

# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

**Environmental Protection Agency**  
1st Level Subagency Comparison Report

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



Over  
**687,000**  
Federal  
Employees'  
Opinions

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### Response Summary

	Surveys Completed
Governmentwide	687,687
<b>Environmental Protection Agency</b>	<b>8,847</b>
Office of Administration and Resource Management	458
Office of Air and Radiation	527
Office of Chemical Safety and Pollution Prevention	511
Office of Enforcement and Compliance Assurance	321
Office of Environmental Information	157
Office of General Counsel	115
Office of Inspector General	222
Office of International and Tribal Affairs	45
Office of Research and Development	879
Office of Solid Waste & Emergency Response	269
Office of the Administrator	229
Office of the Chief Financial Officer	195
Office of Water	321
Region 1, Boston	304
Region 2, New York	472
Region 3, Philadelphia	521
Region 4, Atlanta	634
Region 5, Chicago	598
Region 6, Dallas	424
Region 7, Kansas City	385
Region 8, Denver	417
Region 9, San Francisco	432
Region 10, Seattle	394

This 2012 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

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

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

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

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

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

# Environmental Protection Agency

## *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	686,499	63.2%	16.6%	20.2%
<b>Environmental Protection Agency</b>	<b>8,832</b>	<b>67.8%</b>	<b>15.8%</b>	<b>16.5%</b>
Office of Administration and Resource Management	458	69.8%	14.7%	15.6%
Office of Air and Radiation	526	65.3%	15.8%	18.8%
Office of Chemical Safety and Pollution Prevention	509	62.2%	18.5%	19.3%
Office of Enforcement and Compliance Assurance	320	64.5%	18.1%	17.4%
Office of Environmental Information	157	64.9%	16.3%	18.8%
Office of General Counsel	115	84.0%	6.3%	9.8%
Office of Inspector General	221	79.3%	13.6%	7.1%
Office of International and Tribal Affairs	45	53.0%	19.7%	27.2%
Office of Research and Development	879	70.8%	14.6%	14.6%
Office of Solid Waste & Emergency Response	269	78.2%	13.5%	8.3%
Office of the Administrator	228	73.1%	10.3%	16.6%
Office of the Chief Financial Officer	195	64.2%	17.9%	17.8%
Office of Water	320	70.7%	13.7%	15.6%
Region 1, Boston	304	59.1%	23.3%	17.6%
Region 2, New York	469	57.6%	21.1%	21.2%
Region 3, Philadelphia	520	74.5%	12.4%	13.1%
Region 4, Atlanta	633	66.9%	14.7%	18.4%
Region 5, Chicago	598	62.9%	17.8%	19.3%
Region 6, Dallas	422	68.2%	14.3%	17.6%
Region 7, Kansas City	384	74.0%	13.1%	12.9%
Region 8, Denver	417	67.4%	16.1%	16.5%
Region 9, San Francisco	432	72.5%	15.0%	12.4%
Region 10, Seattle	394	67.1%	14.6%	18.3%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	684,821	71.9%	14.5%	13.6%
<b>Environmental Protection Agency</b>	<b>8,812</b>	<b>73.6%</b>	<b>13.8%</b>	<b>12.7%</b>
Office of Administration and Resource Management	455	75.9%	13.0%	11.1%
Office of Air and Radiation	525	71.4%	14.1%	14.5%
Office of Chemical Safety and Pollution Prevention	507	70.0%	15.1%	14.9%
Office of Enforcement and Compliance Assurance	320	63.7%	16.4%	19.9%
Office of Environmental Information	157	64.2%	16.5%	19.3%
Office of General Counsel	115	85.8%	7.6%	6.6%
Office of Inspector General	220	83.3%	11.2%	5.5%
Office of International and Tribal Affairs	45	70.4%	13.7%	15.9%
Office of Research and Development	879	71.4%	13.0%	15.6%
Office of Solid Waste & Emergency Response	269	76.0%	13.1%	10.8%
Office of the Administrator	228	73.2%	12.3%	14.4%
Office of the Chief Financial Officer	193	65.5%	19.2%	15.4%
Office of Water	321	72.1%	14.0%	13.9%
Region 1, Boston	302	79.4%	9.6%	11.0%
Region 2, New York	471	71.0%	16.0%	13.0%
Region 3, Philadelphia	520	80.1%	13.6%	6.3%
Region 4, Atlanta	632	74.3%	13.6%	12.1%
Region 5, Chicago	598	74.4%	13.5%	12.0%
Region 6, Dallas	420	75.6%	14.2%	10.2%
Region 7, Kansas City	382	79.1%	10.5%	10.4%
Region 8, Denver	413	74.3%	15.5%	10.2%
Region 9, San Francisco	430	79.0%	12.4%	8.6%
Region 10, Seattle	393	73.5%	13.5%	12.9%

# Environmental Protection Agency

## *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	681,499	57.8%	18.7%	23.5%
<b>Environmental Protection Agency</b>	<b>8,769</b>	<b>64.5%</b>	<b>16.4%</b>	<b>19.1%</b>
Office of Administration and Resource Management	454	69.1%	12.9%	18.0%
Office of Air and Radiation	521	63.6%	12.8%	23.6%
Office of Chemical Safety and Pollution Prevention	508	59.3%	17.0%	23.7%
Office of Enforcement and Compliance Assurance	319	64.6%	14.4%	21.0%
Office of Environmental Information	157	58.5%	19.1%	22.3%
Office of General Counsel	114	72.8%	13.5%	13.6%
Office of Inspector General	220	68.4%	17.3%	14.3%
Office of International and Tribal Affairs	44	53.8%	21.7%	24.5%
Office of Research and Development	871	65.1%	15.6%	19.2%
Office of Solid Waste & Emergency Response	267	68.1%	15.6%	16.3%
Office of the Administrator	228	68.5%	12.4%	19.0%
Office of the Chief Financial Officer	194	58.4%	20.7%	20.9%
Office of Water	320	64.8%	18.8%	16.4%
Region 1, Boston	298	64.5%	19.4%	16.1%
Region 2, New York	464	56.1%	19.4%	24.5%
Region 3, Philadelphia	514	68.3%	17.5%	14.3%
Region 4, Atlanta	627	61.1%	17.7%	21.1%
Region 5, Chicago	595	61.6%	15.6%	22.8%
Region 6, Dallas	418	67.8%	14.5%	17.6%
Region 7, Kansas City	383	69.4%	16.1%	14.5%
Region 8, Denver	414	69.4%	16.5%	14.1%
Region 9, San Francisco	430	67.2%	19.2%	13.7%
Region 10, Seattle	392	66.3%	17.6%	16.1%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	684,685	72.4%	14.4%	13.2%
<b>Environmental Protection Agency</b>	<b>8,817</b>	<b>74.5%</b>	<b>13.7%</b>	<b>11.8%</b>
Office of Administration and Resource Management	457	71.9%	17.5%	10.6%
Office of Air and Radiation	527	71.1%	14.3%	14.6%
Office of Chemical Safety and Pollution Prevention	508	70.1%	15.1%	14.9%
Office of Enforcement and Compliance Assurance	321	71.9%	15.0%	13.1%
Office of Environmental Information	156	63.2%	21.1%	15.7%
Office of General Counsel	115	81.2%	11.7%	7.1%
Office of Inspector General	220	73.5%	15.8%	10.7%
Office of International and Tribal Affairs	45	69.7%	16.9%	13.4%
Office of Research and Development	876	73.3%	14.6%	12.0%
Office of Solid Waste & Emergency Response	267	72.3%	16.1%	11.6%
Office of the Administrator	229	74.9%	10.1%	14.9%
Office of the Chief Financial Officer	195	65.0%	18.1%	16.9%
Office of Water	320	71.5%	14.9%	13.6%
Region 1, Boston	304	80.7%	12.5%	6.8%
Region 2, New York	470	74.8%	12.9%	12.3%
Region 3, Philadelphia	521	78.0%	11.7%	10.3%
Region 4, Atlanta	632	76.3%	10.9%	12.7%
Region 5, Chicago	595	76.7%	12.0%	11.3%
Region 6, Dallas	422	78.1%	12.6%	9.3%
Region 7, Kansas City	383	78.5%	10.7%	10.8%
Region 8, Denver	415	78.6%	13.9%	7.5%
Region 9, San Francisco	430	80.9%	12.2%	6.9%
Region 10, Seattle	392	77.6%	10.8%	11.6%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	682,133	83.8%	10.4%	5.7%
<b>Environmental Protection Agency</b>	<b>8,788</b>	<b>83.4%</b>	<b>10.9%</b>	<b>5.7%</b>
Office of Administration and Resource Management	454	83.8%	10.5%	5.7%
Office of Air and Radiation	523	80.6%	14.0%	5.4%
Office of Chemical Safety and Pollution Prevention	506	81.1%	12.9%	6.0%
Office of Enforcement and Compliance Assurance	318	79.6%	12.8%	7.6%
Office of Environmental Information	157	73.4%	19.9%	6.7%
Office of General Counsel	114	86.4%	9.5%	4.2%
Office of Inspector General	221	83.7%	10.4%	5.9%
Office of International and Tribal Affairs	43	88.1%	9.3%	2.6%
Office of Research and Development	872	85.1%	9.8%	5.1%
Office of Solid Waste & Emergency Response	268	82.2%	11.3%	6.5%
Office of the Administrator	229	77.7%	11.1%	11.2%
Office of the Chief Financial Officer	194	75.9%	13.6%	10.6%
Office of Water	319	82.1%	13.4%	4.5%
Region 1, Boston	302	89.0%	8.9%	2.1%
Region 2, New York	468	82.6%	11.2%	6.2%
Region 3, Philadelphia	519	85.7%	9.1%	5.2%
Region 4, Atlanta	632	83.2%	10.0%	6.8%
Region 5, Chicago	596	84.0%	11.3%	4.8%
Region 6, Dallas	422	87.0%	5.8%	7.2%
Region 7, Kansas City	381	84.4%	10.5%	5.1%
Region 8, Denver	414	90.1%	7.3%	2.6%
Region 9, San Francisco	429	88.1%	9.0%	2.9%
Region 10, Seattle	391	83.1%	9.5%	7.4%

# Environmental Protection Agency

## *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	681,765	80.1%	10.9%	9.0%
<b>Environmental Protection Agency</b>	<b>8,775</b>	<b>78.3%</b>	<b>11.6%</b>	<b>10.1%</b>
Office of Administration and Resource Management	453	80.5%	12.6%	6.9%
Office of Air and Radiation	525	73.3%	14.8%	11.9%
Office of Chemical Safety and Pollution Prevention	507	73.6%	15.1%	11.3%
Office of Enforcement and Compliance Assurance	319	73.3%	11.3%	15.5%
Office of Environmental Information	155	68.9%	14.2%	16.9%
Office of General Counsel	114	83.1%	7.4%	9.5%
Office of Inspector General	220	82.1%	15.0%	2.9%
Office of International and Tribal Affairs	44	71.8%	10.4%	17.8%
Office of Research and Development	873	74.8%	12.8%	12.4%
Office of Solid Waste & Emergency Response	266	80.2%	12.0%	7.9%
Office of the Administrator	227	78.7%	9.4%	11.9%
Office of the Chief Financial Officer	190	78.5%	10.1%	11.5%
Office of Water	319	76.3%	15.0%	8.7%
Region 1, Boston	299	87.9%	6.7%	5.3%
Region 2, New York	469	83.1%	8.8%	8.1%
Region 3, Philadelphia	516	84.7%	8.0%	7.2%
Region 4, Atlanta	630	78.9%	10.4%	10.7%
Region 5, Chicago	590	77.2%	11.6%	11.2%
Region 6, Dallas	422	82.1%	9.1%	8.8%
Region 7, Kansas City	384	83.2%	9.1%	7.8%
Region 8, Denver	416	76.5%	14.5%	9.0%
Region 9, San Francisco	428	81.4%	9.5%	9.1%
Region 10, Seattle	392	78.1%	12.3%	9.6%



# Environmental Protection Agency

## *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	684,790	96.5%	2.3%	1.2%
<b>Environmental Protection Agency</b>	<b>8,813</b>	<b>97.4%</b>	<b>1.6%</b>	<b>0.9%</b>
Office of Administration and Resource Management	454	97.3%	1.4%	1.3%
Office of Air and Radiation	525	97.7%	1.8%	0.6%
Office of Chemical Safety and Pollution Prevention	510	97.1%	2.1%	0.8%
Office of Enforcement and Compliance Assurance	319	96.5%	1.9%	1.6%
Office of Environmental Information	157	96.4%	2.5%	1.1%
Office of General Counsel	115	98.1%	0.8%	1.1%
Office of Inspector General	220	96.8%	2.2%	1.0%
Office of International and Tribal Affairs	45	100.0%	0.0%	0.0%
Office of Research and Development	875	97.6%	1.9%	0.5%
Office of Solid Waste & Emergency Response	268	97.0%	1.6%	1.4%
Office of the Administrator	229	97.8%	1.2%	1.0%
Office of the Chief Financial Officer	195	95.3%	3.0%	1.7%
Office of Water	321	98.4%	1.0%	0.7%
Region 1, Boston	304	98.9%	0.8%	0.4%
Region 2, New York	471	96.3%	2.4%	1.3%
Region 3, Philadelphia	519	96.8%	2.3%	0.9%
Region 4, Atlanta	631	96.9%	1.5%	1.6%
Region 5, Chicago	598	97.3%	1.7%	1.0%
Region 6, Dallas	422	98.3%	1.0%	0.7%
Region 7, Kansas City	382	97.1%	1.3%	1.6%
Region 8, Denver	412	97.7%	0.9%	1.4%
Region 9, San Francisco	431	98.8%	1.2%	0.0%
Region 10, Seattle	393	98.5%	1.0%	0.5%

# Environmental Protection Agency

## *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	685,285	91.4%	7.1%	1.5%
<b>Environmental Protection Agency</b>	<b>8,820</b>	<b>90.6%</b>	<b>7.9%</b>	<b>1.5%</b>
Office of Administration and Resource Management	457	94.4%	4.2%	1.3%
Office of Air and Radiation	526	90.1%	8.4%	1.5%
Office of Chemical Safety and Pollution Prevention	508	89.3%	9.3%	1.4%
Office of Enforcement and Compliance Assurance	321	91.3%	6.5%	2.2%
Office of Environmental Information	157	86.2%	12.5%	1.2%
Office of General Counsel	115	94.8%	4.1%	1.1%
Office of Inspector General	221	90.9%	8.1%	1.0%
Office of International and Tribal Affairs	45	92.3%	5.9%	1.9%
Office of Research and Development	876	94.1%	5.4%	0.6%
Office of Solid Waste & Emergency Response	269	87.8%	10.7%	1.4%
Office of the Administrator	229	88.3%	8.4%	3.4%
Office of the Chief Financial Officer	195	84.8%	11.9%	3.3%
Office of Water	319	88.8%	9.2%	2.0%
Region 1, Boston	302	88.6%	9.9%	1.4%
Region 2, New York	471	89.7%	8.9%	1.4%
Region 3, Philadelphia	519	88.5%	10.0%	1.6%
Region 4, Atlanta	632	90.2%	8.0%	1.8%
Region 5, Chicago	598	89.1%	9.5%	1.3%
Region 6, Dallas	423	92.3%	6.9%	0.9%
Region 7, Kansas City	382	94.4%	4.5%	1.1%
Region 8, Denver	414	90.4%	8.0%	1.6%
Region 9, San Francisco	431	92.7%	5.9%	1.4%
Region 10, Seattle	393	90.8%	6.9%	2.3%

# Environmental Protection Agency

## 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	684,607	48.0%	16.9%	35.1%	1,655
<b>Environmental Protection Agency</b>	<b>8,814</b>	<b>42.0%</b>	<b>18.0%</b>	<b>40.0%</b>	<b>19</b>
Office of Administration and Resource Management	456	49.4%	16.4%	34.3%	1
Office of Air and Radiation	523	42.6%	19.4%	38.1%	4
Office of Chemical Safety and Pollution Prevention	508	32.8%	18.9%	48.3%	2
Office of Enforcement and Compliance Assurance	321	37.4%	14.7%	47.9%	0
Office of Environmental Information	157	42.7%	19.9%	37.5%	0
Office of General Counsel	115	47.7%	20.4%	31.9%	0
Office of Inspector General	221	68.8%	13.1%	18.1%	0
Office of International and Tribal Affairs	45	32.1%	12.8%	55.1%	0
Office of Research and Development	878	36.9%	17.6%	45.5%	0
Office of Solid Waste & Emergency Response	268	47.8%	14.9%	37.3%	1
Office of the Administrator	228	45.2%	14.5%	40.3%	1
Office of the Chief Financial Officer	194	58.4%	15.9%	25.6%	1
Office of Water	320	37.3%	22.0%	40.7%	1
Region 1, Boston	304	47.6%	15.2%	37.3%	0
Region 2, New York	469	40.3%	22.1%	37.6%	1
Region 3, Philadelphia	519	48.1%	17.7%	34.2%	0
Region 4, Atlanta	631	46.6%	16.5%	36.8%	2
Region 5, Chicago	596	41.1%	20.7%	38.2%	1
Region 6, Dallas	421	44.4%	17.6%	38.0%	1
Region 7, Kansas City	385	46.9%	17.3%	35.9%	0
Region 8, Denver	416	38.8%	16.8%	44.4%	0
Region 9, San Francisco	431	37.9%	16.8%	45.3%	0
Region 10, Seattle	391	25.1%	22.7%	52.2%	3

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	683,078	58.9%	16.2%	24.9%	1,258
<b>Environmental Protection Agency</b>	<b>8,790</b>	<b>57.4%</b>	<b>17.8%</b>	<b>24.8%</b>	<b>15</b>
Office of Administration and Resource Management	456	62.5%	15.8%	21.7%	1
Office of Air and Radiation	524	57.6%	18.3%	24.2%	1
Office of Chemical Safety and Pollution Prevention	508	51.3%	18.2%	30.5%	1
Office of Enforcement and Compliance Assurance	318	54.7%	14.7%	30.6%	3
Office of Environmental Information	154	54.4%	19.1%	26.6%	1
Office of General Counsel	115	62.4%	15.7%	21.9%	0
Office of Inspector General	219	67.0%	14.5%	18.4%	0
Office of International and Tribal Affairs	45	52.3%	28.8%	18.9%	0
Office of Research and Development	876	56.9%	20.6%	22.6%	0
Office of Solid Waste & Emergency Response	267	56.0%	17.7%	26.3%	1
Office of the Administrator	229	61.6%	12.9%	25.5%	0
Office of the Chief Financial Officer	194	62.0%	17.0%	21.0%	1
Office of Water	319	55.2%	19.3%	25.5%	1
Region 1, Boston	303	63.1%	16.9%	20.0%	0
Region 2, New York	467	55.0%	21.4%	23.6%	1
Region 3, Philadelphia	517	64.8%	15.2%	20.0%	0
Region 4, Atlanta	631	56.9%	18.7%	24.5%	0
Region 5, Chicago	591	57.4%	17.9%	24.7%	3
Region 6, Dallas	422	62.2%	17.4%	20.4%	0
Region 7, Kansas City	383	64.6%	14.3%	21.2%	1
Region 8, Denver	416	54.9%	17.8%	27.3%	0
Region 9, San Francisco	430	53.0%	20.3%	26.7%	0
Region 10, Seattle	389	43.0%	16.6%	40.4%	0

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	671,969	59.5%	16.8%	23.7%	3,517
<b>Environmental Protection Agency</b>	<b>8,657</b>	<b>58.9%</b>	<b>16.8%</b>	<b>24.3%</b>	<b>37</b>
Office of Administration and Resource Management	447	60.3%	19.1%	20.6%	1
Office of Air and Radiation	517	57.8%	14.4%	27.8%	2
Office of Chemical Safety and Pollution Prevention	495	51.8%	17.6%	30.6%	4
Office of Enforcement and Compliance Assurance	315	57.8%	14.5%	27.7%	3
Office of Environmental Information	150	54.6%	13.7%	31.8%	1
Office of General Counsel	112	73.3%	12.6%	14.1%	0
Office of Inspector General	215	62.7%	15.7%	21.6%	1
Office of International and Tribal Affairs	45	55.5%	15.4%	29.1%	0
Office of Research and Development	865	56.7%	17.6%	25.6%	3
Office of Solid Waste & Emergency Response	265	63.4%	16.2%	20.3%	0
Office of the Administrator	222	62.8%	11.5%	25.7%	1
Office of the Chief Financial Officer	189	52.4%	17.6%	30.0%	2
Office of Water	317	56.0%	19.2%	24.9%	1
Region 1, Boston	300	66.2%	12.7%	21.2%	0
Region 2, New York	460	53.5%	19.4%	27.1%	3
Region 3, Philadelphia	510	64.3%	16.0%	19.6%	2
Region 4, Atlanta	626	57.2%	17.3%	25.5%	4
Region 5, Chicago	580	57.6%	18.5%	24.0%	4
Region 6, Dallas	415	60.1%	16.8%	23.1%	0
Region 7, Kansas City	372	66.2%	12.4%	21.4%	3
Region 8, Denver	411	61.7%	18.7%	19.6%	1
Region 9, San Francisco	427	62.3%	19.0%	18.7%	0
Region 10, Seattle	385	59.2%	18.9%	21.8%	1

