

**ENVIRONMENTAL PROTECTION AGENCY
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		905	1,954	664	660	267	4,450	NA
	%	62.86	18.83	44.03	15.79	15.13	6.23	100.00	
2. I have enough information to do my job well.	N		747	2,328	659	537	153	4,424	NA
	%	68.40	15.45	52.95	15.60	12.37	3.63	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		1,008	1,685	720	662	319	4,394	NA
	%	60.00	21.13	38.86	16.90	15.70	7.41	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		1,316	1,874	639	383	224	4,436	NA
	%	70.88	28.44	42.44	14.98	8.97	5.17	100.00	
*5. I like the kind of work I do.	N		1,593	1,973	519	204	87	4,376	NA
	%	80.94	35.24	45.70	12.41	4.64	2.01	100.00	
6. I know what is expected of me on the job.	N		1,199	2,183	537	337	143	4,399	NA
	%	76.39	26.23	50.16	12.67	7.66	3.28	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		2,926	1,360	83	37	22	4,428	NA
	%	96.36	64.01	32.34	2.16	1.00	0.49	100.00	
8. I am constantly looking for ways to do my job better.	N		2,050	1,889	421	62	15	4,437	NA
	%	88.13	43.94	44.19	10.02	1.46	0.39	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		308	1,289	691	1,330	817	4,435	12
	%	35.58	6.95	28.63	16.21	29.17	19.04	100.00	
*10. My workload is reasonable.	N		362	1,916	729	909	512	4,428	5
	%	51.65	8.35	43.30	16.87	20.21	11.26	100.00	
*11. My talents are used well in the workplace.	N		600	1,796	694	704	494	4,288	13
	%	54.66	13.28	41.38	16.33	16.89	12.12	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		1,425	2,287	386	206	111	4,415	15
	%	83.13	30.91	52.22	9.65	4.56	2.67	100.00	

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

Sample or Census: Sample

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Number of surveys administered: 7,193

