

2013

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Environmental Protection Agency

1st Level Subagency Comparison Report

United States Office of
Personnel Management

Environmental Protection Agency

1st Level Subagency Comparison Report

Response Summary

	Surveys Completed
Governmentwide	376,577
Environmental Protection Agency	3,924
Office of Administration and Resources Management	180
Office of Air and Radiation	162
Office of Chemical Safety and Pollution Prevention	131
Office of Enforcement and Compliance Assurance	138
Office of Environmental Information	102
Office of General Counsel	43
Office of Inspector General	119
Office of International and Tribal Affairs	19
Office of Research and Development	326
Office of Solid Waste & Emergency Response	148
Office of the Administrator	100
Office of the Chief Financial Officer	157
Office of Water	123
Region 1, Boston	139
Region 2, New York	217
Region 3, Philadelphia	285
Region 4, Atlanta	238
Region 5, Chicago	219
Region 6, Dallas	159
Region 7, Kansas City	189
Region 8, Denver	219
Region 9, San Francisco	201
Region 10, Seattle	310

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

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

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

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

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

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

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My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	375,837	59.7%	17.6%	22.7%
Environmental Protection Agency	3,918	60.3%	17.1%	22.5%
Office of Administration and Resources Management	179	65.8%	16.3%	17.9%
Office of Air and Radiation	162	59.2%	17.3%	23.6%
Office of Chemical Safety and Pollution Prevention	131	60.5%	19.3%	20.3%
Office of Enforcement and Compliance Assurance	138	49.7%	14.8%	35.5%
Office of Environmental Information	102	52.8%	19.1%	28.1%
Office of General Counsel	43	63.4%	19.4%	17.2%
Office of Inspector General	119	70.7%	11.6%	17.7%
Office of International and Tribal Affairs	19	44.1%	36.5%	19.4%
Office of Research and Development	326	62.0%	18.2%	19.9%
Office of Solid Waste & Emergency Response	148	66.0%	18.1%	15.9%
Office of the Administrator	99	64.4%	17.2%	18.4%
Office of the Chief Financial Officer	157	57.1%	19.7%	23.2%
Office of Water	123	58.1%	19.1%	22.8%
Region 1, Boston	139	59.6%	13.4%	27.0%
Region 2, New York	216	55.3%	15.7%	29.0%
Region 3, Philadelphia	285	64.6%	20.2%	15.3%
Region 4, Atlanta	238	62.6%	15.4%	22.0%
Region 5, Chicago	219	55.6%	14.1%	30.4%
Region 6, Dallas	159	65.6%	15.4%	18.9%
Region 7, Kansas City	188	64.0%	14.3%	21.7%
Region 8, Denver	218	64.0%	17.0%	19.0%
Region 9, San Francisco	201	64.2%	21.1%	14.7%
Region 10, Seattle	309	49.3%	20.1%	30.7%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	372,941	70.0%	15.2%	14.8%
Environmental Protection Agency	3,895	68.0%	15.9%	16.1%
Office of Administration and Resources Management	178	72.2%	13.3%	14.5%
Office of Air and Radiation	159	70.4%	14.3%	15.3%
Office of Chemical Safety and Pollution Prevention	130	60.8%	21.6%	17.6%
Office of Enforcement and Compliance Assurance	138	60.9%	12.6%	26.5%
Office of Environmental Information	100	61.0%	18.8%	20.2%
Office of General Counsel	43	77.5%	18.0%	4.6%
Office of Inspector General	118	77.4%	15.1%	7.5%
Office of International and Tribal Affairs	19	58.5%	23.8%	17.8%
Office of Research and Development	324	60.5%	18.3%	21.2%
Office of Solid Waste & Emergency Response	146	66.0%	20.2%	13.8%
Office of the Administrator	100	67.2%	12.2%	20.6%
Office of the Chief Financial Officer	157	64.3%	15.5%	20.1%
Office of Water	123	63.0%	16.2%	20.8%
Region 1, Boston	138	72.2%	13.9%	14.0%
Region 2, New York	216	69.9%	15.8%	14.3%
Region 3, Philadelphia	284	76.4%	16.5%	7.1%
Region 4, Atlanta	238	71.6%	12.6%	15.7%
Region 5, Chicago	218	66.0%	14.9%	19.2%
Region 6, Dallas	159	69.5%	19.3%	11.2%
Region 7, Kansas City	187	73.4%	14.8%	11.8%
Region 8, Denver	216	78.4%	11.0%	10.6%
Region 9, San Francisco	201	75.8%	13.5%	10.8%
Region 10, Seattle	303	61.1%	18.9%	20.1%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	370,376	55.7%	19.2%	25.2%
Environmental Protection Agency	3,865	59.3%	16.9%	23.8%
Office of Administration and Resources Management	178	66.0%	17.9%	16.1%
Office of Air and Radiation	161	60.2%	16.0%	23.8%
Office of Chemical Safety and Pollution Prevention	128	52.4%	17.0%	30.5%
Office of Enforcement and Compliance Assurance	135	56.2%	11.8%	32.0%
Office of Environmental Information	100	62.1%	9.8%	28.0%
Office of General Counsel	42	62.6%	20.1%	17.3%
Office of Inspector General	117	58.7%	11.5%	29.8%
Office of International and Tribal Affairs	19	65.7%	24.5%	9.7%
Office of Research and Development	322	58.8%	16.2%	25.0%
Office of Solid Waste & Emergency Response	146	52.3%	18.9%	28.7%
Office of the Administrator	99	54.5%	19.6%	25.9%
Office of the Chief Financial Officer	156	55.8%	14.6%	29.6%
Office of Water	121	54.1%	22.3%	23.6%
Region 1, Boston	136	65.1%	17.6%	17.3%
Region 2, New York	214	56.8%	17.4%	25.8%
Region 3, Philadelphia	281	59.4%	22.2%	18.3%
Region 4, Atlanta	230	64.0%	13.5%	22.6%
Region 5, Chicago	214	50.5%	21.4%	28.1%
Region 6, Dallas	158	67.7%	17.0%	15.4%
Region 7, Kansas City	188	64.1%	17.5%	18.4%
Region 8, Denver	216	65.6%	14.5%	19.9%
Region 9, San Francisco	198	67.5%	12.1%	20.4%
Region 10, Seattle	306	55.4%	19.6%	25.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	373,824	70.3%	15.1%	14.6%
Environmental Protection Agency	3,895	69.8%	14.4%	15.8%
Office of Administration and Resources Management	179	74.7%	15.2%	10.2%
Office of Air and Radiation	161	72.1%	14.4%	13.6%
Office of Chemical Safety and Pollution Prevention	130	67.9%	12.7%	19.4%
Office of Enforcement and Compliance Assurance	134	65.0%	17.5%	17.5%
Office of Environmental Information	102	60.2%	17.5%	22.3%
Office of General Counsel	43	74.5%	13.7%	11.9%
Office of Inspector General	119	65.2%	14.3%	20.5%
Office of International and Tribal Affairs	19	68.8%	19.1%	12.1%
Office of Research and Development	322	65.7%	18.3%	16.0%
Office of Solid Waste & Emergency Response	147	57.3%	18.5%	24.2%
Office of the Administrator	100	67.1%	11.4%	21.5%
Office of the Chief Financial Officer	157	57.6%	15.2%	27.2%
Office of Water	121	65.4%	13.1%	21.5%
Region 1, Boston	138	76.6%	11.0%	12.4%
Region 2, New York	215	70.1%	9.2%	20.7%
Region 3, Philadelphia	284	73.7%	16.1%	10.3%
Region 4, Atlanta	238	74.8%	10.7%	14.5%
Region 5, Chicago	216	69.7%	11.3%	19.0%
Region 6, Dallas	159	70.8%	21.7%	7.6%
Region 7, Kansas City	188	73.5%	9.9%	16.6%
Region 8, Denver	216	76.4%	14.2%	9.3%
Region 9, San Francisco	199	79.7%	11.4%	8.9%
Region 10, Seattle	308	67.1%	17.7%	15.2%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	369,988	82.8%	11.0%	6.2%
Environmental Protection Agency	3,851	80.8%	12.3%	6.9%
Office of Administration and Resources Management	178	80.1%	11.6%	8.3%
Office of Air and Radiation	158	82.0%	11.7%	6.3%
Office of Chemical Safety and Pollution Prevention	129	78.2%	11.2%	10.6%
Office of Enforcement and Compliance Assurance	136	82.9%	6.5%	10.6%
Office of Environmental Information	100	64.5%	28.0%	7.5%
Office of General Counsel	42	86.8%	10.2%	2.9%
Office of Inspector General	117	80.0%	9.8%	10.2%
Office of International and Tribal Affairs	19	95.7%	0.0%	4.3%
Office of Research and Development	318	80.3%	13.8%	5.9%
Office of Solid Waste & Emergency Response	143	72.9%	16.5%	10.5%
Office of the Administrator	98	70.3%	21.0%	8.7%
Office of the Chief Financial Officer	155	78.0%	11.0%	11.1%
Office of Water	122	72.3%	19.3%	8.4%
Region 1, Boston	133	87.8%	7.5%	4.7%
Region 2, New York	213	80.0%	10.7%	9.2%
Region 3, Philadelphia	282	83.7%	12.9%	3.4%
Region 4, Atlanta	234	82.5%	11.7%	5.8%
Region 5, Chicago	216	80.1%	11.3%	8.6%
Region 6, Dallas	158	83.7%	13.0%	3.3%
Region 7, Kansas City	185	83.9%	9.3%	6.8%
Region 8, Denver	215	89.0%	6.9%	4.0%
Region 9, San Francisco	197	86.8%	10.9%	2.3%
Region 10, Seattle	303	80.0%	15.1%	4.9%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	372,218	79.2%	11.2%	9.5%
Environmental Protection Agency	3,881	75.3%	13.5%	11.2%
Office of Administration and Resources Management	177	78.2%	11.0%	10.8%
Office of Air and Radiation	161	71.5%	16.9%	11.5%
Office of Chemical Safety and Pollution Prevention	131	72.4%	15.2%	12.5%
Office of Enforcement and Compliance Assurance	138	63.1%	13.4%	23.4%
Office of Environmental Information	97	64.1%	21.6%	14.3%
Office of General Counsel	43	89.6%	10.4%	0.0%
Office of Inspector General	118	76.0%	15.0%	9.0%
Office of International and Tribal Affairs	19	78.8%	10.1%	11.1%
Office of Research and Development	323	68.8%	18.7%	12.4%
Office of Solid Waste & Emergency Response	144	69.9%	12.2%	17.8%
Office of the Administrator	100	78.7%	12.3%	9.0%
Office of the Chief Financial Officer	154	69.2%	19.8%	11.0%
Office of Water	121	65.6%	15.3%	19.1%
Region 1, Boston	139	80.7%	9.8%	9.5%
Region 2, New York	213	81.6%	12.0%	6.4%
Region 3, Philadelphia	279	81.9%	11.3%	6.8%
Region 4, Atlanta	238	78.8%	11.7%	9.6%
Region 5, Chicago	215	75.7%	11.1%	13.2%
Region 6, Dallas	157	80.6%	11.5%	7.9%
Region 7, Kansas City	187	84.3%	10.3%	5.4%
Region 8, Denver	218	81.2%	11.0%	7.8%
Region 9, San Francisco	199	83.5%	10.0%	6.5%
Region 10, Seattle	310	74.2%	13.3%	12.5%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	373,797	95.6%	2.8%	1.6%
Environmental Protection Agency	3,905	95.4%	2.7%	1.9%
Office of Administration and Resources Management	178	94.0%	3.9%	2.2%
Office of Air and Radiation	161	96.3%	2.0%	1.7%
Office of Chemical Safety and Pollution Prevention	131	91.6%	5.9%	2.5%
Office of Enforcement and Compliance Assurance	137	94.2%	0.8%	5.0%
Office of Environmental Information	101	91.0%	5.7%	3.3%
Office of General Counsel	43	97.2%	0.0%	2.8%
Office of Inspector General	117	95.6%	2.8%	1.5%
Office of International and Tribal Affairs	19	100.0%	0.0%	0.0%
Office of Research and Development	325	96.6%	2.3%	1.1%
Office of Solid Waste & Emergency Response	147	93.2%	2.7%	4.0%
Office of the Administrator	100	95.8%	3.8%	0.4%
Office of the Chief Financial Officer	157	95.7%	2.5%	1.8%
Office of Water	123	95.2%	2.6%	2.2%
Region 1, Boston	139	98.2%	1.4%	0.4%
Region 2, New York	216	91.9%	4.9%	3.2%
Region 3, Philadelphia	285	95.3%	4.0%	0.7%
Region 4, Atlanta	236	95.9%	1.4%	2.7%
Region 5, Chicago	215	95.1%	3.9%	1.0%
Region 6, Dallas	159	96.9%	0.0%	3.1%
Region 7, Kansas City	187	97.1%	2.3%	0.6%
Region 8, Denver	219	97.7%	1.9%	0.4%
Region 9, San Francisco	200	99.4%	0.6%	0.0%
Region 10, Seattle	310	95.6%	2.2%	2.1%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	374,956	90.4%	7.8%	1.8%
Environmental Protection Agency	3,903	88.1%	9.9%	1.9%
Office of Administration and Resources Management	179	90.6%	9.4%	0.0%
Office of Air and Radiation	161	88.1%	8.9%	3.0%
Office of Chemical Safety and Pollution Prevention	131	84.4%	14.0%	1.7%
Office of Enforcement and Compliance Assurance	137	90.2%	7.7%	2.0%
Office of Environmental Information	102	86.9%	12.3%	0.9%
Office of General Counsel	42	77.2%	22.8%	0.0%
Office of Inspector General	119	85.4%	12.7%	1.9%
Office of International and Tribal Affairs	19	100.0%	0.0%	0.0%
Office of Research and Development	326	88.3%	10.6%	1.1%
Office of Solid Waste & Emergency Response	147	85.6%	11.1%	3.3%
Office of the Administrator	99	88.0%	9.9%	2.1%
Office of the Chief Financial Officer	157	85.3%	11.6%	3.0%
Office of Water	121	86.0%	11.7%	2.2%
Region 1, Boston	139	93.8%	5.1%	1.1%
Region 2, New York	214	88.4%	7.2%	4.4%
Region 3, Philadelphia	284	85.3%	12.7%	2.0%
Region 4, Atlanta	238	88.1%	8.8%	3.2%
Region 5, Chicago	216	88.6%	10.0%	1.4%
Region 6, Dallas	159	88.9%	8.1%	3.0%
Region 7, Kansas City	189	88.4%	10.5%	1.1%
Region 8, Denver	216	90.9%	8.7%	0.4%
Region 9, San Francisco	200	93.0%	5.9%	1.1%
Region 10, Seattle	308	87.5%	10.8%	1.7%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	374,731	43.8%	16.7%	39.5%	915
Environmental Protection Agency	3,907	33.0%	16.1%	50.9%	10
Office of Administration and Resources Management	179	44.1%	17.3%	38.6%	1
Office of Air and Radiation	162	35.1%	19.3%	45.6%	0
Office of Chemical Safety and Pollution Prevention	130	30.3%	19.3%	50.4%	0
Office of Enforcement and Compliance Assurance	138	22.0%	14.2%	63.8%	0
Office of Environmental Information	102	26.7%	17.5%	55.8%	0
Office of General Counsel	43	42.8%	8.6%	48.6%	0
Office of Inspector General	118	54.1%	16.7%	29.1%	1
Office of International and Tribal Affairs	19	34.3%	13.2%	52.5%	0
Office of Research and Development	325	23.3%	18.7%	58.0%	1
Office of Solid Waste & Emergency Response	147	34.3%	12.3%	53.4%	0
Office of the Administrator	99	41.4%	12.9%	45.7%	0
Office of the Chief Financial Officer	155	50.5%	12.7%	36.8%	2
Office of Water	123	30.1%	12.8%	57.1%	0
Region 1, Boston	139	36.5%	15.4%	48.2%	0
Region 2, New York	216	39.9%	13.1%	46.9%	1
Region 3, Philadelphia	285	37.8%	20.9%	41.3%	0
Region 4, Atlanta	237	34.3%	13.9%	51.8%	0
Region 5, Chicago	216	31.6%	15.3%	53.0%	3
Region 6, Dallas	159	37.3%	16.5%	46.2%	0
Region 7, Kansas City	189	37.4%	13.0%	49.6%	0
Region 8, Denver	217	29.9%	18.1%	52.0%	1
Region 9, San Francisco	201	27.1%	15.2%	57.7%	0
Region 10, Seattle	308	17.9%	15.0%	67.1%	0