# Environmental Protection Agency

## 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	681,644	83.7%	10.1%	6.2%	2,503
<b>Environmental Protection Agency</b>	<b>8,785</b>	<b>84.7%</b>	<b>9.4%</b>	<b>5.9%</b>	<b>27</b>
Office of Administration and Resource Management	458	90.4%	6.2%	3.4%	0
Office of Air and Radiation	525	81.2%	12.4%	6.3%	0
Office of Chemical Safety and Pollution Prevention	504	85.1%	9.9%	5.0%	4
Office of Enforcement and Compliance Assurance	317	80.7%	10.0%	9.3%	0
Office of Environmental Information	156	79.7%	15.4%	4.8%	1
Office of General Counsel	114	92.3%	6.2%	1.5%	0
Office of Inspector General	221	91.3%	7.1%	1.6%	0
Office of International and Tribal Affairs	45	82.9%	12.7%	4.4%	0
Office of Research and Development	871	81.4%	10.7%	7.9%	2
Office of Solid Waste & Emergency Response	268	83.1%	11.3%	5.6%	0
Office of the Administrator	228	86.9%	6.4%	6.7%	1
Office of the Chief Financial Officer	191	84.3%	7.2%	8.5%	2
Office of Water	319	81.4%	9.8%	8.8%	1
Region 1, Boston	304	88.6%	8.0%	3.4%	0
Region 2, New York	467	83.6%	10.8%	5.6%	1
Region 3, Philadelphia	519	87.0%	9.0%	4.0%	0
Region 4, Atlanta	629	83.4%	8.7%	8.0%	3
Region 5, Chicago	596	83.5%	10.4%	6.1%	2
Region 6, Dallas	421	88.0%	6.0%	6.0%	2
Region 7, Kansas City	381	86.6%	8.7%	4.7%	4
Region 8, Denver	414	84.9%	9.0%	6.1%	1
Region 9, San Francisco	427	89.9%	8.0%	2.1%	2
Region 10, Seattle	393	84.5%	8.5%	7.0%	1

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	680,836	91.2%	6.2%	2.5%	1,769
<b>Environmental Protection Agency</b>	<b>8,755</b>	<b>88.1%</b>	<b>8.6%</b>	<b>3.3%</b>	<b>29</b>
Office of Administration and Resource Management	455	93.0%	6.0%	1.0%	0
Office of Air and Radiation	523	84.8%	10.9%	4.3%	2
Office of Chemical Safety and Pollution Prevention	501	87.6%	10.5%	1.9%	5
Office of Enforcement and Compliance Assurance	317	88.4%	6.9%	4.6%	0
Office of Environmental Information	154	85.1%	11.0%	3.9%	3
Office of General Counsel	114	91.2%	8.8%	0.0%	0
Office of Inspector General	217	88.4%	7.5%	4.1%	1
Office of International and Tribal Affairs	44	91.7%	2.0%	6.3%	0
Office of Research and Development	873	86.7%	10.4%	3.0%	2
Office of Solid Waste & Emergency Response	265	85.1%	9.9%	5.1%	1
Office of the Administrator	227	85.4%	6.5%	8.1%	0
Office of the Chief Financial Officer	192	88.3%	6.6%	5.1%	2
Office of Water	317	87.3%	8.4%	4.3%	2
Region 1, Boston	302	91.7%	7.3%	1.0%	1
Region 2, New York	468	86.2%	10.1%	3.7%	2
Region 3, Philadelphia	519	90.1%	7.7%	2.3%	0
Region 4, Atlanta	628	85.7%	10.3%	4.1%	2
Region 5, Chicago	592	87.5%	9.2%	3.3%	0
Region 6, Dallas	418	91.2%	5.5%	3.3%	2
Region 7, Kansas City	380	89.0%	7.8%	3.2%	3
Region 8, Denver	416	89.6%	8.1%	2.3%	0
Region 9, San Francisco	428	91.1%	7.1%	1.9%	0
Region 10, Seattle	389	90.2%	6.1%	3.6%	1

# Environmental Protection Agency

## 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	683,306	67.5%	14.0%	18.5%	2,522
<b>Environmental Protection Agency</b>	<b>8,808</b>	<b>73.7%</b>	<b>12.6%</b>	<b>13.8%</b>	<b>17</b>
Office of Administration and Resource Management	458	80.2%	7.9%	11.9%	0
Office of Air and Radiation	527	77.1%	12.6%	10.3%	0
Office of Chemical Safety and Pollution Prevention	508	67.6%	14.2%	18.2%	1
Office of Enforcement and Compliance Assurance	319	76.0%	9.4%	14.6%	2
Office of Environmental Information	157	69.2%	18.4%	12.4%	0
Office of General Counsel	114	70.3%	11.0%	18.7%	1
Office of Inspector General	220	84.1%	8.2%	7.8%	0
Office of International and Tribal Affairs	45	81.0%	5.1%	13.9%	0
Office of Research and Development	876	78.5%	11.3%	10.2%	1
Office of Solid Waste & Emergency Response	268	72.5%	11.8%	15.7%	1
Office of the Administrator	227	77.1%	11.4%	11.6%	1
Office of the Chief Financial Officer	190	77.9%	9.5%	12.6%	4
Office of Water	320	68.3%	14.7%	17.0%	0
Region 1, Boston	304	79.4%	7.6%	13.0%	0
Region 2, New York	469	78.7%	10.3%	10.9%	2
Region 3, Philadelphia	516	74.9%	11.7%	13.4%	1
Region 4, Atlanta	630	69.2%	14.5%	16.3%	1
Region 5, Chicago	596	72.7%	16.2%	11.2%	1
Region 6, Dallas	423	73.0%	13.6%	13.4%	0
Region 7, Kansas City	383	71.6%	14.3%	14.1%	1
Region 8, Denver	416	85.4%	8.6%	6.0%	0
Region 9, San Francisco	432	53.8%	20.0%	26.2%	0
Region 10, Seattle	393	64.9%	15.2%	19.9%	0



# Environmental Protection Agency

## 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	675,095	68.8%	14.8%	16.4%	10,306
<b>Environmental Protection Agency</b>	<b>8,698</b>	<b>68.3%</b>	<b>16.4%</b>	<b>15.3%</b>	<b>121</b>
Office of Administration and Resource Management	457	74.5%	14.2%	11.3%	1
Office of Air and Radiation	514	64.9%	18.1%	17.0%	13
Office of Chemical Safety and Pollution Prevention	503	68.9%	14.1%	16.9%	5
Office of Enforcement and Compliance Assurance	314	67.8%	14.9%	17.3%	7
Office of Environmental Information	155	61.1%	19.8%	19.0%	1
Office of General Counsel	114	64.7%	16.6%	18.7%	1
Office of Inspector General	216	72.7%	13.3%	14.0%	2
Office of International and Tribal Affairs	45	55.7%	25.2%	19.2%	0
Office of Research and Development	865	69.2%	16.7%	14.1%	12
Office of Solid Waste & Emergency Response	263	70.7%	14.1%	15.2%	6
Office of the Administrator	225	65.1%	16.5%	18.4%	4
Office of the Chief Financial Officer	189	70.9%	12.1%	17.0%	5
Office of Water	305	65.0%	15.9%	19.1%	15
Region 1, Boston	303	73.1%	15.6%	11.3%	1
Region 2, New York	466	63.8%	17.3%	18.9%	3
Region 3, Philadelphia	517	69.8%	18.7%	11.5%	2
Region 4, Atlanta	625	67.3%	16.7%	16.0%	7
Region 5, Chicago	583	60.7%	22.0%	17.4%	12
Region 6, Dallas	419	73.3%	13.5%	13.2%	4
Region 7, Kansas City	376	74.9%	16.0%	9.0%	6
Region 8, Denver	413	70.7%	15.6%	13.7%	4
Region 9, San Francisco	426	72.0%	15.4%	12.6%	4
Region 10, Seattle	388	66.9%	16.1%	17.0%	6

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	681,102	82.8%	11.8%	5.5%	3,032
<b>Environmental Protection Agency</b>	<b>8,770</b>	<b>83.1%</b>	<b>11.9%</b>	<b>5.0%</b>	<b>39</b>
Office of Administration and Resource Management	455	87.1%	9.7%	3.2%	2
Office of Air and Radiation	521	80.3%	12.0%	7.7%	4
Office of Chemical Safety and Pollution Prevention	507	82.5%	12.4%	5.1%	2
Office of Enforcement and Compliance Assurance	316	82.5%	10.5%	7.0%	3
Office of Environmental Information	157	76.9%	18.0%	5.1%	0
Office of General Counsel	114	86.2%	11.3%	2.5%	0
Office of Inspector General	221	90.2%	6.9%	3.0%	0
Office of International and Tribal Affairs	44	80.2%	9.8%	9.9%	0
Office of Research and Development	871	82.1%	11.5%	6.3%	2
Office of Solid Waste & Emergency Response	264	84.3%	9.1%	6.6%	3
Office of the Administrator	229	86.5%	7.8%	5.7%	0
Office of the Chief Financial Officer	192	81.0%	12.8%	6.2%	3
Office of Water	319	84.6%	10.4%	5.0%	2
Region 1, Boston	302	83.8%	13.9%	2.4%	1
Region 2, New York	467	79.5%	15.9%	4.6%	2
Region 3, Philadelphia	518	84.2%	12.5%	3.3%	1
Region 4, Atlanta	627	81.1%	14.3%	4.6%	3
Region 5, Chicago	592	82.2%	13.3%	4.5%	3
Region 6, Dallas	418	84.3%	11.2%	4.5%	4
Region 7, Kansas City	379	87.2%	10.0%	2.8%	2
Region 8, Denver	416	82.5%	10.7%	6.8%	1
Region 9, San Francisco	431	85.2%	10.9%	3.9%	1
Region 10, Seattle	393	84.3%	11.4%	4.4%	0

# Environmental Protection Agency

## *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	656,457	61.5%	19.5%	19.0%	27,152
<b>Environmental Protection Agency</b>	<b>8,020</b>	<b>60.8%</b>	<b>22.0%</b>	<b>17.3%</b>	<b>793</b>
Office of Administration and Resource Management	439	61.1%	21.2%	17.6%	15
Office of Air and Radiation	475	57.1%	23.3%	19.6%	52
Office of Chemical Safety and Pollution Prevention	439	54.1%	22.7%	23.2%	71
Office of Enforcement and Compliance Assurance	284	57.5%	17.3%	25.2%	36
Office of Environmental Information	138	51.4%	18.8%	29.7%	19
Office of General Counsel	103	77.4%	14.8%	7.8%	12
Office of Inspector General	209	75.7%	14.1%	10.2%	12
Office of International and Tribal Affairs	38	51.3%	37.9%	10.8%	6
Office of Research and Development	782	61.5%	21.0%	17.6%	96
Office of Solid Waste & Emergency Response	241	61.3%	19.7%	19.1%	28
Office of the Administrator	212	65.0%	19.2%	15.8%	15
Office of the Chief Financial Officer	175	63.9%	18.3%	17.8%	17
Office of Water	276	60.7%	23.1%	16.2%	45
Region 1, Boston	277	67.6%	22.6%	9.8%	27
Region 2, New York	429	61.0%	23.4%	15.7%	41
Region 3, Philadelphia	475	66.3%	22.7%	11.0%	43
Region 4, Atlanta	584	55.9%	23.3%	20.8%	46
Region 5, Chicago	546	58.2%	28.1%	13.6%	51
Region 6, Dallas	388	54.0%	28.7%	17.4%	32
Region 7, Kansas City	350	65.8%	18.8%	15.4%	33
Region 8, Denver	385	62.0%	22.5%	15.5%	32
Region 9, San Francisco	395	65.6%	19.3%	15.1%	33
Region 10, Seattle	367	64.8%	18.3%	16.9%	27

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	677,385	53.1%	23.4%	23.6%	7,250
<b>Environmental Protection Agency</b>	<b>8,717</b>	<b>44.2%</b>	<b>26.9%</b>	<b>28.9%</b>	<b>103</b>
Office of Administration and Resource Management	455	52.7%	23.8%	23.5%	3
Office of Air and Radiation	518	38.2%	28.3%	33.5%	8
Office of Chemical Safety and Pollution Prevention	498	35.8%	29.2%	35.0%	10
Office of Enforcement and Compliance Assurance	317	34.9%	24.5%	40.6%	2
Office of Environmental Information	155	38.3%	27.4%	34.3%	2
Office of General Counsel	114	63.4%	19.7%	16.9%	1
Office of Inspector General	220	76.1%	11.9%	12.1%	1
Office of International and Tribal Affairs	44	30.0%	25.5%	44.5%	1
Office of Research and Development	864	49.3%	27.5%	23.2%	11
Office of Solid Waste & Emergency Response	266	42.9%	31.7%	25.3%	3
Office of the Administrator	227	43.0%	25.2%	31.8%	2
Office of the Chief Financial Officer	193	46.5%	23.0%	30.4%	1
Office of Water	318	37.6%	30.8%	31.6%	3
Region 1, Boston	300	43.2%	23.8%	33.0%	2
Region 2, New York	465	37.9%	30.6%	31.5%	6
Region 3, Philadelphia	519	51.3%	26.8%	21.9%	1
Region 4, Atlanta	627	52.2%	24.3%	23.5%	4
Region 5, Chicago	579	41.2%	28.8%	30.0%	16
Region 6, Dallas	419	41.9%	26.5%	31.6%	3
Region 7, Kansas City	380	50.0%	25.0%	25.0%	5
Region 8, Denver	406	47.5%	24.7%	27.8%	9
Region 9, San Francisco	425	43.4%	31.7%	24.9%	7
Region 10, Seattle	392	38.0%	27.4%	34.6%	1

# Environmental Protection Agency

## 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	668,068	67.5%	14.8%	17.7%	18,229
<b>Environmental Protection Agency</b>	<b>8,656</b>	<b>59.0%</b>	<b>18.2%</b>	<b>22.8%</b>	<b>183</b>
Office of Administration and Resource Management	450	66.8%	17.3%	15.9%	8
Office of Air and Radiation	515	53.2%	18.0%	28.8%	12
Office of Chemical Safety and Pollution Prevention	496	59.2%	18.3%	22.6%	13
Office of Enforcement and Compliance Assurance	318	56.2%	19.8%	24.0%	2
Office of Environmental Information	155	49.0%	20.8%	30.2%	2
Office of General Counsel	113	45.3%	20.9%	33.8%	2
Office of Inspector General	219	65.9%	15.8%	18.3%	2
Office of International and Tribal Affairs	45	48.8%	9.3%	41.9%	0
Office of Research and Development	863	60.9%	17.7%	21.4%	16
Office of Solid Waste & Emergency Response	261	58.5%	14.9%	26.6%	8
Office of the Administrator	221	60.1%	16.5%	23.4%	8
Office of the Chief Financial Officer	191	63.5%	14.2%	22.3%	4
Office of Water	310	50.9%	20.6%	28.5%	11
Region 1, Boston	296	64.8%	18.4%	16.8%	8
Region 2, New York	453	60.3%	19.0%	20.8%	16
Region 3, Philadelphia	512	59.5%	22.6%	18.0%	9
Region 4, Atlanta	624	59.6%	18.1%	22.2%	9
Region 5, Chicago	581	55.5%	20.5%	24.0%	17
Region 6, Dallas	416	62.2%	17.5%	20.3%	8
Region 7, Kansas City	377	67.4%	14.0%	18.6%	8
Region 8, Denver	414	59.9%	16.9%	23.2%	3
Region 9, San Francisco	422	64.0%	16.7%	19.2%	10
Region 10, Seattle	388	52.6%	19.2%	28.1%	6

# Environmental Protection Agency

## *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	685,205	72.8%	14.3%	12.9%
<b>Environmental Protection Agency</b>	<b>8,815</b>	<b>77.7%</b>	<b>12.8%</b>	<b>9.5%</b>
Office of Administration and Resource Management	456	79.1%	12.4%	8.5%
Office of Air and Radiation	527	80.1%	8.3%	11.6%
Office of Chemical Safety and Pollution Prevention	509	70.8%	16.0%	13.2%
Office of Enforcement and Compliance Assurance	320	79.4%	13.5%	7.1%
Office of Environmental Information	156	75.2%	15.2%	9.6%
Office of General Counsel	115	91.6%	5.6%	2.9%
Office of Inspector General	220	86.7%	8.0%	5.3%
Office of International and Tribal Affairs	45	81.5%	6.9%	11.6%
Office of Research and Development	876	74.7%	15.6%	9.7%
Office of Solid Waste & Emergency Response	268	72.8%	18.1%	9.0%
Office of the Administrator	229	80.4%	11.7%	7.9%
Office of the Chief Financial Officer	194	75.1%	18.0%	6.9%
Office of Water	319	76.9%	12.7%	10.4%
Region 1, Boston	304	80.2%	12.8%	7.0%
Region 2, New York	471	73.0%	15.8%	11.1%
Region 3, Philadelphia	517	83.6%	10.7%	5.7%
Region 4, Atlanta	634	76.8%	11.5%	11.7%
Region 5, Chicago	596	75.8%	13.7%	10.5%
Region 6, Dallas	420	76.1%	12.1%	11.8%
Region 7, Kansas City	383	81.9%	9.9%	8.2%
Region 8, Denver	415	76.0%	12.7%	11.3%
Region 9, San Francisco	430	83.5%	9.1%	7.4%
Region 10, Seattle	394	80.3%	11.6%	8.1%

# Environmental Protection Agency

## 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	662,253	43.5%	27.2%	29.4%	23,872
<b>Environmental Protection Agency</b>	<b>8,463</b>	<b>44.0%</b>	<b>24.4%</b>	<b>31.6%</b>	<b>365</b>
Office of Administration and Resource Management	442	46.2%	26.2%	27.6%	14
Office of Air and Radiation	504	44.6%	23.5%	31.9%	22
Office of Chemical Safety and Pollution Prevention	491	32.9%	23.2%	43.9%	18
Office of Enforcement and Compliance Assurance	306	30.4%	22.1%	47.5%	15
Office of Environmental Information	149	36.3%	24.2%	39.5%	8
Office of General Counsel	108	76.6%	13.1%	10.2%	7
Office of Inspector General	212	65.2%	20.1%	14.7%	9
Office of International and Tribal Affairs	42	50.0%	16.2%	33.8%	3
Office of Research and Development	847	37.5%	23.8%	38.7%	29
Office of Solid Waste & Emergency Response	260	41.9%	24.0%	34.1%	9
Office of the Administrator	221	49.5%	22.5%	28.0%	8
Office of the Chief Financial Officer	186	49.2%	28.3%	22.5%	9
Office of Water	312	44.5%	21.4%	34.1%	8
Region 1, Boston	288	45.0%	25.7%	29.4%	16
Region 2, New York	439	38.8%	29.7%	31.5%	30
Region 3, Philadelphia	499	51.5%	28.3%	20.2%	21
Region 4, Atlanta	604	47.1%	24.5%	28.5%	28
Region 5, Chicago	559	43.9%	27.5%	28.6%	37
Region 6, Dallas	404	40.8%	29.5%	29.7%	20
Region 7, Kansas City	373	53.3%	23.6%	23.1%	12
Region 8, Denver	403	45.1%	21.2%	33.7%	14
Region 9, San Francisco	417	49.8%	21.1%	29.1%	14
Region 10, Seattle	381	53.4%	20.6%	26.0%	13

