
Office of the Secretary	14	69.1%	30.9%	0.0%	1
Research, Education and Economics (REE)	3,154	39.0%	25.8%	35.1%	91
Rural Development (RD)	1,786	31.4%	28.5%	40.0%	65

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	376,444	34.5%	27.6%	38.0%	27,943
Department of Agriculture	21,461	36.2%	29.6%	34.2%	1,227
Departmental Management (DM)	464	40.5%	28.0%	31.6%	33
Farm and Foreign Agricultural Services (FFAS)	3,960	38.3%	32.1%	29.6%	168
Food Safety (FS)	1,441	40.0%	31.2%	28.8%	83
Food, Nutrition and Consumer Services (FNCS)	549	44.2%	22.9%	33.0%	38
Marketing and Regulatory Programs (MRP)	1,883	34.6%	29.3%	36.1%	128
National Appeals Division (NAD)	54	37.1%	44.7%	18.2%	9
Natural Resources and Environment (NRE)	7,352	32.7%	30.0%	37.3%	410
Office of Budget & Program Analysis (BPA)	23	35.8%	25.2%	39.0%	1
Office of Communications (OC)	35	33.8%	20.4%	45.8%	4
Office of the Asst. Sec. for Civil Rights (OASCR)	73	23.5%	24.7%	51.8%	2
Office of the Chief Economist (OCE)	31	70.1%	9.6%	20.3%	4
Office of the Chief Financial Officer (CFO)	446	35.7%	26.8%	37.6%	30
Office of the General Counsel (OGC)	184	40.6%	26.3%	33.1%	11
Office of the Inspector General (OIG)	146	53.3%	15.7%	31.1%	6
Office of the Secretary	12	64.9%	19.7%	15.5%	3
Research, Education and Economics (REE)	3,035	44.3%	26.2%	29.5%	184
Rural Development (RD)	1,737	34.1%	28.2%	37.7%	109

Department of Agriculture *1st Level Subagency Comparison Report*

My Work Unit (continued)

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	363,758	29.3%	27.1%	43.6%	41,216
Department of Agriculture	20,943	28.1%	29.5%	42.4%	1,779
Departmental Management (DM)	453	39.0%	30.5%	30.5%	45
Farm and Foreign Agricultural Services (FFAS)	3,898	33.2%	33.8%	33.0%	238
Food Safety (FS)	1,416	32.0%	31.2%	36.8%	113
Food, Nutrition and Consumer Services (FNCS)	520	33.2%	24.1%	42.7%	66
Marketing and Regulatory Programs (MRP)	1,832	30.9%	25.1%	44.0%	180
National Appeals Division (NAD)	55	40.6%	36.2%	23.2%	8
Natural Resources and Environment (NRE)	7,210	23.8%	28.4%	47.8%	567
Office of Budget & Program Analysis (BPA)	23	16.4%	35.9%	47.7%	2
Office of Communications (OC)	32	18.8%	30.9%	50.3%	6
Office of the Asst. Sec. for Civil Rights (OASCR)	69	24.3%	23.8%	51.8%	6
Office of the Chief Economist (OCE)	27	47.9%	25.7%	26.4%	8
Office of the Chief Financial Officer (CFO)	439	27.1%	27.0%	45.9%	35
Office of the General Counsel (OGC)	166	29.6%	30.8%	39.6%	30
Office of the Inspector General (OIG)	136	38.1%	22.1%	39.8%	17
Office of the Secretary	12	84.5%	0.0%	15.5%	3
Research, Education and Economics (REE)	2,914	31.1%	30.2%	38.7%	310
Rural Development (RD)	1,707	24.6%	31.6%	43.8%	137

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	380,352	34.0%	27.9%	38.1%	25,041
Department of Agriculture	21,638	34.3%	30.6%	35.1%	1,115
Departmental Management (DM)	469	41.3%	28.8%	29.9%	29
Farm and Foreign Agricultural Services (FFAS)	3,999	40.4%	32.2%	27.3%	135
Food Safety (FS)	1,469	38.4%	32.6%	29.0%	60
Food, Nutrition and Consumer Services (FNCS)	546	39.1%	23.9%	37.0%	41
Marketing and Regulatory Programs (MRP)	1,902	35.2%	28.2%	36.6%	118
National Appeals Division (NAD)	56	37.4%	29.4%	33.2%	5
Natural Resources and Environment (NRE)	7,384	30.7%	30.6%	38.7%	399
Office of Budget & Program Analysis (BPA)	23	39.6%	17.2%	43.2%	2
Office of Communications (OC)	38	25.8%	32.7%	41.5%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	70	28.0%	17.6%	54.4%	5
Office of the Chief Economist (OCE)	31	50.8%	29.2%	20.0%	4
Office of the Chief Financial Officer (CFO)	458	28.7%	29.1%	42.1%	17
Office of the General Counsel (OGC)	178	35.0%	29.5%	35.5%	18
Office of the Inspector General (OIG)	149	37.6%	33.3%	29.1%	5
Office of the Secretary	14	80.3%	6.6%	13.0%	1
Research, Education and Economics (REE)	3,059	36.1%	30.8%	33.1%	178
Rural Development (RD)	1,755	30.2%	30.2%	39.7%	93

Department of Agriculture *1st Level Subagency Comparison Report*

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,070	41.4%	24.9%	33.8%	28,546
Department of Agriculture	21,437	43.6%	25.9%	30.6%	1,261
Departmental Management (DM)	461	50.3%	21.9%	27.8%	36
Farm and Foreign Agricultural Services (FFAS)	3,977	49.6%	26.7%	23.8%	146
Food Safety (FS)	1,437	45.7%	28.8%	25.5%	85
Food, Nutrition and Consumer Services (FNCS)	546	44.9%	23.4%	31.6%	40
Marketing and Regulatory Programs (MRP)	1,900	44.6%	24.6%	30.8%	116
National Appeals Division (NAD)	51	47.3%	31.8%	20.9%	12
Natural Resources and Environment (NRE)	7,291	40.7%	25.8%	33.5%	472
Office of Budget & Program Analysis (BPA)	23	43.9%	27.0%	29.1%	2
Office of Communications (OC)	36	30.2%	36.5%	33.3%	3
Office of the Asst. Sec. for Civil Rights (OASCR)	73	40.8%	8.4%	50.8%	2
Office of the Chief Economist (OCE)	30	62.2%	10.1%	27.7%	5
Office of the Chief Financial Officer (CFO)	447	37.5%	23.4%	39.1%	28
Office of the General Counsel (OGC)	181	49.9%	23.1%	27.0%	14
Office of the Inspector General (OIG)	145	52.7%	19.3%	28.0%	7
Office of the Secretary	13	86.1%	0.0%	13.9%	2
Research, Education and Economics (REE)	3,075	48.1%	24.6%	27.3%	156
Rural Development (RD)	1,715	35.1%	26.8%	38.2%	129

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	403,664	73.3%	13.8%	12.9%	1,739
Department of Agriculture	22,678	76.3%	13.0%	10.7%	79
Departmental Management (DM)	497	72.8%	14.3%	12.9%	2
Farm and Foreign Agricultural Services (FFAS)	4,132	79.7%	11.3%	9.0%	11
Food Safety (FS)	1,524	73.6%	16.3%	10.1%	2
Food, Nutrition and Consumer Services (FNCS)	585	75.0%	11.3%	13.7%	3
Marketing and Regulatory Programs (MRP)	2,008	74.5%	13.0%	12.5%	10
National Appeals Division (NAD)	63	80.9%	9.8%	9.3%	0
Natural Resources and Environment (NRE)	7,750	77.7%	12.4%	9.9%	24
Office of Budget & Program Analysis (BPA)	25	64.8%	16.9%	18.3%	0
Office of Communications (OC)	39	64.9%	15.7%	19.5%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	75	45.1%	22.8%	32.0%	0
Office of the Chief Economist (OCE)	35	90.4%	0.0%	9.6%	0
Office of the Chief Financial Officer (CFO)	476	64.8%	16.7%	18.5%	2
Office of the General Counsel (OGC)	195	81.7%	11.9%	6.4%	1
Office of the Inspector General (OIG)	153	79.7%	13.2%	7.1%	1
Office of the Secretary	15	78.9%	13.0%	8.1%	0
Research, Education and Economics (REE)	3,222	73.9%	14.3%	11.8%	17
Rural Development (RD)	1,842	73.5%	13.1%	13.3%	6

Department of Agriculture *1st Level Subagency Comparison Report*

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,303	54.2%	28.2%	17.6%	16,713
Department of Agriculture	22,125	55.0%	29.0%	15.9%	662
Departmental Management (DM)	483	61.8%	24.5%	13.7%	15
Farm and Foreign Agricultural Services (FFAS)	4,079	63.6%	27.6%	8.8%	58
Food Safety (FS)	1,476	51.6%	33.7%	14.7%	52
Food, Nutrition and Consumer Services (FNCS)	565	62.4%	23.2%	14.4%	24
Marketing and Regulatory Programs (MRP)	1,958	56.3%	26.2%	17.4%	67
National Appeals Division (NAD)	59	76.1%	18.3%	5.6%	4
Natural Resources and Environment (NRE)	7,600	51.8%	29.6%	18.6%	196
Office of Budget & Program Analysis (BPA)	23	58.1%	32.1%	9.7%	1
Office of Communications (OC)	38	52.9%	31.0%	16.0%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	70	43.9%	25.5%	30.6%	4
Office of the Chief Economist (OCE)	34	72.7%	20.6%	6.7%	1
Office of the Chief Financial Officer (CFO)	459	50.6%	28.1%	21.3%	17
Office of the General Counsel (OGC)	184	58.7%	29.5%	11.8%	12
Office of the Inspector General (OIG)	146	59.9%	30.4%	9.7%	8
Office of the Secretary	14	63.0%	15.3%	21.7%	1
Research, Education and Economics (REE)	3,102	52.0%	32.5%	15.4%	145
Rural Development (RD)	1,798	58.7%	25.5%	15.7%	51

Department of Agriculture *1st Level Subagency Comparison Report*

My Work Unit (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	406,077	82.3%	14.1%	3.6%
Department of Agriculture	22,812	84.5%	12.8%	2.6%
Departmental Management (DM)	500	87.8%	9.8%	2.4%
Farm and Foreign Agricultural Services (FFAS)	4,155	92.0%	7.3%	0.8%
Food Safety (FS)	1,530	80.0%	16.9%	3.1%
Food, Nutrition and Consumer Services (FNCS)	588	86.7%	10.9%	2.4%
Marketing and Regulatory Programs (MRP)	2,022	85.5%	12.1%	2.4%
National Appeals Division (NAD)	63	96.7%	1.9%	1.4%
Natural Resources and Environment (NRE)	7,803	82.0%	14.6%	3.3%
Office of Budget & Program Analysis (BPA)	24	81.1%	18.9%	0.0%
Office of Communications (OC)	39	92.9%	4.6%	2.6%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	76.3%	11.8%	11.9%
Office of the Chief Economist (OCE)	35	91.0%	5.5%	3.5%
Office of the Chief Financial Officer (CFO)	475	80.4%	15.6%	3.9%
Office of the General Counsel (OGC)	195	94.5%	3.5%	2.0%
Office of the Inspector General (OIG)	154	95.3%	3.5%	1.2%
Office of the Secretary	15	93.5%	6.5%	0.0%
Research, Education and Economics (REE)	3,248	85.7%	12.0%	2.3%
Rural Development (RD)	1,849	84.8%	12.7%	2.4%

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	393,750	69.4%	17.3%	13.3%	6,753
Department of Agriculture	22,226	67.6%	18.8%	13.6%	364
Departmental Management (DM)	491	72.4%	14.9%	12.7%	7
Farm and Foreign Agricultural Services (FFAS)	4,077	72.4%	19.3%	8.3%	36
Food Safety (FS)	1,497	71.2%	18.0%	10.8%	21
Food, Nutrition and Consumer Services (FNCS)	565	71.8%	13.0%	15.1%	16
Marketing and Regulatory Programs (MRP)	1,970	71.8%	17.6%	10.7%	31
National Appeals Division (NAD)	61	88.0%	10.5%	1.5%	1
Natural Resources and Environment (NRE)	7,601	63.1%	19.7%	17.2%	118
Office of Budget & Program Analysis (BPA)	24	73.5%	4.2%	22.3%	0
Office of Communications (OC)	38	63.3%	18.3%	18.3%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	73	51.8%	17.4%	30.8%	2
Office of the Chief Economist (OCE)	35	96.5%	0.0%	3.5%	0
Office of the Chief Financial Officer (CFO)	457	60.6%	20.7%	18.7%	11
Office of the General Counsel (OGC)	190	83.6%	8.0%	8.4%	4
Office of the Inspector General (OIG)	153	83.9%	13.2%	2.8%	1
Office of the Secretary	14	92.9%	7.1%	0.0%	0
Research, Education and Economics (REE)	3,130	70.2%	19.4%	10.4%	87
Rural Development (RD)	1,809	65.6%	19.1%	15.3%	27