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,621	57.5%	16.7%	25.8%	677
Environmental Protection Agency	3,879	53.1%	18.8%	28.0%	9
Office of Administration and Resources Management	178	58.9%	17.4%	23.8%	0
Office of Air and Radiation	161	55.1%	21.2%	23.7%	1
Office of Chemical Safety and Pollution Prevention	128	49.2%	19.4%	31.5%	2
Office of Enforcement and Compliance Assurance	136	49.5%	13.3%	37.2%	0
Office of Environmental Information	99	50.6%	19.5%	29.9%	1
Office of General Counsel	43	52.9%	20.2%	26.9%	0
Office of Inspector General	117	65.3%	14.3%	20.4%	0
Office of International and Tribal Affairs	19	56.1%	15.1%	28.8%	0
Office of Research and Development	324	47.2%	21.9%	30.9%	1
Office of Solid Waste & Emergency Response	147	48.6%	22.8%	28.6%	1
Office of the Administrator	98	58.1%	19.5%	22.4%	0
Office of the Chief Financial Officer	156	55.9%	12.9%	31.2%	0
Office of Water	122	46.9%	13.8%	39.3%	0
Region 1, Boston	137	54.8%	13.1%	32.1%	0
Region 2, New York	214	54.7%	20.6%	24.6%	1
Region 3, Philadelphia	283	61.4%	18.0%	20.6%	0
Region 4, Atlanta	233	57.7%	16.0%	26.3%	0
Region 5, Chicago	218	55.0%	20.9%	24.1%	0
Region 6, Dallas	159	59.9%	21.7%	18.4%	0
Region 7, Kansas City	186	60.4%	19.4%	20.2%	0
Region 8, Denver	216	52.4%	19.3%	28.2%	0
Region 9, San Francisco	197	51.3%	17.2%	31.4%	1
Region 10, Seattle	308	30.4%	22.1%	47.5%	1

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,841	57.3%	17.3%	25.4%	1,905
Environmental Protection Agency	3,770	53.0%	17.8%	29.2%	16
Office of Administration and Resources Management	173	60.3%	16.3%	23.5%	1
Office of Air and Radiation	156	50.8%	20.0%	29.2%	0
Office of Chemical Safety and Pollution Prevention	122	44.7%	15.2%	40.1%	2
Office of Enforcement and Compliance Assurance	132	50.5%	17.8%	31.7%	0
Office of Environmental Information	94	47.6%	15.6%	36.8%	0
Office of General Counsel	41	50.9%	28.0%	21.1%	0
Office of Inspector General	114	58.6%	18.6%	22.8%	1
Office of International and Tribal Affairs	19	56.8%	15.8%	27.5%	0
Office of Research and Development	317	47.8%	21.0%	31.1%	4
Office of Solid Waste & Emergency Response	143	44.6%	24.4%	31.0%	1
Office of the Administrator	96	55.1%	18.5%	26.4%	0
Office of the Chief Financial Officer	148	57.0%	14.8%	28.2%	1
Office of Water	120	48.7%	21.3%	30.1%	0
Region 1, Boston	134	56.0%	12.3%	31.7%	0
Region 2, New York	209	56.3%	14.9%	28.8%	1
Region 3, Philadelphia	276	56.4%	20.1%	23.5%	0
Region 4, Atlanta	228	56.2%	20.3%	23.5%	0
Region 5, Chicago	212	52.6%	15.4%	32.0%	1
Region 6, Dallas	155	54.0%	16.2%	29.9%	0
Region 7, Kansas City	185	59.4%	11.6%	29.0%	0
Region 8, Denver	207	63.5%	13.5%	23.0%	0
Region 9, San Francisco	190	58.8%	14.0%	27.2%	1
Region 10, Seattle	299	48.9%	22.6%	28.4%	3

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,620	82.5%	10.5%	7.0%	1,411
Environmental Protection Agency	3,893	82.2%	10.3%	7.4%	13
Office of Administration and Resources Management	179	89.6%	5.6%	4.8%	1
Office of Air and Radiation	160	84.3%	9.6%	6.1%	2
Office of Chemical Safety and Pollution Prevention	129	80.5%	11.5%	8.0%	1
Office of Enforcement and Compliance Assurance	136	82.3%	6.5%	11.2%	0
Office of Environmental Information	101	83.5%	11.4%	5.0%	0
Office of General Counsel	43	85.9%	8.0%	6.2%	0
Office of Inspector General	117	82.7%	10.3%	7.1%	1
Office of International and Tribal Affairs	19	82.1%	11.5%	6.4%	0
Office of Research and Development	324	76.7%	13.8%	9.5%	2
Office of Solid Waste & Emergency Response	147	74.6%	13.7%	11.6%	0
Office of the Administrator	99	82.7%	9.5%	7.8%	0
Office of the Chief Financial Officer	157	76.9%	10.7%	12.4%	0
Office of Water	121	74.7%	12.0%	13.4%	0
Region 1, Boston	136	85.9%	9.6%	4.5%	3
Region 2, New York	216	85.1%	6.9%	8.0%	0
Region 3, Philadelphia	283	82.2%	10.8%	6.9%	2
Region 4, Atlanta	237	85.4%	7.6%	7.1%	0
Region 5, Chicago	217	81.9%	12.5%	5.7%	0
Region 6, Dallas	159	83.9%	12.1%	4.0%	0
Region 7, Kansas City	187	84.5%	8.9%	6.6%	0
Region 8, Denver	217	82.4%	12.7%	4.9%	0
Region 9, San Francisco	201	86.2%	9.2%	4.7%	0
Region 10, Seattle	308	80.4%	10.4%	9.1%	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	369,703	90.0%	6.9%	3.1%	1,092
Environmental Protection Agency	3,850	85.7%	10.2%	4.1%	13
Office of Administration and Resources Management	174	89.9%	9.1%	1.0%	3
Office of Air and Radiation	159	84.5%	12.8%	2.6%	0
Office of Chemical Safety and Pollution Prevention	126	85.8%	9.8%	4.4%	1
Office of Enforcement and Compliance Assurance	134	85.8%	4.1%	10.1%	0
Office of Environmental Information	99	82.8%	12.1%	5.2%	0
Office of General Counsel	43	78.1%	17.5%	4.4%	0
Office of Inspector General	116	81.7%	10.8%	7.5%	1
Office of International and Tribal Affairs	18	76.0%	17.1%	6.9%	0
Office of Research and Development	322	81.1%	14.8%	4.1%	1
Office of Solid Waste & Emergency Response	147	78.7%	18.6%	2.7%	0
Office of the Administrator	97	80.2%	11.9%	7.9%	1
Office of the Chief Financial Officer	153	82.8%	13.2%	3.9%	2
Office of Water	121	85.1%	11.3%	3.6%	1
Region 1, Boston	138	89.3%	8.4%	2.3%	1
Region 2, New York	213	86.7%	9.2%	4.1%	1
Region 3, Philadelphia	280	86.1%	11.5%	2.4%	1
Region 4, Atlanta	231	88.7%	6.1%	5.2%	0
Region 5, Chicago	216	89.2%	7.0%	3.9%	0
Region 6, Dallas	156	86.2%	9.8%	4.0%	0
Region 7, Kansas City	186	88.1%	8.6%	3.3%	0
Region 8, Denver	219	87.6%	9.0%	3.4%	0
Region 9, San Francisco	196	91.4%	4.6%	4.0%	0
Region 10, Seattle	306	86.8%	10.2%	3.0%	0

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	373,712	66.1%	14.3%	19.5%	1,514
Environmental Protection Agency	3,904	73.1%	12.7%	14.2%	13
Office of Administration and Resources Management	179	79.8%	9.6%	10.6%	1
Office of Air and Radiation	162	80.2%	11.7%	8.1%	0
Office of Chemical Safety and Pollution Prevention	129	66.7%	16.5%	16.8%	1
Office of Enforcement and Compliance Assurance	137	72.0%	10.8%	17.2%	0
Office of Environmental Information	102	62.4%	21.4%	16.2%	0
Office of General Counsel	43	60.3%	18.7%	21.0%	0
Office of Inspector General	117	86.0%	10.9%	3.0%	1
Office of International and Tribal Affairs	18	63.3%	22.3%	14.3%	0
Office of Research and Development	323	77.1%	11.7%	11.2%	2
Office of Solid Waste & Emergency Response	147	66.8%	19.7%	13.5%	1
Office of the Administrator	100	68.0%	9.6%	22.4%	0
Office of the Chief Financial Officer	156	78.9%	9.5%	11.6%	1
Office of Water	123	55.5%	20.4%	24.1%	0
Region 1, Boston	139	85.4%	5.4%	9.2%	0
Region 2, New York	216	77.8%	11.1%	11.1%	1
Region 3, Philadelphia	283	74.6%	13.9%	11.4%	1
Region 4, Atlanta	238	77.5%	9.5%	13.0%	0
Region 5, Chicago	216	81.1%	7.8%	11.1%	2
Region 6, Dallas	159	73.0%	14.5%	12.5%	0
Region 7, Kansas City	188	60.2%	13.8%	26.0%	1
Region 8, Denver	219	87.0%	8.6%	4.4%	0
Region 9, San Francisco	201	53.0%	15.8%	31.2%	0
Region 10, Seattle	309	60.3%	18.3%	21.5%	1

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	369,528	68.4%	15.2%	16.4%	5,283
Environmental Protection Agency	3,886	67.6%	17.0%	15.4%	26
Office of Administration and Resources Management	176	76.5%	11.3%	12.2%	1
Office of Air and Radiation	158	66.5%	11.6%	21.9%	3
Office of Chemical Safety and Pollution Prevention	129	60.1%	22.2%	17.7%	1
Office of Enforcement and Compliance Assurance	136	59.9%	17.5%	22.7%	1
Office of Environmental Information	101	68.6%	16.5%	14.9%	1
Office of General Counsel	43	71.4%	22.3%	6.3%	0
Office of Inspector General	119	60.3%	19.1%	20.5%	0
Office of International and Tribal Affairs	19	65.1%	28.5%	6.4%	0
Office of Research and Development	323	68.7%	18.1%	13.1%	3
Office of Solid Waste & Emergency Response	146	70.3%	13.8%	15.9%	1
Office of the Administrator	98	63.0%	17.3%	19.8%	2
Office of the Chief Financial Officer	157	69.1%	12.5%	18.4%	0
Office of Water	121	64.3%	18.0%	17.7%	2
Region 1, Boston	139	68.4%	20.5%	11.1%	0
Region 2, New York	214	65.1%	18.8%	16.1%	3
Region 3, Philadelphia	282	71.8%	20.3%	7.9%	2
Region 4, Atlanta	238	69.3%	15.9%	14.8%	0
Region 5, Chicago	215	65.6%	18.0%	16.4%	3
Region 6, Dallas	158	66.8%	16.0%	17.3%	1
Region 7, Kansas City	188	73.6%	11.5%	14.9%	0
Region 8, Denver	219	71.9%	18.1%	10.0%	0
Region 9, San Francisco	200	69.4%	17.3%	13.3%	0
Region 10, Seattle	307	70.6%	15.6%	13.8%	2

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	372,151	81.5%	12.4%	6.1%	1,767
Environmental Protection Agency	3,879	81.4%	12.8%	5.8%	19
Office of Administration and Resources Management	177	87.9%	6.9%	5.3%	1
Office of Air and Radiation	161	80.1%	15.1%	4.8%	1
Office of Chemical Safety and Pollution Prevention	128	78.4%	13.4%	8.2%	2
Office of Enforcement and Compliance Assurance	138	79.4%	11.6%	9.0%	0
Office of Environmental Information	101	80.8%	16.3%	2.9%	1
Office of General Counsel	43	79.6%	16.5%	3.9%	0
Office of Inspector General	117	84.9%	12.6%	2.5%	0
Office of International and Tribal Affairs	18	89.9%	5.2%	4.9%	0
Office of Research and Development	318	83.0%	11.5%	5.5%	3
Office of Solid Waste & Emergency Response	146	78.4%	11.4%	10.2%	1
Office of the Administrator	98	76.7%	16.3%	7.0%	1
Office of the Chief Financial Officer	156	83.8%	9.7%	6.6%	0
Office of Water	123	73.2%	18.6%	8.2%	0
Region 1, Boston	137	81.2%	14.5%	4.3%	2
Region 2, New York	214	82.4%	13.0%	4.6%	1
Region 3, Philadelphia	284	80.1%	14.8%	5.2%	1
Region 4, Atlanta	236	83.1%	10.7%	6.2%	1
Region 5, Chicago	217	80.9%	13.1%	6.0%	1
Region 6, Dallas	158	80.3%	14.3%	5.4%	0
Region 7, Kansas City	185	81.7%	14.5%	3.9%	1
Region 8, Denver	219	83.3%	11.9%	4.8%	0
Region 9, San Francisco	198	88.0%	8.1%	3.9%	1
Region 10, Seattle	307	79.8%	13.4%	6.8%	1