# Environmental Protection Agency

## 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	645,137	33.5%	29.2%	37.3%	39,208
<b>Environmental Protection Agency</b>	<b>8,120</b>	<b>40.2%</b>	<b>28.2%</b>	<b>31.6%</b>	<b>696</b>
Office of Administration and Resource Management	436	45.7%	26.1%	28.1%	20
Office of Air and Radiation	484	39.2%	28.7%	32.1%	42
Office of Chemical Safety and Pollution Prevention	456	38.3%	23.5%	38.2%	52
Office of Enforcement and Compliance Assurance	291	31.2%	33.6%	35.1%	28
Office of Environmental Information	147	38.7%	24.8%	36.6%	9
Office of General Counsel	99	54.8%	27.2%	18.0%	16
Office of Inspector General	205	53.1%	25.2%	21.7%	14
Office of International and Tribal Affairs	39	26.9%	35.4%	37.7%	6
Office of Research and Development	813	44.6%	25.7%	29.8%	65
Office of Solid Waste & Emergency Response	253	37.2%	28.1%	34.8%	16
Office of the Administrator	207	49.4%	27.3%	23.3%	21
Office of the Chief Financial Officer	180	39.5%	24.0%	36.5%	11
Office of Water	279	42.3%	27.1%	30.6%	40
Region 1, Boston	275	35.4%	33.3%	31.4%	29
Region 2, New York	441	33.2%	29.2%	37.6%	30
Region 3, Philadelphia	479	39.0%	33.2%	27.8%	41
Region 4, Atlanta	583	39.1%	26.9%	33.9%	50
Region 5, Chicago	556	39.3%	27.6%	33.0%	42
Region 6, Dallas	395	38.7%	27.1%	34.2%	28
Region 7, Kansas City	357	43.3%	27.7%	29.1%	26
Region 8, Denver	383	43.2%	31.7%	25.1%	32
Region 9, San Francisco	390	41.8%	30.6%	27.6%	39
Region 10, Seattle	357	39.9%	31.3%	28.7%	37



## Environmental Protection Agency 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	632,125	29.4%	27.8%	42.8%	51,759
<b>Environmental Protection Agency</b>	<b>7,724</b>	<b>26.2%</b>	<b>30.5%</b>	<b>43.3%</b>	<b>1,094</b>
Office of Administration and Resource Management	414	33.3%	24.1%	42.6%	42
Office of Air and Radiation	450	18.5%	31.3%	50.2%	76
Office of Chemical Safety and Pollution Prevention	444	23.8%	26.5%	49.7%	66
Office of Enforcement and Compliance Assurance	284	22.6%	31.5%	45.8%	35
Office of Environmental Information	144	18.9%	23.2%	57.9%	13
Office of General Counsel	88	39.0%	31.5%	29.5%	27
Office of Inspector General	186	36.4%	28.9%	34.7%	32
Office of International and Tribal Affairs	39	29.9%	24.0%	46.0%	6
Office of Research and Development	752	25.0%	31.9%	43.1%	125
Office of Solid Waste & Emergency Response	248	20.0%	30.0%	50.0%	21
Office of the Administrator	200	29.6%	23.4%	47.0%	28
Office of the Chief Financial Officer	180	24.0%	24.9%	51.1%	15
Office of Water	275	25.2%	30.4%	44.4%	44
Region 1, Boston	263	30.5%	31.3%	38.2%	41
Region 2, New York	428	21.2%	30.2%	48.6%	44
Region 3, Philadelphia	444	31.5%	34.5%	34.0%	76
Region 4, Atlanta	558	24.8%	30.0%	45.2%	74
Region 5, Chicago	523	20.5%	33.8%	45.7%	75
Region 6, Dallas	381	28.3%	32.3%	39.4%	42
Region 7, Kansas City	337	31.6%	30.7%	37.7%	44
Region 8, Denver	357	28.3%	33.5%	38.2%	59
Region 9, San Francisco	366	28.9%	35.6%	35.4%	64
Region 10, Seattle	351	41.4%	30.9%	27.7%	40

# Environmental Protection Agency

## 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	652,024	33.8%	29.2%	37.0%	32,505
<b>Environmental Protection Agency</b>	<b>8,119</b>	<b>34.6%</b>	<b>29.9%</b>	<b>35.5%</b>	<b>691</b>
Office of Administration and Resource Management	432	41.3%	26.8%	32.0%	24
Office of Air and Radiation	483	31.3%	29.3%	39.5%	43
Office of Chemical Safety and Pollution Prevention	463	31.5%	25.6%	42.9%	46
Office of Enforcement and Compliance Assurance	298	30.2%	32.6%	37.2%	23
Office of Environmental Information	152	30.4%	24.3%	45.2%	5
Office of General Counsel	98	44.0%	31.7%	24.3%	17
Office of Inspector General	201	43.2%	28.9%	28.0%	19
Office of International and Tribal Affairs	42	38.0%	21.7%	40.3%	3
Office of Research and Development	812	36.9%	30.4%	32.8%	63
Office of Solid Waste & Emergency Response	257	36.2%	25.8%	38.0%	12
Office of the Administrator	209	40.4%	26.0%	33.7%	20
Office of the Chief Financial Officer	187	32.5%	23.6%	43.9%	8
Office of Water	276	34.1%	30.5%	35.5%	39
Region 1, Boston	278	38.8%	30.4%	30.8%	26
Region 2, New York	436	31.8%	29.5%	38.7%	35
Region 3, Philadelphia	462	37.2%	32.1%	30.7%	55
Region 4, Atlanta	593	33.9%	28.5%	37.6%	39
Region 5, Chicago	549	28.7%	35.1%	36.2%	44
Region 6, Dallas	388	35.7%	29.9%	34.4%	33
Region 7, Kansas City	361	33.5%	33.7%	32.8%	23
Region 8, Denver	388	36.8%	32.6%	30.6%	28
Region 9, San Francisco	382	35.3%	34.2%	30.6%	48
Region 10, Seattle	358	35.4%	30.2%	34.4%	35

# Environmental Protection Agency

## 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	648,791	41.0%	25.4%	33.6%	35,445
<b>Environmental Protection Agency</b>	<b>8,083</b>	<b>45.2%</b>	<b>24.9%</b>	<b>29.9%</b>	<b>731</b>
Office of Administration and Resource Management	440	46.7%	22.3%	31.0%	17
Office of Air and Radiation	477	42.5%	25.2%	32.3%	50
Office of Chemical Safety and Pollution Prevention	450	42.5%	19.5%	38.0%	61
Office of Enforcement and Compliance Assurance	294	43.1%	26.9%	30.0%	27
Office of Environmental Information	149	36.6%	25.5%	37.9%	8
Office of General Counsel	101	58.0%	21.4%	20.5%	13
Office of Inspector General	208	54.8%	21.3%	23.9%	13
Office of International and Tribal Affairs	41	45.7%	20.0%	34.3%	4
Office of Research and Development	821	48.7%	25.8%	25.5%	55
Office of Solid Waste & Emergency Response	246	43.1%	25.9%	31.0%	23
Office of the Administrator	204	54.5%	17.8%	27.7%	24
Office of the Chief Financial Officer	185	42.4%	20.3%	37.3%	8
Office of Water	272	45.7%	21.2%	33.1%	46
Region 1, Boston	286	52.6%	22.1%	25.3%	16
Region 2, New York	437	40.0%	26.2%	33.8%	34
Region 3, Philadelphia	470	46.9%	30.0%	23.0%	50
Region 4, Atlanta	585	40.1%	26.2%	33.8%	43
Region 5, Chicago	552	39.2%	28.1%	32.8%	45
Region 6, Dallas	389	41.6%	29.1%	29.3%	32
Region 7, Kansas City	359	44.6%	24.4%	31.0%	25
Region 8, Denver	374	48.8%	23.3%	27.9%	43
Region 9, San Francisco	372	56.5%	25.4%	18.1%	56
Region 10, Seattle	358	45.0%	28.5%	26.5%	34

# Environmental Protection Agency

## *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	681,951	72.3%	14.6%	13.1%	2,878
<b>Environmental Protection Agency</b>	<b>8,778</b>	<b>74.6%</b>	<b>13.3%</b>	<b>12.1%</b>	<b>41</b>
Office of Administration and Resource Management	454	73.4%	13.4%	13.2%	2
Office of Air and Radiation	524	75.5%	11.8%	12.7%	1
Office of Chemical Safety and Pollution Prevention	508	72.4%	14.3%	13.2%	3
Office of Enforcement and Compliance Assurance	318	72.6%	14.0%	13.4%	2
Office of Environmental Information	156	68.0%	16.0%	16.1%	1
Office of General Counsel	114	91.8%	5.1%	3.1%	0
Office of Inspector General	219	77.6%	13.5%	8.9%	2
Office of International and Tribal Affairs	43	61.7%	21.5%	16.9%	1
Office of Research and Development	871	74.3%	14.0%	11.7%	7
Office of Solid Waste & Emergency Response	268	71.1%	14.9%	14.0%	1
Office of the Administrator	227	78.2%	11.1%	10.6%	1
Office of the Chief Financial Officer	192	74.3%	14.5%	11.2%	2
Office of Water	319	71.7%	14.7%	13.5%	1
Region 1, Boston	300	76.3%	13.8%	9.9%	2
Region 2, New York	471	67.4%	16.7%	15.9%	1
Region 3, Philadelphia	520	79.4%	10.4%	10.2%	0
Region 4, Atlanta	627	74.9%	12.0%	13.1%	2
Region 5, Chicago	594	73.2%	15.4%	11.3%	2
Region 6, Dallas	422	73.6%	12.8%	13.6%	1
Region 7, Kansas City	385	82.4%	8.2%	9.4%	0
Region 8, Denver	413	72.3%	15.6%	12.2%	3
Region 9, San Francisco	424	79.3%	12.7%	8.0%	5
Region 10, Seattle	392	78.8%	10.6%	10.6%	1

# Environmental Protection Agency

## 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	661,501	54.7%	28.6%	16.8%	23,067
<b>Environmental Protection Agency</b>	<b>8,380</b>	<b>51.5%</b>	<b>32.2%</b>	<b>16.4%</b>	<b>440</b>
Office of Administration and Resource Management	439	57.1%	27.9%	15.0%	18
Office of Air and Radiation	516	50.5%	31.5%	17.9%	11
Office of Chemical Safety and Pollution Prevention	475	46.4%	32.0%	21.6%	34
Office of Enforcement and Compliance Assurance	308	47.9%	33.8%	18.3%	12
Office of Environmental Information	151	46.5%	32.3%	21.1%	6
Office of General Counsel	107	65.5%	28.4%	6.1%	8
Office of Inspector General	205	61.4%	27.1%	11.5%	16
Office of International and Tribal Affairs	41	43.3%	40.5%	16.2%	3
Office of Research and Development	832	45.8%	35.4%	18.7%	46
Office of Solid Waste & Emergency Response	259	44.2%	36.3%	19.5%	10
Office of the Administrator	218	51.6%	36.4%	12.0%	11
Office of the Chief Financial Officer	188	51.0%	35.4%	13.6%	6
Office of Water	298	47.4%	35.6%	16.9%	21
Region 1, Boston	283	51.2%	33.8%	15.0%	19
Region 2, New York	442	47.1%	31.7%	21.3%	30
Region 3, Philadelphia	496	53.5%	32.3%	14.2%	22
Region 4, Atlanta	595	53.5%	31.4%	15.1%	34
Region 5, Chicago	566	55.7%	30.0%	14.3%	31
Region 6, Dallas	407	56.3%	28.9%	14.8%	15
Region 7, Kansas City	372	61.4%	27.6%	11.0%	13
Region 8, Denver	399	53.9%	32.1%	14.0%	16
Region 9, San Francisco	394	55.4%	31.4%	13.2%	37
Region 10, Seattle	372	50.8%	33.3%	15.9%	21

# Environmental Protection Agency

## *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	683,823	83.4%	13.6%	3.0%
<b>Environmental Protection Agency</b>	<b>8,803</b>	<b>87.2%</b>	<b>11.1%</b>	<b>1.7%</b>
Office of Administration and Resource Management	457	84.1%	14.7%	1.1%
Office of Air and Radiation	526	87.6%	9.6%	2.8%
Office of Chemical Safety and Pollution Prevention	509	83.8%	14.5%	1.7%
Office of Enforcement and Compliance Assurance	321	85.0%	12.9%	2.1%
Office of Environmental Information	157	84.2%	14.6%	1.2%
Office of General Counsel	114	99.1%	0.9%	0.0%
Office of Inspector General	219	90.5%	9.0%	0.5%
Office of International and Tribal Affairs	44	84.1%	14.0%	1.9%
Office of Research and Development	875	84.7%	12.7%	2.6%
Office of Solid Waste & Emergency Response	268	90.9%	7.4%	1.7%
Office of the Administrator	228	89.0%	9.2%	1.9%
Office of the Chief Financial Officer	194	88.9%	10.4%	0.6%
Office of Water	318	88.3%	11.1%	0.7%
Region 1, Boston	302	92.7%	6.0%	1.4%
Region 2, New York	470	83.1%	14.6%	2.3%
Region 3, Philadelphia	520	91.6%	7.6%	0.8%
Region 4, Atlanta	629	86.7%	11.4%	1.9%
Region 5, Chicago	591	86.8%	11.8%	1.4%
Region 6, Dallas	424	85.2%	13.0%	1.7%
Region 7, Kansas City	384	90.1%	8.5%	1.4%
Region 8, Denver	416	85.4%	11.7%	3.0%
Region 9, San Francisco	430	89.9%	9.3%	0.8%
Region 10, Seattle	390	89.4%	9.5%	1.1%

# Environmental Protection Agency

## 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	662,287	71.6%	17.2%	11.2%	9,223
<b>Environmental Protection Agency</b>	<b>8,532</b>	<b>73.5%</b>	<b>16.2%</b>	<b>10.3%</b>	<b>169</b>
Office of Administration and Resource Management	439	72.3%	18.6%	9.1%	13
Office of Air and Radiation	509	76.3%	14.0%	9.7%	8
Office of Chemical Safety and Pollution Prevention	490	66.6%	19.4%	14.0%	7
Office of Enforcement and Compliance Assurance	306	69.6%	16.3%	14.1%	8
Office of Environmental Information	149	60.8%	24.3%	14.9%	7
Office of General Counsel	113	85.7%	9.0%	5.2%	2
Office of Inspector General	214	84.1%	13.2%	2.7%	5
Office of International and Tribal Affairs	40	75.2%	10.4%	14.4%	3
Office of Research and Development	850	70.1%	17.4%	12.6%	16
Office of Solid Waste & Emergency Response	261	72.4%	16.8%	10.8%	4
Office of the Administrator	223	78.6%	15.1%	6.3%	3
Office of the Chief Financial Officer	185	74.2%	15.4%	10.4%	5
Office of Water	309	68.1%	20.1%	11.8%	4
Region 1, Boston	291	78.0%	13.3%	8.7%	7
Region 2, New York	460	73.6%	17.0%	9.5%	7
Region 3, Philadelphia	506	79.4%	13.3%	7.3%	9
Region 4, Atlanta	612	75.9%	15.7%	8.4%	11
Region 5, Chicago	579	72.6%	17.1%	10.3%	12
Region 6, Dallas	408	75.9%	15.0%	9.1%	7
Region 7, Kansas City	372	76.7%	11.8%	11.5%	6
Region 8, Denver	406	76.6%	11.2%	12.2%	5
Region 9, San Francisco	417	77.5%	16.3%	6.2%	8
Region 10, Seattle	377	69.6%	19.3%	11.1%	11

# Environmental Protection Agency

## *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	657,623	45.2%	26.0%	28.8%	13,810
<b>Environmental Protection Agency</b>	<b>8,451</b>	<b>49.2%</b>	<b>24.3%</b>	<b>26.6%</b>	<b>249</b>
Office of Administration and Resource Management	438	53.2%	25.7%	21.1%	16
Office of Air and Radiation	507	51.4%	20.8%	27.8%	10
Office of Chemical Safety and Pollution Prevention	481	39.3%	23.4%	37.3%	16
Office of Enforcement and Compliance Assurance	301	39.4%	27.9%	32.7%	11
Office of Environmental Information	151	39.1%	23.6%	37.3%	4
Office of General Counsel	112	55.0%	26.3%	18.7%	3
Office of Inspector General	208	54.7%	27.9%	17.5%	11
Office of International and Tribal Affairs	40	51.3%	21.0%	27.6%	3
Office of Research and Development	842	43.2%	25.6%	31.1%	23
Office of Solid Waste & Emergency Response	261	47.7%	25.6%	26.7%	4
Office of the Administrator	220	51.2%	26.7%	22.1%	6
Office of the Chief Financial Officer	186	45.9%	26.2%	27.9%	4
Office of Water	306	45.2%	24.3%	30.5%	7
Region 1, Boston	290	56.4%	24.1%	19.6%	9
Region 2, New York	447	45.9%	27.5%	26.5%	20
Region 3, Philadelphia	503	58.2%	20.9%	20.9%	10
Region 4, Atlanta	605	46.6%	24.3%	29.1%	19
Region 5, Chicago	577	49.3%	23.2%	27.5%	16
Region 6, Dallas	400	53.1%	24.8%	22.1%	15
Region 7, Kansas City	368	55.2%	21.0%	23.8%	10
Region 8, Denver	402	53.6%	24.9%	21.4%	10
Region 9, San Francisco	410	58.6%	22.7%	18.8%	13
Region 10, Seattle	380	56.0%	21.5%	22.5%	8



# Environmental Protection Agency

## *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	658,648	48.4%	24.1%	27.5%	11,646
<b>Environmental Protection Agency</b>	<b>8,486</b>	<b>58.2%</b>	<b>22.0%</b>	<b>19.8%</b>	<b>205</b>
Office of Administration and Resource Management	441	62.7%	18.6%	18.7%	11
Office of Air and Radiation	511	58.2%	20.4%	21.4%	8
Office of Chemical Safety and Pollution Prevention	486	50.8%	24.9%	24.3%	11
Office of Enforcement and Compliance Assurance	308	59.5%	21.5%	19.1%	5
Office of Environmental Information	154	51.5%	24.1%	24.3%	2
Office of General Counsel	110	75.5%	15.9%	8.6%	4
Office of Inspector General	213	67.6%	19.7%	12.6%	7
Office of International and Tribal Affairs	42	56.2%	17.1%	26.7%	1
Office of Research and Development	847	63.1%	20.3%	16.6%	17
Office of Solid Waste & Emergency Response	260	56.5%	25.1%	18.5%	4
Office of the Administrator	217	65.0%	17.3%	17.7%	9
Office of the Chief Financial Officer	188	50.3%	23.8%	26.0%	2
Office of Water	304	60.5%	18.4%	21.2%	9
Region 1, Boston	294	65.5%	21.7%	12.8%	4
Region 2, New York	454	47.9%	25.8%	26.2%	12
Region 3, Philadelphia	502	61.8%	21.8%	16.4%	11
Region 4, Atlanta	615	55.3%	20.0%	24.7%	10
Region 5, Chicago	573	50.8%	26.7%	22.5%	18
Region 6, Dallas	401	56.7%	26.6%	16.7%	12
Region 7, Kansas City	370	57.1%	21.0%	21.9%	7
Region 8, Denver	401	59.7%	22.0%	18.3%	11
Region 9, San Francisco	407	63.7%	18.9%	17.4%	16
Region 10, Seattle	372	60.4%	23.6%	16.1%	13

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Agency (continued)

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	650,663	38.5%	29.6%	31.9%	18,726
<b>Environmental Protection Agency</b>	<b>8,391</b>	<b>46.4%</b>	<b>28.5%</b>	<b>25.1%</b>	<b>271</b>
Office of Administration and Resource Management	437	51.7%	26.8%	21.5%	12
Office of Air and Radiation	509	45.2%	29.3%	25.5%	10
Office of Chemical Safety and Pollution Prevention	472	42.1%	27.0%	31.0%	20
Office of Enforcement and Compliance Assurance	302	48.9%	23.9%	27.2%	11
Office of Environmental Information	152	44.7%	26.5%	28.8%	4
Office of General Counsel	108	62.0%	24.7%	13.3%	7
Office of Inspector General	207	55.3%	25.6%	19.1%	12
Office of International and Tribal Affairs	42	47.7%	30.1%	22.1%	1
Office of Research and Development	836	50.3%	23.8%	25.9%	24
Office of Solid Waste & Emergency Response	260	45.0%	27.9%	27.1%	5
Office of the Administrator	214	48.8%	28.1%	23.1%	10
Office of the Chief Financial Officer	183	42.4%	26.0%	31.6%	3
Office of Water	303	42.9%	30.7%	26.4%	9
Region 1, Boston	295	53.3%	27.5%	19.2%	3
Region 2, New York	448	39.4%	30.1%	30.5%	14
Region 3, Philadelphia	496	48.3%	32.3%	19.4%	15
Region 4, Atlanta	605	44.3%	25.8%	29.9%	16
Region 5, Chicago	563	38.7%	34.5%	26.8%	27
Region 6, Dallas	402	45.9%	32.3%	21.7%	13
Region 7, Kansas City	365	46.3%	29.4%	24.2%	12
Region 8, Denver	394	47.5%	29.4%	23.2%	16
Region 9, San Francisco	411	51.3%	29.0%	19.7%	12
Region 10, Seattle	371	45.3%	32.5%	22.1%	14