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,805	44.8%	24.6%	30.6%	9,449
Department of Agriculture	22,130	45.0%	27.3%	27.7%	451
Departmental Management (DM)	484	55.0%	24.4%	20.6%	12
Farm and Foreign Agricultural Services (FFAS)	4,062	54.0%	27.5%	18.5%	52
Food Safety (FS)	1,490	51.9%	27.3%	20.8%	26
Food, Nutrition and Consumer Services (FNCS)	563	45.2%	25.5%	29.3%	18
Marketing and Regulatory Programs (MRP)	1,949	46.1%	25.7%	28.2%	49
National Appeals Division (NAD)	59	67.7%	22.6%	9.7%	3
Natural Resources and Environment (NRE)	7,580	38.9%	28.4%	32.7%	137
Office of Budget & Program Analysis (BPA)	23	21.8%	34.4%	43.8%	0
Office of Communications (OC)	38	50.3%	26.0%	23.7%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	73	39.3%	16.3%	44.4%	2
Office of the Chief Economist (OCE)	35	76.8%	8.4%	14.8%	0
Office of the Chief Financial Officer (CFO)	453	39.8%	27.6%	32.6%	12
Office of the General Counsel (OGC)	183	52.1%	16.1%	31.9%	9
Office of the Inspector General (OIG)	152	61.5%	15.7%	22.8%	1
Office of the Secretary	14	92.9%	0.0%	7.1%	0
Research, Education and Economics (REE)	3,133	46.1%	27.0%	26.9%	87
Rural Development (RD)	1,798	44.4%	26.9%	28.7%	41

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	390,973	48.0%	23.1%	28.9%	8,551
Department of Agriculture	22,131	47.6%	26.0%	26.4%	401
Departmental Management (DM)	484	60.1%	20.9%	19.0%	7
Farm and Foreign Agricultural Services (FFAS)	4,060	50.7%	27.9%	21.3%	47
Food Safety (FS)	1,479	48.5%	29.3%	22.3%	33
Food, Nutrition and Consumer Services (FNCS)	572	55.2%	19.7%	25.1%	9
Marketing and Regulatory Programs (MRP)	1,953	50.7%	23.0%	26.3%	47
National Appeals Division (NAD)	61	63.5%	19.6%	16.9%	1
Natural Resources and Environment (NRE)	7,561	44.2%	26.5%	29.3%	129
Office of Budget & Program Analysis (BPA)	23	61.6%	4.4%	34.0%	0
Office of Communications (OC)	38	46.9%	32.5%	20.5%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	73	38.9%	14.8%	46.3%	2
Office of the Chief Economist (OCE)	35	70.1%	17.5%	12.4%	0
Office of the Chief Financial Officer (CFO)	452	42.3%	24.1%	33.6%	13
Office of the General Counsel (OGC)	193	63.5%	15.5%	21.0%	2
Office of the Inspector General (OIG)	150	66.1%	17.3%	16.6%	3
Office of the Secretary	14	86.7%	0.0%	13.3%	0
Research, Education and Economics (REE)	3,146	52.4%	24.5%	23.1%	68
Rural Development (RD)	1,797	40.6%	26.7%	32.7%	38

Department of Agriculture *1st Level Subagency Comparison Report*

My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,387	38.4%	28.3%	33.3%	13,365
Department of Agriculture	21,885	36.4%	32.5%	31.2%	619
Departmental Management (DM)	485	50.0%	24.3%	25.7%	9
Farm and Foreign Agricultural Services (FFAS)	4,018	38.2%	36.9%	24.9%	80
Food Safety (FS)	1,467	36.1%	36.0%	27.9%	46
Food, Nutrition and Consumer Services (FNCS)	567	47.1%	22.6%	30.3%	13
Marketing and Regulatory Programs (MRP)	1,928	40.7%	29.6%	29.7%	65
National Appeals Division (NAD)	60	34.7%	37.4%	27.8%	2
Natural Resources and Environment (NRE)	7,499	32.3%	32.4%	35.3%	196
Office of Budget & Program Analysis (BPA)	24	20.1%	24.0%	55.9%	0
Office of Communications (OC)	38	41.6%	29.9%	28.5%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	71	36.6%	15.7%	47.7%	3
Office of the Chief Economist (OCE)	33	71.4%	15.6%	13.1%	1
Office of the Chief Financial Officer (CFO)	446	33.4%	30.3%	36.3%	21
Office of the General Counsel (OGC)	186	49.3%	26.4%	24.3%	7
Office of the Inspector General (OIG)	147	50.5%	26.2%	23.3%	5
Office of the Secretary	12	84.7%	0.0%	15.3%	2
Research, Education and Economics (REE)	3,096	44.5%	30.2%	25.2%	108
Rural Development (RD)	1,770	31.5%	32.6%	36.0%	58

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	368,966	22.3%	26.9%	50.7%	29,028
Department of Agriculture	21,254	20.4%	28.8%	50.8%	1,230
Departmental Management (DM)	457	28.5%	30.1%	41.4%	35
Farm and Foreign Agricultural Services (FFAS)	3,966	26.1%	30.1%	43.8%	137
Food Safety (FS)	1,429	20.5%	34.1%	45.4%	84
Food, Nutrition and Consumer Services (FNCS)	531	24.2%	28.1%	47.7%	47
Marketing and Regulatory Programs (MRP)	1,842	21.0%	27.2%	51.8%	147
National Appeals Division (NAD)	55	24.1%	34.7%	41.2%	6
Natural Resources and Environment (NRE)	7,257	15.4%	27.1%	57.5%	419
Office of Budget & Program Analysis (BPA)	20	21.8%	44.9%	33.3%	4
Office of Communications (OC)	32	25.6%	30.5%	44.0%	5
Office of the Asst. Sec. for Civil Rights (OASCR)	70	14.9%	27.8%	57.3%	5
Office of the Chief Economist (OCE)	32	55.9%	21.6%	22.5%	3
Office of the Chief Financial Officer (CFO)	445	19.4%	29.1%	51.5%	22
Office of the General Counsel (OGC)	182	22.6%	25.6%	51.8%	12
Office of the Inspector General (OIG)	147	20.5%	35.2%	44.2%	7
Office of the Secretary	11	62.7%	20.3%	17.0%	3
Research, Education and Economics (REE)	3,036	30.8%	30.4%	38.7%	170
Rural Development (RD)	1,704	19.4%	29.3%	51.4%	121

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

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	370,140	57.8%	27.4%	14.8%	29,591
Department of Agriculture	21,824	66.8%	22.9%	10.3%	765
Departmental Management (DM)	477	71.5%	17.0%	11.5%	21
Farm and Foreign Agricultural Services (FFAS)	3,999	66.8%	25.6%	7.6%	117
Food Safety (FS)	1,471	69.6%	21.8%	8.6%	46
Food, Nutrition and Consumer Services (FNCS)	558	69.1%	19.3%	11.6%	24
Marketing and Regulatory Programs (MRP)	1,923	66.9%	23.0%	10.1%	76
National Appeals Division (NAD)	60	79.6%	12.6%	7.7%	2
Natural Resources and Environment (NRE)	7,488	65.6%	23.1%	11.2%	229
Office of Budget & Program Analysis (BPA)	23	53.2%	31.0%	15.8%	1
Office of Communications (OC)	38	60.4%	20.8%	18.8%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	74	47.9%	20.9%	31.2%	1
Office of the Chief Economist (OCE)	34	74.0%	22.4%	3.6%	1
Office of the Chief Financial Officer (CFO)	440	61.8%	24.4%	13.8%	29
Office of the General Counsel (OGC)	181	73.3%	18.5%	8.2%	13
Office of the Inspector General (OIG)	151	65.7%	26.9%	7.4%	3
Office of the Secretary	14	84.1%	15.9%	0.0%	0
Research, Education and Economics (REE)	3,084	70.4%	20.8%	8.8%	134
Rural Development (RD)	1,769	63.6%	22.9%	13.5%	65

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	393,340	76.0%	13.3%	10.7%	6,278
Department of Agriculture	22,333	79.4%	12.3%	8.3%	236
Departmental Management (DM)	481	77.9%	15.5%	6.6%	15
Farm and Foreign Agricultural Services (FFAS)	4,085	81.6%	12.3%	6.0%	29
Food Safety (FS)	1,495	72.9%	14.7%	12.4%	16
Food, Nutrition and Consumer Services (FNCS)	568	72.0%	13.2%	14.7%	16
Marketing and Regulatory Programs (MRP)	1,969	78.1%	12.9%	9.0%	29
National Appeals Division (NAD)	59	81.1%	15.2%	3.7%	2
Natural Resources and Environment (NRE)	7,676	81.6%	11.1%	7.2%	40
Office of Budget & Program Analysis (BPA)	22	86.7%	8.6%	4.6%	1
Office of Communications (OC)	39	69.0%	23.0%	8.0%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	68	71.5%	19.9%	8.6%	5
Office of the Chief Economist (OCE)	34	88.3%	8.2%	3.6%	0
Office of the Chief Financial Officer (CFO)	461	66.9%	16.8%	16.3%	8
Office of the General Counsel (OGC)	188	83.2%	11.6%	5.1%	6
Office of the Inspector General (OIG)	151	79.8%	14.5%	5.8%	3
Office of the Secretary	14	86.7%	7.1%	6.2%	0
Research, Education and Economics (REE)	3,171	83.1%	10.8%	6.0%	40
Rural Development (RD)	1,811	71.1%	14.9%	13.9%	25

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,948	77.2%	13.3%	9.5%	4,677
Department of Agriculture	22,304	75.3%	15.2%	9.6%	211
Departmental Management (DM)	487	80.3%	13.1%	6.5%	6
Farm and Foreign Agricultural Services (FFAS)	4,075	82.4%	12.7%	4.9%	19
Food Safety (FS)	1,509	76.5%	15.6%	7.9%	5
Food, Nutrition and Consumer Services (FNCS)	571	72.9%	13.8%	13.3%	9
Marketing and Regulatory Programs (MRP)	1,972	76.3%	15.1%	8.5%	18
National Appeals Division (NAD)	59	68.8%	16.2%	15.0%	1
Natural Resources and Environment (NRE)	7,632	71.9%	16.3%	11.9%	64
Office of Budget & Program Analysis (BPA)	23	74.7%	16.3%	9.0%	1
Office of Communications (OC)	39	76.8%	18.0%	5.2%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	72	69.5%	15.5%	15.1%	2
Office of the Chief Economist (OCE)	35	85.1%	11.4%	3.5%	0
Office of the Chief Financial Officer (CFO)	464	88.0%	6.3%	5.6%	4
Office of the General Counsel (OGC)	188	64.4%	23.6%	11.9%	7
Office of the Inspector General (OIG)	152	84.2%	11.0%	4.7%	1
Office of the Secretary	14	93.8%	6.2%	0.0%	0
Research, Education and Economics (REE)	3,163	75.0%	15.5%	9.5%	51
Rural Development (RD)	1,808	73.7%	15.5%	10.8%	23

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	375,254	53.1%	21.8%	25.1%	23,720
Department of Agriculture	21,435	58.3%	22.1%	19.5%	1,096
Departmental Management (DM)	461	60.9%	21.9%	17.2%	34
Farm and Foreign Agricultural Services (FFAS)	3,988	62.1%	22.7%	15.2%	114
Food Safety (FS)	1,458	55.7%	24.1%	20.2%	56
Food, Nutrition and Consumer Services (FNCS)	553	49.1%	21.8%	29.1%	30
Marketing and Regulatory Programs (MRP)	1,864	55.8%	22.0%	22.2%	130
National Appeals Division (NAD)	58	62.7%	30.3%	6.9%	4
Natural Resources and Environment (NRE)	7,321	59.3%	21.4%	19.3%	377
Office of Budget & Program Analysis (BPA)	21	58.4%	21.8%	19.8%	2
Office of Communications (OC)	36	47.0%	28.4%	24.6%	3
Office of the Asst. Sec. for Civil Rights (OASCR)	71	33.9%	16.4%	49.7%	3
Office of the Chief Economist (OCE)	33	80.6%	9.4%	10.0%	2
Office of the Chief Financial Officer (CFO)	439	47.5%	22.1%	30.3%	29
Office of the General Counsel (OGC)	182	64.8%	11.6%	23.6%	12
Office of the Inspector General (OIG)	149	68.0%	15.2%	16.7%	5
Office of the Secretary	12	74.6%	17.3%	8.1%	1
Research, Education and Economics (REE)	3,003	59.5%	22.8%	17.6%	205
Rural Development (RD)	1,749	52.1%	23.7%	24.2%	84

