

Department of Housing and Urban Development	2015 Results	2014 Results	Change
Response Count	5,404	3890	1,514
Employee Engagement: Overall	62%	57%	5%
Employee Engagement: Leaders Lead	49%	43%	6%
Employee Engagement: Supervisors	71%	66%	5%
Employee Engagement: Intrinsic Work Experience	66%	61%	5%
HCAAF: Leadership and Knowledge Management	56%	51%	5%
HCAAF: Results-Oriented Performance Culture	50%	46%	4%
HCAAF: Talent Management	51%	46%	5%
HCAAF: Job Satisfaction	63%	59%	4%
New IQ: Overall	54%	49%	5%
New IQ: Fair	41%	35%	6%
New IQ: Open	52%	46%	6%
New IQ: Cooperative	53%	48%	5%
New IQ: Supportive	74%	70%	4%
New IQ: Empowered	51%	46%	5%
Global Satisfaction	57%	51%	6%

**DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		2015 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		1,034	2,145	930	815	460	5,384	NA
	%	58.38	18.76	39.62	17.50	15.35	8.77	100.00	
2. I have enough information to do my job well.	N		861	2,439	899	855	301	5,355	NA
	%	61.47	15.81	45.67	16.96	15.97	5.60	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		1,132	1,815	984	870	529	5,330	NA
	%	54.98	20.77	34.20	18.55	16.48	9.99	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		1,503	2,185	801	516	344	5,349	NA
	%	68.50	27.62	40.88	15.16	9.76	6.58	100.00	
*5. I like the kind of work I do.	N		1,900	2,225	685	302	162	5,274	NA
	%	78.07	35.72	42.35	13.07	5.76	3.10	100.00	
6. I know what is expected of me on the job.	N		1,468	2,442	719	455	252	5,336	NA
	%	73.24	27.42	45.82	13.55	8.45	4.76	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		3,427	1,691	145	33	49	5,345	NA
	%	95.72	63.64	32.08	2.76	0.59	0.94	100.00	
8. I am constantly looking for ways to do my job better.	N		2,657	2,099	499	70	44	5,369	NA
	%	88.39	49.09	39.30	9.45	1.29	0.87	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		483	1,683	840	1,379	975	5,360	17
	%	41.03	9.15	31.88	15.97	25.10	17.90	100.00	
*10. My workload is reasonable.	N		550	2,241	874	926	737	5,328	16
	%	52.41	10.30	42.10	16.55	17.15	13.89	100.00	
*11. My talents are used well in the workplace.	N		812	1,950	871	872	693	5,198	29
	%	52.56	15.30	37.26	17.11	16.95	13.39	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		1,561	2,715	602	254	182	5,314	29
	%	80.60	29.16	51.44	11.28	4.65	3.47	100.00	

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Number of surveys administered: 7,348