# Environmental Protection Agency

## *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	628,870	21.6%	28.1%	50.2%	40,108
<b>Environmental Protection Agency</b>	<b>7,875</b>	<b>20.4%</b>	<b>31.8%</b>	<b>47.8%</b>	<b>795</b>
Office of Administration and Resource Management	418	31.2%	29.8%	39.0%	34
Office of Air and Radiation	467	21.7%	30.6%	47.7%	50
Office of Chemical Safety and Pollution Prevention	439	18.6%	29.3%	52.1%	55
Office of Enforcement and Compliance Assurance	280	17.2%	31.6%	51.2%	34
Office of Environmental Information	144	16.1%	28.5%	55.4%	12
Office of General Counsel	96	20.1%	41.6%	38.4%	18
Office of Inspector General	196	31.2%	30.5%	38.3%	24
Office of International and Tribal Affairs	36	11.8%	34.1%	54.1%	6
Office of Research and Development	787	24.1%	33.3%	42.6%	75
Office of Solid Waste & Emergency Response	246	22.7%	32.3%	45.0%	18
Office of the Administrator	201	24.7%	31.3%	44.0%	25
Office of the Chief Financial Officer	179	27.7%	28.2%	44.1%	11
Office of Water	268	21.9%	29.2%	48.9%	44
Region 1, Boston	269	16.2%	29.7%	54.1%	28
Region 2, New York	433	14.7%	28.1%	57.2%	31
Region 3, Philadelphia	457	18.6%	36.1%	45.3%	55
Region 4, Atlanta	572	18.6%	30.9%	50.5%	49
Region 5, Chicago	535	17.1%	32.6%	50.3%	52
Region 6, Dallas	386	22.4%	35.6%	42.0%	28
Region 7, Kansas City	346	22.0%	27.2%	50.8%	30
Region 8, Denver	379	17.4%	34.4%	48.2%	32
Region 9, San Francisco	380	16.7%	36.5%	46.8%	43
Region 10, Seattle	348	16.5%	34.4%	49.1%	37

# Environmental Protection Agency

## 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	625,285	56.8%	29.1%	14.1%	44,977
<b>Environmental Protection Agency</b>	<b>8,157</b>	<b>64.0%</b>	<b>22.9%</b>	<b>13.1%</b>	<b>525</b>
Office of Administration and Resource Management	421	63.9%	24.7%	11.4%	31
Office of Air and Radiation	470	59.4%	25.4%	15.2%	47
Office of Chemical Safety and Pollution Prevention	464	59.4%	25.8%	14.8%	33
Office of Enforcement and Compliance Assurance	281	53.3%	26.6%	20.2%	31
Office of Environmental Information	143	66.7%	16.8%	16.5%	12
Office of General Counsel	109	82.9%	12.0%	5.1%	5
Office of Inspector General	205	69.2%	21.4%	9.4%	15
Office of International and Tribal Affairs	39	62.4%	23.8%	13.8%	4
Office of Research and Development	809	62.0%	23.5%	14.5%	56
Office of Solid Waste & Emergency Response	248	67.2%	23.9%	8.9%	16
Office of the Administrator	209	59.6%	24.5%	15.9%	17
Office of the Chief Financial Officer	179	60.1%	24.1%	15.8%	10
Office of Water	302	72.4%	15.9%	11.7%	11
Region 1, Boston	286	66.7%	23.7%	9.7%	11
Region 2, New York	443	61.6%	25.9%	12.4%	24
Region 3, Philadelphia	485	72.6%	17.0%	10.4%	27
Region 4, Atlanta	595	65.8%	21.6%	12.7%	27
Region 5, Chicago	551	54.3%	29.4%	16.3%	41
Region 6, Dallas	397	68.4%	22.2%	9.4%	17
Region 7, Kansas City	361	74.2%	16.7%	9.0%	13
Region 8, Denver	383	66.2%	22.1%	11.7%	28
Region 9, San Francisco	402	68.5%	19.2%	12.3%	20
Region 10, Seattle	359	65.8%	22.5%	11.8%	28

# Environmental Protection Agency

## 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	662,923	76.9%	13.4%	9.7%	7,525
<b>Environmental Protection Agency</b>	<b>8,500</b>	<b>85.7%</b>	<b>9.9%</b>	<b>4.4%</b>	<b>186</b>
Office of Administration and Resource Management	442	85.7%	9.0%	5.3%	10
Office of Air and Radiation	503	90.9%	7.1%	2.0%	15
Office of Chemical Safety and Pollution Prevention	481	80.5%	13.0%	6.5%	15
Office of Enforcement and Compliance Assurance	305	80.8%	13.8%	5.4%	9
Office of Environmental Information	151	80.5%	14.5%	5.0%	5
Office of General Counsel	110	75.5%	15.9%	8.6%	5
Office of Inspector General	217	87.8%	9.9%	2.3%	3
Office of International and Tribal Affairs	43	84.6%	7.8%	7.6%	0
Office of Research and Development	852	88.8%	6.5%	4.7%	13
Office of Solid Waste & Emergency Response	257	84.9%	12.4%	2.7%	7
Office of the Administrator	218	83.3%	12.9%	3.8%	7
Office of the Chief Financial Officer	183	80.5%	14.4%	5.0%	7
Office of Water	301	82.2%	12.3%	5.5%	10
Region 1, Boston	292	82.5%	11.8%	5.7%	5
Region 2, New York	458	84.5%	10.7%	4.8%	8
Region 3, Philadelphia	506	89.7%	6.6%	3.6%	7
Region 4, Atlanta	610	85.1%	10.3%	4.6%	12
Region 5, Chicago	584	87.1%	9.4%	3.6%	8
Region 6, Dallas	408	87.4%	8.1%	4.5%	9
Region 7, Kansas City	374	91.3%	5.6%	3.1%	3
Region 8, Denver	408	91.5%	6.3%	2.2%	4
Region 9, San Francisco	411	85.7%	10.5%	3.7%	10
Region 10, Seattle	371	81.2%	12.4%	6.4%	12

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	661,974	78.0%	13.9%	8.2%	7,292
<b>Environmental Protection Agency</b>	<b>8,510</b>	<b>76.6%</b>	<b>15.8%</b>	<b>7.6%</b>	<b>171</b>
Office of Administration and Resource Management	444	75.2%	16.2%	8.7%	4
Office of Air and Radiation	505	73.6%	17.6%	8.8%	8
Office of Chemical Safety and Pollution Prevention	484	77.0%	14.2%	8.8%	11
Office of Enforcement and Compliance Assurance	302	65.2%	18.6%	16.2%	12
Office of Environmental Information	154	72.2%	14.2%	13.7%	2
Office of General Counsel	110	67.1%	20.8%	12.1%	5
Office of Inspector General	214	80.8%	14.9%	4.3%	5
Office of International and Tribal Affairs	43	69.7%	25.6%	4.6%	0
Office of Research and Development	846	75.5%	16.8%	7.7%	19
Office of Solid Waste & Emergency Response	263	77.3%	16.4%	6.3%	2
Office of the Administrator	221	67.2%	20.8%	12.0%	5
Office of the Chief Financial Officer	187	77.1%	14.4%	8.5%	3
Office of Water	306	72.5%	17.5%	10.0%	6
Region 1, Boston	294	77.6%	17.3%	5.0%	3
Region 2, New York	455	73.3%	18.1%	8.5%	12
Region 3, Philadelphia	513	85.7%	10.0%	4.3%	0
Region 4, Atlanta	609	76.1%	16.5%	7.4%	14
Region 5, Chicago	580	81.0%	14.3%	4.7%	11
Region 6, Dallas	408	80.2%	15.0%	4.8%	8
Region 7, Kansas City	369	79.2%	13.7%	7.1%	6
Region 8, Denver	405	87.3%	10.7%	2.0%	7
Region 9, San Francisco	405	76.8%	18.2%	5.0%	17
Region 10, Seattle	379	79.7%	13.4%	6.9%	8

# Environmental Protection Agency

## *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	636,579	51.2%	23.4%	25.4%	32,982
<b>Environmental Protection Agency</b>	<b>7,993</b>	<b>56.4%</b>	<b>21.8%</b>	<b>21.8%</b>	<b>689</b>
Office of Administration and Resource Management	416	54.0%	23.2%	22.9%	33
Office of Air and Radiation	476	61.8%	19.3%	18.9%	41
Office of Chemical Safety and Pollution Prevention	449	49.8%	22.3%	27.9%	48
Office of Enforcement and Compliance Assurance	290	51.2%	23.9%	24.9%	24
Office of Environmental Information	142	43.9%	21.3%	34.8%	12
Office of General Counsel	106	78.2%	13.4%	8.4%	8
Office of Inspector General	197	63.0%	21.6%	15.3%	21
Office of International and Tribal Affairs	39	55.0%	14.4%	30.6%	4
Office of Research and Development	800	60.7%	21.0%	18.3%	65
Office of Solid Waste & Emergency Response	247	53.0%	23.1%	23.9%	18
Office of the Administrator	205	62.9%	14.3%	22.8%	20
Office of the Chief Financial Officer	174	57.9%	23.1%	19.1%	14
Office of Water	276	61.1%	20.6%	18.3%	36
Region 1, Boston	273	64.7%	17.8%	17.5%	26
Region 2, New York	428	48.6%	26.7%	24.7%	38
Region 3, Philadelphia	478	60.3%	20.8%	19.0%	35
Region 4, Atlanta	581	47.9%	22.7%	29.4%	44
Region 5, Chicago	548	52.8%	23.5%	23.7%	43
Region 6, Dallas	378	49.7%	25.3%	25.0%	37
Region 7, Kansas City	350	61.2%	19.3%	19.4%	26
Region 8, Denver	384	58.3%	24.4%	17.3%	27
Region 9, San Francisco	388	59.9%	23.7%	16.4%	34
Region 10, Seattle	353	61.4%	19.1%	19.5%	33

# Environmental Protection Agency

## 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	615,998	65.9%	20.0%	14.1%	51,862
<b>Environmental Protection Agency</b>	<b>7,648</b>	<b>69.2%</b>	<b>17.9%</b>	<b>12.9%</b>	<b>1,013</b>
Office of Administration and Resource Management	410	67.7%	18.9%	13.4%	40
Office of Air and Radiation	453	70.7%	14.8%	14.6%	63
Office of Chemical Safety and Pollution Prevention	416	64.4%	21.5%	14.1%	78
Office of Enforcement and Compliance Assurance	277	66.0%	19.7%	14.3%	33
Office of Environmental Information	134	58.1%	18.6%	23.3%	21
Office of General Counsel	103	85.2%	10.8%	4.0%	12
Office of Inspector General	194	75.3%	15.1%	9.6%	26
Office of International and Tribal Affairs	36	79.7%	10.3%	9.9%	6
Office of Research and Development	773	74.2%	15.5%	10.3%	91
Office of Solid Waste & Emergency Response	237	68.7%	18.7%	12.6%	28
Office of the Administrator	203	75.9%	11.4%	12.8%	22
Office of the Chief Financial Officer	171	68.1%	19.5%	12.4%	18
Office of Water	270	75.0%	15.2%	9.8%	40
Region 1, Boston	264	72.0%	16.7%	11.2%	32
Region 2, New York	402	64.0%	21.3%	14.7%	63
Region 3, Philadelphia	443	77.1%	14.9%	8.0%	68
Region 4, Atlanta	553	61.0%	21.4%	17.6%	69
Region 5, Chicago	520	64.2%	21.1%	14.7%	70
Region 6, Dallas	358	61.3%	20.3%	18.5%	54
Region 7, Kansas City	342	67.7%	21.3%	11.0%	34
Region 8, Denver	362	74.6%	14.4%	11.0%	48
Region 9, San Francisco	373	74.8%	15.3%	9.9%	47
Region 10, Seattle	341	68.7%	20.8%	10.4%	46



# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Agency (continued)

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	658,423	76.4%	16.7%	6.9%	10,424
<b>Environmental Protection Agency</b>	<b>8,555</b>	<b>76.3%</b>	<b>16.6%</b>	<b>7.2%</b>	<b>129</b>
Office of Administration and Resource Management	443	82.3%	14.6%	3.1%	8
Office of Air and Radiation	512	77.0%	16.0%	7.0%	6
Office of Chemical Safety and Pollution Prevention	490	68.6%	22.5%	8.9%	7
Office of Enforcement and Compliance Assurance	312	73.3%	17.9%	8.8%	2
Office of Environmental Information	151	74.2%	18.7%	7.0%	5
Office of General Counsel	113	75.5%	12.7%	11.8%	1
Office of Inspector General	214	81.6%	14.2%	4.2%	5
Office of International and Tribal Affairs	43	81.2%	16.9%	1.9%	0
Office of Research and Development	847	68.6%	21.2%	10.3%	18
Office of Solid Waste & Emergency Response	263	74.9%	17.4%	7.7%	2
Office of the Administrator	225	78.8%	12.4%	8.8%	1
Office of the Chief Financial Officer	186	81.6%	15.1%	3.4%	3
Office of Water	306	68.4%	21.4%	10.2%	6
Region 1, Boston	296	82.0%	12.0%	6.0%	2
Region 2, New York	456	78.1%	14.5%	7.4%	9
Region 3, Philadelphia	506	81.0%	13.8%	5.2%	6
Region 4, Atlanta	616	77.9%	14.2%	7.9%	5
Region 5, Chicago	578	77.6%	16.8%	5.6%	13
Region 6, Dallas	407	81.0%	13.5%	5.5%	8
Region 7, Kansas City	370	79.4%	11.8%	8.8%	5
Region 8, Denver	404	77.4%	14.0%	8.6%	7
Region 9, San Francisco	418	79.6%	16.8%	3.5%	4
Region 10, Seattle	382	73.6%	19.8%	6.5%	6

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	669,665	66.8%	19.9%	13.4%
<b>Environmental Protection Agency</b>	<b>8,691</b>	<b>74.6%</b>	<b>15.7%</b>	<b>9.7%</b>
Office of Administration and Resource Management	450	74.0%	15.3%	10.7%
Office of Air and Radiation	519	73.1%	13.4%	13.5%
Office of Chemical Safety and Pollution Prevention	495	68.5%	20.5%	11.1%
Office of Enforcement and Compliance Assurance	315	69.6%	16.3%	14.0%
Office of Environmental Information	155	61.1%	25.5%	13.4%
Office of General Counsel	115	86.0%	10.3%	3.7%
Office of Inspector General	219	75.1%	14.4%	10.5%
Office of International and Tribal Affairs	43	76.7%	14.8%	8.6%
Office of Research and Development	865	68.6%	18.2%	13.2%
Office of Solid Waste & Emergency Response	265	74.9%	14.1%	11.0%
Office of the Administrator	227	73.8%	12.1%	14.1%
Office of the Chief Financial Officer	189	66.3%	22.5%	11.3%
Office of Water	312	72.3%	18.3%	9.4%
Region 1, Boston	296	86.0%	11.5%	2.5%
Region 2, New York	465	76.0%	15.8%	8.2%
Region 3, Philadelphia	515	86.6%	7.5%	6.0%
Region 4, Atlanta	622	71.5%	18.0%	10.5%
Region 5, Chicago	590	74.7%	16.8%	8.5%
Region 6, Dallas	417	78.4%	15.7%	5.9%
Region 7, Kansas City	377	78.8%	13.7%	7.5%
Region 8, Denver	412	79.5%	13.0%	7.5%
Region 9, San Francisco	423	81.5%	13.9%	4.7%
Region 10, Seattle	388	77.7%	14.0%	8.3%

# Environmental Protection Agency

## 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	606,522	42.4%	29.1%	28.4%	63,385
<b>Environmental Protection Agency</b>	<b>7,747</b>	<b>44.5%</b>	<b>30.6%</b>	<b>24.9%</b>	<b>948</b>
Office of Administration and Resource Management	415	51.5%	28.0%	20.5%	36
Office of Air and Radiation	463	38.6%	34.1%	27.3%	57
Office of Chemical Safety and Pollution Prevention	419	43.8%	32.1%	24.1%	74
Office of Enforcement and Compliance Assurance	285	42.3%	26.2%	31.5%	30
Office of Environmental Information	134	40.3%	31.2%	28.6%	21
Office of General Counsel	102	58.5%	24.5%	17.0%	13
Office of Inspector General	194	59.1%	27.1%	13.8%	26
Office of International and Tribal Affairs	38	38.5%	36.6%	24.9%	4
Office of Research and Development	768	43.3%	29.4%	27.3%	98
Office of Solid Waste & Emergency Response	237	45.2%	27.2%	27.6%	28
Office of the Administrator	210	46.6%	28.3%	25.1%	17
Office of the Chief Financial Officer	179	43.3%	29.9%	26.8%	11
Office of Water	268	41.3%	34.3%	24.4%	44
Region 1, Boston	267	47.9%	31.5%	20.6%	31
Region 2, New York	414	47.2%	29.5%	23.3%	51
Region 3, Philadelphia	466	52.0%	29.9%	18.1%	49
Region 4, Atlanta	567	41.6%	27.9%	30.4%	55
Region 5, Chicago	523	38.0%	34.6%	27.4%	67
Region 6, Dallas	371	46.5%	29.4%	24.1%	46
Region 7, Kansas City	343	42.8%	33.2%	24.0%	34
Region 8, Denver	369	47.5%	31.2%	21.3%	43
Region 9, San Francisco	362	44.7%	35.4%	19.9%	61
Region 10, Seattle	342	42.3%	30.1%	27.6%	46

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	663,393	76.7%	11.9%	11.4%	4,030
<b>Environmental Protection Agency</b>	<b>8,616</b>	<b>84.6%</b>	<b>8.6%</b>	<b>6.8%</b>	<b>55</b>
Office of Administration and Resource Management	447	84.6%	8.1%	7.3%	1
Office of Air and Radiation	514	83.0%	8.5%	8.5%	3
Office of Chemical Safety and Pollution Prevention	487	79.0%	11.0%	10.0%	5
Office of Enforcement and Compliance Assurance	314	83.6%	9.2%	7.2%	1
Office of Environmental Information	152	81.6%	9.3%	9.1%	2
Office of General Counsel	115	88.8%	7.3%	3.9%	0
Office of Inspector General	216	88.5%	9.1%	2.5%	3
Office of International and Tribal Affairs	43	88.1%	7.1%	4.7%	0
Office of Research and Development	853	84.9%	8.4%	6.6%	9
Office of Solid Waste & Emergency Response	265	84.2%	7.2%	8.6%	0
Office of the Administrator	224	86.4%	3.6%	9.9%	3
Office of the Chief Financial Officer	191	82.8%	9.0%	8.1%	0
Office of Water	310	82.1%	10.6%	7.3%	1
Region 1, Boston	293	89.4%	5.7%	4.9%	3
Region 2, New York	462	79.4%	11.5%	9.1%	2
Region 3, Philadelphia	510	87.7%	8.4%	3.9%	2
Region 4, Atlanta	618	86.4%	7.5%	6.1%	3
Region 5, Chicago	585	80.7%	13.4%	5.9%	5
Region 6, Dallas	413	87.1%	6.8%	6.0%	4
Region 7, Kansas City	374	91.5%	4.1%	4.5%	3
Region 8, Denver	411	87.8%	6.0%	6.2%	0
Region 9, San Francisco	419	89.6%	6.8%	3.5%	3
Region 10, Seattle	383	82.6%	9.5%	7.9%	2

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	663,693	65.2%	17.7%	17.1%	2,957
<b>Environmental Protection Agency</b>	<b>8,622</b>	<b>71.1%</b>	<b>15.3%</b>	<b>13.6%</b>	<b>29</b>
Office of Administration and Resource Management	446	72.9%	14.2%	12.9%	2
Office of Air and Radiation	515	70.0%	12.9%	17.1%	1
Office of Chemical Safety and Pollution Prevention	491	69.3%	16.8%	13.9%	1
Office of Enforcement and Compliance Assurance	313	72.6%	11.5%	15.9%	1
Office of Environmental Information	155	64.8%	16.0%	19.1%	0
Office of General Counsel	115	76.3%	15.2%	8.5%	0
Office of Inspector General	219	76.4%	15.6%	8.0%	0
Office of International and Tribal Affairs	43	63.9%	11.0%	25.1%	0
Office of Research and Development	856	71.4%	14.7%	13.9%	2
Office of Solid Waste & Emergency Response	264	72.5%	15.9%	11.5%	1
Office of the Administrator	225	78.4%	7.2%	14.4%	1
Office of the Chief Financial Officer	191	66.8%	18.6%	14.6%	0
Office of Water	310	70.9%	15.2%	13.9%	1
Region 1, Boston	296	69.4%	17.4%	13.2%	0
Region 2, New York	463	65.6%	16.7%	17.8%	1
Region 3, Philadelphia	508	74.2%	13.0%	12.8%	1
Region 4, Atlanta	614	70.2%	16.6%	13.2%	3
Region 5, Chicago	587	67.6%	19.5%	12.8%	2
Region 6, Dallas	414	68.9%	18.4%	12.7%	2
Region 7, Kansas City	373	74.0%	14.3%	11.7%	1
Region 8, Denver	407	76.1%	11.5%	12.4%	4
Region 9, San Francisco	417	76.2%	15.6%	8.1%	3
Region 10, Seattle	383	72.5%	16.1%	11.4%	2