Response Rate: 61.9%

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*13. The work I do is important.	N		1,936	1,828	401	131	58	4,354	18
	%	86.30	43.48	42.82	9.40	2.93	1.37	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		1,042	2,014	591	529	256	4,432	9
	%	69.33	22.97	46.36	13.50	11.43	5.74	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		1,078	2,045	620	392	265	4,400	36
	%	69.95	23.46	46.49	14.61	9.39	6.05	100.00	
16. I am held accountable for achieving results.	N		1,211	2,412	529	196	58	4,406	17
	%	81.97	26.24	55.74	11.91	4.77	1.34	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		968	1,440	832	378	417	4,035	387
	%	57.76	21.38	36.38	21.86	9.74	10.65	100.00	
*18. My training needs are assessed.	N		476	1,464	1,070	901	490	4,401	34
	%	43.01	10.01	33.00	24.99	20.41	11.60	100.00	
*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		918	1,643	736	671	418	4,386	67
	%	57.77	20.39	37.37	17.22	15.78	9.23	100.00	
*20. The people I work with cooperate to get the job done.	N		1,307	2,154	506	363	119	4,449	NA
	%	76.94	28.02	48.92	11.89	8.62	2.55	100.00	
*21. My work unit is able to recruit people with the right skills.	N		333	1,333	907	1,072	629	4,274	169
	%	36.57	6.67	29.89	22.53	25.75	15.15	100.00	
*22. Promotions in my work unit are based on merit.	N		375	1,141	1,060	779	728	4,083	338
	%	34.50	7.43	27.06	26.39	20.01	19.10	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		203	817	1,082	947	828	3,877	547
	%	23.91	4.43	19.48	28.50	24.76	22.83	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		268	1,078	1,093	987	653	4,079	358
	%	31.07	5.55	25.52	27.42	24.85	16.66	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		394	1,304	976	719	600	3,993	418
	%	40.89	8.68	32.21	24.86	18.80	15.44	100.00	
26. Employees in my work unit share job knowledge with each other.	N		1,094	2,269	512	344	198	4,417	13
	%	75.27	23.27	52.00	12.15	7.93	4.65	100.00	
27. The skill level in my work unit has improved in the past year.	N		563	1,436	1,304	605	316	4,224	217
	%	45.85	12.10	33.75	31.57	14.87	7.71	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		2,112	1,758	491	56	27	4,444	NA
	%	86.14	45.65	40.49	11.87	1.36	0.62	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		581	2,341	729	491	147	4,289	112
	%	67.31	12.71	54.60	17.50	11.53	3.66	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		328	1,396	997	1,039	513	4,273	128
	%	38.98	7.05	31.93	23.90	24.19	12.94	100.00	
31. Employees are recognized for providing high quality products and services.	N		485	1,754	990	680	370	4,279	117
	%	50.58	10.11	40.47	23.87	16.22	9.33	100.00	
*32. Creativity and innovation are rewarded.	N		422	1,442	1,094	799	504	4,261	136
	%	41.78	9.00	32.78	26.06	19.43	12.73	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		135	592	1,071	1,196	1,017	4,011	363
	%	17.23	3.03	14.20	26.79	29.71	26.26	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		762	1,807	928	298	318	4,113	295
	%	59.20	17.14	42.06	24.12	7.75	8.94	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		1,181	2,371	487	172	93	4,304	95
	%	82.55	26.90	55.65	11.33	3.87	2.25	100.00	
*36. My organization has prepared employees for potential security threats.	N		856	2,478	665	228	90	4,317	72
	%	76.28	19.21	57.07	16.54	5.15	2.03	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		694	1,396	881	514	538	4,023	356
	%	49.78	15.84	33.94	23.34	13.06	13.82	100.00	
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		969	1,586	706	257	321	3,839	533
	%	64.57	23.59	40.98	19.28	7.34	8.81	100.00	
39. My agency is successful at accomplishing its mission.	N		731	2,371	818	278	130	4,328	72
	%	69.98	15.77	54.22	19.91	6.99	3.12	100.00	
40. I recommend my organization as a good place to work.	N		998	1,858	844	469	228	4,397	NA
	%	63.46	21.51	41.95	20.54	10.61	5.39	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		484	1,183	1,062	789	521	4,039	364
	%	39.65	11.28	28.37	26.87	20.08	13.40	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		2,020	1,707	328	177	132	4,364	35
	%	84.99	44.90	40.09	8.00	4.04	2.97	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		1,439	1,671	598	396	269	4,373	19
	%	70.42	31.62	38.80	13.80	9.45	6.34	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		1,199	1,615	737	452	330	4,333	34
	%	64.49	26.90	37.59	17.11	10.99	7.41	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		1,210	1,503	797	174	142	3,826	550
	%	69.78	30.25	39.54	21.42	4.68	4.11	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		1,023	1,668	874	472	309	4,346	24
	%	61.69	22.98	38.71	20.73	10.73	6.86	100.00	
*47. Supervisors in my work unit support employee development.	N		1,154	1,775	763	348	266	4,306	87
	%	66.00	25.23	40.77	18.77	8.81	6.42	100.00	
48. My supervisor listens to what I have to say.	N		1,787	1,756	426	283	142	4,394	NA
	%	80.34	39.89	40.45	9.92	6.39	3.35	100.00	
49. My supervisor treats me with respect.	N		2,045	1,612	375	202	140	4,374	NA
	%	83.29	46.22	37.07	8.92	4.63	3.16	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		1,791	2,083	255	168	78	4,375	NA