Response Rate: 73.5%

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*13. The work I do is important.	N		2,387	2,147	466	152	101	5,253	17
	%	86.40	45.28	41.12	8.91	2.81	1.89	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		1,153	2,185	764	719	518	5,339	26
	%	62.69	21.51	41.18	14.45	13.21	9.66	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		1,382	2,026	820	523	490	5,241	122
	%	64.57	25.92	38.65	15.83	10.01	9.59	100.00	
16. I am held accountable for achieving results.	N		1,611	2,717	668	192	110	5,298	33
	%	81.81	30.08	51.74	12.67	3.46	2.06	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		1,188	1,765	1,078	422	604	5,057	284
	%	57.52	22.62	34.90	21.95	8.48	12.06	100.00	
*18. My training needs are assessed.	N		661	1,753	1,241	973	669	5,297	55
	%	45.27	12.14	33.13	23.74	18.35	12.64	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		1,563	2,068	670	459	458	5,218	165
	%	69.08	29.58	39.50	13.12	8.83	8.97	100.00	
*20. The people I work with cooperate to get the job done.	N		1,494	2,423	722	499	222	5,360	NA
	%	73.01	27.79	45.22	13.60	9.26	4.13	100.00	
*21. My work unit is able to recruit people with the right skills.	N		399	1,364	1,308	1,144	861	5,076	315
	%	34.42	7.77	26.64	26.31	22.37	16.91	100.00	
*22. Promotions in my work unit are based on merit.	N		440	1,141	1,394	906	1,044	4,925	436
	%	31.08	8.52	22.56	28.77	18.47	21.69	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		288	987	1,362	1,042	1,099	4,778	584
	%	26.02	5.80	20.21	29.08	21.80	23.11	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		393	1,281	1,380	1,033	911	4,998	373
	%	32.97	7.61	25.36	28.05	20.67	18.31	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		531	1,547	1,243	782	807	4,910	445
	%	41.63	10.43	31.20	25.67	16.13	16.58	100.00	
26. Employees in my work unit share job knowledge with each other.	N		1,358	2,537	696	426	329	5,346	30
	%	72.36	24.89	47.47	13.27	7.97	6.40	100.00	
27. The skill level in my work unit has improved in the past year.	N		862	1,800	1,511	554	371	5,098	266
	%	51.54	16.47	35.08	30.00	10.99	7.46	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		2,330	2,130	745	114	56	5,375	NA
	%	82.80	43.02	39.78	13.98	2.16	1.06	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		622	2,449	1,077	711	303	5,162	162
	%	59.44	12.00	47.44	21.06	13.63	5.87	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		414	1,466	1,321	1,265	719	5,185	149
	%	36.09	7.93	28.17	25.90	24.07	13.93	100.00	
31. Employees are recognized for providing high quality products and services.	N		561	1,766	1,199	987	642	5,155	154
	%	44.44	10.68	33.76	23.78	19.19	12.59	100.00	
*32. Creativity and innovation are rewarded.	N		502	1,325	1,452	1,049	776	5,104	204
	%	35.36	9.57	25.80	28.82	20.50	15.32	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		236	758	1,360	1,297	1,191	4,842	444
	%	20.47	4.82	15.65	28.39	26.63	24.51	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		675	1,752	1,403	474	537	4,841	482
	%	49.13	13.37	35.76	29.18	10.04	11.64	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		1,007	2,606	884	407	262	5,166	156
	%	69.64	19.08	50.56	17.32	7.93	5.10	100.00	
*36. My organization has prepared employees for potential security threats.	N		932	2,698	938	420	201	5,189	116
	%	70.14	17.79	52.34	18.03	7.96	3.88	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		689	1,584	1,253	628	729	4,883	424
	%	45.55	13.46	32.09	26.34	13.05	15.06	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		910	1,849	1,056	363	536	4,714	567
	%	57.30	18.38	38.92	23.05	7.88	11.77	100.00	
39. My agency is successful at accomplishing its mission.	N		779	2,588	1,225	331	226	5,149	151
	%	65.07	15.05	50.02	24.10	6.28	4.54	100.00	
40. I recommend my organization as a good place to work.	N		813	1,854	1,293	837	525	5,322	NA
	%	50.13	15.32	34.80	24.36	15.53	9.99	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		728	1,410	1,197	817	765	4,917	412
	%	43.42	14.80	28.61	24.61	16.46	15.51	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		2,214	2,024	521	255	283	5,297	41
	%	79.55	40.61	38.94	10.18	4.82	5.45	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		1,739	1,799	841	500	419	5,298	32
	%	65.99	31.88	34.11	16.40	9.63	7.99	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		1,496	1,688	970	539	494	5,187	93
	%	60.89	28.31	32.58	18.95	10.52	9.64	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		1,569	1,637	1,083	249	314	4,852	453
	%	65.21	31.44	33.77	22.74	5.38	6.67	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		1,440	1,766	1,042	547	472	5,267	55
	%	60.37	26.79	33.59	20.19	10.39	9.05	100.00	
*47. Supervisors in my work unit support employee development.	N		1,544	1,912	897	439	429	5,221	92