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	658,206	62.2%	19.2%	18.6%	6,888
<b>Environmental Protection Agency</b>	<b>8,560</b>	<b>65.9%</b>	<b>17.3%</b>	<b>16.8%</b>	<b>69</b>
Office of Administration and Resource Management	445	67.8%	17.8%	14.4%	1
Office of Air and Radiation	504	63.7%	16.0%	20.4%	9
Office of Chemical Safety and Pollution Prevention	487	60.4%	19.2%	20.4%	3
Office of Enforcement and Compliance Assurance	313	63.7%	16.5%	19.8%	1
Office of Environmental Information	154	56.5%	21.9%	21.6%	1
Office of General Counsel	114	75.3%	11.4%	13.3%	0
Office of Inspector General	215	70.1%	16.7%	13.2%	1
Office of International and Tribal Affairs	43	59.6%	15.7%	24.6%	0
Office of Research and Development	855	65.5%	17.7%	16.8%	3
Office of Solid Waste & Emergency Response	264	66.3%	18.7%	15.0%	0
Office of the Administrator	224	67.5%	17.0%	15.5%	2
Office of the Chief Financial Officer	188	63.7%	16.2%	20.0%	1
Office of Water	304	63.7%	20.4%	15.9%	7
Region 1, Boston	293	70.2%	17.1%	12.6%	3
Region 2, New York	460	62.1%	16.8%	21.1%	2
Region 3, Philadelphia	510	68.7%	16.4%	14.9%	0
Region 4, Atlanta	612	65.7%	17.8%	16.5%	6
Region 5, Chicago	577	63.9%	18.9%	17.2%	10
Region 6, Dallas	412	64.8%	16.2%	18.9%	2
Region 7, Kansas City	371	74.2%	13.1%	12.8%	4
Region 8, Denver	406	69.9%	13.8%	16.3%	4
Region 9, San Francisco	413	72.8%	17.4%	9.7%	5
Region 10, Seattle	379	68.6%	17.4%	14.1%	4

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	615,578	64.5%	24.6%	10.9%	49,711
<b>Environmental Protection Agency</b>	<b>7,749</b>	<b>69.4%</b>	<b>22.7%</b>	<b>7.9%</b>	<b>902</b>
Office of Administration and Resource Management	415	73.6%	21.0%	5.4%	31
Office of Air and Radiation	454	68.6%	21.8%	9.6%	63
Office of Chemical Safety and Pollution Prevention	437	68.0%	19.4%	12.6%	55
Office of Enforcement and Compliance Assurance	277	62.4%	28.9%	8.7%	37
Office of Environmental Information	142	65.9%	23.5%	10.6%	12
Office of General Counsel	104	81.2%	14.3%	4.5%	11
Office of Inspector General	197	78.9%	15.1%	6.0%	22
Office of International and Tribal Affairs	38	67.9%	22.5%	9.7%	5
Office of Research and Development	759	68.7%	23.2%	8.1%	101
Office of Solid Waste & Emergency Response	246	66.3%	24.8%	8.9%	19
Office of the Administrator	205	73.9%	17.1%	9.0%	22
Office of the Chief Financial Officer	174	67.3%	23.9%	8.8%	17
Office of Water	271	69.8%	24.8%	5.4%	40
Region 1, Boston	265	72.2%	21.9%	5.9%	31
Region 2, New York	419	66.2%	23.7%	10.1%	43
Region 3, Philadelphia	462	76.8%	18.9%	4.2%	49
Region 4, Atlanta	559	65.6%	25.7%	8.7%	59
Region 5, Chicago	511	63.0%	28.3%	8.7%	77
Region 6, Dallas	384	69.6%	23.6%	6.7%	33
Region 7, Kansas City	341	75.3%	18.1%	6.7%	35
Region 8, Denver	367	68.0%	24.6%	7.3%	44
Region 9, San Francisco	367	74.0%	20.4%	5.7%	50
Region 10, Seattle	342	72.0%	21.6%	6.3%	42

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,244	60.8%	20.6%	18.7%	3,265
<b>Environmental Protection Agency</b>	<b>8,600</b>	<b>62.5%</b>	<b>20.2%</b>	<b>17.2%</b>	<b>45</b>
Office of Administration and Resource Management	445	64.7%	20.9%	14.4%	1
Office of Air and Radiation	512	60.8%	18.6%	20.6%	5
Office of Chemical Safety and Pollution Prevention	488	57.1%	20.1%	22.8%	4
Office of Enforcement and Compliance Assurance	312	57.4%	21.5%	21.2%	0
Office of Environmental Information	154	54.5%	22.2%	23.4%	1
Office of General Counsel	115	75.5%	15.4%	9.2%	0
Office of Inspector General	219	68.3%	15.3%	16.4%	0
Office of International and Tribal Affairs	43	49.5%	24.4%	26.1%	0
Office of Research and Development	859	62.4%	21.4%	16.2%	1
Office of Solid Waste & Emergency Response	263	63.3%	19.8%	16.9%	0
Office of the Administrator	224	67.6%	17.3%	15.1%	2
Office of the Chief Financial Officer	190	62.5%	16.6%	20.9%	0
Office of Water	308	64.2%	19.0%	16.8%	3
Region 1, Boston	295	63.8%	22.0%	14.1%	1
Region 2, New York	460	60.6%	18.4%	21.0%	2
Region 3, Philadelphia	511	66.1%	19.9%	14.0%	0
Region 4, Atlanta	614	63.5%	19.7%	16.8%	5
Region 5, Chicago	584	59.0%	23.1%	17.9%	5
Region 6, Dallas	414	62.2%	21.9%	16.0%	0
Region 7, Kansas City	371	67.3%	19.8%	12.9%	4
Region 8, Denver	405	64.2%	19.4%	16.5%	5
Region 9, San Francisco	416	68.7%	21.0%	10.3%	3
Region 10, Seattle	381	62.0%	20.9%	17.1%	3



# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	657,845	65.1%	18.6%	16.3%	7,510
<b>Environmental Protection Agency</b>	<b>8,541</b>	<b>70.0%</b>	<b>16.7%</b>	<b>13.3%</b>	<b>114</b>
Office of Administration and Resource Management	446	74.9%	13.7%	11.4%	2
Office of Air and Radiation	510	66.6%	17.3%	16.1%	7
Office of Chemical Safety and Pollution Prevention	482	66.1%	18.3%	15.7%	10
Office of Enforcement and Compliance Assurance	311	65.1%	19.4%	15.5%	4
Office of Environmental Information	153	63.3%	17.9%	18.7%	0
Office of General Counsel	114	84.1%	8.8%	7.1%	1
Office of Inspector General	219	82.8%	12.5%	4.8%	0
Office of International and Tribal Affairs	43	64.9%	23.9%	11.2%	0
Office of Research and Development	843	72.3%	15.1%	12.6%	18
Office of Solid Waste & Emergency Response	260	72.2%	16.7%	11.1%	4
Office of the Administrator	223	75.7%	12.9%	11.4%	4
Office of the Chief Financial Officer	190	66.1%	21.1%	12.8%	0
Office of Water	305	69.6%	14.5%	15.9%	5
Region 1, Boston	293	65.8%	20.2%	14.0%	2
Region 2, New York	457	63.0%	19.3%	17.8%	6
Region 3, Philadelphia	510	72.5%	17.0%	10.5%	2
Region 4, Atlanta	609	71.8%	15.3%	12.9%	11
Region 5, Chicago	580	65.5%	19.6%	15.0%	9
Region 6, Dallas	412	68.1%	16.4%	15.5%	4
Region 7, Kansas City	371	74.7%	15.1%	10.2%	5
Region 8, Denver	403	77.1%	11.4%	11.5%	7
Region 9, San Francisco	408	77.2%	15.5%	7.3%	10
Region 10, Seattle	382	68.0%	19.7%	12.3%	3

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	665,079	74.3%	13.2%	12.5%
<b>Environmental Protection Agency</b>	<b>8,647</b>	<b>81.0%</b>	<b>10.0%</b>	<b>9.0%</b>
Office of Administration and Resource Management	449	78.7%	10.9%	10.4%
Office of Air and Radiation	515	80.9%	9.9%	9.3%
Office of Chemical Safety and Pollution Prevention	489	77.6%	11.3%	11.1%
Office of Enforcement and Compliance Assurance	313	79.3%	9.4%	11.3%
Office of Environmental Information	154	76.4%	8.7%	15.0%
Office of General Counsel	115	88.8%	6.5%	4.7%
Office of Inspector General	220	80.6%	14.7%	4.7%
Office of International and Tribal Affairs	42	78.1%	12.8%	9.0%
Office of Research and Development	860	81.5%	9.9%	8.6%
Office of Solid Waste & Emergency Response	265	82.5%	9.8%	7.7%
Office of the Administrator	227	83.1%	6.4%	10.5%
Office of the Chief Financial Officer	191	77.5%	11.0%	11.5%
Office of Water	310	78.4%	11.6%	10.0%
Region 1, Boston	297	87.3%	7.6%	5.1%
Region 2, New York	460	79.6%	9.4%	11.0%
Region 3, Philadelphia	510	84.3%	7.7%	8.0%
Region 4, Atlanta	620	81.2%	8.9%	9.9%
Region 5, Chicago	587	76.6%	15.8%	7.6%
Region 6, Dallas	415	81.7%	10.6%	7.7%
Region 7, Kansas City	375	82.6%	7.6%	9.8%
Region 8, Denver	411	82.6%	7.5%	9.9%
Region 9, San Francisco	419	86.8%	9.6%	3.6%
Region 10, Seattle	386	82.2%	9.3%	8.5%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	664,171	79.4%	11.1%	9.5%
<b>Environmental Protection Agency</b>	<b>8,637</b>	<b>83.9%</b>	<b>8.7%</b>	<b>7.4%</b>
Office of Administration and Resource Management	448	82.7%	9.1%	8.1%
Office of Air and Radiation	513	80.8%	10.2%	9.0%
Office of Chemical Safety and Pollution Prevention	487	80.7%	11.8%	7.6%
Office of Enforcement and Compliance Assurance	314	79.4%	9.7%	10.8%
Office of Environmental Information	153	82.4%	4.6%	12.9%
Office of General Counsel	115	91.4%	3.6%	5.0%
Office of Inspector General	219	86.6%	10.0%	3.4%
Office of International and Tribal Affairs	42	77.3%	15.8%	6.9%
Office of Research and Development	859	84.4%	8.1%	7.5%
Office of Solid Waste & Emergency Response	265	83.9%	8.4%	7.7%
Office of the Administrator	227	84.1%	7.2%	8.8%
Office of the Chief Financial Officer	190	83.1%	9.3%	7.6%
Office of Water	310	83.7%	9.3%	7.0%
Region 1, Boston	297	92.6%	3.1%	4.3%
Region 2, New York	458	82.4%	8.3%	9.3%
Region 3, Philadelphia	511	89.0%	5.6%	5.4%
Region 4, Atlanta	620	81.9%	8.8%	9.3%
Region 5, Chicago	588	79.9%	13.6%	6.4%
Region 6, Dallas	412	85.8%	9.3%	4.9%
Region 7, Kansas City	377	86.4%	7.5%	6.1%
Region 8, Denver	411	85.7%	7.6%	6.7%
Region 9, San Francisco	419	88.7%	7.4%	3.9%
Region 10, Seattle	385	84.9%	7.0%	8.1%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	664,039	76.8%	10.5%	12.7%
<b>Environmental Protection Agency</b>	<b>8,636</b>	<b>85.3%</b>	<b>7.0%</b>	<b>7.7%</b>
Office of Administration and Resource Management	446	84.9%	7.7%	7.4%
Office of Air and Radiation	516	81.8%	9.2%	9.0%
Office of Chemical Safety and Pollution Prevention	489	83.0%	7.3%	9.7%
Office of Enforcement and Compliance Assurance	313	85.2%	7.1%	7.7%
Office of Environmental Information	154	76.1%	10.5%	13.4%
Office of General Counsel	115	93.3%	2.2%	4.6%
Office of Inspector General	220	88.8%	5.2%	6.0%
Office of International and Tribal Affairs	42	82.3%	5.9%	11.8%
Office of Research and Development	859	88.5%	5.5%	6.0%
Office of Solid Waste & Emergency Response	265	87.6%	6.0%	6.3%
Office of the Administrator	227	88.8%	5.4%	5.8%
Office of the Chief Financial Officer	191	84.3%	7.1%	8.6%
Office of Water	310	84.0%	8.7%	7.3%
Region 1, Boston	296	87.9%	5.4%	6.7%
Region 2, New York	460	84.5%	4.9%	10.6%
Region 3, Philadelphia	510	87.5%	6.6%	5.9%
Region 4, Atlanta	618	82.8%	7.4%	9.9%
Region 5, Chicago	585	83.9%	8.3%	7.9%
Region 6, Dallas	413	85.0%	8.4%	6.6%
Region 7, Kansas City	377	87.1%	6.0%	6.9%
Region 8, Denver	411	85.9%	5.8%	8.3%
Region 9, San Francisco	418	87.6%	7.0%	5.3%
Region 10, Seattle	384	84.0%	8.3%	7.7%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Supervisor/Team Leader (continued)

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
Governmentwide	663,909	65.8%	17.2%	17.0%
<b>Environmental Protection Agency</b>	<b>8,634</b>	<b>70.4%</b>	<b>15.4%</b>	<b>14.2%</b>
Office of Administration and Resource Management	448	68.0%	16.3%	15.8%
Office of Air and Radiation	514	67.3%	18.5%	14.2%
Office of Chemical Safety and Pollution Prevention	489	65.9%	16.2%	17.9%
Office of Enforcement and Compliance Assurance	314	65.3%	14.0%	20.7%
Office of Environmental Information	153	66.7%	14.3%	19.0%
Office of General Counsel	114	78.9%	11.5%	9.7%
Office of Inspector General	219	75.6%	14.8%	9.6%
Office of International and Tribal Affairs	42	65.6%	20.4%	14.1%
Office of Research and Development	858	70.9%	14.9%	14.2%
Office of Solid Waste & Emergency Response	265	69.3%	15.6%	15.1%
Office of the Administrator	227	72.7%	15.5%	11.9%
Office of the Chief Financial Officer	191	65.3%	18.1%	16.7%
Office of Water	309	70.4%	14.5%	15.1%
Region 1, Boston	296	80.3%	11.4%	8.3%
Region 2, New York	460	68.5%	15.7%	15.8%
Region 3, Philadelphia	510	75.0%	15.1%	9.9%
Region 4, Atlanta	620	69.3%	13.1%	17.5%
Region 5, Chicago	584	65.1%	20.5%	14.4%
Region 6, Dallas	413	68.3%	17.4%	14.3%
Region 7, Kansas City	376	74.4%	13.4%	12.1%
Region 8, Denver	411	74.9%	11.9%	13.1%
Region 9, San Francisco	419	79.5%	13.2%	7.3%
Region 10, Seattle	385	74.4%	15.2%	10.4%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	663,472	68.4%	18.9%	12.6%
<b>Environmental Protection Agency</b>	<b>8,640</b>	<b>73.4%</b>	<b>17.2%</b>	<b>9.4%</b>
Office of Administration and Resource Management	449	73.0%	16.3%	10.7%
Office of Air and Radiation	516	70.4%	16.8%	12.8%
Office of Chemical Safety and Pollution Prevention	489	69.5%	20.7%	9.7%
Office of Enforcement and Compliance Assurance	313	68.2%	19.8%	11.9%
Office of Environmental Information	153	63.6%	23.1%	13.3%
Office of General Counsel	115	85.5%	10.0%	4.4%
Office of Inspector General	219	76.6%	19.2%	4.2%
Office of International and Tribal Affairs	41	75.0%	13.9%	11.2%
Office of Research and Development	860	72.7%	17.9%	9.4%
Office of Solid Waste & Emergency Response	264	76.8%	12.4%	10.9%
Office of the Administrator	225	77.6%	14.1%	8.3%
Office of the Chief Financial Officer	191	69.7%	22.4%	8.0%
Office of Water	311	69.1%	20.8%	10.1%
Region 1, Boston	296	81.5%	13.7%	4.8%
Region 2, New York	462	70.8%	17.1%	12.1%
Region 3, Philadelphia	507	80.2%	13.5%	6.3%
Region 4, Atlanta	618	74.1%	14.6%	11.3%
Region 5, Chicago	587	69.2%	21.6%	9.2%
Region 6, Dallas	414	69.9%	21.0%	9.2%
Region 7, Kansas City	376	78.4%	13.3%	8.3%
Region 8, Denver	410	75.7%	13.3%	11.0%
Region 9, San Francisco	421	82.8%	13.9%	3.3%
Region 10, Seattle	386	75.1%	17.2%	7.6%

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	651,887	42.9%	26.2%	30.9%	6,310
<b>Environmental Protection Agency</b>	<b>8,483</b>	<b>42.9%</b>	<b>27.4%</b>	<b>29.8%</b>	<b>105</b>
Office of Administration and Resource Management	441	51.9%	23.9%	24.2%	6
Office of Air and Radiation	511	47.9%	24.0%	28.2%	2
Office of Chemical Safety and Pollution Prevention	472	36.4%	25.8%	37.8%	10
Office of Enforcement and Compliance Assurance	309	39.5%	25.6%	34.9%	2
Office of Environmental Information	151	36.3%	22.9%	40.9%	3
Office of General Counsel	112	61.4%	26.2%	12.4%	2
Office of Inspector General	219	47.7%	33.2%	19.1%	1
Office of International and Tribal Affairs	40	45.5%	36.6%	17.9%	1
Office of Research and Development	848	39.5%	26.4%	34.1%	5
Office of Solid Waste & Emergency Response	260	43.6%	23.4%	33.0%	2
Office of the Administrator	220	49.8%	24.4%	25.7%	4
Office of the Chief Financial Officer	187	39.1%	23.4%	37.5%	1
Office of Water	305	43.7%	30.6%	25.7%	4
Region 1, Boston	291	44.6%	28.4%	27.0%	4
Region 2, New York	454	40.2%	30.8%	29.0%	5
Region 3, Philadelphia	496	52.5%	26.8%	20.7%	8
Region 4, Atlanta	605	41.1%	25.9%	33.0%	11
Region 5, Chicago	576	35.1%	31.6%	33.2%	7
Region 6, Dallas	409	40.2%	30.7%	29.2%	4
Region 7, Kansas City	366	45.1%	27.6%	27.3%	5
Region 8, Denver	398	45.9%	26.3%	27.8%	10
Region 9, San Francisco	418	44.1%	31.9%	23.9%	1
Region 10, Seattle	378	41.7%	29.8%	28.5%	7

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	638,553	55.1%	23.1%	21.8%	19,203
<b>Environmental Protection Agency</b>	<b>8,207</b>	<b>58.5%</b>	<b>22.5%</b>	<b>19.0%</b>	<b>370</b>
Office of Administration and Resource Management	429	58.4%	21.8%	19.7%	20
Office of Air and Radiation	503	61.4%	18.1%	20.5%	9
Office of Chemical Safety and Pollution Prevention	451	49.3%	27.9%	22.7%	33
Office of Enforcement and Compliance Assurance	299	57.2%	24.7%	18.1%	12
Office of Environmental Information	146	44.5%	26.2%	29.3%	8
Office of General Counsel	110	80.5%	13.8%	5.7%	3
Office of Inspector General	213	67.6%	18.6%	13.8%	6
Office of International and Tribal Affairs	40	69.6%	18.2%	12.2%	1
Office of Research and Development	813	56.4%	23.8%	19.8%	38
Office of Solid Waste & Emergency Response	250	65.9%	21.9%	12.2%	13
Office of the Administrator	218	66.2%	15.2%	18.6%	6
Office of the Chief Financial Officer	179	53.0%	19.5%	27.6%	7
Office of Water	294	64.6%	22.2%	13.2%	14
Region 1, Boston	282	70.3%	18.3%	11.4%	12
Region 2, New York	438	57.2%	25.5%	17.2%	20
Region 3, Philadelphia	481	70.1%	17.8%	12.1%	24
Region 4, Atlanta	597	51.7%	20.9%	27.4%	18
Region 5, Chicago	546	52.7%	26.0%	21.3%	36
Region 6, Dallas	398	49.7%	28.8%	21.5%	16
Region 7, Kansas City	356	57.0%	22.0%	21.0%	14
Region 8, Denver	384	62.4%	20.6%	17.0%	22
Region 9, San Francisco	395	59.3%	23.8%	16.9%	22
Region 10, Seattle	369	59.8%	23.4%	16.8%	15



# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	631,883	63.4%	22.2%	14.4%	24,592
<b>Environmental Protection Agency</b>	<b>8,049</b>	<b>65.3%</b>	<b>21.9%</b>	<b>12.7%</b>	<b>519</b>
Office of Administration and Resource Management	427	70.8%	18.0%	11.2%	19
Office of Air and Radiation	489	66.3%	19.3%	14.4%	21
Office of Chemical Safety and Pollution Prevention	451	60.3%	23.4%	16.2%	32
Office of Enforcement and Compliance Assurance	286	60.8%	20.4%	18.8%	23
Office of Environmental Information	143	59.0%	26.6%	14.4%	10
Office of General Counsel	102	79.9%	17.0%	3.1%	12
Office of Inspector General	206	71.8%	20.7%	7.5%	14
Office of International and Tribal Affairs	37	68.3%	22.2%	9.5%	4
Office of Research and Development	789	63.6%	25.6%	10.8%	61
Office of Solid Waste & Emergency Response	250	63.8%	26.0%	10.2%	13
Office of the Administrator	213	73.7%	15.8%	10.5%	10
Office of the Chief Financial Officer	178	63.3%	20.9%	15.8%	10
Office of Water	294	70.9%	17.9%	11.2%	14
Region 1, Boston	273	68.2%	23.0%	8.7%	21
Region 2, New York	436	65.2%	22.7%	12.2%	21
Region 3, Philadelphia	481	71.8%	19.0%	9.2%	24
Region 4, Atlanta	582	62.8%	21.3%	15.9%	33
Region 5, Chicago	540	60.9%	24.5%	14.5%	40
Region 6, Dallas	387	63.3%	23.0%	13.7%	24
Region 7, Kansas City	352	68.4%	20.2%	11.5%	19
Region 8, Denver	379	67.9%	20.1%	12.0%	27
Region 9, San Francisco	387	64.8%	22.4%	12.9%	33
Region 10, Seattle	351	61.7%	25.4%	12.9%	33

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	651,106	62.4%	19.9%	17.7%	5,427
<b>Environmental Protection Agency</b>	<b>8,504</b>	<b>62.2%</b>	<b>20.9%</b>	<b>16.8%</b>	<b>68</b>
Office of Administration and Resource Management	447	66.9%	17.7%	15.4%	2
Office of Air and Radiation	509	59.5%	22.1%	18.5%	3
Office of Chemical Safety and Pollution Prevention	477	54.7%	21.2%	24.1%	2
Office of Enforcement and Compliance Assurance	310	57.3%	22.0%	20.6%	2
Office of Environmental Information	151	51.6%	26.2%	22.2%	3
Office of General Counsel	112	69.6%	18.2%	12.2%	2
Office of Inspector General	220	77.4%	15.9%	6.7%	0
Office of International and Tribal Affairs	41	70.9%	22.2%	6.9%	0
Office of Research and Development	846	58.4%	24.0%	17.6%	3
Office of Solid Waste & Emergency Response	261	61.0%	23.8%	15.2%	2
Office of the Administrator	222	65.0%	19.4%	15.6%	2
Office of the Chief Financial Officer	186	59.6%	18.2%	22.2%	1
Office of Water	306	60.1%	17.6%	22.2%	3
Region 1, Boston	292	63.7%	23.5%	12.8%	2
Region 2, New York	453	60.2%	21.8%	18.0%	5
Region 3, Philadelphia	497	71.1%	20.0%	8.9%	5
Region 4, Atlanta	608	65.3%	16.4%	18.3%	7
Region 5, Chicago	577	61.4%	21.9%	16.8%	6
Region 6, Dallas	406	62.9%	20.1%	16.9%	5
Region 7, Kansas City	366	66.2%	21.2%	12.6%	4
Region 8, Denver	405	65.2%	18.0%	16.7%	2
Region 9, San Francisco	412	67.2%	19.7%	13.1%	5
Region 10, Seattle	383	63.3%	24.3%	12.4%	2

# Environmental Protection Agency

## *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	621,279	62.0%	23.4%	14.6%	34,259
<b>Environmental Protection Agency</b>	<b>8,063</b>	<b>62.8%</b>	<b>23.6%</b>	<b>13.7%</b>	<b>490</b>
Office of Administration and Resource Management	431	67.5%	20.2%	12.3%	17
Office of Air and Radiation	485	57.2%	25.8%	17.0%	28
Office of Chemical Safety and Pollution Prevention	452	58.3%	25.4%	16.3%	30
Office of Enforcement and Compliance Assurance	295	58.2%	23.8%	17.9%	16
Office of Environmental Information	143	45.8%	31.1%	23.1%	11
Office of General Counsel	100	68.4%	26.6%	5.0%	14
Office of Inspector General	206	73.8%	19.5%	6.6%	13
Office of International and Tribal Affairs	41	71.3%	20.0%	8.7%	0
Office of Research and Development	800	57.8%	25.1%	17.1%	48
Office of Solid Waste & Emergency Response	247	59.4%	28.8%	11.9%	15
Office of the Administrator	213	59.5%	21.7%	18.8%	11
Office of the Chief Financial Officer	177	59.7%	22.5%	17.7%	8
Office of Water	285	59.3%	21.6%	19.2%	23
Region 1, Boston	274	61.4%	28.1%	10.4%	19
Region 2, New York	424	65.3%	21.4%	13.3%	31
Region 3, Philadelphia	474	72.8%	19.5%	7.8%	29
Region 4, Atlanta	587	67.6%	18.7%	13.8%	27
Region 5, Chicago	547	63.7%	25.8%	10.5%	33
Region 6, Dallas	388	68.6%	20.8%	10.6%	23
Region 7, Kansas City	352	64.8%	24.2%	11.0%	18
Region 8, Denver	374	65.4%	21.2%	13.5%	32
Region 9, San Francisco	393	67.5%	23.4%	9.1%	21
Region 10, Seattle	361	64.1%	25.8%	10.1%	20

# Environmental Protection Agency

## 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	639,009	53.3%	23.0%	23.8%	17,366
<b>Environmental Protection Agency</b>	<b>8,386</b>	<b>54.1%</b>	<b>23.0%</b>	<b>23.0%</b>	<b>189</b>
Office of Administration and Resource Management	439	61.0%	18.3%	20.7%	8
Office of Air and Radiation	509	53.5%	23.3%	23.2%	2
Office of Chemical Safety and Pollution Prevention	476	50.0%	19.2%	30.8%	8
Office of Enforcement and Compliance Assurance	307	49.0%	23.9%	27.1%	4
Office of Environmental Information	147	47.3%	28.1%	24.6%	6
Office of General Counsel	108	62.3%	22.1%	15.6%	5
Office of Inspector General	215	58.2%	24.1%	17.7%	5
Office of International and Tribal Affairs	40	70.3%	20.9%	8.8%	1
Office of Research and Development	835	57.5%	20.6%	21.9%	15
Office of Solid Waste & Emergency Response	258	52.9%	23.2%	23.8%	4
Office of the Administrator	216	57.3%	20.1%	22.6%	8
Office of the Chief Financial Officer	186	54.5%	17.6%	27.9%	2
Office of Water	301	51.5%	24.5%	24.0%	6
Region 1, Boston	289	48.8%	24.3%	26.9%	5
Region 2, New York	443	50.2%	26.0%	23.7%	16
Region 3, Philadelphia	490	59.9%	25.2%	14.8%	15
Region 4, Atlanta	601	56.1%	21.4%	22.6%	14
Region 5, Chicago	564	48.3%	25.7%	26.0%	18
Region 6, Dallas	404	50.4%	25.1%	24.5%	9
Region 7, Kansas City	362	58.6%	21.9%	19.5%	8
Region 8, Denver	395	55.7%	20.4%	23.9%	12
Region 9, San Francisco	410	56.7%	27.2%	16.0%	8
Region 10, Seattle	375	54.8%	24.5%	20.7%	9

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	637,138	56.9%	23.0%	20.1%	18,374
<b>Environmental Protection Agency</b>	<b>8,376</b>	<b>60.6%</b>	<b>21.3%</b>	<b>18.0%</b>	<b>198</b>
Office of Administration and Resource Management	439	65.2%	18.5%	16.3%	8
Office of Air and Radiation	510	62.7%	19.9%	17.4%	3
Office of Chemical Safety and Pollution Prevention	475	58.2%	20.5%	21.3%	8
Office of Enforcement and Compliance Assurance	306	57.4%	24.7%	17.9%	6
Office of Environmental Information	149	50.1%	29.9%	20.0%	5
Office of General Counsel	110	71.2%	22.1%	6.7%	4
Office of Inspector General	212	52.6%	26.6%	20.8%	7
Office of International and Tribal Affairs	40	69.9%	21.2%	8.8%	1
Office of Research and Development	836	65.5%	18.4%	16.1%	10
Office of Solid Waste & Emergency Response	258	62.4%	21.3%	16.3%	5
Office of the Administrator	216	67.9%	15.3%	16.8%	8
Office of the Chief Financial Officer	185	58.1%	18.7%	23.2%	3
Office of Water	301	63.3%	19.3%	17.5%	8
Region 1, Boston	287	58.4%	21.3%	20.3%	7
Region 2, New York	444	53.1%	22.5%	24.3%	13
Region 3, Philadelphia	490	64.2%	22.1%	13.7%	15
Region 4, Atlanta	609	61.0%	18.6%	20.4%	7
Region 5, Chicago	562	53.1%	25.6%	21.4%	20
Region 6, Dallas	403	56.9%	24.0%	19.1%	10
Region 7, Kansas City	359	61.8%	20.1%	18.1%	11
Region 8, Denver	392	64.1%	17.0%	18.9%	14
Region 9, San Francisco	405	63.5%	25.5%	11.0%	12
Region 10, Seattle	372	61.0%	23.4%	15.6%	12

# Environmental Protection Agency

## *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/team leader?**

	N	Positive	Neutral	Negative	DNK
Governmentwide	625,622	57.9%	24.0%	18.1%	30,480
<b>Environmental Protection Agency</b>	<b>8,234</b>	<b>61.1%</b>	<b>23.9%</b>	<b>15.0%</b>	<b>342</b>
Office of Administration and Resource Management	429	65.9%	20.3%	13.8%	17
Office of Air and Radiation	499	60.8%	23.4%	15.8%	15
Office of Chemical Safety and Pollution Prevention	466	52.4%	29.3%	18.3%	16
Office of Enforcement and Compliance Assurance	303	52.3%	28.3%	19.5%	9
Office of Environmental Information	149	51.6%	23.6%	24.7%	5
Office of General Counsel	110	80.0%	14.5%	5.5%	3
Office of Inspector General	217	69.5%	17.8%	12.7%	3
Office of International and Tribal Affairs	39	75.3%	18.0%	6.6%	2
Office of Research and Development	812	57.9%	24.8%	17.3%	40
Office of Solid Waste & Emergency Response	251	63.6%	23.7%	12.7%	12
Office of the Administrator	208	66.9%	16.3%	16.9%	16
Office of the Chief Financial Officer	186	49.5%	32.1%	18.3%	3
Office of Water	293	61.4%	24.3%	14.3%	17
Region 1, Boston	285	64.6%	23.4%	12.0%	9
Region 2, New York	437	64.5%	20.4%	15.1%	18
Region 3, Philadelphia	485	69.6%	23.2%	7.1%	21
Region 4, Atlanta	591	62.3%	20.8%	16.9%	22
Region 5, Chicago	552	56.4%	29.5%	14.1%	27
Region 6, Dallas	395	58.2%	26.7%	15.1%	18
Region 7, Kansas City	361	68.2%	19.6%	12.2%	8
Region 8, Denver	386	64.7%	21.3%	14.0%	21
Region 9, San Francisco	401	65.3%	23.2%	11.5%	17
Region 10, Seattle	363	60.5%	24.3%	15.2%	22

# Environmental Protection Agency

## *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	648,951	54.1%	23.3%	22.6%	7,190
<b>Environmental Protection Agency</b>	<b>8,496</b>	<b>53.7%</b>	<b>23.6%</b>	<b>22.7%</b>	<b>82</b>
Office of Administration and Resource Management	441	60.1%	23.5%	16.4%	4
Office of Air and Radiation	507	58.9%	19.3%	21.8%	6
Office of Chemical Safety and Pollution Prevention	473	46.9%	25.1%	28.1%	9
Office of Enforcement and Compliance Assurance	310	50.4%	22.8%	26.8%	3
Office of Environmental Information	153	47.1%	20.6%	32.3%	1
Office of General Counsel	113	79.1%	12.6%	8.3%	0
Office of Inspector General	219	63.2%	18.1%	18.6%	0
Office of International and Tribal Affairs	41	60.9%	28.4%	10.7%	0
Office of Research and Development	843	45.5%	25.1%	29.3%	10
Office of Solid Waste & Emergency Response	263	55.1%	23.0%	21.9%	0
Office of the Administrator	217	60.9%	17.3%	21.8%	7
Office of the Chief Financial Officer	188	52.5%	19.8%	27.7%	1
Office of Water	305	62.7%	19.8%	17.6%	5
Region 1, Boston	294	61.9%	20.4%	17.7%	0
Region 2, New York	456	54.9%	24.4%	20.7%	2
Region 3, Philadelphia	502	60.5%	22.9%	16.6%	4
Region 4, Atlanta	611	51.7%	21.9%	26.4%	5
Region 5, Chicago	573	47.6%	28.2%	24.2%	5
Region 6, Dallas	410	52.4%	27.4%	20.2%	3
Region 7, Kansas City	367	52.4%	28.0%	19.7%	3
Region 8, Denver	398	53.4%	24.6%	22.0%	7
Region 9, San Francisco	416	51.5%	27.7%	20.8%	3
Region 10, Seattle	380	53.7%	25.1%	21.2%	3

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	598,453	54.0%	27.6%	18.4%	56,981
<b>Environmental Protection Agency</b>	<b>7,852</b>	<b>64.3%</b>	<b>23.4%</b>	<b>12.3%</b>	<b>721</b>
Office of Administration and Resource Management	423	69.1%	18.1%	12.8%	21
Office of Air and Radiation	470	62.4%	21.6%	16.0%	44
Office of Chemical Safety and Pollution Prevention	423	53.9%	24.7%	21.5%	58
Office of Enforcement and Compliance Assurance	290	61.0%	23.3%	15.7%	23
Office of Environmental Information	142	53.7%	29.9%	16.4%	12
Office of General Counsel	111	70.3%	19.1%	10.6%	2
Office of Inspector General	213	77.9%	13.9%	8.2%	7
Office of International and Tribal Affairs	38	78.1%	15.1%	6.8%	3
Office of Research and Development	738	60.8%	29.2%	10.1%	112
Office of Solid Waste & Emergency Response	237	65.1%	26.3%	8.6%	26
Office of the Administrator	203	66.8%	17.9%	15.3%	20
Office of the Chief Financial Officer	175	55.9%	28.0%	16.1%	14
Office of Water	284	60.0%	23.8%	16.2%	25
Region 1, Boston	272	72.7%	19.8%	7.5%	21
Region 2, New York	415	60.6%	25.8%	13.5%	42
Region 3, Philadelphia	481	76.8%	18.3%	4.9%	27
Region 4, Atlanta	575	69.2%	19.8%	11.0%	41
Region 5, Chicago	516	58.0%	28.6%	13.4%	62
Region 6, Dallas	373	62.9%	26.0%	11.1%	39
Region 7, Kansas City	353	69.1%	22.2%	8.7%	16
Region 8, Denver	367	71.3%	20.1%	8.6%	40
Region 9, San Francisco	385	68.5%	23.5%	8.0%	33
Region 10, Seattle	355	63.1%	21.7%	15.3%	29



# Environmental Protection Agency

## *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	652,744	51.6%	23.7%	24.7%
<b>Environmental Protection Agency</b>	<b>8,541</b>	<b>55.7%</b>	<b>22.1%</b>	<b>22.2%</b>
Office of Administration and Resource Management	443	59.2%	22.5%	18.3%
Office of Air and Radiation	511	52.9%	19.9%	27.2%
Office of Chemical Safety and Pollution Prevention	480	48.6%	22.6%	28.9%
Office of Enforcement and Compliance Assurance	313	51.5%	24.1%	24.4%
Office of Environmental Information	154	47.1%	21.6%	31.3%
Office of General Counsel	112	57.7%	24.0%	18.2%
Office of Inspector General	219	61.2%	20.6%	18.2%
Office of International and Tribal Affairs	39	49.5%	30.2%	20.2%
Office of Research and Development	848	52.0%	21.8%	26.2%
Office of Solid Waste & Emergency Response	262	55.8%	24.5%	19.6%
Office of the Administrator	223	61.3%	18.5%	20.1%
Office of the Chief Financial Officer	187	49.8%	24.1%	26.1%
Office of Water	304	51.1%	23.9%	25.0%
Region 1, Boston	292	66.1%	18.4%	15.5%
Region 2, New York	455	53.5%	24.4%	22.1%
Region 3, Philadelphia	505	65.1%	20.0%	15.0%
Region 4, Atlanta	613	56.2%	19.6%	24.3%
Region 5, Chicago	578	54.0%	24.4%	21.6%
Region 6, Dallas	412	57.4%	22.3%	20.3%
Region 7, Kansas City	364	62.8%	19.5%	17.7%
Region 8, Denver	407	62.4%	21.4%	16.1%
Region 9, San Francisco	419	56.1%	24.4%	19.6%
Region 10, Seattle	384	59.5%	22.8%	17.7%

# Environmental Protection Agency

## *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	652,105	48.4%	24.2%	27.5%
<b>Environmental Protection Agency</b>	<b>8,534</b>	<b>51.4%</b>	<b>24.0%</b>	<b>24.6%</b>
Office of Administration and Resource Management	442	57.2%	23.0%	19.8%
Office of Air and Radiation	512	49.3%	24.2%	26.5%
Office of Chemical Safety and Pollution Prevention	479	42.4%	21.4%	36.2%
Office of Enforcement and Compliance Assurance	312	44.6%	23.3%	32.1%
Office of Environmental Information	154	43.6%	25.4%	31.0%
Office of General Counsel	113	55.8%	19.5%	24.7%
Office of Inspector General	218	63.1%	24.6%	12.3%
Office of International and Tribal Affairs	40	59.4%	25.6%	15.0%
Office of Research and Development	847	50.6%	25.7%	23.7%
Office of Solid Waste & Emergency Response	262	53.8%	26.1%	20.1%
Office of the Administrator	220	56.2%	24.6%	19.2%
Office of the Chief Financial Officer	189	48.8%	23.0%	28.3%
Office of Water	306	51.5%	24.0%	24.5%
Region 1, Boston	290	52.2%	26.4%	21.4%
Region 2, New York	454	46.8%	26.3%	26.9%
Region 3, Philadelphia	505	58.6%	22.5%	18.9%
Region 4, Atlanta	612	52.2%	24.0%	23.9%
Region 5, Chicago	577	46.6%	22.4%	31.0%
Region 6, Dallas	412	53.6%	22.7%	23.8%
Region 7, Kansas City	366	57.8%	22.6%	19.7%
Region 8, Denver	407	58.7%	20.9%	20.4%
Region 9, San Francisco	417	52.6%	27.4%	19.9%
Region 10, Seattle	383	54.1%	25.1%	20.8%