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

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	361,746	66.7%	18.9%	14.4%	35,073
Department of Agriculture	21,008	72.2%	16.7%	11.1%	1,359
Departmental Management (DM)	451	72.2%	16.5%	11.3%	38
Farm and Foreign Agricultural Services (FFAS)	3,921	78.2%	15.6%	6.2%	155
Food Safety (FS)	1,417	69.1%	20.6%	10.3%	83
Food, Nutrition and Consumer Services (FNCS)	525	67.8%	15.4%	16.8%	54
Marketing and Regulatory Programs (MRP)	1,837	70.0%	16.7%	13.3%	144
National Appeals Division (NAD)	57	82.2%	12.5%	5.4%	5
Natural Resources and Environment (NRE)	7,206	72.3%	16.0%	11.7%	450
Office of Budget & Program Analysis (BPA)	23	76.5%	14.8%	8.8%	1
Office of Communications (OC)	34	53.6%	34.8%	11.6%	3
Office of the Asst. Sec. for Civil Rights (OASCR)	72	46.5%	19.1%	34.4%	3
Office of the Chief Economist (OCE)	32	80.3%	6.4%	13.3%	3
Office of the Chief Financial Officer (CFO)	421	56.8%	22.1%	21.1%	43
Office of the General Counsel (OGC)	180	75.4%	11.0%	13.5%	13
Office of the Inspector General (OIG)	140	75.6%	14.6%	9.8%	12
Office of the Secretary	12	91.4%	0.0%	8.6%	0
Research, Education and Economics (REE)	2,925	74.3%	16.1%	9.6%	252
Rural Development (RD)	1,715	66.8%	18.9%	14.3%	98

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	392,488	74.0%	17.2%	8.8%	7,188
Department of Agriculture	22,167	72.9%	18.6%	8.5%	383
Departmental Management (DM)	486	78.4%	14.3%	7.2%	6
Farm and Foreign Agricultural Services (FFAS)	4,065	81.0%	16.0%	3.0%	40
Food Safety (FS)	1,501	77.5%	16.6%	5.9%	14
Food, Nutrition and Consumer Services (FNCS)	571	80.1%	14.7%	5.1%	8
Marketing and Regulatory Programs (MRP)	1,962	78.1%	15.4%	6.5%	35
National Appeals Division (NAD)	61	91.1%	3.5%	5.4%	0
Natural Resources and Environment (NRE)	7,572	65.1%	22.0%	12.8%	131
Office of Budget & Program Analysis (BPA)	23	80.4%	14.1%	5.5%	1
Office of Communications (OC)	36	72.6%	21.9%	5.5%	2
Office of the Asst. Sec. for Civil Rights (OASCR)	73	48.2%	28.8%	23.0%	2
Office of the Chief Economist (OCE)	35	90.6%	3.1%	6.3%	0
Office of the Chief Financial Officer (CFO)	455	70.7%	20.2%	9.1%	14
Office of the General Counsel (OGC)	192	84.8%	10.5%	4.6%	2
Office of the Inspector General (OIG)	150	86.3%	6.0%	7.7%	2
Office of the Secretary	13	100.0%	0.0%	0.0%	0
Research, Education and Economics (REE)	3,123	78.5%	16.4%	5.0%	94
Rural Development (RD)	1,808	77.9%	16.3%	5.8%	31

Department of Agriculture *1st Level Subagency Comparison Report*

My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	400,013	64.0%	20.1%	15.8%
Department of Agriculture	22,582	67.0%	20.1%	12.9%
Departmental Management (DM)	496	66.1%	16.6%	17.3%
Farm and Foreign Agricultural Services (FFAS)	4,116	76.9%	16.5%	6.6%
Food Safety (FS)	1,513	71.1%	19.1%	9.7%
Food, Nutrition and Consumer Services (FNCS)	581	64.8%	19.9%	15.3%
Marketing and Regulatory Programs (MRP)	1,996	66.9%	20.1%	13.0%
National Appeals Division (NAD)	62	89.7%	6.7%	3.5%
Natural Resources and Environment (NRE)	7,708	64.1%	21.3%	14.6%
Office of Budget & Program Analysis (BPA)	24	37.0%	40.7%	22.3%
Office of Communications (OC)	39	53.9%	31.2%	14.9%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	37.4%	29.0%	33.6%
Office of the Chief Economist (OCE)	35	82.7%	11.0%	6.3%
Office of the Chief Financial Officer (CFO)	468	60.8%	23.1%	16.0%
Office of the General Counsel (OGC)	195	69.9%	16.8%	13.3%
Office of the Inspector General (OIG)	154	75.8%	12.8%	11.3%
Office of the Secretary	14	92.9%	0.0%	7.1%
Research, Education and Economics (REE)	3,224	64.4%	19.7%	15.9%
Rural Development (RD)	1,841	60.9%	24.2%	14.9%

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	370,195	40.9%	26.8%	32.3%	30,395
Department of Agriculture	21,139	44.0%	28.7%	27.3%	1,474
Departmental Management (DM)	472	50.6%	26.6%	22.8%	23
Farm and Foreign Agricultural Services (FFAS)	3,911	52.5%	30.1%	17.4%	209
Food Safety (FS)	1,430	54.0%	27.0%	19.0%	88
Food, Nutrition and Consumer Services (FNCS)	553	50.1%	22.6%	27.2%	30
Marketing and Regulatory Programs (MRP)	1,883	48.2%	23.8%	27.9%	117
National Appeals Division (NAD)	56	71.0%	14.5%	14.5%	6
Natural Resources and Environment (NRE)	7,154	36.8%	30.3%	32.9%	565
Office of Budget & Program Analysis (BPA)	24	45.7%	20.8%	33.4%	0
Office of Communications (OC)	35	46.2%	19.8%	34.1%	3
Office of the Asst. Sec. for Civil Rights (OASCR)	71	32.2%	30.0%	37.8%	4
Office of the Chief Economist (OCE)	33	54.9%	29.7%	15.4%	2
Office of the Chief Financial Officer (CFO)	428	47.5%	28.4%	24.1%	42
Office of the General Counsel (OGC)	171	51.2%	22.6%	26.3%	24
Office of the Inspector General (OIG)	146	56.4%	28.4%	15.2%	7
Office of the Secretary	14	85.9%	7.1%	7.1%	0
Research, Education and Economics (REE)	2,984	39.8%	30.3%	30.0%	242
Rural Development (RD)	1,734	47.4%	26.4%	26.2%	110

Department of Agriculture 1st Level Subagency Comparison Report

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	397,533	78.3%	10.8%	10.9%	2,147
Department of Agriculture	22,516	84.2%	8.4%	7.4%	83
Departmental Management (DM)	493	82.7%	9.4%	7.9%	3
Farm and Foreign Agricultural Services (FFAS)	4,116	87.3%	8.0%	4.7%	4
Food Safety (FS)	1,511	77.4%	11.8%	10.8%	7
Food, Nutrition and Consumer Services (FNCS)	579	85.1%	5.9%	9.0%	4
Marketing and Regulatory Programs (MRP)	1,993	81.7%	9.5%	8.8%	5
National Appeals Division (NAD)	60	86.6%	8.5%	4.9%	1
Natural Resources and Environment (NRE)	7,697	85.7%	7.5%	6.8%	18
Office of Budget & Program Analysis (BPA)	24	76.9%	9.5%	13.6%	0
Office of Communications (OC)	39	80.5%	10.1%	9.4%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	74	72.8%	12.0%	15.2%	1
Office of the Chief Economist (OCE)	35	82.6%	8.7%	8.7%	0
Office of the Chief Financial Officer (CFO)	464	78.4%	8.9%	12.7%	5
Office of the General Counsel (OGC)	194	91.1%	3.7%	5.2%	1
Office of the Inspector General (OIG)	154	87.6%	8.2%	4.2%	0
Office of the Secretary	14	85.9%	7.1%	7.1%	0
Research, Education and Economics (REE)	3,195	84.4%	8.1%	7.5%	26
Rural Development (RD)	1,832	82.0%	9.1%	8.9%	8

Department of Agriculture *1st Level Subagency Comparison Report*

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	396,644	66.2%	16.9%	17.0%	2,033
Department of Agriculture	22,463	71.5%	15.8%	12.7%	70
Departmental Management (DM)	494	73.2%	13.0%	13.8%	0
Farm and Foreign Agricultural Services (FFAS)	4,106	73.4%	16.9%	9.7%	8
Food Safety (FS)	1,509	68.0%	18.8%	13.2%	6
Food, Nutrition and Consumer Services (FNCS)	579	74.2%	11.6%	14.2%	2
Marketing and Regulatory Programs (MRP)	1,986	68.9%	18.0%	13.1%	6
National Appeals Division (NAD)	61	63.2%	23.6%	13.2%	1
Natural Resources and Environment (NRE)	7,666	73.3%	14.0%	12.6%	20
Office of Budget & Program Analysis (BPA)	24	70.5%	16.0%	13.6%	0
Office of Communications (OC)	39	84.7%	10.1%	5.2%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	75	66.3%	7.2%	26.5%	0
Office of the Chief Economist (OCE)	35	75.9%	6.2%	17.9%	0
Office of the Chief Financial Officer (CFO)	467	65.7%	15.3%	19.0%	3
Office of the General Counsel (OGC)	193	71.1%	14.0%	14.9%	1
Office of the Inspector General (OIG)	153	79.4%	7.8%	12.8%	0
Office of the Secretary	14	92.9%	0.0%	7.1%	0
Research, Education and Economics (REE)	3,198	68.3%	17.8%	13.9%	15
Rural Development (RD)	1,822	67.9%	17.7%	14.4%	8

Department of Agriculture *1st Level Subagency Comparison Report*

My Supervisor (continued)

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,835	63.4%	18.2%	18.4%	4,496
Department of Agriculture	22,262	67.6%	17.3%	15.1%	144
Departmental Management (DM)	489	72.8%	14.2%	13.0%	2
Farm and Foreign Agricultural Services (FFAS)	4,048	69.4%	18.9%	11.7%	36
Food Safety (FS)	1,493	70.2%	16.0%	13.8%	11
Food, Nutrition and Consumer Services (FNCS)	574	70.4%	13.4%	16.2%	1
Marketing and Regulatory Programs (MRP)	1,965	66.6%	16.4%	17.0%	13
National Appeals Division (NAD)	61	75.2%	12.5%	12.3%	1
Natural Resources and Environment (NRE)	7,612	66.5%	17.4%	16.0%	49
Office of Budget & Program Analysis (BPA)	24	47.5%	30.6%	21.9%	0
Office of Communications (OC)	38	69.4%	16.9%	13.7%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	74	64.3%	18.2%	17.5%	1
Office of the Chief Economist (OCE)	35	74.3%	10.9%	14.8%	0
Office of the Chief Financial Officer (CFO)	459	62.1%	16.1%	21.7%	5
Office of the General Counsel (OGC)	191	69.8%	14.1%	16.1%	1
Office of the Inspector General (OIG)	148	71.2%	15.2%	13.6%	2
Office of the Secretary	14	76.0%	10.8%	13.3%	0
Research, Education and Economics (REE)	3,187	67.3%	17.4%	15.3%	10
Rural Development (RD)	1,809	66.5%	18.8%	14.7%	12

Department of Agriculture *1st Level Subagency Comparison Report*

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	365,376	67.8%	21.7%	10.5%	32,531
Department of Agriculture	21,229	73.6%	19.3%	7.1%	1,257
Departmental Management (DM)	468	77.6%	15.8%	6.6%	26
Farm and Foreign Agricultural Services (FFAS)	3,968	76.1%	19.0%	4.9%	131
Food Safety (FS)	1,421	71.7%	21.1%	7.2%	88
Food, Nutrition and Consumer Services (FNCS)	547	73.3%	17.6%	9.2%	35
Marketing and Regulatory Programs (MRP)	1,871	72.0%	19.3%	8.8%	116
National Appeals Division (NAD)	54	74.9%	20.5%	4.6%	8
Natural Resources and Environment (NRE)	7,195	73.5%	19.4%	7.2%	478
Office of Budget & Program Analysis (BPA)	24	67.2%	27.5%	5.3%	0
Office of Communications (OC)	38	71.0%	20.5%	8.5%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	70	64.0%	21.0%	14.9%	4
Office of the Chief Economist (OCE)	33	75.7%	14.2%	10.2%	2
Office of the Chief Financial Officer (CFO)	432	66.9%	20.2%	12.8%	37
Office of the General Counsel (OGC)	174	76.2%	18.0%	5.8%	20
Office of the Inspector General (OIG)	143	83.4%	9.1%	7.5%	8
Office of the Secretary	13	92.4%	7.6%	0.0%	1
Research, Education and Economics (REE)	2,994	74.0%	19.8%	6.2%	213
Rural Development (RD)	1,743	72.9%	18.4%	8.8%	88

Department of Agriculture 1st Level Subagency Comparison Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,581	62.5%	19.1%	18.5%	2,285
Department of Agriculture	22,415	65.9%	19.0%	15.1%	86
Departmental Management (DM)	491	72.5%	14.9%	12.6%	2
Farm and Foreign Agricultural Services (FFAS)	4,096	68.6%	20.0%	11.4%	11
Food Safety (FS)	1,511	70.7%	15.6%	13.7%	8
Food, Nutrition and Consumer Services (FNCS)	578	66.7%	15.0%	18.4%	1
Marketing and Regulatory Programs (MRP)	1,976	64.7%	18.4%	16.9%	10
National Appeals Division (NAD)	61	80.4%	14.8%	4.8%	1
Natural Resources and Environment (NRE)	7,649	64.1%	19.6%	16.3%	31
Office of Budget & Program Analysis (BPA)	24	50.6%	35.8%	13.6%	0
Office of Communications (OC)	38	66.0%	18.3%	15.7%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	74	61.1%	20.2%	18.7%	0
Office of the Chief Economist (OCE)	35	70.9%	16.7%	12.4%	0
Office of the Chief Financial Officer (CFO)	460	61.0%	18.9%	20.1%	5
Office of the General Counsel (OGC)	192	64.7%	19.5%	15.8%	1
Office of the Inspector General (OIG)	151	77.2%	10.1%	12.8%	3
Office of the Secretary	14	76.0%	17.8%	6.2%	0
Research, Education and Economics (REE)	3,197	64.2%	20.6%	15.3%	8
Rural Development (RD)	1,827	66.1%	19.7%	14.2%	5