	%	87.65	40.28	47.36	6.38	4.10	1.87	100.00	
*51. I have trust and confidence in my supervisor.	N		1,607	1,426	663	393	299	4,388	NA
	%	68.25	35.72	32.53	15.76	9.46	6.53	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		1,787	1,405	745	283	169	4,389	NA
	%	72.19	40.25	31.94	17.68	6.41	3.72	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		336	1,137	998	1,051	786	4,308	70
	%	32.16	6.69	25.46	23.57	25.09	19.18	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		560	1,399	999	528	569	4,055	314
	%	46.10	11.92	34.18	25.75	13.47	14.68	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		643	1,767	903	323	289	3,925	416
	%	58.55	14.73	43.83	24.88	8.60	7.97	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		531	1,912	880	622	381	4,326	38
	%	54.75	11.29	43.46	21.36	14.64	9.24	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		516	1,764	1,005	435	274	3,994	347
	%	56.24	12.14	44.10	26.31	10.32	7.13	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		481	1,534	955	784	453	4,207	160
	%	46.46	10.61	35.85	23.69	18.40	11.45	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		608	1,741	927	554	410	4,240	129
	%	54.46	13.49	40.97	22.63	12.74	10.17	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		926	1,466	1,041	415	348	4,196	170
	%	56.49	21.01	35.48	25.19	10.06	8.26	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		630	1,342	1,144	695	524	4,335	30
	%	43.39	13.25	30.14	27.36	16.41	12.85	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		836	1,734	886	365	239	4,060	315
	%	60.95	19.08	41.86	23.53	9.32	6.21	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		602	1,683	868	880	325	4,358	NA
	%	51.16	12.73	38.43	20.90	20.35	7.59	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		498	1,531	977	967	376	4,349	NA
	%	44.96	9.90	35.06	23.65	22.43	8.97	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		653	1,536	984	790	376	4,339	NA
	%	48.94	14.05	34.89	23.41	18.60	9.05	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		339	1,255	1,345	930	481	4,350	NA
	%	34.73	6.62	28.11	31.36	22.02	11.89	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		372	945	1,222	1,037	767	4,343	NA
	%	28.66	7.33	21.33	28.36	24.30	18.68	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		483	1,568	1,134	791	368	4,344	NA
	%	46.27	10.07	36.20	26.72	18.19	8.81	100.00	
*69. Considering everything, how satisfied are you with your job?	N		846	1,963	777	532	223	4,341	NA
	%	63.68	18.51	45.17	18.56	12.31	5.45	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		888	1,886	668	610	298	4,350	NA
	%	62.42	19.42	43.00	15.94	14.36	7.29	100.00	
71. Considering everything, how satisfied are you with your organization?	N		603	1,809	956	678	310	4,356	NA
	%	53.30	12.12	41.18	23.10	16.25	7.35	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	3,776	86.00
Yes, I was notified that I was not eligible to telework.	168	4.03
No, I was not notified of my telework eligibility.	192	4.98
Not sure if I was notified of my telework eligibility.	195	4.99
Total	4,331	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	84	2.17
I telework 1 or 2 days per week.	1,832	43.10
I telework, but no more than 1 or 2 days per month.	524	10.81
I telework very infrequently, on an unscheduled or short-term basis.	1,022	22.68
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	97	2.54
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	60	1.68
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	170	4.01
I do not telework because I choose not to telework.	560	13.02
Total	4,349	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	2,997	68.84
No	1,218	28.43
Not available to me	108	2.72
Total	4,323	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	1,601	39.54
No	2,541	56.71
Not available to me	178	3.75
Total	4,320	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	510	12.00
No	3,644	85.11
Not available to me	120	2.89
Total	4,274	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	%
Yes	146	3.33
No	3,665	84.66
Not available to me	515	12.02
Total	4,326	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	105	2.39
No	3,658	84.37
Not available to me	572	13.24
Total	4,335	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		1,329	1,463	350	211	73	3,426	31
	%	81.01	38.61	42.40	10.76	6.08	2.15	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		1,521	1,206	161	71	14	2,973	32
	%	91.58	50.47	41.11	5.39	2.54	0.49	100.00	
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		511	776	220	40	9	1,556	65
	%	82.54	32.11	50.43	14.19	2.70	0.56	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		157	254	70	13	2	496	98
	%	82.45	30.45	52.00	14.70	2.32	0.54	100.00	
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		46	46	27	3	2	124	57
	%	76.81	36.01	40.80	19.30	1.33	2.56	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		30	34	24	3	1	92	41
	%	70.57	28.28	42.29	25.25	3.04	1.15	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