# Environmental Protection Agency

## *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	650,832	48.0%	23.8%	28.2%
<b>Environmental Protection Agency</b>	<b>8,501</b>	<b>54.8%</b>	<b>22.4%</b>	<b>22.8%</b>
Office of Administration and Resource Management	441	59.2%	18.8%	22.1%
Office of Air and Radiation	509	54.4%	19.9%	25.7%
Office of Chemical Safety and Pollution Prevention	478	48.7%	22.2%	29.1%
Office of Enforcement and Compliance Assurance	310	57.9%	22.6%	19.5%
Office of Environmental Information	154	46.2%	25.6%	28.1%
Office of General Counsel	113	67.7%	18.6%	13.8%
Office of Inspector General	218	60.8%	21.6%	17.6%
Office of International and Tribal Affairs	39	53.8%	22.0%	24.2%
Office of Research and Development	841	54.1%	25.4%	20.6%
Office of Solid Waste & Emergency Response	260	53.7%	23.6%	22.7%
Office of the Administrator	221	57.0%	19.3%	23.6%
Office of the Chief Financial Officer	188	46.8%	24.4%	28.8%
Office of Water	303	48.1%	23.8%	28.1%
Region 1, Boston	289	59.4%	22.6%	18.0%
Region 2, New York	452	50.1%	25.6%	24.3%
Region 3, Philadelphia	502	57.7%	24.1%	18.1%
Region 4, Atlanta	611	56.3%	21.2%	22.6%
Region 5, Chicago	576	50.3%	22.5%	27.2%
Region 6, Dallas	409	57.0%	20.4%	22.6%
Region 7, Kansas City	365	57.2%	21.5%	21.3%
Region 8, Denver	407	57.3%	21.4%	21.4%
Region 9, San Francisco	416	62.9%	21.3%	15.8%
Region 10, Seattle	382	53.9%	23.1%	23.0%

# Environmental Protection Agency

## *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	650,372	43.4%	29.3%	27.3%
<b>Environmental Protection Agency</b>	<b>8,514</b>	<b>43.1%</b>	<b>31.2%</b>	<b>25.7%</b>
Office of Administration and Resource Management	441	53.3%	25.6%	21.1%
Office of Air and Radiation	512	45.8%	30.0%	24.3%
Office of Chemical Safety and Pollution Prevention	478	35.5%	31.6%	33.0%
Office of Enforcement and Compliance Assurance	313	39.9%	29.1%	31.0%
Office of Environmental Information	153	33.3%	37.1%	29.6%
Office of General Counsel	112	58.6%	29.8%	11.6%
Office of Inspector General	216	55.6%	27.7%	16.7%
Office of International and Tribal Affairs	40	53.0%	38.2%	8.8%
Office of Research and Development	844	38.7%	29.5%	31.8%
Office of Solid Waste & Emergency Response	261	43.2%	31.5%	25.3%
Office of the Administrator	221	50.5%	24.6%	24.9%
Office of the Chief Financial Officer	188	41.2%	29.2%	29.6%
Office of Water	303	42.9%	33.0%	24.1%
Region 1, Boston	289	49.5%	31.4%	19.1%
Region 2, New York	455	39.1%	34.8%	26.1%
Region 3, Philadelphia	504	48.3%	32.2%	19.4%
Region 4, Atlanta	612	44.6%	25.1%	30.3%
Region 5, Chicago	575	35.9%	36.4%	27.8%
Region 6, Dallas	411	43.7%	36.1%	20.3%
Region 7, Kansas City	365	44.1%	33.4%	22.5%
Region 8, Denver	403	46.8%	32.5%	20.7%
Region 9, San Francisco	419	43.2%	32.9%	23.8%
Region 10, Seattle	382	42.2%	31.0%	26.9%

# Environmental Protection Agency

## *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	650,630	36.4%	28.4%	35.1%
<b>Environmental Protection Agency</b>	<b>8,523</b>	<b>34.7%</b>	<b>32.3%</b>	<b>33.0%</b>
Office of Administration and Resource Management	441	42.5%	27.9%	29.6%
Office of Air and Radiation	510	30.3%	34.0%	35.7%
Office of Chemical Safety and Pollution Prevention	480	29.7%	30.6%	39.7%
Office of Enforcement and Compliance Assurance	309	33.7%	33.2%	33.2%
Office of Environmental Information	154	34.6%	30.6%	34.8%
Office of General Counsel	112	41.7%	33.2%	25.2%
Office of Inspector General	219	41.6%	33.9%	24.5%
Office of International and Tribal Affairs	40	19.8%	43.6%	36.7%
Office of Research and Development	848	36.3%	34.4%	29.3%
Office of Solid Waste & Emergency Response	259	36.6%	32.2%	31.2%
Office of the Administrator	221	37.9%	31.8%	30.3%
Office of the Chief Financial Officer	189	34.0%	27.1%	38.8%
Office of Water	305	33.8%	32.8%	33.4%
Region 1, Boston	292	26.7%	34.9%	38.5%
Region 2, New York	454	30.3%	29.5%	40.2%
Region 3, Philadelphia	502	34.8%	30.4%	34.7%
Region 4, Atlanta	613	35.2%	31.8%	33.0%
Region 5, Chicago	578	32.2%	34.0%	33.8%
Region 6, Dallas	410	38.4%	29.7%	31.9%
Region 7, Kansas City	366	39.1%	32.0%	28.9%
Region 8, Denver	405	38.3%	33.0%	28.7%
Region 9, San Francisco	417	36.9%	34.2%	28.9%
Region 10, Seattle	382	36.9%	33.1%	30.0%

# Environmental Protection Agency

## *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	650,514	53.7%	23.5%	22.8%
<b>Environmental Protection Agency</b>	<b>8,522</b>	<b>49.8%</b>	<b>28.5%</b>	<b>21.7%</b>
Office of Administration and Resource Management	440	52.2%	27.7%	20.1%
Office of Air and Radiation	509	45.2%	33.6%	21.2%
Office of Chemical Safety and Pollution Prevention	475	44.1%	29.4%	26.6%
Office of Enforcement and Compliance Assurance	311	41.7%	32.4%	25.9%
Office of Environmental Information	154	43.9%	25.6%	30.5%
Office of General Counsel	113	72.7%	20.3%	7.0%
Office of Inspector General	218	76.0%	15.2%	8.8%
Office of International and Tribal Affairs	40	32.4%	32.2%	35.4%
Office of Research and Development	845	56.2%	28.7%	15.0%
Office of Solid Waste & Emergency Response	262	59.3%	30.6%	10.1%
Office of the Administrator	222	51.0%	29.0%	20.0%
Office of the Chief Financial Officer	189	49.4%	27.8%	22.9%
Office of Water	306	47.6%	32.0%	20.5%
Region 1, Boston	292	46.1%	30.4%	23.4%
Region 2, New York	457	43.5%	28.5%	27.9%
Region 3, Philadelphia	503	57.1%	24.2%	18.6%
Region 4, Atlanta	613	54.2%	25.1%	20.7%
Region 5, Chicago	576	47.7%	26.1%	26.2%
Region 6, Dallas	410	49.1%	26.9%	24.0%
Region 7, Kansas City	364	55.2%	25.0%	19.8%
Region 8, Denver	406	45.3%	29.8%	25.0%
Region 9, San Francisco	416	48.0%	30.8%	21.3%
Region 10, Seattle	384	38.6%	33.3%	28.1%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	650,211	68.0%	17.3%	14.7%
<b>Environmental Protection Agency</b>	<b>8,512</b>	<b>70.4%</b>	<b>16.2%</b>	<b>13.4%</b>
Office of Administration and Resource Management	441	70.2%	17.9%	11.8%
Office of Air and Radiation	510	66.1%	18.6%	15.3%
Office of Chemical Safety and Pollution Prevention	478	60.5%	22.7%	16.8%
Office of Enforcement and Compliance Assurance	312	67.6%	13.4%	18.9%
Office of Environmental Information	153	60.3%	22.1%	17.5%
Office of General Counsel	113	80.6%	8.2%	11.2%
Office of Inspector General	219	71.9%	15.8%	12.3%
Office of International and Tribal Affairs	40	60.2%	25.1%	14.8%
Office of Research and Development	848	69.0%	14.9%	16.1%
Office of Solid Waste & Emergency Response	260	69.7%	14.0%	16.3%
Office of the Administrator	220	67.9%	14.3%	17.8%
Office of the Chief Financial Officer	189	63.0%	20.5%	16.4%
Office of Water	306	63.6%	21.3%	15.1%
Region 1, Boston	292	81.5%	11.3%	7.2%
Region 2, New York	452	69.6%	17.2%	13.2%
Region 3, Philadelphia	503	75.6%	14.1%	10.2%
Region 4, Atlanta	611	69.5%	16.2%	14.3%
Region 5, Chicago	572	71.1%	15.4%	13.5%
Region 6, Dallas	408	76.2%	15.2%	8.5%
Region 7, Kansas City	365	77.2%	15.4%	7.4%
Region 8, Denver	406	78.5%	12.5%	9.0%
Region 9, San Francisco	416	78.8%	13.9%	7.3%
Region 10, Seattle	382	71.0%	14.6%	14.4%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	650,947	58.8%	17.2%	24.0%
<b>Environmental Protection Agency</b>	<b>8,524</b>	<b>66.8%</b>	<b>16.7%</b>	<b>16.5%</b>
Office of Administration and Resource Management	442	67.7%	16.5%	15.8%
Office of Air and Radiation	512	66.6%	17.7%	15.7%
Office of Chemical Safety and Pollution Prevention	478	63.4%	16.9%	19.7%
Office of Enforcement and Compliance Assurance	312	68.9%	15.4%	15.7%
Office of Environmental Information	154	55.5%	26.3%	18.3%
Office of General Counsel	110	69.1%	16.0%	14.9%
Office of Inspector General	219	77.9%	9.6%	12.5%
Office of International and Tribal Affairs	40	62.4%	19.6%	18.1%
Office of Research and Development	845	67.4%	15.6%	17.0%
Office of Solid Waste & Emergency Response	261	69.8%	13.3%	16.9%
Office of the Administrator	223	66.5%	18.2%	15.4%
Office of the Chief Financial Officer	188	62.2%	18.2%	19.6%
Office of Water	305	63.4%	18.9%	17.8%
Region 1, Boston	292	65.5%	19.6%	14.9%
Region 2, New York	454	61.3%	16.6%	22.1%
Region 3, Philadelphia	504	61.6%	21.0%	17.4%
Region 4, Atlanta	614	69.0%	15.3%	15.7%
Region 5, Chicago	577	65.6%	15.9%	18.5%
Region 6, Dallas	410	73.0%	13.9%	13.2%
Region 7, Kansas City	365	70.6%	15.7%	13.8%
Region 8, Denver	406	73.7%	14.4%	11.9%
Region 9, San Francisco	416	67.4%	18.2%	14.4%
Region 10, Seattle	380	68.8%	15.9%	15.3%



# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	651,064	58.9%	21.6%	19.5%
<b>Environmental Protection Agency</b>	<b>8,536</b>	<b>64.7%</b>	<b>18.9%</b>	<b>16.4%</b>
Office of Administration and Resource Management	443	67.1%	18.2%	14.8%
Office of Air and Radiation	512	64.5%	16.7%	18.8%
Office of Chemical Safety and Pollution Prevention	480	54.8%	23.4%	21.8%
Office of Enforcement and Compliance Assurance	313	57.6%	17.2%	25.2%
Office of Environmental Information	154	47.0%	30.5%	22.5%
Office of General Counsel	113	80.9%	13.1%	6.0%
Office of Inspector General	218	70.5%	14.5%	15.0%
Office of International and Tribal Affairs	40	60.6%	25.7%	13.7%
Office of Research and Development	846	57.2%	20.7%	22.1%
Office of Solid Waste & Emergency Response	261	64.5%	18.4%	17.2%
Office of the Administrator	223	63.1%	20.3%	16.6%
Office of the Chief Financial Officer	188	56.9%	20.3%	22.8%
Office of Water	306	61.7%	23.5%	14.8%
Region 1, Boston	290	77.0%	14.3%	8.7%
Region 2, New York	454	66.8%	19.0%	14.3%
Region 3, Philadelphia	505	74.1%	15.7%	10.1%
Region 4, Atlanta	612	64.0%	17.6%	18.5%
Region 5, Chicago	578	65.0%	19.6%	15.4%
Region 6, Dallas	409	70.3%	19.5%	10.2%
Region 7, Kansas City	366	69.7%	17.1%	13.2%
Region 8, Denver	406	71.9%	15.0%	13.1%
Region 9, San Francisco	419	72.9%	16.7%	10.4%
Region 10, Seattle	383	65.0%	20.9%	14.1%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
Governmentwide	651,238	36.2%	57.9%	5.9%
<b>Environmental Protection Agency</b>	<b>8,533</b>	<b>86.5%</b>	<b>10.3%</b>	<b>3.2%</b>
Office of Administration and Resource Management	441	81.1%	16.3%	2.6%
Office of Air and Radiation	512	79.5%	13.8%	6.8%
Office of Chemical Safety and Pollution Prevention	479	87.1%	10.6%	2.3%
Office of Enforcement and Compliance Assurance	312	88.8%	7.3%	3.9%
Office of Environmental Information	154	88.1%	10.1%	1.8%
Office of General Counsel	112	93.2%	4.5%	2.3%
Office of Inspector General	219	97.6%	2.0%	0.5%
Office of International and Tribal Affairs	40	83.1%	16.9%	0.0%
Office of Research and Development	847	78.2%	16.5%	5.2%
Office of Solid Waste & Emergency Response	262	90.1%	6.6%	3.3%
Office of the Administrator	222	80.8%	14.9%	4.3%
Office of the Chief Financial Officer	188	84.6%	13.7%	1.7%
Office of Water	307	83.2%	12.3%	4.5%
Region 1, Boston	291	84.8%	12.8%	2.4%
Region 2, New York	455	79.2%	15.8%	5.0%
Region 3, Philadelphia	505	82.0%	14.8%	3.2%
Region 4, Atlanta	610	94.2%	4.7%	1.1%
Region 5, Chicago	577	90.5%	7.2%	2.3%
Region 6, Dallas	409	88.3%	9.9%	1.8%
Region 7, Kansas City	366	98.6%	1.2%	0.2%
Region 8, Denver	405	96.3%	2.4%	1.2%
Region 9, San Francisco	419	93.8%	4.5%	1.7%
Region 10, Seattle	384	89.8%	6.3%	3.8%

# Environmental Protection Agency

## 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	631,985	2.6%	7.7%	3.8%	9.6%
<b>Environmental Protection Agency</b>	<b>8,496</b>	<b>1.2%</b>	<b>30.8%</b>	<b>13.1%</b>	<b>26.2%</b>
Office of Administration and Resource Management	437	1.5%	29.4%	10.9%	18.8%
Office of Air and Radiation	509	1.0%	18.0%	12.9%	32.2%
Office of Chemical Safety and Pollution Prevention	478	1.9%	37.7%	11.4%	21.4%
Office of Enforcement and Compliance Assurance	310	1.2%	33.8%	9.6%	32.6%
Office of Environmental Information	154	2.3%	37.7%	16.0%	23.6%
Office of General Counsel	113	0.9%	29.3%	14.3%	32.9%
Office of Inspector General	218	0.4%	47.1%	15.0%	22.2%
Office of International and Tribal Affairs	40	2.1%	10.8%	17.3%	43.6%
Office of Research and Development	840	1.6%	16.8%	9.8%	26.1%
Office of Solid Waste & Emergency Response	262	1.6%	26.5%	16.7%	31.9%
Office of the Administrator	221	0.0%	21.3%	11.4%	36.0%
Office of the Chief Financial Officer	186	0.5%	18.8%	12.6%	25.0%
Office of Water	304	0.4%	19.3%	17.0%	35.9%
Region 1, Boston	290	1.4%	40.5%	8.6%	23.4%
Region 2, New York	448	0.9%	37.3%	6.3%	16.9%
Region 3, Philadelphia	503	0.6%	37.2%	10.3%	12.7%
Region 4, Atlanta	611	0.9%	40.1%	19.4%	22.5%
Region 5, Chicago	576	0.7%	44.3%	9.2%	23.0%
Region 6, Dallas	407	0.7%	31.8%	12.4%	28.0%
Region 7, Kansas City	364	3.8%	39.2%	17.0%	28.3%
Region 8, Denver	406	0.3%	32.1%	20.4%	30.8%
Region 9, San Francisco	418	2.9%	27.2%	23.6%	26.2%
Region 10, Seattle	384	0.5%	23.8%	14.9%	41.4%

*(continued)*

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### Work/Life (continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	631,985	35.0%	6.2%	22.2%	12.9%
<b>Environmental Protection Agency</b>	<b>8,496</b>	<b>3.5%</b>	<b>2.4%</b>	<b>7.0%</b>	<b>15.9%</b>
Office of Administration and Resource Management	437	3.4%	3.1%	16.7%	16.2%
Office of Air and Radiation	509	4.0%	1.8%	9.2%	20.8%
Office of Chemical Safety and Pollution Prevention	478	3.7%	2.2%	5.7%	16.1%
Office of Enforcement and Compliance Assurance	310	2.9%	0.3%	5.2%	14.4%
Office of Environmental Information	154	0.0%	3.0%	4.0%	13.3%
Office of General Counsel	113	0.0%	0.0%	4.9%	17.7%
Office of Inspector General	218	0.5%	1.0%	2.6%	11.2%
Office of International and Tribal Affairs	40	0.0%	0.0%	10.4%	15.6%
Office of Research and Development	840	9.3%	4.7%	4.8%	26.9%
Office of Solid Waste & Emergency Response	262	1.1%	1.1%	6.2%	15.0%
Office of the Administrator	221	3.3%	0.4%	15.6%	12.0%
Office of the Chief Financial Officer	186	2.1%	5.8%	11.0%	24.1%
Office of Water	304	1.6%	0.7%	12.0%	13.2%
Region 1, Boston	290	5.0%	1.4%	7.9%	11.8%
Region 2, New York	448	4.7%	3.1%	9.0%	21.9%
Region 3, Philadelphia	503	6.2%	1.9%	7.2%	24.0%
Region 4, Atlanta	611	1.9%	1.7%	2.7%	10.8%
Region 5, Chicago	576	1.8%	1.5%	8.0%	11.5%
Region 6, Dallas	407	2.7%	3.2%	10.0%	11.1%
Region 7, Kansas City	364	0.6%	2.4%	1.0%	7.7%
Region 8, Denver	406	2.0%	1.8%	1.8%	10.9%
Region 9, San Francisco	418	1.6%	5.5%	4.0%	8.9%
Region 10, Seattle	384	2.4%	2.5%	4.3%	10.1%

# Environmental Protection Agency

## 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	648,172	32.3%	45.3%	22.4%
<b>Environmental Protection Agency</b>	<b>8,485</b>	<b>67.7%</b>	<b>29.7%</b>	<b>2.6%</b>
Office of Administration and Resource Management	441	76.6%	20.0%	3.4%
Office of Air and Radiation	506	63.8%	34.3%	1.9%
Office of Chemical Safety and Pollution Prevention	477	68.1%	29.5%	2.4%
Office of Enforcement and Compliance Assurance	309	62.6%	31.0%	6.3%
Office of Environmental Information	154	74.0%	22.6%	3.4%
Office of General Counsel	113	61.2%	37.6%	1.3%
Office of Inspector General	217	79.7%	15.6%	4.7%
Office of International and Tribal Affairs	40	76.5%	21.1%	2.4%
Office of Research and Development	842	61.8%	36.4%	1.8%
Office of Solid Waste & Emergency Response	259	73.0%	24.8%	2.2%
Office of the Administrator	221	64.9%	32.1%	2.9%
Office of the Chief Financial Officer	187	68.3%	29.5%	2.1%
Office of Water	306	68.2%	28.9%	3.0%
Region 1, Boston	289	60.7%	37.1%	2.2%
Region 2, New York	452	62.8%	29.7%	7.5%
Region 3, Philadelphia	503	72.7%	25.8%	1.5%
Region 4, Atlanta	612	65.3%	33.9%	0.8%
Region 5, Chicago	568	71.6%	25.4%	3.0%
Region 6, Dallas	406	68.1%	28.9%	3.0%
Region 7, Kansas City	365	79.7%	19.9%	0.4%
Region 8, Denver	404	67.5%	31.4%	1.1%
Region 9, San Francisco	417	60.0%	38.0%	2.0%
Region 10, Seattle	380	77.0%	21.7%	1.3%

## Environmental Protection Agency 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	646,836	29.3%	58.7%	12.0%
<b>Environmental Protection Agency</b>	<b>8,486</b>	<b>41.0%</b>	<b>55.4%</b>	<b>3.6%</b>
Office of Administration and Resource Management	441	46.3%	51.3%	2.4%
Office of Air and Radiation	503	48.5%	49.8%	1.7%
Office of Chemical Safety and Pollution Prevention	477	33.1%	64.5%	2.4%
Office of Enforcement and Compliance Assurance	308	37.5%	58.1%	4.4%
Office of Environmental Information	152	29.3%	68.4%	2.3%
Office of General Counsel	113	22.6%	76.7%	0.7%
Office of Inspector General	216	34.5%	52.3%	13.3%
Office of International and Tribal Affairs	40	27.3%	72.7%	0.0%
Office of Research and Development	842	53.8%	41.1%	5.1%
Office of Solid Waste & Emergency Response	261	33.6%	65.0%	1.5%
Office of the Administrator	219	34.7%	63.9%	1.3%
Office of the Chief Financial Officer	187	42.0%	51.8%	6.3%
Office of Water	305	35.3%	62.4%	2.3%
Region 1, Boston	289	41.7%	54.6%	3.7%
Region 2, New York	452	50.0%	45.9%	4.1%
Region 3, Philadelphia	505	53.0%	45.7%	1.3%
Region 4, Atlanta	612	46.1%	52.4%	1.5%
Region 5, Chicago	577	35.2%	60.2%	4.5%
Region 6, Dallas	406	38.3%	58.3%	3.4%
Region 7, Kansas City	362	45.7%	51.5%	2.9%
Region 8, Denver	406	43.2%	51.6%	5.2%
Region 9, San Francisco	417	23.1%	70.2%	6.7%
Region 10, Seattle	379	28.0%	64.9%	7.1%