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	357,689	61.2%	19.4%	19.5%	16,155
Environmental Protection Agency	3,580	61.2%	21.4%	17.4%	317
Office of Administration and Resources Management	170	66.1%	18.8%	15.1%	7
Office of Air and Radiation	143	63.8%	18.6%	17.6%	17
Office of Chemical Safety and Pollution Prevention	112	52.8%	24.1%	23.1%	18
Office of Enforcement and Compliance Assurance	129	58.2%	15.4%	26.5%	8
Office of Environmental Information	92	45.3%	30.7%	24.0%	9
Office of General Counsel	40	63.2%	20.8%	16.0%	3
Office of Inspector General	113	73.1%	13.8%	13.2%	5
Office of International and Tribal Affairs	19	62.7%	15.5%	21.8%	0
Office of Research and Development	294	60.6%	21.0%	18.4%	32
Office of Solid Waste & Emergency Response	135	58.3%	25.8%	15.9%	13
Office of the Administrator	95	59.2%	26.6%	14.3%	4
Office of the Chief Financial Officer	148	63.3%	17.9%	18.8%	8
Office of Water	107	63.1%	24.2%	12.7%	15
Region 1, Boston	125	70.9%	23.1%	6.0%	13
Region 2, New York	190	65.5%	17.3%	17.1%	23
Region 3, Philadelphia	256	62.4%	26.9%	10.7%	27
Region 4, Atlanta	226	59.6%	20.9%	19.5%	11
Region 5, Chicago	196	56.1%	25.8%	18.0%	20
Region 6, Dallas	149	54.5%	25.3%	20.2%	10
Region 7, Kansas City	177	73.3%	12.4%	14.3%	10
Region 8, Denver	200	62.4%	21.2%	16.4%	18
Region 9, San Francisco	181	65.9%	19.1%	15.0%	19
Region 10, Seattle	283	59.0%	21.9%	19.1%	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	370,252	49.8%	24.1%	26.1%	4,271
Environmental Protection Agency	3,851	39.4%	26.1%	34.5%	47
Office of Administration and Resources Management	176	55.4%	18.5%	26.1%	3
Office of Air and Radiation	158	32.8%	26.5%	40.7%	2
Office of Chemical Safety and Pollution Prevention	126	36.8%	23.5%	39.7%	3
Office of Enforcement and Compliance Assurance	135	28.3%	21.0%	50.7%	1
Office of Environmental Information	99	28.5%	31.0%	40.6%	1
Office of General Counsel	43	49.8%	22.6%	27.7%	0
Office of Inspector General	117	70.1%	10.5%	19.5%	1
Office of International and Tribal Affairs	19	16.6%	40.2%	43.2%	0
Office of Research and Development	324	40.4%	30.4%	29.2%	2
Office of Solid Waste & Emergency Response	146	37.6%	29.6%	32.7%	2
Office of the Administrator	94	34.0%	30.5%	35.5%	4
Office of the Chief Financial Officer	152	49.6%	22.4%	28.0%	3
Office of Water	119	29.9%	31.8%	38.3%	1
Region 1, Boston	136	39.8%	19.4%	40.8%	2
Region 2, New York	215	36.5%	26.4%	37.0%	1
Region 3, Philadelphia	285	49.7%	26.5%	23.9%	0
Region 4, Atlanta	236	51.1%	22.1%	26.8%	1
Region 5, Chicago	213	33.7%	28.5%	37.7%	5
Region 6, Dallas	157	40.9%	28.5%	30.6%	1
Region 7, Kansas City	187	41.6%	22.9%	35.5%	1
Region 8, Denver	215	43.0%	24.5%	32.5%	3
Region 9, San Francisco	200	35.6%	29.8%	34.5%	1
Region 10, Seattle	299	23.8%	34.0%	42.2%	9

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	366,770	67.7%	14.6%	17.7%	9,032
Environmental Protection Agency	3,869	57.3%	17.1%	25.6%	49
Office of Administration and Resources Management	179	67.0%	17.5%	15.5%	0
Office of Air and Radiation	161	45.2%	18.8%	36.0%	1
Office of Chemical Safety and Pollution Prevention	128	59.0%	14.7%	26.3%	3
Office of Enforcement and Compliance Assurance	136	54.1%	14.1%	31.9%	2
Office of Environmental Information	101	50.8%	14.8%	34.4%	1
Office of General Counsel	43	46.1%	20.2%	33.7%	0
Office of Inspector General	119	65.7%	13.7%	20.6%	0
Office of International and Tribal Affairs	19	58.3%	15.4%	26.3%	0
Office of Research and Development	321	58.4%	19.7%	21.9%	5
Office of Solid Waste & Emergency Response	146	62.1%	7.8%	30.1%	2
Office of the Administrator	96	62.0%	16.3%	21.8%	4
Office of the Chief Financial Officer	153	64.2%	14.2%	21.7%	4
Office of Water	122	50.3%	8.2%	41.5%	1
Region 1, Boston	135	57.3%	16.7%	26.0%	3
Region 2, New York	214	54.5%	23.4%	22.1%	3
Region 3, Philadelphia	283	58.0%	20.4%	21.6%	2
Region 4, Atlanta	234	62.0%	13.0%	25.0%	3
Region 5, Chicago	217	56.7%	17.2%	26.2%	1
Region 6, Dallas	156	55.4%	19.8%	24.8%	3
Region 7, Kansas City	187	58.6%	18.4%	22.9%	2
Region 8, Denver	216	62.6%	21.0%	16.4%	1
Region 9, San Francisco	197	65.7%	17.8%	16.5%	4
Region 10, Seattle	306	49.0%	19.4%	31.7%	4

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	375,451	72.5%	14.3%	13.2%
Environmental Protection Agency	3,912	77.4%	12.8%	9.9%
Office of Administration and Resources Management	179	76.7%	15.4%	7.9%
Office of Air and Radiation	162	81.2%	9.4%	9.4%
Office of Chemical Safety and Pollution Prevention	131	73.1%	15.7%	11.2%
Office of Enforcement and Compliance Assurance	137	76.9%	13.0%	10.1%
Office of Environmental Information	100	58.3%	21.9%	19.8%
Office of General Counsel	43	87.2%	7.7%	5.1%
Office of Inspector General	118	82.8%	9.5%	7.7%
Office of International and Tribal Affairs	19	88.9%	4.7%	6.4%
Office of Research and Development	326	78.3%	12.2%	9.5%
Office of Solid Waste & Emergency Response	148	72.9%	15.6%	11.5%
Office of the Administrator	100	78.7%	12.6%	8.7%
Office of the Chief Financial Officer	156	74.8%	11.2%	13.9%
Office of Water	123	75.4%	11.4%	13.2%
Region 1, Boston	139	83.8%	9.4%	6.8%
Region 2, New York	216	77.3%	12.3%	10.4%
Region 3, Philadelphia	285	81.1%	14.0%	5.0%
Region 4, Atlanta	236	77.8%	13.9%	8.3%
Region 5, Chicago	219	73.6%	13.4%	12.9%
Region 6, Dallas	158	77.7%	13.0%	9.3%
Region 7, Kansas City	188	81.4%	10.5%	8.1%
Region 8, Denver	218	77.0%	12.0%	11.0%
Region 9, San Francisco	201	78.6%	11.6%	9.8%
Region 10, Seattle	310	76.5%	13.7%	9.8%

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	362,026	40.2%	26.7%	33.1%	13,660
Environmental Protection Agency	3,778	30.0%	23.0%	47.0%	139
Office of Administration and Resources Management	172	41.4%	17.5%	41.1%	8
Office of Air and Radiation	154	30.5%	17.2%	52.3%	7
Office of Chemical Safety and Pollution Prevention	127	25.9%	22.8%	51.3%	3
Office of Enforcement and Compliance Assurance	135	23.4%	13.4%	63.2%	3
Office of Environmental Information	100	23.8%	30.3%	45.9%	2
Office of General Counsel	40	54.1%	19.7%	26.2%	3
Office of Inspector General	114	47.9%	23.1%	29.0%	5
Office of International and Tribal Affairs	19	29.2%	45.3%	25.5%	0
Office of Research and Development	318	19.1%	23.1%	57.8%	7
Office of Solid Waste & Emergency Response	145	13.8%	21.8%	64.4%	3
Office of the Administrator	94	31.9%	21.4%	46.7%	5
Office of the Chief Financial Officer	151	37.8%	24.2%	37.9%	4
Office of Water	120	32.3%	10.8%	57.0%	3
Region 1, Boston	132	30.5%	25.9%	43.6%	6
Region 2, New York	206	33.5%	29.9%	36.6%	11
Region 3, Philadelphia	270	37.0%	31.5%	31.5%	15
Region 4, Atlanta	227	33.6%	26.8%	39.6%	11
Region 5, Chicago	208	28.1%	29.5%	42.4%	11
Region 6, Dallas	154	33.8%	23.2%	43.0%	5
Region 7, Kansas City	184	30.7%	26.1%	43.2%	5
Region 8, Denver	209	29.5%	23.3%	47.2%	10
Region 9, San Francisco	195	33.2%	18.2%	48.6%	6
Region 10, Seattle	304	27.4%	21.5%	51.0%	6

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	349,090	31.6%	29.5%	39.0%	24,611
Environmental Protection Agency	3,590	34.2%	28.9%	36.8%	308
Office of Administration and Resources Management	170	41.3%	25.5%	33.1%	10
Office of Air and Radiation	152	36.4%	25.1%	38.4%	9
Office of Chemical Safety and Pollution Prevention	116	40.8%	26.1%	33.1%	14
Office of Enforcement and Compliance Assurance	129	28.5%	25.1%	46.4%	6
Office of Environmental Information	96	22.5%	27.6%	49.9%	5
Office of General Counsel	39	38.2%	43.1%	18.7%	4
Office of Inspector General	113	45.7%	25.5%	28.8%	6
Office of International and Tribal Affairs	18	47.7%	18.0%	34.3%	1
Office of Research and Development	290	39.1%	26.2%	34.7%	35
Office of Solid Waste & Emergency Response	139	26.0%	28.1%	45.9%	9
Office of the Administrator	90	37.5%	20.6%	41.9%	9
Office of the Chief Financial Officer	148	35.0%	25.3%	39.8%	9
Office of Water	114	34.5%	27.1%	38.4%	8
Region 1, Boston	127	24.6%	33.7%	41.7%	12
Region 2, New York	194	33.3%	30.8%	35.9%	20
Region 3, Philadelphia	263	36.2%	32.7%	31.1%	21
Region 4, Atlanta	223	34.5%	31.0%	34.4%	13
Region 5, Chicago	199	21.1%	38.4%	40.5%	16
Region 6, Dallas	147	33.7%	30.6%	35.7%	11
Region 7, Kansas City	178	35.1%	29.7%	35.2%	10
Region 8, Denver	194	39.9%	29.1%	31.0%	22
Region 9, San Francisco	176	37.5%	25.3%	37.2%	24
Region 10, Seattle	275	31.6%	34.5%	33.9%	34

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	341,154	28.0%	27.5%	44.6%	32,879
Environmental Protection Agency	3,451	24.7%	29.3%	46.0%	451
Office of Administration and Resources Management	163	31.7%	26.4%	41.9%	15
Office of Air and Radiation	138	16.9%	26.1%	57.0%	23
Office of Chemical Safety and Pollution Prevention	112	22.9%	24.1%	53.0%	16
Office of Enforcement and Compliance Assurance	126	28.3%	26.4%	45.3%	10
Office of Environmental Information	97	13.2%	26.5%	60.3%	5
Office of General Counsel	32	27.4%	37.9%	34.6%	11
Office of Inspector General	103	35.6%	29.6%	34.8%	14
Office of International and Tribal Affairs	18	34.9%	31.5%	33.6%	1
Office of Research and Development	282	21.4%	36.0%	42.7%	43
Office of Solid Waste & Emergency Response	136	21.2%	20.6%	58.2%	11
Office of the Administrator	94	24.6%	24.7%	50.7%	5
Office of the Chief Financial Officer	148	31.2%	28.3%	40.6%	9
Office of Water	101	25.6%	26.8%	47.6%	22
Region 1, Boston	122	24.4%	35.7%	39.9%	17
Region 2, New York	186	21.5%	31.4%	47.1%	31
Region 3, Philadelphia	247	24.9%	33.3%	41.8%	37
Region 4, Atlanta	223	24.4%	28.9%	46.7%	14
Region 5, Chicago	195	13.2%	32.8%	54.0%	23
Region 6, Dallas	142	29.1%	28.5%	42.4%	16
Region 7, Kansas City	175	30.4%	27.2%	42.4%	14
Region 8, Denver	183	30.5%	29.6%	39.9%	34
Region 9, San Francisco	169	37.1%	28.8%	34.1%	30
Region 10, Seattle	259	34.6%	27.7%	37.8%	50

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	353,920	31.4%	29.0%	39.5%	20,703
Environmental Protection Agency	3,634	30.3%	29.4%	40.3%	279
Office of Administration and Resources Management	167	42.1%	21.3%	36.6%	13
Office of Air and Radiation	148	22.0%	30.8%	47.1%	14
Office of Chemical Safety and Pollution Prevention	123	32.1%	28.9%	39.0%	7
Office of Enforcement and Compliance Assurance	130	22.7%	32.7%	44.6%	8
Office of Environmental Information	99	20.6%	25.9%	53.5%	3
Office of General Counsel	40	26.2%	47.0%	26.8%	3
Office of Inspector General	118	36.9%	30.1%	33.0%	1
Office of International and Tribal Affairs	17	58.7%	16.2%	25.1%	2
Office of Research and Development	304	34.6%	28.7%	36.7%	22
Office of Solid Waste & Emergency Response	138	21.4%	31.7%	46.9%	9
Office of the Administrator	93	31.8%	27.9%	40.2%	5
Office of the Chief Financial Officer	154	39.7%	23.2%	37.2%	3
Office of Water	109	30.6%	24.0%	45.4%	14
Region 1, Boston	127	40.2%	28.6%	31.1%	12
Region 2, New York	198	32.0%	29.0%	39.0%	18
Region 3, Philadelphia	265	30.7%	30.5%	38.8%	20
Region 4, Atlanta	225	32.5%	28.0%	39.5%	13
Region 5, Chicago	205	24.6%	29.0%	46.4%	12
Region 6, Dallas	146	26.5%	32.6%	40.9%	12
Region 7, Kansas City	177	28.6%	27.7%	43.7%	12
Region 8, Denver	197	30.3%	36.4%	33.3%	21
Region 9, San Francisco	180	33.6%	27.9%	38.6%	21
Region 10, Seattle	274	26.8%	35.5%	37.7%	34