Department of Agriculture 1st Level Subagency Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,465	65.6%	17.8%	16.6%	6,120
Department of Agriculture	22,272	71.1%	17.0%	11.8%	268
Departmental Management (DM)	493	71.8%	14.4%	13.8%	2
Farm and Foreign Agricultural Services (FFAS)	4,079	73.1%	18.9%	8.0%	32
Food Safety (FS)	1,488	68.0%	19.6%	12.4%	25
Food, Nutrition and Consumer Services (FNCS)	576	71.8%	15.6%	12.6%	6
Marketing and Regulatory Programs (MRP)	1,974	69.5%	17.0%	13.5%	17
National Appeals Division (NAD)	61	79.2%	14.4%	6.4%	1
Natural Resources and Environment (NRE)	7,602	72.7%	15.8%	11.5%	86
Office of Budget & Program Analysis (BPA)	24	71.7%	18.9%	9.4%	0
Office of Communications (OC)	38	66.5%	17.2%	16.3%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	74	64.6%	12.2%	23.1%	1
Office of the Chief Economist (OCE)	34	84.6%	9.2%	6.1%	1
Office of the Chief Financial Officer (CFO)	458	60.2%	21.0%	18.7%	11
Office of the General Counsel (OGC)	190	80.1%	10.5%	9.4%	3
Office of the Inspector General (OIG)	153	80.5%	8.9%	10.6%	1
Office of the Secretary	14	86.7%	13.3%	0.0%	0
Research, Education and Economics (REE)	3,155	67.5%	18.7%	13.8%	62
Rural Development (RD)	1,817	68.0%	17.3%	14.6%	20

Department of Agriculture *1st Level Subagency Comparison Report*

My Supervisor (continued)

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	398,731	76.1%	12.1%	11.8%
Department of Agriculture	22,550	79.4%	10.9%	9.8%
Departmental Management (DM)	496	78.7%	10.3%	11.0%
Farm and Foreign Agricultural Services (FFAS)	4,107	81.4%	11.1%	7.5%
Food Safety (FS)	1,521	77.6%	12.1%	10.2%
Food, Nutrition and Consumer Services (FNCS)	581	80.0%	8.4%	11.5%
Marketing and Regulatory Programs (MRP)	1,988	78.9%	10.9%	10.2%
National Appeals Division (NAD)	62	78.5%	12.2%	9.3%
Natural Resources and Environment (NRE)	7,703	79.7%	10.5%	9.7%
Office of Budget & Program Analysis (BPA)	24	81.2%	9.4%	9.4%
Office of Communications (OC)	38	77.5%	18.0%	4.5%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	71.7%	13.7%	14.6%
Office of the Chief Economist (OCE)	35	83.0%	8.1%	8.9%
Office of the Chief Financial Officer (CFO)	466	74.2%	11.5%	14.3%
Office of the General Counsel (OGC)	195	80.7%	8.4%	10.9%
Office of the Inspector General (OIG)	154	84.1%	7.3%	8.6%
Office of the Secretary	14	92.9%	7.1%	0.0%
Research, Education and Economics (REE)	3,215	79.1%	10.7%	10.2%
Rural Development (RD)	1,836	76.1%	12.6%	11.2%

Department of Agriculture *1st Level Subagency Comparison Report*

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	397,483	81.3%	10.0%	8.7%
Department of Agriculture	22,464	83.5%	9.0%	7.5%
Departmental Management (DM)	491	83.9%	8.4%	7.6%
Farm and Foreign Agricultural Services (FFAS)	4,099	85.2%	9.0%	5.8%
Food Safety (FS)	1,514	82.8%	9.7%	7.6%
Food, Nutrition and Consumer Services (FNCS)	578	82.5%	7.7%	9.7%
Marketing and Regulatory Programs (MRP)	1,981	83.1%	8.7%	8.2%
National Appeals Division (NAD)	62	86.8%	6.9%	6.3%
Natural Resources and Environment (NRE)	7,670	83.7%	8.9%	7.4%
Office of Budget & Program Analysis (BPA)	24	82.8%	7.9%	9.4%
Office of Communications (OC)	39	85.8%	11.8%	2.4%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	73.5%	15.0%	11.5%
Office of the Chief Economist (OCE)	35	82.6%	10.9%	6.5%
Office of the Chief Financial Officer (CFO)	463	81.4%	8.6%	10.1%
Office of the General Counsel (OGC)	194	86.6%	4.5%	8.9%
Office of the Inspector General (OIG)	153	86.0%	7.0%	7.0%
Office of the Secretary	14	92.9%	7.1%	0.0%
Research, Education and Economics (REE)	3,201	82.4%	9.5%	8.1%
Rural Development (RD)	1,832	81.0%	10.3%	8.7%

Department of Agriculture *1st Level Subagency Comparison Report*

My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	397,581	77.6%	10.0%	12.4%
Department of Agriculture	22,495	86.5%	6.7%	6.9%
Departmental Management (DM)	493	90.9%	4.4%	4.7%
Farm and Foreign Agricultural Services (FFAS)	4,102	87.3%	6.9%	5.8%
Food Safety (FS)	1,513	87.8%	6.5%	5.7%
Food, Nutrition and Consumer Services (FNCS)	577	89.0%	5.4%	5.6%
Marketing and Regulatory Programs (MRP)	1,986	85.8%	7.4%	6.8%
National Appeals Division (NAD)	62	93.2%	1.5%	5.3%
Natural Resources and Environment (NRE)	7,683	85.0%	6.7%	8.3%
Office of Budget & Program Analysis (BPA)	24	87.8%	6.9%	5.3%
Office of Communications (OC)	39	82.7%	12.1%	5.2%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	82.9%	4.0%	13.0%
Office of the Chief Economist (OCE)	35	96.5%	0.0%	3.5%
Office of the Chief Financial Officer (CFO)	465	83.9%	7.9%	8.2%
Office of the General Counsel (OGC)	194	93.2%	4.1%	2.7%
Office of the Inspector General (OIG)	153	88.3%	9.0%	2.7%
Office of the Secretary	14	86.7%	0.0%	13.3%
Research, Education and Economics (REE)	3,210	90.1%	5.8%	4.1%
Rural Development (RD)	1,830	86.0%	7.3%	6.6%

Department of Agriculture *1st Level Subagency Comparison Report*

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	398,003	67.4%	16.0%	16.6%
Department of Agriculture	22,524	70.4%	15.6%	14.0%
Departmental Management (DM)	496	71.0%	14.1%	14.9%
Farm and Foreign Agricultural Services (FFAS)	4,107	73.5%	16.2%	10.3%
Food Safety (FS)	1,517	70.4%	16.3%	13.3%
Food, Nutrition and Consumer Services (FNCS)	581	71.5%	13.4%	15.1%
Marketing and Regulatory Programs (MRP)	1,990	68.2%	16.3%	15.5%
National Appeals Division (NAD)	62	75.1%	13.2%	11.6%
Natural Resources and Environment (NRE)	7,692	70.7%	15.0%	14.3%
Office of Budget & Program Analysis (BPA)	24	61.5%	16.6%	21.9%
Office of Communications (OC)	39	69.5%	15.6%	14.8%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	54.2%	22.0%	23.9%
Office of the Chief Economist (OCE)	34	79.0%	8.3%	12.7%
Office of the Chief Financial Officer (CFO)	463	59.8%	20.4%	19.7%
Office of the General Counsel (OGC)	195	73.5%	8.9%	17.6%
Office of the Inspector General (OIG)	153	73.4%	14.9%	11.7%
Office of the Secretary	14	82.2%	10.8%	7.1%
Research, Education and Economics (REE)	3,207	69.7%	15.4%	14.9%
Rural Development (RD)	1,836	67.0%	17.0%	16.0%

Department of Agriculture *1st Level Subagency Comparison Report*

My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	398,213	70.5%	17.4%	12.1%
Department of Agriculture	22,522	73.4%	16.4%	10.2%
Departmental Management (DM)	496	74.3%	15.8%	9.9%
Farm and Foreign Agricultural Services (FFAS)	4,112	77.0%	16.0%	7.1%
Food Safety (FS)	1,516	74.9%	15.3%	9.8%
Food, Nutrition and Consumer Services (FNCS)	580	73.9%	14.0%	12.0%
Marketing and Regulatory Programs (MRP)	1,990	71.5%	16.8%	11.7%
National Appeals Division (NAD)	61	81.7%	8.9%	9.4%
Natural Resources and Environment (NRE)	7,690	72.6%	16.4%	10.9%
Office of Budget & Program Analysis (BPA)	24	78.1%	8.3%	13.6%
Office of Communications (OC)	38	63.2%	29.7%	7.0%
Office of the Asst. Sec. for Civil Rights (OASCR)	75	62.8%	15.9%	21.2%
Office of the Chief Economist (OCE)	35	83.0%	10.6%	6.5%
Office of the Chief Financial Officer (CFO)	467	64.9%	21.1%	14.0%
Office of the General Counsel (OGC)	195	74.3%	14.2%	11.5%
Office of the Inspector General (OIG)	153	83.7%	11.7%	4.6%
Office of the Secretary	14	83.0%	10.8%	6.2%
Research, Education and Economics (REE)	3,205	73.7%	15.8%	10.4%
Rural Development (RD)	1,830	71.1%	18.7%	10.2%

Department of Agriculture

1st Level Subagency Comparison Report

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,819	40.9%	24.1%	35.0%	7,594
Department of Agriculture	21,979	37.6%	27.6%	34.8%	471
Departmental Management (DM)	484	50.7%	21.0%	28.3%	6
Farm and Foreign Agricultural Services (FFAS)	4,018	48.6%	30.4%	21.0%	74
Food Safety (FS)	1,470	44.5%	29.5%	26.0%	42
Food, Nutrition and Consumer Services (FNCS)	571	46.4%	19.6%	33.9%	9
Marketing and Regulatory Programs (MRP)	1,942	40.4%	25.9%	33.8%	37
National Appeals Division (NAD)	62	71.6%	23.1%	5.4%	0
Natural Resources and Environment (NRE)	7,511	30.1%	27.8%	42.1%	155
Office of Budget & Program Analysis (BPA)	24	33.5%	23.8%	42.8%	0
Office of Communications (OC)	38	28.1%	43.4%	28.5%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	73	32.5%	19.2%	48.3%	2
Office of the Chief Economist (OCE)	34	81.2%	9.2%	9.6%	1
Office of the Chief Financial Officer (CFO)	454	34.1%	27.3%	38.6%	12
Office of the General Counsel (OGC)	188	45.7%	22.3%	32.0%	6
Office of the Inspector General (OIG)	151	52.6%	19.6%	27.8%	3
Office of the Secretary	14	86.7%	7.1%	6.2%	0
Research, Education and Economics (REE)	3,101	35.6%	27.7%	36.7%	94
Rural Development (RD)	1,804	39.7%	26.0%	34.3%	29

Department of Agriculture *1st Level Subagency Comparison Report*

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,029	51.8%	24.0%	24.3%	23,730
Department of Agriculture	21,030	49.3%	28.7%	22.0%	1,391
Departmental Management (DM)	471	53.9%	25.9%	20.2%	20
Farm and Foreign Agricultural Services (FFAS)	3,906	56.9%	29.3%	13.8%	182
Food Safety (FS)	1,405	53.0%	28.7%	18.3%	104
Food, Nutrition and Consumer Services (FNCS)	557	48.0%	22.8%	29.2%	21
Marketing and Regulatory Programs (MRP)	1,866	51.7%	25.7%	22.6%	113
National Appeals Division (NAD)	62	77.7%	20.4%	2.0%	0
Natural Resources and Environment (NRE)	7,092	44.7%	30.3%	25.0%	559
Office of Budget & Program Analysis (BPA)	24	62.6%	3.7%	33.7%	0
Office of Communications (OC)	37	42.0%	44.1%	13.8%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	72	29.0%	19.5%	51.6%	3
Office of the Chief Economist (OCE)	34	84.4%	6.0%	9.6%	1
Office of the Chief Financial Officer (CFO)	440	39.0%	31.8%	29.1%	27
Office of the General Counsel (OGC)	179	65.5%	17.1%	17.4%	15
Office of the Inspector General (OIG)	143	67.2%	18.7%	14.1%	11
Office of the Secretary	14	92.9%	0.0%	7.1%	0
Research, Education and Economics (REE)	2,937	50.6%	27.9%	21.5%	254
Rural Development (RD)	1,752	47.9%	26.9%	25.1%	78