# Environmental Protection Agency

## 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	645,355	14.0%	80.0%	6.0%
<b>Environmental Protection Agency</b>	<b>8,436</b>	<b>11.9%</b>	<b>85.1%</b>	<b>3.0%</b>
Office of Administration and Resource Management	439	13.3%	82.1%	4.5%
Office of Air and Radiation	503	8.0%	88.7%	3.3%
Office of Chemical Safety and Pollution Prevention	474	7.5%	84.8%	7.7%
Office of Enforcement and Compliance Assurance	306	9.3%	87.5%	3.2%
Office of Environmental Information	153	4.7%	87.5%	7.8%
Office of General Counsel	112	1.1%	97.2%	1.7%
Office of Inspector General	212	11.2%	83.1%	5.7%
Office of International and Tribal Affairs	38	5.5%	87.2%	7.4%
Office of Research and Development	838	11.9%	86.0%	2.2%
Office of Solid Waste & Emergency Response	259	6.6%	90.1%	3.3%
Office of the Administrator	215	5.7%	89.4%	4.9%
Office of the Chief Financial Officer	186	9.1%	85.9%	5.1%
Office of Water	301	3.9%	91.5%	4.6%
Region 1, Boston	289	12.5%	86.5%	1.0%
Region 2, New York	449	14.3%	84.5%	1.2%
Region 3, Philadelphia	500	23.4%	76.0%	0.6%
Region 4, Atlanta	611	10.4%	86.5%	3.1%
Region 5, Chicago	572	9.2%	88.5%	2.3%
Region 6, Dallas	404	23.1%	76.1%	0.9%
Region 7, Kansas City	362	17.5%	81.7%	0.8%
Region 8, Denver	401	17.6%	80.3%	2.1%
Region 9, San Francisco	416	15.5%	82.9%	1.6%
Region 10, Seattle	379	14.5%	84.1%	1.3%

# Environmental Protection Agency

## 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	648,002	3.7%	79.1%	17.2%
<b>Environmental Protection Agency</b>	<b>8,481</b>	<b>3.7%</b>	<b>86.5%</b>	<b>9.8%</b>
Office of Administration and Resource Management	440	6.6%	86.8%	6.7%
Office of Air and Radiation	506	4.3%	83.3%	12.4%
Office of Chemical Safety and Pollution Prevention	476	1.8%	87.0%	11.2%
Office of Enforcement and Compliance Assurance	309	2.1%	91.2%	6.7%
Office of Environmental Information	153	2.0%	91.8%	6.2%
Office of General Counsel	112	2.7%	94.7%	2.6%
Office of Inspector General	214	4.3%	87.6%	8.1%
Office of International and Tribal Affairs	39	2.4%	89.1%	8.5%
Office of Research and Development	841	5.4%	83.5%	11.1%
Office of Solid Waste & Emergency Response	260	4.7%	86.9%	8.4%
Office of the Administrator	220	6.2%	89.9%	3.9%
Office of the Chief Financial Officer	188	3.6%	88.0%	8.4%
Office of Water	304	4.3%	89.3%	6.4%
Region 1, Boston	286	3.2%	91.0%	5.8%
Region 2, New York	454	2.5%	88.9%	8.6%
Region 3, Philadelphia	503	5.2%	83.0%	11.8%
Region 4, Atlanta	613	4.9%	88.1%	7.0%
Region 5, Chicago	571	2.9%	90.7%	6.4%
Region 6, Dallas	408	1.0%	76.8%	22.2%
Region 7, Kansas City	364	3.4%	85.3%	11.4%
Region 8, Denver	406	1.3%	77.3%	21.4%
Region 9, San Francisco	417	3.3%	90.0%	6.7%
Region 10, Seattle	380	3.2%	85.8%	11.0%



# Environmental Protection Agency

## *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	647,966	2.5%	80.0%	17.6%
<b>Environmental Protection Agency</b>	<b>8,490</b>	<b>3.3%</b>	<b>86.6%</b>	<b>10.2%</b>
Office of Administration and Resource Management	442	4.4%	86.6%	9.0%
Office of Air and Radiation	507	2.8%	83.5%	13.7%
Office of Chemical Safety and Pollution Prevention	478	1.0%	87.0%	12.0%
Office of Enforcement and Compliance Assurance	308	0.8%	90.7%	8.5%
Office of Environmental Information	152	4.0%	87.7%	8.3%
Office of General Counsel	112	0.0%	96.5%	3.5%
Office of Inspector General	216	1.3%	85.8%	12.9%
Office of International and Tribal Affairs	40	2.3%	90.8%	6.9%
Office of Research and Development	841	2.4%	85.9%	11.7%
Office of Solid Waste & Emergency Response	262	0.9%	88.6%	10.5%
Office of the Administrator	222	2.1%	91.3%	6.6%
Office of the Chief Financial Officer	186	3.3%	88.6%	8.2%
Office of Water	303	0.9%	90.3%	8.8%
Region 1, Boston	289	3.5%	92.4%	4.1%
Region 2, New York	453	1.6%	89.0%	9.4%
Region 3, Philadelphia	505	11.8%	84.2%	4.0%
Region 4, Atlanta	611	3.3%	87.6%	9.1%
Region 5, Chicago	573	1.7%	88.6%	9.7%
Region 6, Dallas	406	7.9%	78.4%	13.7%
Region 7, Kansas City	365	4.3%	84.7%	11.0%
Region 8, Denver	404	3.5%	76.5%	20.0%
Region 9, San Francisco	417	4.0%	88.0%	7.9%
Region 10, Seattle	381	4.0%	82.2%	13.9%

# Environmental Protection Agency

## 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	187,559	72.8%	17.5%	9.7%	21,200
<b>Environmental Protection Agency</b>	<b>6,023</b>	<b>80.6%</b>	<b>12.0%</b>	<b>7.4%</b>	<b>103</b>
Office of Administration and Resource Management	257	73.4%	14.1%	12.5%	7
Office of Air and Radiation	320	72.6%	16.1%	11.3%	8
Office of Chemical Safety and Pollution Prevention	343	83.8%	10.5%	5.7%	2
Office of Enforcement and Compliance Assurance	235	73.9%	16.1%	10.0%	4
Office of Environmental Information	122	81.6%	10.9%	7.5%	0
Office of General Counsel	85	83.7%	11.3%	5.0%	2
Office of Inspector General	184	94.3%	3.4%	2.3%	1
Office of International and Tribal Affairs	29	76.4%	11.1%	12.4%	0
Office of Research and Development	453	81.6%	13.9%	4.5%	12
Office of Solid Waste & Emergency Response	196	74.0%	15.7%	10.3%	1
Office of the Administrator	150	76.2%	12.2%	11.6%	4
Office of the Chief Financial Officer	103	77.1%	13.4%	9.4%	4
Office of Water	219	79.0%	10.2%	10.9%	4
Region 1, Boston	211	85.4%	8.0%	6.6%	2
Region 2, New York	275	80.1%	11.7%	8.2%	11
Region 3, Philadelphia	301	84.9%	10.1%	4.9%	6
Region 4, Atlanta	507	84.1%	10.2%	5.7%	3
Region 5, Chicago	439	85.2%	10.1%	4.6%	5
Region 6, Dallas	293	78.0%	13.2%	8.8%	8
Region 7, Kansas City	320	84.3%	10.8%	4.9%	3
Region 8, Denver	339	85.3%	8.8%	5.9%	2
Region 9, San Francisco	327	77.6%	13.7%	8.7%	8
Region 10, Seattle	303	79.6%	14.6%	5.7%	6

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

## Environmental Protection Agency 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	228,200	88.5%	8.0%	3.5%	5,463
<b>Environmental Protection Agency</b>	<b>5,758</b>	<b>93.1%</b>	<b>4.7%</b>	<b>2.1%</b>	<b>52</b>
Office of Administration and Resource Management	332	94.8%	3.8%	1.4%	3
Office of Air and Radiation	323	90.2%	5.8%	4.0%	4
Office of Chemical Safety and Pollution Prevention	321	95.1%	3.5%	1.4%	1
Office of Enforcement and Compliance Assurance	196	90.2%	5.2%	4.6%	2
Office of Environmental Information	113	93.3%	4.1%	2.6%	0
Office of General Counsel	69	92.4%	4.9%	2.7%	0
Office of Inspector General	175	98.3%	1.7%	0.0%	0
Office of International and Tribal Affairs	30	88.3%	3.5%	8.2%	0
Office of Research and Development	514	93.6%	4.6%	1.8%	6
Office of Solid Waste & Emergency Response	189	93.3%	4.1%	2.6%	3
Office of the Administrator	142	93.9%	4.7%	1.5%	1
Office of the Chief Financial Officer	129	92.5%	5.2%	2.3%	0
Office of Water	206	94.0%	3.9%	2.1%	1
Region 1, Boston	175	94.1%	4.0%	1.9%	1
Region 2, New York	284	89.8%	6.8%	3.4%	4
Region 3, Philadelphia	361	92.5%	5.1%	2.4%	4
Region 4, Atlanta	399	95.8%	3.7%	0.5%	6
Region 5, Chicago	411	93.1%	4.7%	2.2%	2
Region 6, Dallas	278	91.1%	6.1%	2.7%	3
Region 7, Kansas City	288	99.0%	1.0%	0.0%	2
Region 8, Denver	272	90.7%	6.6%	2.6%	4
Region 9, San Francisco	247	90.2%	8.3%	1.5%	4
Region 10, Seattle	295	94.9%	4.4%	0.7%	1

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

# Environmental Protection Agency

## 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	184,051	80.0%	16.6%	3.4%	12,511
<b>Environmental Protection Agency</b>	<b>3,394</b>	<b>87.1%</b>	<b>10.7%</b>	<b>2.2%</b>	<b>121</b>
Office of Administration and Resource Management	204	91.5%	6.8%	1.7%	3
Office of Air and Radiation	245	91.7%	7.5%	0.9%	7
Office of Chemical Safety and Pollution Prevention	151	78.8%	15.9%	5.3%	6
Office of Enforcement and Compliance Assurance	112	80.0%	13.3%	6.7%	5
Office of Environmental Information	45	89.1%	8.9%	2.0%	0
Office of General Counsel	23	87.5%	12.5%	0.0%	2
Office of Inspector General	71	92.9%	4.2%	2.8%	4
Office of International and Tribal Affairs	11	80.1%	19.9%	0.0%	0
Office of Research and Development	448	91.0%	7.0%	2.0%	10
Office of Solid Waste & Emergency Response	86	76.6%	18.0%	5.4%	2
Office of the Administrator	79	88.9%	11.1%	0.0%	0
Office of the Chief Financial Officer	75	89.5%	10.5%	0.0%	2
Office of Water	105	86.6%	9.4%	4.1%	4
Region 1, Boston	118	87.3%	11.0%	1.7%	5
Region 2, New York	222	86.3%	13.2%	0.5%	6
Region 3, Philadelphia	260	92.1%	7.5%	0.4%	5
Region 4, Atlanta	270	85.4%	13.3%	1.2%	10
Region 5, Chicago	190	85.5%	13.1%	1.4%	13
Region 6, Dallas	151	80.9%	14.2%	4.9%	6
Region 7, Kansas City	159	85.5%	10.2%	4.3%	9
Region 8, Denver	169	92.5%	6.7%	0.8%	7
Region 9, San Francisco	92	82.8%	16.1%	1.1%	4
Region 10, Seattle	99	81.8%	15.4%	2.8%	11

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

# Environmental Protection Agency

## 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	88,192	75.6%	20.6%	3.8%	11,655
<b>Environmental Protection Agency</b>	<b>991</b>	<b>79.9%</b>	<b>17.2%</b>	<b>2.9%</b>	<b>139</b>
Office of Administration and Resource Management	49	87.9%	10.0%	2.0%	10
Office of Air and Radiation	38	82.5%	17.5%	0.0%	9
Office of Chemical Safety and Pollution Prevention	36	66.5%	24.3%	9.3%	5
Office of Enforcement and Compliance Assurance	28	84.4%	7.0%	8.7%	6
Office of Environmental Information	6	62.1%	18.1%	19.8%	2
Office of General Counsel	2	55.3%	44.7%	0.0%	0
Office of Inspector General	20	77.4%	18.5%	4.0%	8
Office of International and Tribal Affairs	3	61.1%	38.9%	0.0%	1
Office of Research and Development	99	80.4%	18.5%	1.1%	10
Office of Solid Waste & Emergency Response	16	79.5%	20.5%	0.0%	3
Office of the Administrator	15	66.9%	33.1%	0.0%	4
Office of the Chief Financial Officer	15	79.7%	20.3%	0.0%	4
Office of Water	12	47.5%	45.0%	7.5%	4
Region 1, Boston	32	81.7%	15.6%	2.7%	7
Region 2, New York	61	83.4%	13.4%	3.2%	8
Region 3, Philadelphia	115	91.5%	7.5%	0.9%	8
Region 4, Atlanta	52	84.2%	15.8%	0.0%	13
Region 5, Chicago	48	88.5%	7.9%	3.5%	9
Region 6, Dallas	89	71.1%	24.8%	4.2%	12
Region 7, Kansas City	66	83.0%	15.5%	1.4%	2
Region 8, Denver	71	75.3%	23.4%	1.3%	6
Region 9, San Francisco	65	72.9%	22.8%	4.2%	2
Region 10, Seattle	53	80.6%	14.2%	5.2%	6

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

## Environmental Protection Agency 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	18,627	72.0%	24.3%	3.7%	6,929
<b>Environmental Protection Agency</b>	<b>265</b>	<b>74.2%</b>	<b>23.1%</b>	<b>2.8%</b>	<b>103</b>
Office of Administration and Resource Management	18	74.1%	25.9%	0.0%	12
Office of Air and Radiation	19	85.7%	14.3%	0.0%	6
Office of Chemical Safety and Pollution Prevention	9	53.8%	46.2%	0.0%	3
Office of Enforcement and Compliance Assurance	5	100.0%	0.0%	0.0%	3
Office of Environmental Information	2	42.7%	57.3%	0.0%	2
Office of General Counsel	4	75.0%	25.0%	0.0%	0
Office of Inspector General	9	48.3%	51.7%	0.0%	4
Office of International and Tribal Affairs	2	45.3%	54.7%	0.0%	0
Office of Research and Development	41	91.6%	8.4%	0.0%	11
Office of Solid Waste & Emergency Response	8	64.5%	11.5%	24.0%	5
Office of the Administrator	14	61.9%	29.7%	8.4%	2
Office of the Chief Financial Officer	4	100.0%	0.0%	0.0%	3
Office of Water	12	66.7%	33.3%	0.0%	4
Region 1, Boston	7	44.0%	39.9%	16.2%	7
Region 2, New York	10	78.8%	21.2%	0.0%	4
Region 3, Philadelphia	22	82.5%	13.4%	4.1%	4
Region 4, Atlanta	20	75.3%	24.7%	0.0%	10
Region 5, Chicago	12	67.4%	32.6%	0.0%	10
Region 6, Dallas	5	39.0%	42.9%	18.0%	2
Region 7, Kansas City	11	73.4%	26.6%	0.0%	3
Region 8, Denver	5	39.4%	34.8%	25.8%	1
Region 9, San Francisco	14	78.8%	21.2%	0.0%	2
Region 10, Seattle	11	63.1%	36.9%	0.0%	5

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

## Environmental Protection Agency 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	12,577	67.9%	30.0%	2.2%	5,846
<b>Environmental Protection Agency</b>	<b>248</b>	<b>70.4%</b>	<b>27.9%</b>	<b>1.8%</b>	<b>82</b>
Office of Administration and Resource Management	14	83.5%	16.5%	0.0%	4
Office of Air and Radiation	13	87.3%	12.7%	0.0%	3
Office of Chemical Safety and Pollution Prevention	2	44.4%	55.6%	0.0%	3
Office of Enforcement and Compliance Assurance	2	49.7%	50.3%	0.0%	3
Office of Environmental Information	4	52.3%	47.7%	0.0%	4
Office of General Counsel	0	--	--	--	1
Office of Inspector General	3	72.3%	27.7%	0.0%	2
Office of International and Tribal Affairs	1	100.0%	0.0%	0.0%	0
Office of Research and Development	19	73.0%	27.0%	0.0%	7
Office of Solid Waste & Emergency Response	0	--	--	--	2
Office of the Administrator	6	48.3%	51.7%	0.0%	0
Office of the Chief Financial Officer	4	100.0%	0.0%	0.0%	4
Office of Water	2	47.9%	52.1%	0.0%	4
Region 1, Boston	7	54.8%	45.2%	0.0%	6
Region 2, New York	7	40.9%	59.1%	0.0%	3
Region 3, Philadelphia	53	81.9%	16.3%	1.8%	6
Region 4, Atlanta	13	55.0%	45.0%	0.0%	8
Region 5, Chicago	7	83.3%	16.7%	0.0%	6
Region 6, Dallas	30	68.7%	27.6%	3.7%	7
Region 7, Kansas City	15	65.9%	21.0%	13.1%	2
Region 8, Denver	15	58.1%	41.9%	0.0%	1
Region 9, San Francisco	15	67.5%	32.5%	0.0%	3
Region 10, Seattle	16	61.6%	32.7%	5.7%	3

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

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### Demographic Questions

**85. *Where do you work?***

	N	%
Headquarters	3,094	36.6%
Field	5,352	63.4%

**86. *What is your supervisory status?***

	N	%
Non-Supervisor	6,352	74.7%
Team Leader	940	11.1%
Supervisor	717	8.4%
Manager	316	3.7%
Executive	177	2.1%

**87. *Are you:***

	N	%
Male	3,864	45.8%
Female	4,581	54.2%

**88. *Are you Hispanic or Latino?***

	N	%
Yes	560	6.7%
No	7,809	93.3%

**89. *Race***

	N	%
American Indian or Alaska Native	52	0.6%
Asian	421	5.2%
Black or African American	1,209	14.9%
Native Hawaiian or Other Pacific Islander	26	0.3%
White	6,157	75.8%
Two or more races (Not Hispanic or Latino)	260	3.2%



# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

**90. What is your age group?**

	N	%
25 and under	116	1.4%
26-29	328	3.9%
30-39	1,458	17.4%
40-49	2,257	27.0%
50-59	3,062	36.6%
60 or older	1,146	13.7%

**91. What is your pay category/grade?**

	N	%
Federal Wage System	8	0.1%
GS 1-6	78	0.9%
GS 7-12	2,106	24.9%
GS 13-15	6,089	71.9%
Senior Executive Service	149	1.8%
Senior Level (SL) or Scientific or Professional (ST)	18	0.2%
Other	19	0.2%

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

	N	%
Less than 1 year	128	1.5%
1 to 3 years	893	10.6%
4 to 5 years	478	5.7%
6 to 10 years	1,056	12.5%
11 to 14 years	929	11.0%
15 to 20 years	936	11.1%
More than 20 years	4,037	47.7%

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

	N	%
Less than 1 year	192	2.3%
1 to 3 years	1,172	13.9%
4 to 5 years	597	7.1%
6 to 10 years	1,145	13.6%
11 to 20 years	2,105	24.9%
More than 20 years	3,235	38.3%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

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

	N	%
No	6,385	75.5%
Yes, to retire	452	5.3%
Yes, to take another job within the Federal Government	1,067	12.6%
Yes, to take another job outside the Federal Government	275	3.3%
Yes, other	275	3.3%

**95. I am planning to retire:**

	N	%
Within one year	256	3.1%
Between one and three years	811	9.7%
Between three and five years	780	9.3%
Five or more years	6,521	77.9%

**96. Self-Identify as:**

	N	%
Heterosexual or Straight	6,628	83.9%
Gay, Lesbian, Bisexual, or Transgender	335	4.2%
I prefer not to say	940	11.9%

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

	N	%
Yes	861	10.2%
No	7,569	89.8%

**98. Are you an individual with a disability?**

	N	%
Yes	632	7.5%
No	7,775	92.5%