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	350,157	37.7%	26.3%	36.1%	23,879
Environmental Protection Agency	3,555	39.5%	26.4%	34.1%	346
Office of Administration and Resources Management	169	46.3%	22.3%	31.3%	11
Office of Air and Radiation	147	33.5%	29.2%	37.3%	15
Office of Chemical Safety and Pollution Prevention	119	40.0%	28.9%	31.1%	11
Office of Enforcement and Compliance Assurance	129	33.8%	24.3%	41.9%	9
Office of Environmental Information	98	27.5%	27.5%	45.0%	2
Office of General Counsel	39	43.1%	34.7%	22.2%	4
Office of Inspector General	114	43.5%	21.1%	35.4%	4
Office of International and Tribal Affairs	17	48.0%	32.7%	19.4%	2
Office of Research and Development	302	43.2%	26.0%	30.8%	24
Office of Solid Waste & Emergency Response	135	36.7%	21.1%	42.2%	11
Office of the Administrator	85	41.7%	23.0%	35.3%	12
Office of the Chief Financial Officer	151	43.2%	21.9%	34.9%	5
Office of Water	107	36.0%	32.1%	31.9%	15
Region 1, Boston	128	48.4%	24.7%	26.8%	11
Region 2, New York	194	39.4%	27.1%	33.5%	21
Region 3, Philadelphia	259	41.5%	31.5%	27.0%	24
Region 4, Atlanta	220	38.4%	26.9%	34.7%	18
Region 5, Chicago	194	36.6%	24.0%	39.4%	22
Region 6, Dallas	139	37.0%	25.1%	37.9%	20
Region 7, Kansas City	177	39.5%	21.4%	39.1%	11
Region 8, Denver	194	38.3%	33.1%	28.5%	25
Region 9, San Francisco	172	46.6%	23.4%	30.0%	27
Region 10, Seattle	266	37.0%	29.1%	34.0%	42

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	373,151	71.8%	14.8%	13.4%	1,576
Environmental Protection Agency	3,887	74.4%	13.4%	12.1%	25
Office of Administration and Resources Management	180	70.2%	16.0%	13.8%	0
Office of Air and Radiation	162	75.5%	11.1%	13.5%	0
Office of Chemical Safety and Pollution Prevention	128	64.4%	21.3%	14.3%	1
Office of Enforcement and Compliance Assurance	137	72.6%	13.8%	13.6%	1
Office of Environmental Information	100	67.6%	10.5%	21.9%	1
Office of General Counsel	42	79.7%	6.5%	13.8%	1
Office of Inspector General	117	80.5%	10.3%	9.2%	1
Office of International and Tribal Affairs	19	74.7%	25.3%	0.0%	0
Office of Research and Development	322	75.9%	14.9%	9.2%	3
Office of Solid Waste & Emergency Response	148	67.6%	13.8%	18.7%	0
Office of the Administrator	99	75.0%	16.4%	8.6%	0
Office of the Chief Financial Officer	156	75.3%	8.4%	16.3%	1
Office of Water	122	67.6%	12.8%	19.6%	1
Region 1, Boston	137	78.1%	11.0%	10.9%	1
Region 2, New York	213	68.6%	18.4%	13.0%	4
Region 3, Philadelphia	280	80.7%	12.6%	6.6%	2
Region 4, Atlanta	237	75.8%	15.4%	8.8%	1
Region 5, Chicago	217	70.8%	12.0%	17.2%	2
Region 6, Dallas	159	75.0%	12.2%	12.8%	0
Region 7, Kansas City	187	81.1%	8.4%	10.4%	1
Region 8, Denver	216	76.0%	15.3%	8.7%	2
Region 9, San Francisco	200	87.2%	8.2%	4.6%	1
Region 10, Seattle	309	80.7%	9.8%	9.5%	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	360,810	52.3%	29.6%	18.1%	14,051
Environmental Protection Agency	3,736	45.4%	34.1%	20.6%	177
Office of Administration and Resources Management	173	46.7%	37.0%	16.3%	6
Office of Air and Radiation	155	52.4%	27.7%	19.9%	7
Office of Chemical Safety and Pollution Prevention	120	45.1%	30.6%	24.3%	9
Office of Enforcement and Compliance Assurance	134	43.7%	31.0%	25.3%	3
Office of Environmental Information	97	33.3%	35.8%	31.0%	4
Office of General Counsel	41	44.0%	48.9%	7.1%	2
Office of Inspector General	112	47.0%	38.6%	14.4%	7
Office of International and Tribal Affairs	19	49.9%	32.0%	18.1%	0
Office of Research and Development	318	37.5%	40.6%	21.9%	8
Office of Solid Waste & Emergency Response	142	29.7%	44.1%	26.3%	6
Office of the Administrator	97	32.5%	39.3%	28.2%	1
Office of the Chief Financial Officer	156	52.6%	24.2%	23.2%	1
Office of Water	119	39.8%	32.4%	27.8%	4
Region 1, Boston	129	49.3%	34.5%	16.2%	10
Region 2, New York	201	48.5%	32.9%	18.6%	15
Region 3, Philadelphia	258	51.6%	31.9%	16.4%	26
Region 4, Atlanta	232	49.1%	34.8%	16.0%	6
Region 5, Chicago	209	43.0%	38.1%	18.9%	10
Region 6, Dallas	151	50.0%	30.0%	20.0%	8
Region 7, Kansas City	187	52.6%	28.4%	19.0%	2
Region 8, Denver	201	52.6%	30.5%	16.9%	16
Region 9, San Francisco	193	51.9%	31.9%	16.2%	8
Region 10, Seattle	292	39.7%	32.3%	28.0%	18

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	374,621	82.5%	14.3%	3.2%
Environmental Protection Agency	3,912	86.8%	11.0%	2.1%
Office of Administration and Resources Management	180	83.5%	14.9%	1.6%
Office of Air and Radiation	161	90.5%	7.8%	1.6%
Office of Chemical Safety and Pollution Prevention	131	82.8%	14.4%	2.8%
Office of Enforcement and Compliance Assurance	137	82.0%	15.1%	2.9%
Office of Environmental Information	102	87.3%	10.8%	1.9%
Office of General Counsel	43	100.0%	0.0%	0.0%
Office of Inspector General	119	83.0%	10.4%	6.7%
Office of International and Tribal Affairs	19	72.4%	15.4%	12.1%
Office of Research and Development	326	87.3%	9.6%	3.1%
Office of Solid Waste & Emergency Response	147	83.8%	13.9%	2.3%
Office of the Administrator	99	86.8%	11.9%	1.3%
Office of the Chief Financial Officer	156	85.6%	11.8%	2.5%
Office of Water	122	87.5%	8.1%	4.4%
Region 1, Boston	139	92.4%	6.8%	0.8%
Region 2, New York	214	85.9%	10.2%	3.8%
Region 3, Philadelphia	285	89.9%	9.9%	0.3%
Region 4, Atlanta	238	86.5%	11.4%	2.1%
Region 5, Chicago	218	83.9%	13.7%	2.4%
Region 6, Dallas	159	85.8%	12.9%	1.3%
Region 7, Kansas City	189	87.2%	11.6%	1.2%
Region 8, Denver	218	86.6%	13.0%	0.4%
Region 9, San Francisco	201	91.9%	7.0%	1.1%
Region 10, Seattle	309	89.2%	10.2%	0.6%

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	362,785	69.7%	18.1%	12.2%	5,883
Environmental Protection Agency	3,771	68.2%	18.5%	13.3%	100
Office of Administration and Resources Management	173	64.6%	19.4%	16.1%	3
Office of Air and Radiation	154	74.2%	17.9%	7.9%	4
Office of Chemical Safety and Pollution Prevention	127	61.6%	20.6%	17.7%	2
Office of Enforcement and Compliance Assurance	133	62.8%	18.4%	18.8%	3
Office of Environmental Information	95	53.5%	20.4%	26.1%	5
Office of General Counsel	41	76.2%	23.8%	0.0%	2
Office of Inspector General	118	79.7%	12.4%	7.9%	1
Office of International and Tribal Affairs	19	56.9%	31.0%	12.1%	0
Office of Research and Development	314	60.0%	25.0%	14.9%	6
Office of Solid Waste & Emergency Response	145	64.5%	24.0%	11.6%	2
Office of the Administrator	93	71.0%	20.0%	9.1%	4
Office of the Chief Financial Officer	152	66.2%	16.5%	17.3%	4
Office of Water	113	67.8%	11.1%	21.0%	3
Region 1, Boston	133	71.5%	17.0%	11.5%	5
Region 2, New York	204	72.7%	16.1%	11.1%	9
Region 3, Philadelphia	279	76.3%	12.8%	10.9%	3
Region 4, Atlanta	234	74.7%	17.9%	7.4%	4
Region 5, Chicago	206	66.1%	20.9%	13.0%	10
Region 6, Dallas	155	71.3%	15.3%	13.3%	1
Region 7, Kansas City	186	71.0%	17.3%	11.6%	2
Region 8, Denver	217	69.4%	17.4%	13.2%	1
Region 9, San Francisco	191	75.0%	13.1%	11.9%	7
Region 10, Seattle	289	62.3%	20.4%	17.3%	19

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	360,361	42.9%	26.0%	31.1%	8,232
Environmental Protection Agency	3,747	40.6%	24.9%	34.5%	122
Office of Administration and Resources Management	168	48.7%	30.6%	20.7%	8
Office of Air and Radiation	154	37.2%	27.3%	35.5%	4
Office of Chemical Safety and Pollution Prevention	124	31.4%	18.3%	50.3%	6
Office of Enforcement and Compliance Assurance	128	35.7%	22.4%	41.9%	6
Office of Environmental Information	98	30.0%	27.7%	42.3%	2
Office of General Counsel	40	37.6%	37.8%	24.6%	3
Office of Inspector General	116	41.4%	25.6%	33.0%	3
Office of International and Tribal Affairs	19	29.7%	51.9%	18.4%	0
Office of Research and Development	314	32.8%	27.2%	40.1%	6
Office of Solid Waste & Emergency Response	145	35.0%	26.8%	38.2%	2
Office of the Administrator	95	37.8%	25.3%	37.0%	3
Office of the Chief Financial Officer	153	38.6%	21.1%	40.3%	1
Office of Water	112	36.0%	22.7%	41.3%	3
Region 1, Boston	131	51.4%	26.0%	22.6%	7
Region 2, New York	206	39.4%	27.3%	33.3%	7
Region 3, Philadelphia	277	53.3%	23.2%	23.5%	5
Region 4, Atlanta	227	46.5%	26.2%	27.4%	11
Region 5, Chicago	208	38.3%	23.6%	38.1%	9
Region 6, Dallas	151	46.3%	23.6%	30.1%	6
Region 7, Kansas City	186	50.1%	20.1%	29.7%	2
Region 8, Denver	211	48.6%	25.1%	26.3%	7
Region 9, San Francisco	191	45.3%	23.9%	30.8%	7
Region 10, Seattle	293	39.8%	21.5%	38.7%	14

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	360,183	45.6%	24.5%	29.9%	7,290
Environmental Protection Agency	3,774	50.7%	23.7%	25.7%	88
Office of Administration and Resources Management	173	60.6%	15.6%	23.8%	5
Office of Air and Radiation	157	52.1%	20.2%	27.7%	1
Office of Chemical Safety and Pollution Prevention	128	47.6%	22.5%	30.0%	1
Office of Enforcement and Compliance Assurance	133	45.7%	21.6%	32.6%	3
Office of Environmental Information	99	40.4%	30.7%	28.9%	1
Office of General Counsel	42	55.2%	24.7%	20.0%	1
Office of Inspector General	116	64.7%	23.8%	11.5%	2
Office of International and Tribal Affairs	19	45.7%	32.5%	21.8%	0
Office of Research and Development	314	52.6%	24.1%	23.3%	7
Office of Solid Waste & Emergency Response	147	51.5%	23.7%	24.8%	0
Office of the Administrator	93	56.5%	22.2%	21.3%	3
Office of the Chief Financial Officer	152	46.2%	19.1%	34.7%	3
Office of Water	112	44.7%	27.1%	28.2%	3
Region 1, Boston	135	60.1%	21.2%	18.7%	3
Region 2, New York	205	48.0%	27.9%	24.1%	8
Region 3, Philadelphia	278	56.3%	21.1%	22.6%	3
Region 4, Atlanta	233	56.7%	19.8%	23.4%	3
Region 5, Chicago	207	40.6%	24.4%	35.0%	8
Region 6, Dallas	155	44.3%	31.0%	24.6%	2
Region 7, Kansas City	184	43.4%	25.5%	31.1%	4
Region 8, Denver	214	50.6%	29.8%	19.6%	5
Region 9, San Francisco	183	55.5%	23.6%	20.9%	13
Region 10, Seattle	295	47.6%	26.6%	25.7%	9

Environmental Protection Agency

1st Level Subagency Comparison Report

My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,365	35.5%	29.9%	34.7%	11,534
Environmental Protection Agency	3,757	40.5%	28.5%	31.0%	101
Office of Administration and Resources Management	174	52.9%	21.3%	25.7%	4
Office of Air and Radiation	153	39.3%	32.5%	28.3%	5
Office of Chemical Safety and Pollution Prevention	125	38.7%	22.7%	38.6%	5
Office of Enforcement and Compliance Assurance	129	38.3%	17.9%	43.7%	4
Office of Environmental Information	95	34.2%	33.0%	32.8%	2
Office of General Counsel	41	50.8%	26.8%	22.4%	2
Office of Inspector General	115	42.8%	35.4%	21.8%	3
Office of International and Tribal Affairs	17	42.4%	33.7%	23.9%	1
Office of Research and Development	311	39.7%	32.8%	27.5%	8
Office of Solid Waste & Emergency Response	145	37.1%	30.8%	32.1%	1
Office of the Administrator	95	40.5%	28.6%	30.9%	2
Office of the Chief Financial Officer	151	38.9%	27.2%	33.9%	4
Office of Water	112	40.0%	24.2%	35.8%	4
Region 1, Boston	135	45.4%	27.7%	27.0%	3
Region 2, New York	211	34.3%	33.6%	32.1%	3
Region 3, Philadelphia	272	43.6%	29.3%	27.1%	10
Region 4, Atlanta	230	44.8%	26.3%	28.9%	7
Region 5, Chicago	207	31.9%	27.4%	40.8%	8
Region 6, Dallas	155	43.1%	28.0%	28.9%	2
Region 7, Kansas City	181	43.1%	24.0%	32.9%	6
Region 8, Denver	212	44.5%	30.5%	25.0%	5
Region 9, San Francisco	190	43.6%	31.0%	25.4%	6
Region 10, Seattle	301	34.7%	34.2%	31.1%	6