Department of Agriculture *1st Level Subagency Comparison Report*

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,225	64.0%	22.0%	13.9%	25,081
Department of Agriculture	21,029	66.0%	23.2%	10.8%	1,251
Departmental Management (DM)	452	69.2%	20.7%	10.0%	35
Farm and Foreign Agricultural Services (FFAS)	3,887	71.3%	23.3%	5.4%	169
Food Safety (FS)	1,423	67.9%	22.4%	9.7%	80
Food, Nutrition and Consumer Services (FNCS)	548	64.1%	20.9%	15.0%	27
Marketing and Regulatory Programs (MRP)	1,845	66.3%	21.5%	12.3%	123
National Appeals Division (NAD)	59	72.8%	18.5%	8.8%	2
Natural Resources and Environment (NRE)	7,131	64.1%	24.1%	11.8%	481
Office of Budget & Program Analysis (BPA)	24	58.9%	18.8%	22.3%	0
Office of Communications (OC)	37	58.9%	30.0%	11.2%	2
Office of the Asst. Sec. for Civil Rights (OASCR)	69	50.1%	26.6%	23.4%	5
Office of the Chief Economist (OCE)	34	84.4%	6.1%	9.6%	1
Office of the Chief Financial Officer (CFO)	431	60.1%	25.0%	14.9%	30
Office of the General Counsel (OGC)	177	68.9%	18.3%	12.8%	13
Office of the Inspector General (OIG)	144	75.2%	12.2%	12.7%	7
Office of the Secretary	14	86.7%	7.1%	6.2%	0
Research, Education and Economics (REE)	2,982	66.2%	23.0%	10.8%	189
Rural Development (RD)	1,732	62.1%	24.0%	13.9%	86

Department of Agriculture *1st Level Subagency Comparison Report*

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,027	60.3%	20.1%	19.6%	5,145
Department of Agriculture	22,015	61.4%	21.7%	16.9%	317
Departmental Management (DM)	485	66.6%	17.0%	16.4%	4
Farm and Foreign Agricultural Services (FFAS)	4,024	70.1%	20.6%	9.4%	46
Food Safety (FS)	1,476	68.5%	19.9%	11.6%	29
Food, Nutrition and Consumer Services (FNCS)	573	71.5%	12.1%	16.4%	3
Marketing and Regulatory Programs (MRP)	1,937	62.8%	19.5%	17.7%	27
National Appeals Division (NAD)	62	80.0%	16.7%	3.4%	0
Natural Resources and Environment (NRE)	7,523	55.4%	23.9%	20.7%	103
Office of Budget & Program Analysis (BPA)	24	45.7%	26.2%	28.1%	0
Office of Communications (OC)	39	53.9%	26.5%	19.6%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	73	49.0%	23.1%	27.9%	1
Office of the Chief Economist (OCE)	34	81.3%	9.2%	9.5%	0
Office of the Chief Financial Officer (CFO)	453	52.3%	25.0%	22.7%	12
Office of the General Counsel (OGC)	191	65.4%	16.5%	18.0%	3
Office of the Inspector General (OIG)	152	75.8%	12.0%	12.2%	1
Office of the Secretary	14	86.7%	7.1%	6.2%	0
Research, Education and Economics (REE)	3,108	60.1%	23.2%	16.6%	64
Rural Development (RD)	1,806	65.6%	18.6%	15.8%	24

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	367,493	60.1%	23.5%	16.4%	26,319
Department of Agriculture	20,946	61.0%	25.6%	13.4%	1,363
Departmental Management (DM)	460	63.2%	24.0%	12.8%	29
Farm and Foreign Agricultural Services (FFAS)	3,902	68.3%	23.6%	8.2%	158
Food Safety (FS)	1,398	64.9%	26.7%	8.4%	105
Food, Nutrition and Consumer Services (FNCS)	551	70.2%	16.2%	13.6%	24
Marketing and Regulatory Programs (MRP)	1,837	61.5%	23.8%	14.7%	133
National Appeals Division (NAD)	55	82.2%	11.8%	6.0%	5
Natural Resources and Environment (NRE)	7,133	56.7%	27.2%	16.1%	490
Office of Budget & Program Analysis (BPA)	23	52.0%	27.8%	20.2%	1
Office of Communications (OC)	38	49.8%	34.3%	15.9%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	73	43.2%	26.6%	30.2%	2
Office of the Chief Economist (OCE)	35	77.1%	11.1%	11.8%	0
Office of the Chief Financial Officer (CFO)	427	51.0%	31.1%	17.9%	33
Office of the General Counsel (OGC)	165	65.4%	21.1%	13.4%	25
Office of the Inspector General (OIG)	145	72.6%	17.1%	10.3%	8
Office of the Secretary	14	86.7%	7.1%	6.2%	0
Research, Education and Economics (REE)	2,923	59.2%	27.7%	13.1%	256
Rural Development (RD)	1,727	65.8%	21.4%	12.8%	92

Department of Agriculture 1st Level Subagency Comparison Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	381,145	52.0%	22.5%	25.5%	13,697
Department of Agriculture	21,686	53.0%	24.0%	23.0%	675
Departmental Management (DM)	478	61.9%	17.1%	21.0%	12
Farm and Foreign Agricultural Services (FFAS)	3,997	63.2%	24.1%	12.7%	80
Food Safety (FS)	1,440	53.9%	26.5%	19.6%	66
Food, Nutrition and Consumer Services (FNCS)	566	55.7%	16.0%	28.3%	14
Marketing and Regulatory Programs (MRP)	1,909	53.5%	21.4%	25.1%	64
National Appeals Division (NAD)	58	78.6%	12.0%	9.4%	3
Natural Resources and Environment (NRE)	7,420	49.5%	24.3%	26.2%	214
Office of Budget & Program Analysis (BPA)	24	40.1%	32.2%	27.7%	0
Office of Communications (OC)	36	44.4%	27.9%	27.7%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	71	38.7%	26.4%	35.0%	4
Office of the Chief Economist (OCE)	33	72.5%	5.3%	22.2%	1
Office of the Chief Financial Officer (CFO)	450	44.5%	24.5%	31.1%	15
Office of the General Counsel (OGC)	186	60.0%	15.5%	24.4%	8
Office of the Inspector General (OIG)	148	64.3%	18.8%	16.9%	6
Office of the Secretary	14	86.7%	7.1%	6.2%	0
Research, Education and Economics (REE)	3,041	48.7%	25.8%	25.5%	138
Rural Development (RD)	1,774	52.1%	24.6%	23.3%	49

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	380,902	55.7%	22.4%	21.8%	14,062
Department of Agriculture	21,654	57.9%	23.6%	18.5%	716
Departmental Management (DM)	477	61.8%	19.2%	18.9%	15
Farm and Foreign Agricultural Services (FFAS)	3,984	64.5%	24.4%	11.1%	90
Food Safety (FS)	1,425	57.2%	27.3%	15.5%	84
Food, Nutrition and Consumer Services (FNCS)	568	56.9%	19.7%	23.4%	12
Marketing and Regulatory Programs (MRP)	1,896	58.0%	21.6%	20.5%	78
National Appeals Division (NAD)	59	86.1%	6.6%	7.3%	3
Natural Resources and Environment (NRE)	7,417	56.4%	23.5%	20.1%	217
Office of Budget & Program Analysis (BPA)	24	40.1%	36.4%	23.5%	0
Office of Communications (OC)	38	50.3%	28.8%	20.9%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	73	42.0%	21.6%	36.5%	2
Office of the Chief Economist (OCE)	34	76.6%	5.1%	18.2%	1
Office of the Chief Financial Officer (CFO)	448	50.2%	23.7%	26.1%	14
Office of the General Counsel (OGC)	184	64.7%	14.7%	20.7%	9
Office of the Inspector General (OIG)	146	66.9%	17.3%	15.9%	8
Office of the Secretary	14	89.2%	10.8%	0.0%	0
Research, Education and Economics (REE)	3,054	57.4%	23.4%	19.1%	127
Rural Development (RD)	1,772	53.1%	24.0%	23.0%	55

Department of Agriculture *1st Level Subagency Comparison Report*

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,425	57.9%	23.3%	18.9%	21,965
Department of Agriculture	21,285	57.9%	24.8%	17.2%	1,132
Departmental Management (DM)	475	65.3%	21.2%	13.5%	17
Farm and Foreign Agricultural Services (FFAS)	3,936	68.3%	21.8%	9.9%	156
Food Safety (FS)	1,390	63.5%	22.5%	14.0%	115
Food, Nutrition and Consumer Services (FNCS)	546	60.3%	21.0%	18.7%	31
Marketing and Regulatory Programs (MRP)	1,861	57.2%	24.4%	18.4%	112
National Appeals Division (NAD)	56	79.9%	15.3%	4.8%	6
Natural Resources and Environment (NRE)	7,328	53.0%	27.3%	19.7%	326
Office of Budget & Program Analysis (BPA)	24	52.4%	19.2%	28.5%	0
Office of Communications (OC)	36	41.6%	36.2%	22.2%	3
Office of the Asst. Sec. for Civil Rights (OASCR)	72	40.4%	22.0%	37.6%	1
Office of the Chief Economist (OCE)	33	74.4%	15.8%	9.8%	2
Office of the Chief Financial Officer (CFO)	441	52.8%	24.4%	22.9%	21
Office of the General Counsel (OGC)	177	63.1%	23.6%	13.3%	16
Office of the Inspector General (OIG)	149	73.3%	13.4%	13.4%	4
Office of the Secretary	14	86.7%	7.1%	6.2%	0
Research, Education and Economics (REE)	2,989	57.5%	24.3%	18.2%	208
Rural Development (RD)	1,718	54.7%	24.9%	20.4%	113

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	390,254	53.1%	23.5%	23.4%	5,078
Department of Agriculture	22,109	49.7%	27.3%	23.0%	298
Departmental Management (DM)	488	61.3%	21.2%	17.4%	4
Farm and Foreign Agricultural Services (FFAS)	4,047	60.5%	25.7%	13.8%	45
Food Safety (FS)	1,483	58.2%	25.5%	16.3%	24
Food, Nutrition and Consumer Services (FNCS)	574	50.9%	24.0%	25.1%	4
Marketing and Regulatory Programs (MRP)	1,954	49.9%	27.8%	22.2%	16
National Appeals Division (NAD)	62	76.6%	16.6%	6.7%	0
Natural Resources and Environment (NRE)	7,528	42.8%	29.3%	27.9%	115
Office of Budget & Program Analysis (BPA)	24	45.0%	26.5%	28.5%	0
Office of Communications (OC)	38	47.5%	31.4%	21.1%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	72	45.7%	15.1%	39.1%	1
Office of the Chief Economist (OCE)	35	81.5%	3.1%	15.4%	0
Office of the Chief Financial Officer (CFO)	458	49.1%	24.1%	26.8%	3
Office of the General Counsel (OGC)	192	56.0%	24.5%	19.6%	1
Office of the Inspector General (OIG)	149	63.3%	18.5%	18.2%	3
Office of the Secretary	14	86.7%	7.1%	6.2%	0
Research, Education and Economics (REE)	3,144	47.9%	27.3%	24.8%	53
Rural Development (RD)	1,808	50.8%	26.1%	23.1%	26

Department of Agriculture *1st Level Subagency Comparison Report*

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,124	55.1%	25.8%	19.1%	32,433
Department of Agriculture	20,788	59.4%	27.0%	13.6%	1,642
Departmental Management (DM)	470	68.7%	19.5%	11.8%	22
Farm and Foreign Agricultural Services (FFAS)	3,882	64.2%	27.0%	8.8%	216
Food Safety (FS)	1,377	52.1%	33.0%	14.9%	129
Food, Nutrition and Consumer Services (FNCS)	549	65.1%	19.8%	15.1%	27
Marketing and Regulatory Programs (MRP)	1,817	60.1%	26.7%	13.1%	162
National Appeals Division (NAD)	57	82.7%	15.1%	2.1%	5
Natural Resources and Environment (NRE)	7,063	58.1%	27.0%	14.9%	590
Office of Budget & Program Analysis (BPA)	24	33.9%	39.1%	27.0%	0
Office of Communications (OC)	35	60.2%	25.4%	14.4%	3
Office of the Asst. Sec. for Civil Rights (OASCR)	69	52.7%	28.6%	18.8%	5
Office of the Chief Economist (OCE)	34	73.6%	11.1%	15.3%	1
Office of the Chief Financial Officer (CFO)	434	49.1%	29.7%	21.2%	25
Office of the General Counsel (OGC)	181	68.3%	16.2%	15.5%	13
Office of the Inspector General (OIG)	149	75.7%	13.3%	11.0%	4
Office of the Secretary	13	93.3%	0.0%	6.7%	1
Research, Education and Economics (REE)	2,857	60.3%	27.6%	12.1%	339
Rural Development (RD)	1,741	59.0%	24.2%	16.7%	95