	%	65.25	28.78	36.48	17.74	8.63	8.38	100.00	
48. My supervisor listens to what I have to say.	N		2,043	1,986	619	402	268	5,318	NA
	%	75.18	37.67	37.50	12.03	7.72	5.07	100.00	
49. My supervisor treats me with respect.	N		2,292	1,952	508	299	254	5,305	NA
	%	79.57	42.44	37.13	9.93	5.67	4.83	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		1,771	2,138	577	552	266	5,304	NA
	%	73.27	32.66	40.61	11.17	10.56	5.00	100.00	
*51. I have trust and confidence in my supervisor.	N		1,886	1,531	901	508	469	5,295	NA
	%	63.87	34.93	28.94	17.44	9.70	8.98	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		2,151	1,532	953	382	288	5,306	NA
	%	69.04	40.19	28.84	18.21	7.27	5.48	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		555	1,323	1,327	1,053	931	5,189	97
	%	35.87	10.50	25.37	25.97	20.15	18.01	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		679	1,483	1,406	598	713	4,879	406
	%	43.66	13.60	30.06	29.27	12.19	14.89	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		808	2,034	1,210	438	438	4,928	314
	%	56.82	15.90	40.92	25.04	8.93	9.22	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		791	2,285	1,077	592	441	5,186	69
	%	58.94	14.90	44.04	21.04	11.32	8.70	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		749	2,190	1,180	442	378	4,939	325
	%	59.26	14.96	44.30	24.09	8.86	7.78	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		725	1,869	1,188	757	586	5,125	151
	%	50.37	13.90	36.47	23.47	14.62	11.54	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		800	2,015	1,119	643	534	5,111	141
	%	54.83	15.37	39.46	22.19	12.40	10.58	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		1,267	1,556	1,177	464	492	4,956	327
	%	56.69	25.25	31.43	23.98	9.36	9.98	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		952	1,568	1,359	686	638	5,203	69
	%	48.36	18.24	30.11	26.34	12.92	12.39	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
62. Senior leaders demonstrate support for Work/Life programs.	N		945	1,667	1,253	509	441	4,815	449
	%	53.71	19.39	34.33	26.44	10.62	9.23	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		737	1,768	1,234	1,073	463	5,275	NA
	%	47.06	13.67	33.39	23.69	20.42	8.83	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		649	1,709	1,276	1,111	523	5,268	NA
	%	44.36	12.06	32.30	24.58	21.10	9.96	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		830	1,787	1,174	922	543	5,256	NA
	%	49.27	15.45	33.82	22.63	17.66	10.44	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		536	1,451	1,634	1,043	596	5,260	NA
	%	37.39	10.00	27.40	31.38	19.90	11.32	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		522	1,178	1,518	1,077	965	5,260	NA
	%	32.10	9.66	22.44	28.89	20.45	18.55	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		644	1,749	1,335	972	557	5,257	NA
	%	45.07	11.88	33.20	25.64	18.55	10.73	100.00	
*69. Considering everything, how satisfied are you with your job?	N		1,032	2,212	970	663	370	5,247	NA
	%	61.51	19.38	42.13	18.70	12.71	7.08	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		1,118	2,305	817	643	380	5,263	NA
	%	64.72	20.95	43.77	15.58	12.45	7.25	100.00	
71. Considering everything, how satisfied are you with your organization?	N		700	1,999	1,213	862	477	5,251	NA
	%	51.22	13.20	38.02	23.34	16.24	9.20	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.	4,209	80.36
Yes, I was notified that I was not eligible to telework.	396	7.35
No, I was not notified of my telework eligibility.	417	7.97
Not sure if I was notified of my telework eligibility.	223	4.32
Total	5,245	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	621	11.98
I telework 1 or 2 days per week.	2,108	40.66
I telework, but no more than 1 or 2 days per month.	284	5.08
I telework very infrequently, on an unscheduled or short-term basis.	672	12.15
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	180	3.39
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	86	1.71
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.	388	7.37
I do not telework because I choose not to telework.	911	17.66
Total	5,250	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	1,998	38.49
No	2,996	56.74
Not available to me	260	4.77
Total	5,254	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	1,451	28.29
No	3,256	61.87
Not available to me	519	9.84
Total	5,226	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	805	16.32
No	4,216	80.99
Not available to me	139	2.69
Total	5,160	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	149	2.97
No	4,294	81.84
Not available to me	792	15.19
Total	5,235	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	120	2.50
No	4,301	81.99
Not available to me	805	15.51
Total	5,226	100.00