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	341,941	18.6%	26.7%	54.7%	24,285
Environmental Protection Agency	3,512	16.2%	27.5%	56.3%	337
Office of Administration and Resources Management	161	20.1%	31.5%	48.4%	16
Office of Air and Radiation	144	17.3%	20.5%	62.2%	13
Office of Chemical Safety and Pollution Prevention	115	22.7%	22.9%	54.4%	13
Office of Enforcement and Compliance Assurance	126	21.7%	16.3%	62.0%	9
Office of Environmental Information	92	10.1%	25.5%	64.4%	4
Office of General Counsel	37	24.8%	37.2%	38.0%	6
Office of Inspector General	110	28.9%	32.4%	38.8%	7
Office of International and Tribal Affairs	18	28.5%	38.6%	32.9%	1
Office of Research and Development	288	17.3%	32.6%	50.2%	33
Office of Solid Waste & Emergency Response	136	12.0%	26.1%	61.9%	11
Office of the Administrator	91	16.6%	20.9%	62.5%	5
Office of the Chief Financial Officer	146	23.0%	23.4%	53.7%	9
Office of Water	103	12.4%	25.8%	61.9%	12
Region 1, Boston	128	13.3%	35.2%	51.5%	9
Region 2, New York	194	13.8%	26.3%	59.9%	18
Region 3, Philadelphia	256	13.7%	32.5%	53.9%	26
Region 4, Atlanta	213	18.3%	26.5%	55.1%	22
Region 5, Chicago	196	7.2%	35.5%	57.3%	21
Region 6, Dallas	145	13.3%	25.6%	61.1%	9
Region 7, Kansas City	176	14.3%	27.9%	57.8%	10
Region 8, Denver	191	16.5%	28.8%	54.7%	26
Region 9, San Francisco	176	16.6%	24.3%	59.0%	22
Region 10, Seattle	270	12.4%	26.1%	61.4%	35

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	340,531	55.2%	29.8%	15.0%	27,416
Environmental Protection Agency	3,591	62.7%	22.6%	14.7%	266
Office of Administration and Resources Management	167	66.6%	16.7%	16.7%	10
Office of Air and Radiation	143	53.1%	27.2%	19.7%	14
Office of Chemical Safety and Pollution Prevention	116	63.1%	23.3%	13.6%	12
Office of Enforcement and Compliance Assurance	124	56.4%	22.8%	20.8%	11
Office of Environmental Information	96	55.8%	24.8%	19.4%	3
Office of General Counsel	42	73.4%	18.6%	7.9%	1
Office of Inspector General	111	63.8%	24.5%	11.7%	8
Office of International and Tribal Affairs	19	59.0%	28.0%	13.1%	0
Office of Research and Development	297	59.3%	26.9%	13.8%	23
Office of Solid Waste & Emergency Response	140	63.8%	22.2%	14.0%	7
Office of the Administrator	90	61.7%	22.9%	15.4%	8
Office of the Chief Financial Officer	143	60.2%	21.8%	18.0%	11
Office of Water	108	61.0%	21.0%	18.0%	8
Region 1, Boston	126	67.9%	24.2%	7.9%	12
Region 2, New York	197	61.5%	28.2%	10.3%	14
Region 3, Philadelphia	266	74.9%	19.0%	6.2%	13
Region 4, Atlanta	227	68.9%	20.9%	10.2%	10
Region 5, Chicago	188	54.1%	25.2%	20.7%	27
Region 6, Dallas	147	66.3%	20.2%	13.5%	9
Region 7, Kansas City	173	67.4%	20.5%	12.1%	14
Region 8, Denver	200	67.6%	19.4%	13.0%	17
Region 9, San Francisco	187	68.0%	12.5%	19.4%	10
Region 10, Seattle	284	58.0%	23.4%	18.7%	24

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	362,330	76.1%	13.9%	10.0%	5,220
Environmental Protection Agency	3,773	85.0%	10.4%	4.6%	90
Office of Administration and Resources Management	174	89.8%	8.8%	1.3%	3
Office of Air and Radiation	152	86.4%	10.3%	3.2%	6
Office of Chemical Safety and Pollution Prevention	124	84.5%	14.3%	1.2%	4
Office of Enforcement and Compliance Assurance	134	76.6%	17.3%	6.0%	2
Office of Environmental Information	96	79.2%	14.1%	6.7%	2
Office of General Counsel	38	63.9%	25.5%	10.6%	4
Office of Inspector General	116	90.9%	7.3%	1.8%	2
Office of International and Tribal Affairs	19	96.0%	4.0%	0.0%	0
Office of Research and Development	314	88.3%	6.3%	5.5%	8
Office of Solid Waste & Emergency Response	145	88.5%	9.5%	2.1%	2
Office of the Administrator	95	79.0%	14.5%	6.5%	3
Office of the Chief Financial Officer	151	85.3%	7.9%	6.8%	4
Office of Water	110	80.5%	13.0%	6.5%	6
Region 1, Boston	134	82.6%	11.8%	5.6%	4
Region 2, New York	206	82.3%	10.2%	7.4%	8
Region 3, Philadelphia	277	90.4%	7.0%	2.6%	4
Region 4, Atlanta	232	88.8%	5.9%	5.3%	2
Region 5, Chicago	211	82.7%	14.0%	3.4%	6
Region 6, Dallas	153	82.7%	10.0%	7.3%	2
Region 7, Kansas City	186	90.5%	5.5%	4.0%	1
Region 8, Denver	212	91.1%	7.2%	1.6%	5
Region 9, San Francisco	190	82.6%	10.8%	6.6%	8
Region 10, Seattle	304	82.2%	12.0%	5.8%	4

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	361,939	75.9%	14.7%	9.4%	5,179
Environmental Protection Agency	3,797	78.5%	14.1%	7.5%	60
Office of Administration and Resources Management	171	80.2%	11.1%	8.6%	2
Office of Air and Radiation	153	76.2%	16.2%	7.6%	5
Office of Chemical Safety and Pollution Prevention	127	75.9%	21.1%	2.9%	1
Office of Enforcement and Compliance Assurance	133	71.1%	11.7%	17.2%	3
Office of Environmental Information	96	73.9%	17.1%	9.0%	1
Office of General Counsel	42	52.3%	38.1%	9.6%	1
Office of Inspector General	118	77.3%	17.3%	5.4%	1
Office of International and Tribal Affairs	18	79.5%	15.5%	5.0%	0
Office of Research and Development	319	77.1%	13.8%	9.2%	3
Office of Solid Waste & Emergency Response	146	73.8%	19.1%	7.1%	1
Office of the Administrator	96	80.8%	11.4%	7.9%	2
Office of the Chief Financial Officer	150	78.8%	14.5%	6.7%	5
Office of Water	115	74.3%	17.4%	8.3%	1
Region 1, Boston	135	76.1%	14.1%	9.8%	2
Region 2, New York	205	75.4%	16.0%	8.6%	6
Region 3, Philadelphia	281	91.2%	6.2%	2.6%	1
Region 4, Atlanta	233	83.6%	10.2%	6.2%	3
Region 5, Chicago	214	81.6%	13.0%	5.4%	3
Region 6, Dallas	153	77.9%	12.5%	9.6%	3
Region 7, Kansas City	184	77.4%	12.2%	10.4%	4
Region 8, Denver	215	87.7%	10.1%	2.2%	2
Region 9, San Francisco	187	80.2%	14.3%	5.5%	8
Region 10, Seattle	306	82.7%	10.9%	6.4%	2

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	346,836	50.7%	23.4%	25.9%	20,370
Environmental Protection Agency	3,585	52.7%	21.5%	25.8%	274
Office of Administration and Resources Management	163	57.1%	15.1%	27.8%	12
Office of Air and Radiation	144	58.7%	16.4%	24.9%	13
Office of Chemical Safety and Pollution Prevention	117	48.5%	21.2%	30.3%	12
Office of Enforcement and Compliance Assurance	127	43.8%	22.4%	33.8%	7
Office of Environmental Information	95	43.9%	24.6%	31.5%	4
Office of General Counsel	39	69.6%	20.5%	9.9%	4
Office of Inspector General	116	60.1%	20.9%	19.0%	3
Office of International and Tribal Affairs	18	31.1%	43.5%	25.4%	1
Office of Research and Development	296	57.8%	18.1%	24.1%	25
Office of Solid Waste & Emergency Response	137	46.0%	25.1%	28.9%	9
Office of the Administrator	91	49.7%	17.2%	33.0%	7
Office of the Chief Financial Officer	150	62.2%	21.9%	15.9%	5
Office of Water	105	56.6%	14.6%	28.7%	11
Region 1, Boston	128	56.2%	26.6%	17.2%	10
Region 2, New York	193	45.5%	26.8%	27.8%	19
Region 3, Philadelphia	258	58.6%	25.1%	16.3%	24
Region 4, Atlanta	225	50.9%	19.5%	29.7%	13
Region 5, Chicago	196	46.3%	27.1%	26.6%	19
Region 6, Dallas	148	41.7%	25.7%	32.5%	7
Region 7, Kansas City	174	58.1%	21.5%	20.4%	13
Region 8, Denver	199	56.1%	17.5%	26.4%	18
Region 9, San Francisco	179	56.5%	20.6%	23.0%	17
Region 10, Seattle	287	52.9%	23.6%	23.5%	21

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	334,239	65.4%	20.4%	14.3%	31,656
Environmental Protection Agency	3,403	67.8%	18.7%	13.5%	445
Office of Administration and Resources Management	161	77.8%	13.8%	8.4%	16
Office of Air and Radiation	139	66.8%	17.6%	15.6%	17
Office of Chemical Safety and Pollution Prevention	107	67.5%	18.8%	13.7%	22
Office of Enforcement and Compliance Assurance	117	63.0%	16.5%	20.6%	17
Office of Environmental Information	94	62.0%	19.2%	18.8%	6
Office of General Counsel	36	68.2%	27.0%	4.8%	6
Office of Inspector General	113	66.6%	18.7%	14.7%	5
Office of International and Tribal Affairs	16	63.7%	15.4%	20.9%	3
Office of Research and Development	290	71.0%	17.5%	11.5%	31
Office of Solid Waste & Emergency Response	125	66.7%	21.1%	12.1%	21
Office of the Administrator	87	71.9%	13.3%	14.8%	9
Office of the Chief Financial Officer	144	71.6%	17.8%	10.7%	10
Office of Water	97	71.7%	16.1%	12.2%	15
Region 1, Boston	120	69.5%	23.0%	7.5%	18
Region 2, New York	184	64.0%	23.3%	12.7%	27
Region 3, Philadelphia	245	78.8%	14.6%	6.5%	34
Region 4, Atlanta	206	64.2%	20.4%	15.4%	28
Region 5, Chicago	188	58.8%	22.1%	19.1%	29
Region 6, Dallas	140	53.5%	23.7%	22.8%	16
Region 7, Kansas City	168	78.0%	13.7%	8.3%	20
Region 8, Denver	188	67.8%	19.2%	13.0%	31
Region 9, San Francisco	169	72.9%	18.5%	8.6%	27
Region 10, Seattle	269	67.5%	17.1%	15.4%	37

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	360,459	74.4%	17.6%	8.0%	6,811
Environmental Protection Agency	3,800	70.0%	19.4%	10.6%	65
Office of Administration and Resources Management	173	83.3%	13.8%	2.9%	4
Office of Air and Radiation	156	75.3%	16.0%	8.8%	2
Office of Chemical Safety and Pollution Prevention	128	66.0%	22.3%	11.7%	1
Office of Enforcement and Compliance Assurance	133	65.9%	19.3%	14.8%	2
Office of Environmental Information	99	80.7%	16.2%	3.1%	1
Office of General Counsel	42	64.0%	26.3%	9.7%	1
Office of Inspector General	119	76.9%	12.1%	11.0%	0
Office of International and Tribal Affairs	19	67.8%	20.1%	12.1%	0
Office of Research and Development	316	61.5%	27.5%	11.1%	5
Office of Solid Waste & Emergency Response	146	62.2%	22.1%	15.6%	1
Office of the Administrator	95	74.1%	16.0%	9.8%	2
Office of the Chief Financial Officer	150	77.0%	15.1%	7.9%	6
Office of Water	113	52.2%	30.4%	17.4%	2
Region 1, Boston	134	75.5%	17.2%	7.3%	3
Region 2, New York	209	71.2%	20.2%	8.6%	3
Region 3, Philadelphia	279	75.5%	17.6%	7.0%	3
Region 4, Atlanta	233	73.3%	14.2%	12.5%	4
Region 5, Chicago	212	66.9%	22.3%	10.8%	5
Region 6, Dallas	155	75.1%	17.4%	7.4%	1
Region 7, Kansas City	182	73.3%	13.6%	13.1%	6
Region 8, Denver	214	69.7%	15.1%	15.1%	3
Region 9, San Francisco	196	75.3%	14.0%	10.7%	1
Region 10, Seattle	297	57.5%	25.8%	16.7%	9

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	367,707	63.2%	21.4%	15.4%
Environmental Protection Agency	3,869	65.5%	19.9%	14.5%
Office of Administration and Resources Management	177	67.4%	17.4%	15.2%
Office of Air and Radiation	158	67.0%	20.2%	12.8%
Office of Chemical Safety and Pollution Prevention	129	57.8%	26.4%	15.8%
Office of Enforcement and Compliance Assurance	134	56.6%	17.7%	25.7%
Office of Environmental Information	99	50.4%	28.1%	21.5%
Office of General Counsel	43	84.0%	4.6%	11.4%
Office of Inspector General	119	69.7%	13.4%	16.9%
Office of International and Tribal Affairs	19	69.2%	26.9%	3.9%
Office of Research and Development	322	57.7%	26.0%	16.3%
Office of Solid Waste & Emergency Response	147	56.7%	28.8%	14.5%
Office of the Administrator	98	64.2%	24.9%	10.8%
Office of the Chief Financial Officer	155	61.0%	21.5%	17.4%
Office of Water	117	58.3%	20.2%	21.5%
Region 1, Boston	137	77.8%	14.4%	7.8%
Region 2, New York	214	72.2%	17.6%	10.1%
Region 3, Philadelphia	279	80.6%	13.7%	5.7%
Region 4, Atlanta	237	65.2%	18.7%	16.1%
Region 5, Chicago	217	63.6%	18.2%	18.2%
Region 6, Dallas	156	70.2%	20.5%	9.4%
Region 7, Kansas City	188	69.1%	18.5%	12.4%
Region 8, Denver	218	74.2%	17.8%	8.1%
Region 9, San Francisco	198	74.6%	12.2%	13.1%
Region 10, Seattle	308	58.3%	23.4%	18.3%