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	394,068	50.7%	22.7%	26.6%
Department of Agriculture	22,359	53.5%	23.4%	23.1%
Departmental Management (DM)	491	55.1%	21.5%	23.4%
Farm and Foreign Agricultural Services (FFAS)	4,087	59.7%	24.5%	15.8%
Food Safety (FS)	1,501	56.7%	23.3%	20.0%
Food, Nutrition and Consumer Services (FNCS)	577	52.4%	22.2%	25.4%
Marketing and Regulatory Programs (MRP)	1,974	53.4%	22.7%	23.8%
National Appeals Division (NAD)	62	69.9%	23.8%	6.3%
Natural Resources and Environment (NRE)	7,630	50.1%	23.9%	26.0%
Office of Budget & Program Analysis (BPA)	24	54.8%	31.2%	14.0%
Office of Communications (OC)	38	50.3%	27.5%	22.2%
Office of the Asst. Sec. for Civil Rights (OASCR)	73	50.1%	17.5%	32.4%
Office of the Chief Economist (OCE)	35	76.8%	11.5%	11.7%
Office of the Chief Financial Officer (CFO)	454	47.0%	22.4%	30.6%
Office of the General Counsel (OGC)	194	61.2%	17.0%	21.8%
Office of the Inspector General (OIG)	152	66.2%	16.1%	17.6%
Office of the Secretary	14	86.7%	13.3%	0.0%
Research, Education and Economics (REE)	3,189	56.0%	21.5%	22.5%
Rural Development (RD)	1,823	51.7%	24.9%	23.5%

Department of Agriculture *1st Level Subagency Comparison Report*

My Satisfaction (continued)

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	393,156	48.0%	23.5%	28.5%
Department of Agriculture	22,290	47.3%	25.4%	27.3%
Departmental Management (DM)	490	56.4%	19.3%	24.3%
Farm and Foreign Agricultural Services (FFAS)	4,066	52.1%	26.1%	21.9%
Food Safety (FS)	1,496	55.6%	22.3%	22.1%
Food, Nutrition and Consumer Services (FNCS)	576	52.5%	21.7%	25.9%
Marketing and Regulatory Programs (MRP)	1,967	49.0%	26.0%	25.0%
National Appeals Division (NAD)	62	67.7%	20.6%	11.7%
Natural Resources and Environment (NRE)	7,607	42.2%	26.7%	31.1%
Office of Budget & Program Analysis (BPA)	23	40.0%	35.1%	24.9%
Office of Communications (OC)	37	37.5%	31.5%	31.0%
Office of the Asst. Sec. for Civil Rights (OASCR)	73	42.9%	25.6%	31.5%
Office of the Chief Economist (OCE)	34	73.2%	11.5%	15.4%
Office of the Chief Financial Officer (CFO)	456	39.8%	25.3%	34.9%
Office of the General Counsel (OGC)	194	55.6%	19.7%	24.7%
Office of the Inspector General (OIG)	153	63.6%	13.4%	23.0%
Office of the Secretary	14	86.7%	0.0%	13.3%
Research, Education and Economics (REE)	3,180	48.7%	25.2%	26.1%
Rural Development (RD)	1,821	46.9%	24.3%	28.8%

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	392,389	47.5%	23.8%	28.7%
Department of Agriculture	22,270	50.4%	24.1%	25.4%
Departmental Management (DM)	486	53.5%	20.9%	25.6%
Farm and Foreign Agricultural Services (FFAS)	4,071	53.6%	25.8%	20.5%
Food Safety (FS)	1,493	53.1%	23.1%	23.8%
Food, Nutrition and Consumer Services (FNCS)	574	56.0%	20.5%	23.6%
Marketing and Regulatory Programs (MRP)	1,969	51.8%	23.2%	25.0%
National Appeals Division (NAD)	61	62.0%	19.0%	19.0%
Natural Resources and Environment (NRE)	7,595	47.8%	24.8%	27.3%
Office of Budget & Program Analysis (BPA)	23	48.6%	31.5%	19.9%
Office of Communications (OC)	37	56.8%	22.5%	20.7%
Office of the Asst. Sec. for Civil Rights (OASCR)	73	45.8%	18.3%	35.9%
Office of the Chief Economist (OCE)	35	76.6%	11.1%	12.4%
Office of the Chief Financial Officer (CFO)	458	43.3%	25.4%	31.3%
Office of the General Counsel (OGC)	194	64.9%	14.7%	20.4%
Office of the Inspector General (OIG)	151	66.4%	14.5%	19.1%
Office of the Secretary	14	86.7%	0.0%	13.3%
Research, Education and Economics (REE)	3,180	53.1%	23.4%	23.5%
Rural Development (RD)	1,817	45.2%	23.5%	31.3%

Department of Agriculture *1st Level Subagency Comparison Report*

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	392,440	42.5%	29.3%	28.3%
Department of Agriculture	22,264	39.6%	32.5%	27.9%
Departmental Management (DM)	487	51.3%	27.4%	21.3%
Farm and Foreign Agricultural Services (FFAS)	4,066	48.5%	33.2%	18.2%
Food Safety (FS)	1,495	46.3%	32.3%	21.5%
Food, Nutrition and Consumer Services (FNCS)	576	43.4%	25.9%	30.7%
Marketing and Regulatory Programs (MRP)	1,972	42.9%	30.9%	26.2%
National Appeals Division (NAD)	62	64.4%	27.4%	8.2%
Natural Resources and Environment (NRE)	7,591	33.2%	33.5%	33.3%
Office of Budget & Program Analysis (BPA)	24	37.1%	26.0%	36.9%
Office of Communications (OC)	37	37.9%	35.4%	26.7%
Office of the Asst. Sec. for Civil Rights (OASCR)	74	34.6%	18.9%	46.4%
Office of the Chief Economist (OCE)	35	77.2%	7.4%	15.4%
Office of the Chief Financial Officer (CFO)	457	35.6%	32.4%	32.0%
Office of the General Counsel (OGC)	193	47.8%	27.9%	24.3%
Office of the Inspector General (OIG)	153	53.4%	24.1%	22.5%
Office of the Secretary	14	86.7%	7.1%	6.2%
Research, Education and Economics (REE)	3,168	37.8%	33.5%	28.7%
Rural Development (RD)	1,819	40.9%	30.3%	28.8%

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	392,739	35.9%	27.3%	36.8%
Department of Agriculture	22,289	40.2%	28.4%	31.4%
Departmental Management (DM)	489	38.9%	29.7%	31.5%
Farm and Foreign Agricultural Services (FFAS)	4,069	43.2%	32.0%	24.8%
Food Safety (FS)	1,495	50.9%	24.4%	24.7%
Food, Nutrition and Consumer Services (FNCS)	574	40.0%	28.3%	31.6%
Marketing and Regulatory Programs (MRP)	1,971	36.5%	28.6%	34.9%
National Appeals Division (NAD)	62	33.6%	31.3%	35.1%
Natural Resources and Environment (NRE)	7,603	40.4%	27.4%	32.3%
Office of Budget & Program Analysis (BPA)	24	29.1%	49.3%	21.7%
Office of Communications (OC)	38	36.9%	39.8%	23.3%
Office of the Asst. Sec. for Civil Rights (OASCR)	74	30.2%	18.6%	51.2%
Office of the Chief Economist (OCE)	34	64.6%	22.6%	12.8%
Office of the Chief Financial Officer (CFO)	454	32.5%	25.1%	42.4%
Office of the General Counsel (OGC)	192	32.6%	27.1%	40.3%
Office of the Inspector General (OIG)	153	46.6%	29.5%	23.9%
Office of the Secretary	14	71.7%	15.0%	13.3%
Research, Education and Economics (REE)	3,184	31.6%	32.5%	35.9%
Rural Development (RD)	1,818	34.9%	27.8%	37.3%

Department of Agriculture *1st Level Subagency Comparison Report*

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	392,659	52.5%	23.5%	23.9%
Department of Agriculture	22,284	55.8%	23.9%	20.3%
Departmental Management (DM)	490	53.2%	24.2%	22.6%
Farm and Foreign Agricultural Services (FFAS)	4,070	54.8%	25.7%	19.5%
Food Safety (FS)	1,490	62.4%	21.8%	15.8%
Food, Nutrition and Consumer Services (FNCS)	575	46.8%	26.3%	27.0%
Marketing and Regulatory Programs (MRP)	1,967	57.7%	24.0%	18.3%
National Appeals Division (NAD)	62	73.5%	21.1%	5.5%
Natural Resources and Environment (NRE)	7,608	56.6%	22.9%	20.5%
Office of Budget & Program Analysis (BPA)	24	58.6%	27.9%	13.6%
Office of Communications (OC)	38	34.1%	29.2%	36.7%
Office of the Asst. Sec. for Civil Rights (OASCR)	72	49.7%	14.9%	35.5%
Office of the Chief Economist (OCE)	34	78.0%	18.4%	3.6%
Office of the Chief Financial Officer (CFO)	452	45.6%	23.9%	30.5%
Office of the General Counsel (OGC)	194	71.2%	19.0%	9.8%
Office of the Inspector General (OIG)	152	70.0%	13.8%	16.3%
Office of the Secretary	14	77.9%	8.8%	13.3%
Research, Education and Economics (REE)	3,182	52.4%	28.2%	19.3%
Rural Development (RD)	1,819	48.6%	24.6%	26.8%

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	392,826	66.2%	17.4%	16.4%
Department of Agriculture	22,284	69.8%	16.7%	13.4%
Departmental Management (DM)	490	67.3%	18.1%	14.5%
Farm and Foreign Agricultural Services (FFAS)	4,067	78.0%	14.3%	7.7%
Food Safety (FS)	1,495	74.3%	14.5%	11.3%
Food, Nutrition and Consumer Services (FNCS)	576	67.5%	18.0%	14.5%
Marketing and Regulatory Programs (MRP)	1,966	69.5%	16.4%	14.1%
National Appeals Division (NAD)	62	88.3%	4.9%	6.7%
Natural Resources and Environment (NRE)	7,608	66.8%	17.8%	15.4%
Office of Budget & Program Analysis (BPA)	24	48.6%	36.9%	14.5%
Office of Communications (OC)	38	73.4%	16.1%	10.5%
Office of the Asst. Sec. for Civil Rights (OASCR)	74	56.2%	20.7%	23.1%
Office of the Chief Economist (OCE)	34	87.3%	3.2%	9.5%
Office of the Chief Financial Officer (CFO)	456	61.3%	19.5%	19.2%
Office of the General Counsel (OGC)	193	74.9%	11.8%	13.4%
Office of the Inspector General (OIG)	152	78.8%	11.6%	9.6%
Office of the Secretary	14	86.7%	6.2%	7.1%
Research, Education and Economics (REE)	3,180	69.7%	16.7%	13.6%
Rural Development (RD)	1,816	66.8%	18.5%	14.7%

Department of Agriculture *1st Level Subagency Comparison Report*

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	393,242	58.2%	16.9%	24.9%
Department of Agriculture	22,315	59.9%	17.6%	22.5%
Departmental Management (DM)	491	67.7%	15.1%	17.2%
Farm and Foreign Agricultural Services (FFAS)	4,079	63.0%	17.5%	19.5%
Food Safety (FS)	1,500	62.0%	17.1%	20.9%
Food, Nutrition and Consumer Services (FNCS)	575	64.9%	18.8%	16.3%
Marketing and Regulatory Programs (MRP)	1,971	59.0%	16.8%	24.2%
National Appeals Division (NAD)	62	51.7%	18.0%	30.3%
Natural Resources and Environment (NRE)	7,611	58.4%	17.8%	23.7%
Office of Budget & Program Analysis (BPA)	24	73.8%	12.9%	13.3%
Office of Communications (OC)	37	72.6%	21.9%	5.4%
Office of the Asst. Sec. for Civil Rights (OASCR)	74	56.5%	17.7%	25.8%
Office of the Chief Economist (OCE)	35	76.1%	15.2%	8.7%
Office of the Chief Financial Officer (CFO)	456	60.4%	16.7%	22.9%
Office of the General Counsel (OGC)	193	58.1%	15.1%	26.7%
Office of the Inspector General (OIG)	152	79.1%	13.6%	7.3%
Office of the Secretary	14	78.9%	6.2%	14.9%
Research, Education and Economics (REE)	3,182	56.6%	18.4%	25.0%
Rural Development (RD)	1,818	59.8%	17.9%	22.3%

Department of Agriculture

1st Level Subagency Comparison Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	393,451	56.9%	21.4%	21.7%
Department of Agriculture	22,313	58.3%	22.5%	19.2%
Departmental Management (DM)	486	61.0%	19.9%	19.1%
Farm and Foreign Agricultural Services (FFAS)	4,084	68.0%	21.4%	10.5%
Food Safety (FS)	1,498	64.2%	19.7%	16.1%
Food, Nutrition and Consumer Services (FNCS)	574	60.9%	21.7%	17.4%
Marketing and Regulatory Programs (MRP)	1,964	59.7%	21.7%	18.6%
National Appeals Division (NAD)	62	79.7%	14.2%	6.1%
Natural Resources and Environment (NRE)	7,612	53.3%	23.8%	22.9%
Office of Budget & Program Analysis (BPA)	24	54.0%	31.5%	14.5%
Office of Communications (OC)	39	56.1%	31.8%	12.1%
Office of the Asst. Sec. for Civil Rights (OASCR)	73	47.3%	16.9%	35.8%
Office of the Chief Economist (OCE)	35	81.8%	5.8%	12.4%
Office of the Chief Financial Officer (CFO)	456	51.9%	23.0%	25.1%
Office of the General Counsel (OGC)	194	64.2%	17.7%	18.1%
Office of the Inspector General (OIG)	152	70.4%	17.5%	12.1%
Office of the Secretary	14	86.7%	6.2%	7.1%
Research, Education and Economics (REE)	3,185	55.7%	23.2%	21.1%
Rural Development (RD)	1,820	58.8%	22.9%	18.3%