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		1,589	1,418	291	244	100	3,642	49
	%	82.90	43.65	39.25	7.83	6.54	2.73	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		984	800	121	32	12	1,949	43
	%	91.37	50.31	41.05	6.39	1.61	0.63	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		359	771	216	38	10	1,394	94
	%	81.25	25.92	55.33	15.27	2.71	0.77	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		205	396	154	26	18	799	120
	%	75.43	25.56	49.86	19.18	3.14	2.25	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	53	28	5	2	134	64
	%	74.52	34.45	40.07	20.06	3.63	1.79	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		40	40	27	3	5	115	58
	%	70.82	33.50	37.32	21.61	2.72	4.85	100.00	

Survey Administration Period: May 4, 2015 to June 12, 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: Census

Number of surveys completed: 5,404

Number of surveys administered: 7,348

Response Rate: 73.5%

**DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	1,974	37.84
Field	3,243	62.16
Total	5,217	100.00

*What is your supervisory status?	N	%
Non-Supervisor	3,729	71.35
Team Leader	444	8.50
Supervisor	603	11.54
Manager	343	6.56
Senior Leader	107	2.05
Total	5,226	100.00

*Are you:	N	%
Male	2,040	39.60
Female	3,111	60.40
Total	5,151	100.00

*Are you Hispanic or Latino?	N	%
Yes	468	9.22
No	4,606	90.78
Total	5,074	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 5,404

Number of surveys administered: 7,348

Response Rate: 73.5%

**DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
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	67	1.35
Asian	225	4.54
Black or African American	1,758	35.49
Native Hawaiian or Other Pacific Islander	21	0.42
White	2,684	54.19
Two or more races	198	4.00
Total	4,953	100.00

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

	N	%
Less than High School	7	0.14
High School Diploma/GED or equivalent	191	3.69
Trade or Technical Certificate	64	1.24
Some College (no degree)	798	15.44
Associate's Degree (e.g., AA, AS)	306	5.92
Bachelor's Degree (e.g., BA, BS)	1,605	31.04
Master's Degree (e.g., MA, MS, MBA)	1,562	30.21
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	637	12.32
Total	5,170	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 5,404

Number of surveys administered: 7,348

Response Rate: 73.5%

**DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	0	0.00
GS 1-6	26	0.50
GS 7-12	1,652	31.77
GS 13-15	3,437	66.10
Senior Executive Service	75	1.44
Senior Level (SL) or Scientific or Professional (ST)	4	0.08
Other	6	0.12
Total	5,200	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	160	3.08
1 to 3 years	258	4.96
4 to 5 years	540	10.39
6 to 10 years	927	17.83
11 to 14 years	588	11.31
15 to 20 years	550	10.58
More than 20 years	2,176	41.85
Total	5,199	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

Sample or Census: Census

Number of surveys completed: 5,404

Number of surveys administered: 7,348

Response Rate: 73.5%

**DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
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	306	5.91
1 to 3 years	391	7.55
4 to 5 years	658	12.71
6 to 10 years	1,041	20.11
11 to 20 years	1,163	22.46
More than 20 years	1,618	31.25
Total	5,177	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	3,207	62.03
Yes, to retire	425	8.22
Yes, to take another job within the Federal Government	1,085	20.99
Yes, to take another job outside the Federal Government	222	4.29
Yes, other	231	4.47
Total	5,170	100.00

I am planning to retire:	N	%
Within one year	269	5.24
Between one and three years	604	11.77
Between three and five years	621	12.11
Five or more years	3,636	70.88
Total	5,130	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Census
Number of surveys completed: 5,404
Number of surveys administered: 7,348
Response Rate: 73.5%

**DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Self-Identify as:	N	%
Heterosexual or Straight	4,200	84.07
Gay, Lesbian, Bisexual, or Transgender	173	3.46
I prefer not to say	623	12.47
Total	4,996	100.00

What is your US military service status?	N	%
No Prior Military Service	4,225	82.46
Currently in National Guard or Reserves	34	0.66
Retired	223	4.35
Separated or Discharged	642	12.53
Total	5,124	100.00

Are you an individual with a disability?	N	%
Yes	645	12.58
No	4,482	87.42
Total	5,127	100.00

What is your age group?	N	%
25 and under	42	0.78
26-29	146	2.70
30-39	801	14.82
40-49	1,227	22.71
50-59	1,962	36.31
60 or older	1,226	22.69
Total	5,404	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Census
Number of surveys completed: 5,404
Number of surveys administered: 7,348
Response Rate: 73.5%