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	335,303	38.3%	28.8%	33.0%	32,630
Environmental Protection Agency	3,469	37.0%	30.4%	32.6%	402
Office of Administration and Resources Management	165	56.2%	20.5%	23.4%	12
Office of Air and Radiation	141	30.0%	38.4%	31.6%	17
Office of Chemical Safety and Pollution Prevention	113	37.3%	28.9%	33.8%	16
Office of Enforcement and Compliance Assurance	117	26.1%	32.2%	41.7%	18
Office of Environmental Information	95	31.1%	33.2%	35.7%	4
Office of General Counsel	41	31.4%	41.0%	27.6%	2
Office of Inspector General	111	51.7%	25.0%	23.3%	7
Office of International and Tribal Affairs	17	23.4%	49.2%	27.4%	2
Office of Research and Development	294	31.6%	30.3%	38.1%	28
Office of Solid Waste & Emergency Response	128	28.6%	29.4%	42.0%	19
Office of the Administrator	87	37.4%	32.2%	30.4%	11
Office of the Chief Financial Officer	141	40.4%	27.1%	32.5%	15
Office of Water	102	37.2%	32.5%	30.3%	14
Region 1, Boston	124	33.6%	40.1%	26.3%	14
Region 2, New York	184	45.4%	24.5%	30.0%	29
Region 3, Philadelphia	256	44.2%	31.4%	24.3%	25
Region 4, Atlanta	217	36.6%	23.8%	39.6%	20
Region 5, Chicago	193	31.6%	30.6%	37.7%	23
Region 6, Dallas	141	32.1%	37.4%	30.5%	15
Region 7, Kansas City	174	43.0%	26.3%	30.7%	14
Region 8, Denver	203	47.4%	31.4%	21.2%	16
Region 9, San Francisco	170	42.7%	27.5%	29.8%	28
Region 10, Seattle	255	35.5%	26.6%	37.9%	53

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	364,464	77.2%	11.8%	11.0%	2,159
Environmental Protection Agency	3,832	85.0%	8.6%	6.5%	23
Office of Administration and Resources Management	173	88.0%	6.8%	5.3%	0
Office of Air and Radiation	153	83.1%	10.7%	6.2%	2
Office of Chemical Safety and Pollution Prevention	126	80.1%	14.2%	5.7%	2
Office of Enforcement and Compliance Assurance	134	80.2%	9.2%	10.5%	1
Office of Environmental Information	98	75.8%	9.5%	14.8%	1
Office of General Counsel	43	71.7%	15.9%	12.4%	0
Office of Inspector General	117	89.6%	6.1%	4.3%	1
Office of International and Tribal Affairs	19	89.6%	10.4%	0.0%	0
Office of Research and Development	316	85.0%	9.2%	5.8%	4
Office of Solid Waste & Emergency Response	145	81.4%	9.9%	8.7%	1
Office of the Administrator	98	77.6%	11.3%	11.1%	0
Office of the Chief Financial Officer	154	81.6%	9.3%	9.1%	1
Office of Water	113	84.4%	6.5%	9.1%	2
Region 1, Boston	136	91.6%	6.0%	2.4%	2
Region 2, New York	213	81.9%	8.2%	9.9%	0
Region 3, Philadelphia	282	91.0%	6.3%	2.7%	0
Region 4, Atlanta	237	89.9%	6.5%	3.6%	0
Region 5, Chicago	214	82.0%	10.7%	7.4%	2
Region 6, Dallas	155	87.3%	6.5%	6.2%	1
Region 7, Kansas City	187	92.7%	5.5%	1.8%	0
Region 8, Denver	218	90.8%	5.6%	3.5%	0
Region 9, San Francisco	196	87.3%	6.2%	6.6%	1
Region 10, Seattle	305	86.2%	7.7%	6.2%	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	364,224	64.7%	17.9%	17.4%	1,703
Environmental Protection Agency	3,845	69.5%	14.8%	15.6%	11
Office of Administration and Resources Management	174	74.1%	13.9%	11.9%	0
Office of Air and Radiation	157	68.0%	13.7%	18.4%	0
Office of Chemical Safety and Pollution Prevention	126	72.1%	16.6%	11.3%	2
Office of Enforcement and Compliance Assurance	135	66.5%	10.0%	23.5%	0
Office of Environmental Information	99	59.1%	18.1%	22.7%	0
Office of General Counsel	43	56.7%	23.6%	19.7%	0
Office of Inspector General	119	78.8%	9.2%	12.0%	0
Office of International and Tribal Affairs	19	73.8%	15.4%	10.7%	0
Office of Research and Development	318	68.8%	16.0%	15.2%	1
Office of Solid Waste & Emergency Response	146	58.8%	19.5%	21.7%	0
Office of the Administrator	96	68.3%	10.7%	21.0%	2
Office of the Chief Financial Officer	154	70.6%	11.2%	18.2%	1
Office of Water	114	69.0%	15.7%	15.3%	0
Region 1, Boston	138	67.9%	18.8%	13.3%	0
Region 2, New York	212	64.9%	19.4%	15.8%	1
Region 3, Philadelphia	282	73.5%	12.9%	13.6%	0
Region 4, Atlanta	237	77.8%	9.4%	12.9%	0
Region 5, Chicago	214	65.7%	16.8%	17.6%	1
Region 6, Dallas	155	71.2%	15.0%	13.8%	1
Region 7, Kansas City	187	71.0%	11.7%	17.2%	0
Region 8, Denver	217	71.8%	17.1%	11.1%	1
Region 9, San Francisco	196	75.6%	12.6%	11.8%	1
Region 10, Seattle	307	67.6%	17.4%	15.1%	0

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	360,838	61.4%	19.7%	19.0%	3,744
Environmental Protection Agency	3,818	63.5%	18.8%	17.7%	25
Office of Administration and Resources Management	172	72.4%	13.6%	14.1%	1
Office of Air and Radiation	156	60.0%	19.9%	20.1%	0
Office of Chemical Safety and Pollution Prevention	127	55.7%	22.0%	22.3%	1
Office of Enforcement and Compliance Assurance	133	56.7%	16.2%	27.0%	1
Office of Environmental Information	99	49.9%	25.0%	25.1%	0
Office of General Counsel	43	67.1%	9.6%	23.3%	0
Office of Inspector General	119	67.2%	13.1%	19.7%	0
Office of International and Tribal Affairs	19	86.0%	9.3%	4.7%	0
Office of Research and Development	313	66.6%	20.5%	12.9%	5
Office of Solid Waste & Emergency Response	146	59.5%	18.5%	22.0%	0
Office of the Administrator	96	49.3%	24.9%	25.8%	1
Office of the Chief Financial Officer	152	65.6%	13.6%	20.8%	1
Office of Water	112	52.6%	29.1%	18.3%	1
Region 1, Boston	136	65.8%	21.0%	13.2%	2
Region 2, New York	213	64.8%	15.8%	19.4%	1
Region 3, Philadelphia	279	67.6%	20.1%	12.4%	2
Region 4, Atlanta	235	70.4%	13.6%	16.0%	1
Region 5, Chicago	210	62.9%	17.8%	19.3%	2
Region 6, Dallas	156	60.8%	20.7%	18.5%	0
Region 7, Kansas City	188	66.1%	17.2%	16.7%	0
Region 8, Denver	216	70.0%	17.1%	12.9%	2
Region 9, San Francisco	194	72.4%	17.7%	9.8%	3
Region 10, Seattle	304	62.1%	23.1%	14.9%	1

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	335,808	64.6%	24.5%	11.0%	29,552
Environmental Protection Agency	3,411	68.8%	22.3%	8.9%	431
Office of Administration and Resources Management	163	76.8%	13.9%	9.3%	10
Office of Air and Radiation	136	64.8%	25.0%	10.1%	19
Office of Chemical Safety and Pollution Prevention	107	66.8%	19.9%	13.3%	20
Office of Enforcement and Compliance Assurance	120	57.4%	29.2%	13.4%	15
Office of Environmental Information	89	54.3%	27.2%	18.4%	10
Office of General Counsel	39	65.0%	23.6%	11.4%	4
Office of Inspector General	105	73.0%	21.2%	5.8%	14
Office of International and Tribal Affairs	17	64.1%	30.5%	5.4%	2
Office of Research and Development	282	71.8%	21.1%	7.2%	36
Office of Solid Waste & Emergency Response	130	71.5%	18.2%	10.3%	16
Office of the Administrator	87	62.9%	25.3%	11.8%	8
Office of the Chief Financial Officer	141	75.2%	15.1%	9.7%	14
Office of Water	102	69.9%	19.8%	10.3%	13
Region 1, Boston	118	68.0%	24.1%	7.8%	19
Region 2, New York	197	70.5%	21.9%	7.5%	17
Region 3, Philadelphia	251	77.3%	17.7%	4.9%	30
Region 4, Atlanta	211	70.2%	23.0%	6.9%	24
Region 5, Chicago	189	60.6%	27.6%	11.8%	27
Region 6, Dallas	139	68.6%	23.2%	8.2%	16
Region 7, Kansas City	169	74.6%	20.7%	4.7%	18
Region 8, Denver	180	69.1%	23.3%	7.6%	39
Region 9, San Francisco	178	77.1%	19.2%	3.7%	16
Region 10, Seattle	261	66.1%	28.0%	5.9%	44

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	363,407	60.3%	20.8%	18.8%	1,849
Environmental Protection Agency	3,820	61.8%	19.7%	18.5%	20
Office of Administration and Resources Management	173	71.7%	13.9%	14.5%	1
Office of Air and Radiation	154	59.8%	18.5%	21.6%	2
Office of Chemical Safety and Pollution Prevention	127	54.9%	20.8%	24.3%	1
Office of Enforcement and Compliance Assurance	134	55.5%	21.1%	23.4%	0
Office of Environmental Information	97	54.1%	25.1%	20.8%	0
Office of General Counsel	43	53.3%	28.3%	18.4%	0
Office of Inspector General	118	65.7%	20.4%	13.9%	0
Office of International and Tribal Affairs	19	53.2%	20.1%	26.7%	0
Office of Research and Development	316	65.6%	20.0%	14.4%	2
Office of Solid Waste & Emergency Response	144	57.8%	17.8%	24.4%	1
Office of the Administrator	96	52.2%	23.3%	24.5%	1
Office of the Chief Financial Officer	153	67.9%	11.0%	21.1%	1
Office of Water	114	57.2%	24.3%	18.6%	0
Region 1, Boston	136	61.7%	19.3%	19.0%	1
Region 2, New York	212	63.2%	22.3%	14.5%	1
Region 3, Philadelphia	274	67.2%	17.9%	14.9%	3
Region 4, Atlanta	237	65.2%	19.5%	15.3%	0
Region 5, Chicago	213	59.2%	22.1%	18.6%	1
Region 6, Dallas	155	61.6%	17.2%	21.2%	0
Region 7, Kansas City	188	63.6%	16.4%	20.0%	0
Region 8, Denver	219	65.2%	21.7%	13.1%	0
Region 9, San Francisco	193	69.8%	15.3%	14.9%	4
Region 10, Seattle	305	57.6%	22.0%	20.4%	1

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	361,042	64.0%	19.0%	17.0%	4,398
Environmental Protection Agency	3,795	66.9%	17.9%	15.2%	47
Office of Administration and Resources Management	171	75.8%	9.4%	14.8%	2
Office of Air and Radiation	156	63.3%	19.3%	17.3%	1
Office of Chemical Safety and Pollution Prevention	124	66.2%	18.5%	15.3%	2
Office of Enforcement and Compliance Assurance	133	60.0%	14.8%	25.2%	0
Office of Environmental Information	98	49.3%	27.2%	23.5%	0
Office of General Counsel	42	62.1%	27.4%	10.5%	1
Office of Inspector General	115	78.3%	9.9%	11.8%	2
Office of International and Tribal Affairs	19	56.5%	39.2%	4.3%	0
Office of Research and Development	317	68.8%	16.3%	14.8%	2
Office of Solid Waste & Emergency Response	144	76.5%	12.0%	11.5%	1
Office of the Administrator	95	57.8%	23.0%	19.2%	2
Office of the Chief Financial Officer	154	69.5%	15.8%	14.7%	1
Office of Water	115	67.3%	12.3%	20.4%	0
Region 1, Boston	136	64.6%	20.0%	15.4%	2
Region 2, New York	209	61.4%	25.0%	13.6%	4
Region 3, Philadelphia	279	73.8%	17.7%	8.5%	2
Region 4, Atlanta	235	73.2%	14.1%	12.6%	2
Region 5, Chicago	208	55.5%	23.0%	21.5%	7
Region 6, Dallas	153	69.1%	14.0%	16.9%	1
Region 7, Kansas City	185	72.3%	17.1%	10.5%	1
Region 8, Denver	213	67.4%	23.6%	9.1%	5
Region 9, San Francisco	194	75.3%	17.1%	7.6%	3
Region 10, Seattle	300	64.3%	19.1%	16.6%	6

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	365,387	74.4%	13.1%	12.5%
Environmental Protection Agency	3,849	80.0%	11.0%	9.0%
Office of Administration and Resources Management	174	83.9%	7.5%	8.6%
Office of Air and Radiation	155	80.5%	15.1%	4.4%
Office of Chemical Safety and Pollution Prevention	127	72.9%	14.6%	12.5%
Office of Enforcement and Compliance Assurance	135	71.9%	14.5%	13.6%
Office of Environmental Information	99	70.9%	6.4%	22.7%
Office of General Counsel	43	80.9%	6.3%	12.8%
Office of Inspector General	119	85.1%	4.8%	10.1%
Office of International and Tribal Affairs	18	84.6%	15.4%	0.0%
Office of Research and Development	318	75.2%	16.9%	7.9%
Office of Solid Waste & Emergency Response	145	83.8%	9.3%	6.8%
Office of the Administrator	98	68.5%	13.8%	17.7%
Office of the Chief Financial Officer	154	76.8%	10.8%	12.4%
Office of Water	114	76.9%	12.8%	10.3%
Region 1, Boston	138	84.7%	7.9%	7.4%
Region 2, New York	214	82.4%	8.9%	8.7%
Region 3, Philadelphia	282	84.3%	10.3%	5.4%
Region 4, Atlanta	237	84.5%	5.4%	10.1%
Region 5, Chicago	215	79.6%	11.4%	9.0%
Region 6, Dallas	156	86.8%	8.0%	5.2%
Region 7, Kansas City	188	83.8%	9.2%	7.0%
Region 8, Denver	219	84.0%	9.4%	6.7%
Region 9, San Francisco	194	85.5%	8.1%	6.4%
Region 10, Seattle	307	78.3%	12.7%	9.0%