Department of Agriculture *1st Level Subagency Comparison Report*

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
Department of Agriculture	22,284	67.3%	16.9%	10.0%	5.8%
Departmental Management (DM)	490	96.9%	2.7%	0.2%	0.2%
Farm and Foreign Agricultural Services (FFAS)	4,083	28.8%	40.6%	18.5%	12.0%
Food Safety (FS)	1,494	25.4%	24.5%	36.1%	14.0%
Food, Nutrition and Consumer Services (FNCS)	574	95.6%	1.6%	2.2%	0.7%
Marketing and Regulatory Programs (MRP)	1,967	76.5%	17.0%	4.1%	2.4%
National Appeals Division (NAD)	62	100.0%	0.0%	0.0%	0.0%
Natural Resources and Environment (NRE)	7,603	78.4%	10.9%	6.2%	4.5%
Office of Budget & Program Analysis (BPA)	23	88.7%	11.3%	0.0%	0.0%
Office of Communications (OC)	39	89.0%	3.0%	5.2%	2.8%
Office of the Asst. Sec. for Civil Rights (OASCR)	71	98.6%	1.4%	0.0%	0.0%
Office of the Chief Economist (OCE)	35	94.1%	0.0%	3.5%	2.5%
Office of the Chief Financial Officer (CFO)	458	79.8%	15.4%	3.2%	1.6%
Office of the General Counsel (OGC)	193	92.4%	2.9%	3.2%	1.6%
Office of the Inspector General (OIG)	152	98.6%	0.0%	0.4%	1.0%
Office of the Secretary	14	76.2%	17.6%	6.2%	0.0%
Research, Education and Economics (REE)	3,172	82.2%	11.1%	3.9%	2.8%
Rural Development (RD)	1,813	88.1%	7.3%	2.3%	2.3%

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	389,999	5.7%	11.8%	4.7%	11.8%
Department of Agriculture	22,150	6.8%	15.6%	7.7%	20.4%
Departmental Management (DM)	491	22.4%	29.0%	11.9%	21.7%
Farm and Foreign Agricultural Services (FFAS)	3,954	1.8%	8.4%	3.0%	7.7%
Food Safety (FS)	1,489	2.8%	8.2%	4.7%	6.4%
Food, Nutrition and Consumer Services (FNCS)	575	21.6%	39.5%	8.1%	18.2%
Marketing and Regulatory Programs (MRP)	1,969	16.5%	21.6%	6.1%	16.5%
National Appeals Division (NAD)	62	47.8%	32.2%	3.5%	13.4%
Natural Resources and Environment (NRE)	7,599	5.1%	13.2%	9.4%	29.5%
Office of Budget & Program Analysis (BPA)	21	0.0%	14.4%	14.7%	13.6%
Office of Communications (OC)	39	10.1%	47.1%	2.8%	32.1%
Office of the Asst. Sec. for Civil Rights (OASCR)	73	12.4%	55.2%	6.6%	19.6%
Office of the Chief Economist (OCE)	35	0.0%	9.1%	7.7%	40.2%
Office of the Chief Financial Officer (CFO)	454	11.5%	27.2%	20.4%	9.6%
Office of the General Counsel (OGC)	193	1.6%	55.1%	10.9%	11.2%
Office of the Inspector General (OIG)	153	25.6%	21.4%	11.7%	20.6%
Office of the Secretary	13	0.0%	7.7%	11.8%	54.3%
Research, Education and Economics (REE)	3,172	4.0%	22.3%	6.4%	21.0%
Rural Development (RD)	1,817	11.5%	23.2%	10.6%	19.2%

(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)

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
Department of Agriculture	22,150	21.3%	4.2%	7.6%	16.3%
Departmental Management (DM)	491	1.9%	0.8%	1.4%	10.8%
Farm and Foreign Agricultural Services (FFAS)	3,954	37.7%	5.7%	19.9%	15.9%
Food Safety (FS)	1,489	63.4%	1.0%	5.7%	7.7%
Food, Nutrition and Consumer Services (FNCS)	575	1.5%	0.7%	1.3%	9.3%
Marketing and Regulatory Programs (MRP)	1,969	19.4%	2.5%	5.2%	12.3%
National Appeals Division (NAD)	62	0.0%	1.6%	0.0%	1.5%
Natural Resources and Environment (NRE)	7,599	13.0%	5.8%	5.1%	18.9%
Office of Budget & Program Analysis (BPA)	21	4.7%	0.0%	11.8%	40.8%
Office of Communications (OC)	39	2.8%	0.0%	2.4%	2.8%
Office of the Asst. Sec. for Civil Rights (OASCR)	73	0.0%	0.0%	1.0%	5.2%
Office of the Chief Economist (OCE)	35	3.1%	5.8%	5.9%	28.2%
Office of the Chief Financial Officer (CFO)	454	4.4%	1.9%	15.8%	9.3%
Office of the General Counsel (OGC)	193	0.5%	0.0%	5.0%	15.6%
Office of the Inspector General (OIG)	153	1.7%	0.0%	0.9%	18.0%
Office of the Secretary	13	0.0%	0.0%	16.5%	9.7%
Research, Education and Economics (REE)	3,172	18.6%	3.6%	4.0%	20.0%
Rural Development (RD)	1,817	3.3%	2.4%	9.2%	20.6%

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	391,178	33.4%	45.8%	20.8%
Department of Agriculture	22,145	43.0%	43.6%	13.5%
Departmental Management (DM)	489	38.4%	42.6%	18.9%
Farm and Foreign Agricultural Services (FFAS)	4,055	64.5%	28.2%	7.3%
Food Safety (FS)	1,479	19.4%	38.3%	42.4%
Food, Nutrition and Consumer Services (FNCS)	574	69.0%	30.3%	0.7%
Marketing and Regulatory Programs (MRP)	1,959	33.9%	50.2%	15.9%
National Appeals Division (NAD)	60	76.0%	24.0%	0.0%
Natural Resources and Environment (NRE)	7,540	41.7%	47.8%	10.5%
Office of Budget & Program Analysis (BPA)	24	55.6%	44.4%	0.0%
Office of Communications (OC)	38	52.5%	44.4%	3.1%
Office of the Asst. Sec. for Civil Rights (OASCR)	73	64.8%	35.2%	0.0%
Office of the Chief Economist (OCE)	34	20.9%	63.9%	15.2%
Office of the Chief Financial Officer (CFO)	456	62.7%	32.7%	4.5%
Office of the General Counsel (OGC)	192	46.7%	49.8%	3.5%
Office of the Inspector General (OIG)	151	46.9%	26.7%	26.4%
Office of the Secretary	14	25.7%	59.3%	15.0%
Research, Education and Economics (REE)	3,160	27.6%	60.0%	12.4%
Rural Development (RD)	1,806	57.8%	34.4%	7.8%

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	390,233	26.8%	61.0%	12.1%
Department of Agriculture	22,172	30.3%	55.9%	13.8%
Departmental Management (DM)	489	16.6%	60.7%	22.7%
Farm and Foreign Agricultural Services (FFAS)	4,059	25.0%	58.1%	16.9%
Food Safety (FS)	1,483	15.7%	65.7%	18.6%
Food, Nutrition and Consumer Services (FNCS)	577	35.6%	55.9%	8.5%
Marketing and Regulatory Programs (MRP)	1,963	24.2%	65.9%	9.9%
National Appeals Division (NAD)	60	20.4%	53.3%	26.2%
Natural Resources and Environment (NRE)	7,559	39.6%	48.5%	11.9%
Office of Budget & Program Analysis (BPA)	23	22.8%	73.3%	3.9%
Office of Communications (OC)	38	19.9%	77.0%	3.1%
Office of the Asst. Sec. for Civil Rights (OASCR)	73	26.9%	69.0%	4.1%
Office of the Chief Economist (OCE)	34	15.0%	81.4%	3.6%
Office of the Chief Financial Officer (CFO)	458	42.3%	53.5%	4.2%
Office of the General Counsel (OGC)	194	18.6%	62.3%	19.1%
Office of the Inspector General (OIG)	152	26.5%	46.1%	27.4%
Office of the Secretary	14	34.5%	56.7%	8.8%
Research, Education and Economics (REE)	3,152	24.8%	63.8%	11.4%
Rural Development (RD)	1,803	18.7%	58.8%	22.5%

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	387,376	13.6%	81.0%	5.3%
Department of Agriculture	21,955	17.8%	79.0%	3.2%
Departmental Management (DM)	482	19.3%	76.5%	4.1%
Farm and Foreign Agricultural Services (FFAS)	4,007	14.6%	81.4%	4.0%
Food Safety (FS)	1,470	22.8%	73.5%	3.7%
Food, Nutrition and Consumer Services (FNCS)	571	16.2%	81.3%	2.5%
Marketing and Regulatory Programs (MRP)	1,944	18.3%	77.6%	4.1%
National Appeals Division (NAD)	60	8.4%	90.0%	1.6%
Natural Resources and Environment (NRE)	7,477	18.7%	78.7%	2.6%
Office of Budget & Program Analysis (BPA)	23	4.3%	95.7%	0.0%
Office of Communications (OC)	39	10.5%	89.5%	0.0%
Office of the Asst. Sec. for Civil Rights (OASCR)	71	12.4%	83.2%	4.5%
Office of the Chief Economist (OCE)	34	8.8%	84.8%	6.4%
Office of the Chief Financial Officer (CFO)	448	20.8%	76.3%	2.9%
Office of the General Counsel (OGC)	191	6.7%	88.0%	5.3%
Office of the Inspector General (OIG)	150	17.0%	80.7%	2.3%
Office of the Secretary	12	0.0%	89.5%	10.5%
Research, Education and Economics (REE)	3,141	14.6%	82.3%	3.2%
Rural Development (RD)	1,794	15.9%	80.5%	3.6%

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	390,848	3.7%	79.1%	17.2%
Department of Agriculture	22,190	1.7%	76.2%	22.1%
Departmental Management (DM)	487	3.3%	75.2%	21.5%
Farm and Foreign Agricultural Services (FFAS)	4,052	1.7%	75.7%	22.6%
Food Safety (FS)	1,491	2.8%	73.9%	23.2%
Food, Nutrition and Consumer Services (FNCS)	575	2.0%	77.8%	20.2%
Marketing and Regulatory Programs (MRP)	1,968	2.4%	82.5%	15.1%
National Appeals Division (NAD)	61	0.0%	79.7%	20.3%
Natural Resources and Environment (NRE)	7,571	1.2%	75.1%	23.7%
Office of Budget & Program Analysis (BPA)	23	0.0%	95.7%	4.3%
Office of Communications (OC)	39	0.0%	97.0%	3.0%
Office of the Asst. Sec. for Civil Rights (OASCR)	73	1.7%	91.6%	6.7%
Office of the Chief Economist (OCE)	34	11.3%	79.2%	9.5%
Office of the Chief Financial Officer (CFO)	455	1.8%	76.7%	21.5%
Office of the General Counsel (OGC)	193	1.2%	78.3%	20.5%
Office of the Inspector General (OIG)	153	2.2%	62.9%	34.9%
Office of the Secretary	14	0.0%	91.2%	8.8%
Research, Education and Economics (REE)	3,151	1.9%	80.4%	17.7%
Rural Development (RD)	1,810	1.5%	71.4%	27.1%

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	391,248	2.3%	80.4%	17.2%
Department of Agriculture	22,200	1.5%	77.7%	20.7%
Departmental Management (DM)	488	3.1%	73.6%	23.3%
Farm and Foreign Agricultural Services (FFAS)	4,052	1.8%	77.6%	20.7%
Food Safety (FS)	1,488	2.9%	76.5%	20.6%
Food, Nutrition and Consumer Services (FNCS)	574	2.6%	76.9%	20.5%
Marketing and Regulatory Programs (MRP)	1,966	2.1%	83.7%	14.2%
National Appeals Division (NAD)	62	2.0%	76.6%	21.4%
Natural Resources and Environment (NRE)	7,570	1.0%	77.0%	22.0%
Office of Budget & Program Analysis (BPA)	24	0.0%	91.7%	8.3%
Office of Communications (OC)	37	0.0%	93.9%	6.1%
Office of the Asst. Sec. for Civil Rights (OASCR)	72	4.5%	91.4%	4.1%
Office of the Chief Economist (OCE)	34	2.6%	88.0%	9.5%
Office of the Chief Financial Officer (CFO)	454	2.9%	75.9%	21.2%
Office of the General Counsel (OGC)	191	0.0%	76.7%	23.3%
Office of the Inspector General (OIG)	150	1.0%	64.1%	34.9%
Office of the Secretary	13	6.6%	83.9%	9.4%
Research, Education and Economics (REE)	3,171	1.2%	81.2%	17.6%
Rural Development (RD)	1,813	1.1%	71.9%	27.0%