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

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Sample

Number of surveys completed: 4,456

Number of surveys administered: 7,193

Response Rate: 61.9%

**ENVIRONMENTAL PROTECTION AGENCY
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	1,745	40.54
Field	2,559	59.46
Total	4,304	100.00

*What is your supervisory status?	N	%
Non-Supervisor	3,066	70.82
Team Leader	473	10.93
Supervisor	441	10.19
Manager	175	4.04
Senior Leader	174	4.02
Total	4,329	100.00

*Are you:	N	%
Male	1,971	46.26
Female	2,290	53.74
Total	4,261	100.00

*Are you Hispanic or Latino?	N	%
Yes	301	7.13
No	3,921	92.87
Total	4,222	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Sample

Number of surveys completed: 4,456

Number of surveys administered: 7,193

Response Rate: 61.9%

**ENVIRONMENTAL PROTECTION AGENCY
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

***Please select the racial category or categories with which you most closely identify.**

	N	%
American Indian or Alaska Native	30	0.73
Asian	208	5.09
Black or African American	585	14.30
Native Hawaiian or Other Pacific Islander	18	0.44
White	3,131	76.55
Two or more races	118	2.89
Total	4,090	100.00

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

	N	%
Less than High School	1	0.02
High School Diploma/GED or equivalent	62	1.44
Trade or Technical Certificate	22	0.51
Some College (no degree)	243	5.66
Associate's Degree (e.g., AA, AS)	104	2.42
Bachelor's Degree (e.g., BA, BS)	1,351	31.46
Master's Degree (e.g., MA, MS, MBA)	1,640	38.19
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	871	20.28
Total	4,294	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Sample

Number of surveys completed: 4,456

Number of surveys administered: 7,193

Response Rate: 61.9%

**ENVIRONMENTAL PROTECTION AGENCY
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	3	0.07
GS 1-6	16	0.37
GS 7-12	730	16.94
GS 13-15	3,373	78.26
Senior Executive Service	172	3.99
Senior Level (SL) or Scientific or Professional (ST)	10	0.23
Other	6	0.14
Total	4,310	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	17	0.39
1 to 3 years	83	1.92
4 to 5 years	304	7.03
6 to 10 years	642	14.85
11 to 14 years	514	11.89
15 to 20 years	608	14.07
More than 20 years	2,154	49.84
Total	4,322	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

Sample or Census: Sample
Number of surveys completed: 4,456
Number of surveys administered: 7,193
Response Rate: 61.9%

**ENVIRONMENTAL PROTECTION AGENCY
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	29	0.67
1 to 3 years	143	3.32
4 to 5 years	410	9.53
6 to 10 years	761	17.69
11 to 20 years	1,181	27.45
More than 20 years	1,778	41.33
Total	4,302	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	2,991	69.48
Yes, to retire	256	5.95
Yes, to take another job within the Federal Government	683	15.87
Yes, to take another job outside the Federal Government	205	4.76
Yes, other	170	3.95
Total	4,305	100.00

I am planning to retire:	N	%
Within one year	159	3.71
Between one and three years	431	10.05
Between three and five years	490	11.43
Five or more years	3,208	74.81
Total	4,288	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Sample
Number of surveys completed: 4,456
Number of surveys administered: 7,193
Response Rate: 61.9%

**ENVIRONMENTAL PROTECTION AGENCY
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Self-Identify as:	N	%
Heterosexual or Straight	3,371	82.64
Gay, Lesbian, Bisexual, or Transgender	186	4.56
I prefer not to say	522	12.80
Total	4,079	100.00

What is your US military service status?	N	%
No Prior Military Service	3,860	91.04
Currently in National Guard or Reserves	27	0.64
Retired	80	1.89
Separated or Discharged	273	6.44
Total	4,240	100.00

Are you an individual with a disability?	N	%
Yes	293	6.89
No	3,959	93.11
Total	4,252	100.00

What is your age group?	N	%
25 and under	10	0.22
26-29	85	1.91
30-39	737	16.54
40-49	1,119	25.11
50-59	1,784	40.04
60 or older	721	16.18
Total	4,456	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Sample
Number of surveys completed: 4,456
Number of surveys administered: 7,193
Response Rate: 61.9%