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	364,519	79.7%	11.0%	9.4%
Environmental Protection Agency	3,837	83.0%	8.7%	8.3%
Office of Administration and Resources Management	174	81.9%	6.6%	11.4%
Office of Air and Radiation	156	86.0%	9.7%	4.3%
Office of Chemical Safety and Pollution Prevention	126	76.5%	9.2%	14.3%
Office of Enforcement and Compliance Assurance	135	74.9%	12.7%	12.4%
Office of Environmental Information	98	77.8%	11.1%	11.1%
Office of General Counsel	43	82.0%	5.3%	12.8%
Office of Inspector General	119	85.1%	6.9%	8.1%
Office of International and Tribal Affairs	18	89.1%	10.9%	0.0%
Office of Research and Development	316	81.8%	10.9%	7.3%
Office of Solid Waste & Emergency Response	145	84.5%	4.7%	10.8%
Office of the Administrator	98	75.3%	10.3%	14.4%
Office of the Chief Financial Officer	154	81.7%	6.9%	11.4%
Office of Water	114	85.4%	5.7%	8.9%
Region 1, Boston	136	84.5%	9.4%	6.1%
Region 2, New York	212	86.6%	8.1%	5.3%
Region 3, Philadelphia	282	87.5%	6.9%	5.6%
Region 4, Atlanta	237	84.3%	6.6%	9.1%
Region 5, Chicago	213	81.6%	9.0%	9.4%
Region 6, Dallas	156	86.5%	7.4%	6.1%
Region 7, Kansas City	187	84.9%	10.0%	5.1%
Region 8, Denver	219	87.9%	8.2%	3.9%
Region 9, San Francisco	193	84.9%	8.6%	6.5%
Region 10, Seattle	306	83.0%	10.3%	6.7%

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	364,501	76.7%	10.5%	12.8%
Environmental Protection Agency	3,839	87.2%	6.8%	6.1%
Office of Administration and Resources Management	174	87.1%	7.1%	5.8%
Office of Air and Radiation	155	91.4%	5.8%	2.8%
Office of Chemical Safety and Pollution Prevention	127	80.0%	9.6%	10.4%
Office of Enforcement and Compliance Assurance	135	82.9%	6.4%	10.7%
Office of Environmental Information	97	89.0%	4.5%	6.5%
Office of General Counsel	43	90.5%	6.7%	2.8%
Office of Inspector General	118	89.6%	4.1%	6.3%
Office of International and Tribal Affairs	18	89.9%	10.1%	0.0%
Office of Research and Development	315	85.7%	8.3%	6.0%
Office of Solid Waste & Emergency Response	143	81.7%	6.3%	12.0%
Office of the Administrator	97	78.6%	15.3%	6.1%
Office of the Chief Financial Officer	155	88.8%	5.4%	5.8%
Office of Water	114	83.2%	4.8%	12.0%
Region 1, Boston	138	87.6%	10.2%	2.2%
Region 2, New York	212	89.0%	5.5%	5.6%
Region 3, Philadelphia	282	86.8%	8.5%	4.6%
Region 4, Atlanta	237	89.2%	5.9%	5.0%
Region 5, Chicago	215	91.0%	2.7%	6.3%
Region 6, Dallas	156	89.3%	7.9%	2.8%
Region 7, Kansas City	188	93.5%	3.3%	3.2%
Region 8, Denver	218	89.2%	5.4%	5.5%
Region 9, San Francisco	195	85.9%	7.1%	7.0%
Region 10, Seattle	307	88.7%	7.0%	4.3%

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	364,718	65.8%	17.2%	17.0%
Environmental Protection Agency	3,836	68.2%	16.5%	15.3%
Office of Administration and Resources Management	172	72.0%	13.0%	15.0%
Office of Air and Radiation	156	64.6%	19.9%	15.4%
Office of Chemical Safety and Pollution Prevention	126	64.7%	14.3%	21.0%
Office of Enforcement and Compliance Assurance	134	63.1%	10.8%	26.1%
Office of Environmental Information	99	60.5%	17.2%	22.3%
Office of General Counsel	43	71.8%	6.5%	21.8%
Office of Inspector General	118	72.0%	14.4%	13.6%
Office of International and Tribal Affairs	18	72.4%	27.6%	0.0%
Office of Research and Development	318	68.8%	16.1%	15.1%
Office of Solid Waste & Emergency Response	144	60.3%	23.4%	16.3%
Office of the Administrator	97	60.4%	15.4%	24.2%
Office of the Chief Financial Officer	154	62.5%	19.2%	18.3%
Office of Water	113	62.6%	26.0%	11.4%
Region 1, Boston	138	75.8%	16.6%	7.5%
Region 2, New York	213	69.0%	16.7%	14.4%
Region 3, Philadelphia	282	75.5%	17.1%	7.3%
Region 4, Atlanta	236	75.1%	9.8%	15.0%
Region 5, Chicago	215	59.5%	22.2%	18.2%
Region 6, Dallas	155	69.3%	15.9%	14.9%
Region 7, Kansas City	187	72.0%	14.8%	13.3%
Region 8, Denver	217	70.0%	18.8%	11.2%
Region 9, San Francisco	195	80.3%	12.2%	7.4%
Region 10, Seattle	306	66.7%	19.4%	13.9%

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	364,643	68.4%	18.8%	12.7%
Environmental Protection Agency	3,839	71.3%	18.9%	9.9%
Office of Administration and Resources Management	174	74.0%	16.1%	9.9%
Office of Air and Radiation	156	71.2%	20.8%	8.0%
Office of Chemical Safety and Pollution Prevention	126	59.1%	25.2%	15.8%
Office of Enforcement and Compliance Assurance	133	63.3%	22.1%	14.6%
Office of Environmental Information	99	61.2%	23.9%	15.0%
Office of General Counsel	43	71.8%	19.3%	8.9%
Office of Inspector General	119	78.1%	14.5%	7.4%
Office of International and Tribal Affairs	18	80.1%	15.0%	4.9%
Office of Research and Development	318	74.0%	15.8%	10.2%
Office of Solid Waste & Emergency Response	145	66.9%	21.7%	11.4%
Office of the Administrator	98	64.4%	20.0%	15.6%
Office of the Chief Financial Officer	154	68.7%	19.8%	11.4%
Office of Water	114	68.8%	25.0%	6.3%
Region 1, Boston	138	75.3%	18.9%	5.8%
Region 2, New York	214	75.0%	17.4%	7.6%
Region 3, Philadelphia	278	78.4%	16.9%	4.7%
Region 4, Atlanta	237	77.1%	12.3%	10.6%
Region 5, Chicago	215	64.6%	21.8%	13.6%
Region 6, Dallas	156	71.2%	19.5%	9.3%
Region 7, Kansas City	187	71.6%	18.5%	9.9%
Region 8, Denver	218	77.1%	17.4%	5.6%
Region 9, San Francisco	194	81.5%	12.9%	5.6%
Region 10, Seattle	305	71.4%	20.4%	8.2%

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	358,319	40.8%	26.2%	33.0%	3,649
Environmental Protection Agency	3,795	36.3%	26.0%	37.7%	33
Office of Administration and Resources Management	173	48.7%	19.2%	32.1%	1
Office of Air and Radiation	152	41.6%	25.6%	32.8%	2
Office of Chemical Safety and Pollution Prevention	124	29.2%	23.8%	47.0%	0
Office of Enforcement and Compliance Assurance	132	32.5%	22.2%	45.2%	1
Office of Environmental Information	99	29.5%	20.7%	49.7%	0
Office of General Counsel	42	49.2%	23.4%	27.4%	1
Office of Inspector General	117	40.9%	23.7%	35.4%	2
Office of International and Tribal Affairs	18	33.9%	44.7%	21.4%	0
Office of Research and Development	314	30.4%	30.6%	39.0%	2
Office of Solid Waste & Emergency Response	142	25.4%	30.5%	44.1%	1
Office of the Administrator	97	38.4%	34.3%	27.2%	1
Office of the Chief Financial Officer	151	40.0%	23.4%	36.6%	3
Office of Water	110	45.4%	15.4%	39.2%	3
Region 1, Boston	136	41.3%	29.4%	29.3%	1
Region 2, New York	209	40.5%	26.4%	33.0%	4
Region 3, Philadelphia	277	42.1%	30.7%	27.2%	1
Region 4, Atlanta	236	43.1%	22.7%	34.2%	1
Region 5, Chicago	213	24.9%	21.6%	53.5%	1
Region 6, Dallas	156	35.5%	31.2%	33.4%	0
Region 7, Kansas City	185	42.5%	27.7%	29.9%	2
Region 8, Denver	215	40.3%	27.6%	32.1%	1
Region 9, San Francisco	195	33.9%	27.0%	39.1%	1
Region 10, Seattle	302	24.7%	28.0%	47.3%	4

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	349,438	53.6%	23.6%	22.8%	12,164
Environmental Protection Agency	3,652	52.8%	23.7%	23.5%	169
Office of Administration and Resources Management	170	57.3%	23.2%	19.5%	4
Office of Air and Radiation	151	59.3%	14.6%	26.1%	3
Office of Chemical Safety and Pollution Prevention	120	38.0%	32.0%	30.0%	5
Office of Enforcement and Compliance Assurance	127	47.2%	24.0%	28.8%	5
Office of Environmental Information	97	40.2%	27.4%	32.4%	1
Office of General Counsel	40	75.4%	17.6%	6.9%	3
Office of Inspector General	111	61.3%	18.3%	20.4%	6
Office of International and Tribal Affairs	18	59.7%	29.3%	10.9%	0
Office of Research and Development	309	50.5%	25.3%	24.1%	8
Office of Solid Waste & Emergency Response	138	47.3%	29.0%	23.6%	5
Office of the Administrator	94	58.1%	25.4%	16.5%	3
Office of the Chief Financial Officer	148	48.5%	23.8%	27.6%	6
Office of Water	111	58.8%	23.2%	17.9%	3
Region 1, Boston	129	68.7%	21.6%	9.7%	7
Region 2, New York	206	58.7%	19.9%	21.4%	6
Region 3, Philadelphia	259	64.0%	22.8%	13.2%	19
Region 4, Atlanta	225	53.7%	18.6%	27.7%	12
Region 5, Chicago	202	41.2%	27.2%	31.6%	12
Region 6, Dallas	150	47.8%	27.1%	25.1%	5
Region 7, Kansas City	179	58.8%	20.5%	20.6%	7
Region 8, Denver	205	52.7%	26.2%	21.1%	12
Region 9, San Francisco	184	54.3%	23.3%	22.3%	12
Region 10, Seattle	279	46.6%	27.2%	26.2%	25

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	344,622	62.8%	22.6%	14.6%	15,793
Environmental Protection Agency	3,574	64.6%	21.4%	14.0%	232
Office of Administration and Resources Management	169	72.1%	12.5%	15.4%	4
Office of Air and Radiation	148	61.2%	24.5%	14.3%	6
Office of Chemical Safety and Pollution Prevention	117	57.0%	24.0%	19.0%	6
Office of Enforcement and Compliance Assurance	122	54.6%	21.4%	24.0%	11
Office of Environmental Information	91	54.5%	32.9%	12.6%	5
Office of General Counsel	40	79.2%	16.6%	4.2%	3
Office of Inspector General	110	60.5%	30.1%	9.4%	5
Office of International and Tribal Affairs	17	70.3%	10.2%	19.4%	0
Office of Research and Development	297	61.3%	26.0%	12.7%	17
Office of Solid Waste & Emergency Response	133	66.2%	20.7%	13.1%	10
Office of the Administrator	93	71.4%	18.4%	10.2%	5
Office of the Chief Financial Officer	150	58.2%	25.5%	16.3%	4
Office of Water	108	74.9%	10.6%	14.5%	5
Region 1, Boston	123	68.3%	23.2%	8.5%	13
Region 2, New York	205	65.0%	24.6%	10.4%	9
Region 3, Philadelphia	258	76.6%	16.5%	6.8%	20
Region 4, Atlanta	221	70.1%	14.5%	15.4%	14
Region 5, Chicago	198	60.1%	20.8%	19.1%	16
Region 6, Dallas	149	60.9%	25.4%	13.7%	7
Region 7, Kansas City	178	70.4%	18.0%	11.7%	9
Region 8, Denver	199	69.7%	20.7%	9.6%	16
Region 9, San Francisco	175	67.2%	16.8%	16.0%	21
Region 10, Seattle	273	56.3%	28.2%	15.5%	26