Department of Agriculture 1st Level Subagency Comparison Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	204,775	78.9%	12.0%	9.1%	6,007
Department of Agriculture	12,301	78.6%	13.8%	7.6%	306
Departmental Management (DM)	428	87.1%	7.0%	5.9%	3
Farm and Foreign Agricultural Services (FFAS)	1,054	71.8%	16.9%	11.3%	121
Food Safety (FS)	621	80.0%	11.1%	8.9%	19
Food, Nutrition and Consumer Services (FNCS)	503	86.8%	6.9%	6.2%	4
Marketing and Regulatory Programs (MRP)	1,361	77.0%	15.9%	7.1%	31
National Appeals Division (NAD)	60	93.4%	3.5%	3.0%	0
Natural Resources and Environment (NRE)	4,559	78.8%	14.8%	6.4%	77
Office of Budget & Program Analysis (BPA)	12	39.6%	18.4%	42.0%	0
Office of Communications (OC)	35	71.4%	20.0%	8.6%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	66	81.6%	14.0%	4.4%	1
Office of the Chief Economist (OCE)	19	48.3%	32.4%	19.3%	1
Office of the Chief Financial Officer (CFO)	324	70.2%	11.8%	18.0%	3
Office of the General Counsel (OGC)	153	83.4%	4.4%	12.2%	0
Office of the Inspector General (OIG)	121	84.0%	7.1%	8.9%	0
Office of the Secretary	10	71.8%	18.0%	10.2%	1
Research, Education and Economics (REE)	1,797	77.8%	13.9%	8.3%	30
Rural Development (RD)	1,159	80.0%	11.6%	8.4%	14

**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)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	148,859	89.7%	7.0%	3.3%	3,222
Department of Agriculture	10,284	92.5%	5.5%	2.0%	221
Departmental Management (DM)	222	90.8%	6.1%	3.0%	2
Farm and Foreign Agricultural Services (FFAS)	2,593	94.7%	4.0%	1.4%	49
Food Safety (FS)	529	89.3%	8.2%	2.4%	19
Food, Nutrition and Consumer Services (FNCS)	388	94.3%	3.6%	2.1%	7
Marketing and Regulatory Programs (MRP)	843	93.2%	4.2%	2.6%	21
National Appeals Division (NAD)	46	95.4%	4.6%	0.0%	0
Natural Resources and Environment (NRE)	3,238	91.8%	6.2%	2.0%	69
Office of Budget & Program Analysis (BPA)	13	92.5%	7.5%	0.0%	0
Office of Communications (OC)	21	95.4%	4.6%	0.0%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	45	93.1%	6.9%	0.0%	0
Office of the Chief Economist (OCE)	7	85.2%	0.0%	14.8%	0
Office of the Chief Financial Officer (CFO)	279	93.4%	2.6%	4.0%	3
Office of the General Counsel (OGC)	91	86.6%	8.8%	4.6%	0
Office of the Inspector General (OIG)	80	96.3%	3.7%	0.0%	0
Office of the Secretary	4	100.0%	0.0%	0.0%	0
Research, Education and Economics (REE)	831	90.1%	8.1%	1.8%	32
Rural Development (RD)	1,038	91.3%	5.7%	3.0%	19

**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)

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	102,282	80.5%	15.7%	3.8%	7,335
Department of Agriculture	6,352	84.4%	13.2%	2.4%	313
Departmental Management (DM)	89	88.2%	10.2%	1.6%	8
Farm and Foreign Agricultural Services (FFAS)	927	78.5%	19.7%	1.8%	77
Food Safety (FS)	236	67.9%	28.8%	3.4%	25
Food, Nutrition and Consumer Services (FNCS)	195	87.3%	10.9%	1.8%	13
Marketing and Regulatory Programs (MRP)	425	78.8%	17.2%	4.0%	34
National Appeals Division (NAD)	12	64.6%	35.4%	0.0%	2
Natural Resources and Environment (NRE)	3,169	89.4%	8.8%	1.8%	61
Office of Budget & Program Analysis (BPA)	6	35.7%	44.0%	20.3%	0
Office of Communications (OC)	7	57.0%	43.0%	0.0%	1
Office of the Asst. Sec. for Civil Rights (OASCR)	17	89.2%	5.8%	5.0%	1
Office of the Chief Economist (OCE)	4	74.6%	25.4%	0.0%	0
Office of the Chief Financial Officer (CFO)	186	83.2%	14.1%	2.7%	7
Office of the General Counsel (OGC)	30	85.0%	12.5%	2.5%	5
Office of the Inspector General (OIG)	27	77.5%	22.5%	0.0%	3
Office of the Secretary	4	79.8%	0.0%	20.2%	0
Research, Education and Economics (REE)	685	77.1%	18.8%	4.1%	46
Rural Development (RD)	313	75.6%	20.4%	4.0%	30

**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	51,991	75.5%	20.1%	4.4%	8,067
Department of Agriculture	3,728	78.3%	17.8%	3.9%	424
Departmental Management (DM)	95	74.1%	23.0%	2.8%	7
Farm and Foreign Agricultural Services (FFAS)	563	77.1%	19.8%	3.0%	104
Food Safety (FS)	309	76.6%	19.8%	3.6%	33
Food, Nutrition and Consumer Services (FNCS)	93	90.4%	9.6%	0.0%	5
Marketing and Regulatory Programs (MRP)	352	79.9%	16.1%	4.0%	37
National Appeals Division (NAD)	4	75.5%	24.5%	0.0%	3
Natural Resources and Environment (NRE)	1,457	78.9%	16.6%	4.5%	124
Office of Budget & Program Analysis (BPA)	2	100.0%	0.0%	0.0%	0
Office of Communications (OC)	4	47.1%	52.9%	0.0%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	10	100.0%	0.0%	0.0%	1
Office of the Chief Economist (OCE)	3	65.0%	35.0%	0.0%	0
Office of the Chief Financial Officer (CFO)	90	72.3%	23.8%	3.9%	10
Office of the General Counsel (OGC)	13	52.8%	47.2%	0.0%	3
Office of the Inspector General (OIG)	19	85.5%	14.5%	0.0%	7
Office of the Secretary	2	44.5%	55.5%	0.0%	0
Research, Education and Economics (REE)	443	80.3%	16.6%	3.1%	51
Rural Development (RD)	265	74.8%	21.9%	3.3%	39

*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	10,701	72.2%	23.5%	4.3%	4,380
Department of Agriculture	353	67.0%	28.5%	4.5%	202
Departmental Management (DM)	17	74.8%	25.2%	0.0%	6
Farm and Foreign Agricultural Services (FFAS)	63	64.9%	31.8%	3.3%	33
Food Safety (FS)	46	69.8%	29.4%	0.8%	16
Food, Nutrition and Consumer Services (FNCS)	10	84.2%	15.8%	0.0%	3
Marketing and Regulatory Programs (MRP)	40	79.2%	20.8%	0.0%	16
National Appeals Division (NAD)	1	0.0%	100.0%	0.0%	0
Natural Resources and Environment (NRE)	84	64.4%	26.6%	8.9%	59
Office of Budget & Program Analysis (BPA)	1	0.0%	100.0%	0.0%	0
Office of Communications (OC)	0	--	--	--	0
Office of the Asst. Sec. for Civil Rights (OASCR)	1	100.0%	0.0%	0.0%	0
Office of the Chief Economist (OCE)	3	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer (CFO)	6	44.3%	55.7%	0.0%	7
Office of the General Counsel (OGC)	2	100.0%	0.0%	0.0%	1
Office of the Inspector General (OIG)	3	100.0%	0.0%	0.0%	2
Office of the Secretary	0	--	--	--	0
Research, Education and Economics (REE)	49	66.4%	28.5%	5.1%	45
Rural Development (RD)	26	49.5%	38.5%	12.1%	14

**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	7,399	67.6%	30.2%	2.2%	3,730
Department of Agriculture	365	64.9%	32.6%	2.4%	178
Departmental Management (DM)	21	66.7%	33.3%	0.0%	4
Farm and Foreign Agricultural Services (FFAS)	73	53.2%	45.1%	1.6%	39
Food Safety (FS)	44	64.8%	35.2%	0.0%	19
Food, Nutrition and Consumer Services (FNCS)	16	69.4%	18.2%	12.4%	2
Marketing and Regulatory Programs (MRP)	43	68.8%	31.2%	0.0%	17
National Appeals Division (NAD)	1	100.0%	0.0%	0.0%	0
Natural Resources and Environment (NRE)	82	75.2%	20.7%	4.1%	50
Office of Budget & Program Analysis (BPA)	0	--	--	--	0
Office of Communications (OC)	2	0.0%	100.0%	0.0%	0
Office of the Asst. Sec. for Civil Rights (OASCR)	3	69.0%	31.0%	0.0%	1
Office of the Chief Economist (OCE)	1	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer (CFO)	14	58.0%	42.0%	0.0%	5
Office of the General Counsel (OGC)	0	--	--	--	3
Office of the Inspector General (OIG)	3	100.0%	0.0%	0.0%	3
Office of the Secretary	1	0.0%	100.0%	0.0%	1
Research, Education and Economics (REE)	41	56.4%	41.0%	2.5%	22
Rural Development (RD)	20	49.1%	43.8%	7.1%	12

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

Department of Agriculture

1st Level Subagency Comparison Report

Demographic Questions

Where do you work?

	N	%
Headquarters	7,209	32.6%
Field	14,922	67.4%

What is your supervisory status?

	N	%
Non-Supervisor	13,720	61.8%
Team Leader	2,379	10.7%
Supervisor	4,345	19.6%
Manager	1,398	6.3%
Senior Leader	354	1.6%

Are you:

	N	%
Male	10,253	46.9%
Female	11,625	53.1%

Are you Hispanic or Latino?

	N	%
Yes	1,484	6.8%
No	20,189	93.2%

Race

	N	%
American Indian or Alaska Native	341	1.6%
Asian	593	2.8%
Black or African American	2,321	11.0%
Native Hawaiian or Other Pacific Islander	82	0.4%
White	17,014	80.4%
Two or more races	819	3.9%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture *1st Level Subagency Comparison Report*

Demographic Questions (continued)

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

	N	%
Less than High School	14	0.1%
High School Diploma/GED or equivalent	1,307	5.9%
Trade or Technical Certificate	518	2.4%
Some College (no degree)	3,026	13.7%
Associate's Degree (e.g., AA, AS)	1,583	7.2%
Bachelor's Degree (e.g., BA, BS)	8,715	39.5%
Master's Degree (e.g., MA, MS, MBA)	4,612	20.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2,267	10.3%

What is your pay category/grade?

	N	%
Federal Wage System	217	1.0%
GS 1-6	1,118	5.1%
GS 7-12	13,687	62.1%
GS 13-15	6,377	28.9%
Senior Executive Service	261	1.2%
Senior Level (SL) or Scientific or Professional (ST)	41	0.2%
Other	355	1.6%

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

	N	%
Less than 1 year	348	1.6%
1 to 3 years	1,255	5.7%
4 to 5 years	1,174	5.3%
6 to 10 years	3,805	17.2%
11 to 14 years	3,263	14.8%
15 to 20 years	3,001	13.6%
More than 20 years	9,255	41.9%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture *1st Level Subagency Comparison Report*

Demographic Questions (continued)

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

	N	%
Less than 1 year	642	2.9%
1 to 3 years	2,108	9.6%
4 to 5 years	1,529	6.9%
6 to 10 years	4,225	19.2%
11 to 20 years	6,009	27.3%
More than 20 years	7,536	34.2%

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

	N	%
No	15,607	70.8%
Yes, to retire	1,525	6.9%
Yes, to take another job within the Federal Government	3,281	14.9%
Yes, to take another job outside the Federal Government	729	3.3%
Yes, other	914	4.1%

I am planning to retire:

	N	%
Within one year	910	4.2%
Between one and three years	2,667	12.2%
Between three and five years	2,639	12.0%
Five or more years	15,699	71.6%

Self-Identify as:

	N	%
Heterosexual or Straight	17,651	84.4%
Gay, Lesbian, Bisexual, or Transgender	584	2.8%
I prefer not to say	2,673	12.8%

What is your US military service status?

	N	%
No Prior Military Service	18,765	86.1%
Currently in National Guard or Reserves	120	0.6%
Retired	792	3.6%
Separated or Discharged	2,108	9.7%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
1st Level Subagency Comparison Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	2,375	10.9%
No	19,451	89.1%

What is your age group?

	N	%
25 and under	244	1.1%
26-29	741	3.2%
30-39	3,957	17.3%
40-49	5,366	23.5%
50-59	8,757	38.3%
60 or older	3,813	16.7%

Note: Percentages for demographic questions are unweighted.