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	357,806	61.2%	20.3%	18.6%	3,047
Environmental Protection Agency	3,794	58.2%	20.1%	21.8%	28
Office of Administration and Resources Management	172	66.6%	13.3%	20.0%	2
Office of Air and Radiation	153	54.9%	22.0%	23.1%	1
Office of Chemical Safety and Pollution Prevention	124	52.4%	15.1%	32.5%	0
Office of Enforcement and Compliance Assurance	131	52.7%	15.2%	32.1%	0
Office of Environmental Information	99	54.0%	19.0%	27.1%	0
Office of General Counsel	41	61.4%	25.1%	13.5%	2
Office of Inspector General	116	75.6%	13.3%	11.0%	1
Office of International and Tribal Affairs	18	53.0%	19.7%	27.4%	0
Office of Research and Development	316	55.6%	21.9%	22.4%	1
Office of Solid Waste & Emergency Response	142	48.4%	23.4%	28.2%	1
Office of the Administrator	97	50.1%	28.2%	21.7%	1
Office of the Chief Financial Officer	153	54.3%	19.4%	26.3%	1
Office of Water	113	48.8%	21.7%	29.5%	1
Region 1, Boston	133	59.8%	26.2%	14.0%	3
Region 2, New York	213	66.1%	17.7%	16.3%	1
Region 3, Philadelphia	275	68.6%	18.8%	12.5%	1
Region 4, Atlanta	237	66.6%	12.3%	21.1%	0
Region 5, Chicago	213	53.1%	23.8%	23.2%	1
Region 6, Dallas	153	61.8%	22.1%	16.2%	2
Region 7, Kansas City	186	59.6%	22.4%	18.0%	1
Region 8, Denver	217	59.6%	23.4%	17.1%	0
Region 9, San Francisco	189	62.5%	18.2%	19.3%	6
Region 10, Seattle	303	50.4%	26.1%	23.5%	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	340,114	60.7%	23.8%	15.5%	20,067
Environmental Protection Agency	3,580	60.2%	24.2%	15.5%	234
Office of Administration and Resources Management	167	67.2%	19.6%	13.2%	7
Office of Air and Radiation	143	52.5%	31.4%	16.1%	10
Office of Chemical Safety and Pollution Prevention	117	56.5%	25.8%	17.7%	6
Office of Enforcement and Compliance Assurance	127	48.4%	26.7%	24.9%	6
Office of Environmental Information	91	48.1%	20.0%	31.9%	6
Office of General Counsel	36	46.5%	34.0%	19.5%	7
Office of Inspector General	115	72.8%	19.5%	7.7%	4
Office of International and Tribal Affairs	17	59.8%	27.3%	12.9%	1
Office of Research and Development	299	58.0%	26.0%	16.0%	17
Office of Solid Waste & Emergency Response	134	57.8%	25.9%	16.4%	10
Office of the Administrator	93	50.2%	36.5%	13.3%	5
Office of the Chief Financial Officer	147	53.4%	24.0%	22.5%	4
Office of Water	107	56.6%	19.4%	24.0%	6
Region 1, Boston	124	65.7%	24.6%	9.7%	12
Region 2, New York	200	68.5%	18.2%	13.3%	14
Region 3, Philadelphia	260	67.2%	19.3%	13.5%	18
Region 4, Atlanta	224	68.2%	17.2%	14.6%	12
Region 5, Chicago	200	62.9%	25.6%	11.5%	13
Region 6, Dallas	147	66.7%	21.4%	11.8%	9
Region 7, Kansas City	177	59.4%	27.4%	13.2%	8
Region 8, Denver	201	62.7%	22.7%	14.6%	15
Region 9, San Francisco	180	62.8%	26.1%	11.1%	15
Region 10, Seattle	274	55.5%	27.3%	17.2%	29

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	350,863	52.3%	23.0%	24.7%	9,912
Environmental Protection Agency	3,736	50.5%	22.7%	26.7%	85
Office of Administration and Resources Management	171	57.7%	16.5%	25.8%	2
Office of Air and Radiation	151	56.2%	19.7%	24.2%	0
Office of Chemical Safety and Pollution Prevention	125	36.9%	26.5%	36.6%	0
Office of Enforcement and Compliance Assurance	130	46.7%	20.1%	33.2%	2
Office of Environmental Information	97	49.6%	26.9%	23.5%	2
Office of General Counsel	42	52.7%	28.0%	19.3%	1
Office of Inspector General	119	56.4%	22.9%	20.7%	0
Office of International and Tribal Affairs	18	56.3%	21.1%	22.7%	0
Office of Research and Development	307	50.0%	21.8%	28.2%	10
Office of Solid Waste & Emergency Response	141	42.0%	23.3%	34.7%	3
Office of the Administrator	95	48.9%	29.9%	21.2%	2
Office of the Chief Financial Officer	150	50.0%	18.4%	31.5%	3
Office of Water	111	51.9%	17.4%	30.7%	2
Region 1, Boston	131	46.6%	29.8%	23.6%	4
Region 2, New York	209	50.3%	25.5%	24.2%	5
Region 3, Philadelphia	273	58.9%	21.4%	19.6%	6
Region 4, Atlanta	234	59.0%	14.4%	26.6%	3
Region 5, Chicago	207	45.7%	22.7%	31.6%	7
Region 6, Dallas	152	50.1%	25.7%	24.2%	4
Region 7, Kansas City	183	53.4%	25.1%	21.5%	4
Region 8, Denver	209	53.9%	24.3%	21.7%	7
Region 9, San Francisco	187	55.0%	22.5%	22.5%	8
Region 10, Seattle	294	41.5%	30.7%	27.8%	10

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	350,160	56.1%	23.0%	20.9%	10,380
Environmental Protection Agency	3,737	58.3%	21.3%	20.4%	84
Office of Administration and Resources Management	171	61.8%	18.3%	20.0%	3
Office of Air and Radiation	151	68.2%	13.1%	18.7%	3
Office of Chemical Safety and Pollution Prevention	124	46.6%	30.4%	23.0%	0
Office of Enforcement and Compliance Assurance	131	50.3%	19.4%	30.3%	1
Office of Environmental Information	95	60.5%	22.6%	16.9%	3
Office of General Counsel	42	64.2%	26.7%	9.1%	0
Office of Inspector General	119	51.7%	26.8%	21.6%	0
Office of International and Tribal Affairs	18	60.8%	26.3%	12.9%	0
Office of Research and Development	313	60.0%	18.6%	21.4%	3
Office of Solid Waste & Emergency Response	142	58.1%	17.5%	24.4%	1
Office of the Administrator	93	59.8%	26.5%	13.8%	4
Office of the Chief Financial Officer	151	53.5%	20.6%	25.9%	3
Office of Water	110	59.7%	18.9%	21.4%	3
Region 1, Boston	130	57.0%	24.9%	18.1%	6
Region 2, New York	209	58.7%	20.8%	20.5%	5
Region 3, Philadelphia	269	67.8%	16.6%	15.6%	7
Region 4, Atlanta	232	62.2%	14.0%	23.7%	4
Region 5, Chicago	207	52.4%	26.3%	21.3%	7
Region 6, Dallas	152	57.2%	28.5%	14.3%	4
Region 7, Kansas City	183	57.4%	23.2%	19.3%	3
Region 8, Denver	211	61.8%	18.7%	19.5%	7
Region 9, San Francisco	187	58.8%	23.7%	17.5%	9
Region 10, Seattle	297	52.4%	25.7%	21.9%	8

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	342,315	57.0%	24.3%	18.6%	18,440
Environmental Protection Agency	3,660	58.0%	24.6%	17.3%	164
Office of Administration and Resources Management	171	62.8%	19.2%	18.0%	3
Office of Air and Radiation	153	59.8%	21.4%	18.7%	1
Office of Chemical Safety and Pollution Prevention	116	41.7%	37.7%	20.6%	8
Office of Enforcement and Compliance Assurance	130	49.5%	22.8%	27.8%	3
Office of Environmental Information	95	36.0%	41.8%	22.3%	3
Office of General Counsel	41	70.0%	17.6%	12.4%	2
Office of Inspector General	115	59.5%	20.3%	20.2%	4
Office of International and Tribal Affairs	17	52.0%	30.8%	17.1%	1
Office of Research and Development	302	52.7%	27.8%	19.5%	14
Office of Solid Waste & Emergency Response	139	52.1%	26.3%	21.6%	5
Office of the Administrator	88	51.4%	27.9%	20.6%	9
Office of the Chief Financial Officer	146	56.9%	24.0%	19.1%	8
Office of Water	111	54.9%	26.5%	18.6%	2
Region 1, Boston	130	64.2%	24.7%	11.1%	6
Region 2, New York	205	67.9%	16.4%	15.7%	8
Region 3, Philadelphia	259	67.6%	25.5%	6.9%	18
Region 4, Atlanta	227	66.2%	15.9%	17.9%	9
Region 5, Chicago	209	60.5%	24.0%	15.6%	4
Region 6, Dallas	149	63.5%	20.5%	16.0%	6
Region 7, Kansas City	183	67.5%	22.6%	9.9%	4
Region 8, Denver	206	59.9%	27.0%	13.2%	12
Region 9, San Francisco	184	61.4%	23.4%	15.2%	12
Region 10, Seattle	284	49.6%	32.5%	17.9%	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	356,566	52.3%	23.8%	23.9%	4,307
Environmental Protection Agency	3,795	47.0%	24.4%	28.6%	29
Office of Administration and Resources Management	174	59.3%	21.8%	18.9%	0
Office of Air and Radiation	152	53.5%	20.1%	26.4%	1
Office of Chemical Safety and Pollution Prevention	121	35.9%	27.7%	36.5%	2
Office of Enforcement and Compliance Assurance	132	42.6%	21.7%	35.8%	0
Office of Environmental Information	99	33.8%	35.6%	30.6%	0
Office of General Counsel	42	70.5%	14.5%	15.0%	1
Office of Inspector General	118	50.4%	22.3%	27.3%	1
Office of International and Tribal Affairs	18	48.2%	29.0%	22.8%	0
Office of Research and Development	310	35.1%	28.7%	36.2%	5
Office of Solid Waste & Emergency Response	142	40.4%	28.7%	31.0%	1
Office of the Administrator	96	55.8%	27.6%	16.6%	1
Office of the Chief Financial Officer	152	49.9%	28.7%	21.4%	2
Office of Water	113	50.4%	25.7%	24.0%	1
Region 1, Boston	135	59.5%	21.9%	18.6%	1
Region 2, New York	211	57.3%	17.5%	25.2%	2
Region 3, Philadelphia	278	56.2%	25.1%	18.7%	1
Region 4, Atlanta	236	50.0%	17.5%	32.4%	1
Region 5, Chicago	214	34.8%	25.2%	40.0%	0
Region 6, Dallas	154	48.5%	27.0%	24.5%	1
Region 7, Kansas City	185	53.3%	24.7%	22.1%	2
Region 8, Denver	215	53.3%	20.8%	25.9%	2
Region 9, San Francisco	195	45.1%	25.2%	29.7%	1
Region 10, Seattle	303	37.0%	29.8%	33.2%	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	328,520	53.7%	27.6%	18.7%	32,091
Environmental Protection Agency	3,527	61.8%	24.2%	14.0%	293
Office of Administration and Resources Management	169	71.2%	16.0%	12.8%	5
Office of Air and Radiation	145	62.1%	24.1%	13.8%	9
Office of Chemical Safety and Pollution Prevention	109	44.0%	33.0%	23.0%	14
Office of Enforcement and Compliance Assurance	120	52.4%	25.7%	21.9%	12
Office of Environmental Information	92	52.0%	26.5%	21.5%	7
Office of General Counsel	42	74.9%	9.7%	15.4%	1
Office of Inspector General	117	75.0%	16.5%	8.5%	2
Office of International and Tribal Affairs	17	58.0%	20.6%	21.5%	1
Office of Research and Development	281	51.7%	32.5%	15.7%	35
Office of Solid Waste & Emergency Response	125	70.4%	13.9%	15.7%	19
Office of the Administrator	90	64.9%	19.2%	15.9%	6
Office of the Chief Financial Officer	142	56.1%	27.4%	16.4%	11
Office of Water	106	61.8%	25.1%	13.0%	8
Region 1, Boston	127	77.4%	17.2%	5.5%	9
Region 2, New York	202	57.6%	27.5%	14.9%	11
Region 3, Philadelphia	265	77.2%	19.0%	3.8%	14
Region 4, Atlanta	224	72.3%	18.8%	8.8%	13
Region 5, Chicago	190	49.0%	29.6%	21.4%	23
Region 6, Dallas	142	61.8%	27.5%	10.8%	12
Region 7, Kansas City	179	69.9%	22.5%	7.6%	8
Region 8, Denver	191	71.7%	21.0%	7.3%	25
Region 9, San Francisco	181	65.4%	22.5%	12.1%	15
Region 10, Seattle	271	56.1%	27.0%	16.8%	33

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	358,999	49.5%	24.2%	26.3%
Environmental Protection Agency	3,815	49.8%	22.3%	27.9%
Office of Administration and Resources Management	173	61.6%	14.1%	24.3%
Office of Air and Radiation	153	52.1%	21.3%	26.5%
Office of Chemical Safety and Pollution Prevention	122	45.6%	17.0%	37.4%
Office of Enforcement and Compliance Assurance	133	40.1%	20.7%	39.1%
Office of Environmental Information	98	46.1%	20.4%	33.6%
Office of General Counsel	43	51.6%	20.2%	28.3%
Office of Inspector General	117	51.2%	24.4%	24.5%
Office of International and Tribal Affairs	18	51.6%	11.2%	37.2%
Office of Research and Development	315	41.4%	26.8%	31.8%
Office of Solid Waste & Emergency Response	144	40.9%	23.3%	35.9%
Office of the Administrator	97	41.4%	33.9%	24.7%
Office of the Chief Financial Officer	152	47.7%	24.4%	27.9%
Office of Water	114	49.2%	25.2%	25.6%
Region 1, Boston	136	57.4%	21.7%	20.9%
Region 2, New York	213	55.1%	22.4%	22.5%
Region 3, Philadelphia	278	56.3%	24.3%	19.4%
Region 4, Atlanta	235	57.4%	17.1%	25.6%
Region 5, Chicago	214	45.9%	23.8%	30.2%
Region 6, Dallas	155	50.4%	25.7%	23.9%
Region 7, Kansas City	187	59.8%	17.7%	22.5%
Region 8, Denver	216	57.0%	22.4%	20.6%
Region 9, San Francisco	196	50.7%	21.8%	27.4%
Region 10, Seattle	306	43.9%	24.4%	31.8%

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	358,403	47.6%	23.9%	28.5%
Environmental Protection Agency	3,813	46.4%	23.1%	30.5%
Office of Administration and Resources Management	172	61.4%	15.5%	23.1%
Office of Air and Radiation	153	47.9%	21.4%	30.7%
Office of Chemical Safety and Pollution Prevention	123	35.3%	24.0%	40.7%
Office of Enforcement and Compliance Assurance	133	38.8%	21.4%	39.8%
Office of Environmental Information	99	39.6%	25.7%	34.7%
Office of General Counsel	43	50.3%	19.5%	30.2%
Office of Inspector General	118	49.7%	24.8%	25.4%
Office of International and Tribal Affairs	18	58.3%	15.1%	26.7%
Office of Research and Development	314	41.1%	28.1%	30.8%
Office of Solid Waste & Emergency Response	143	36.7%	26.3%	37.0%
Office of the Administrator	96	45.1%	27.6%	27.3%
Office of the Chief Financial Officer	152	49.2%	17.9%	33.0%
Office of Water	114	45.0%	19.7%	35.3%
Region 1, Boston	136	52.2%	23.0%	24.8%
Region 2, New York	214	48.8%	24.9%	26.3%
Region 3, Philadelphia	277	58.1%	19.3%	22.6%
Region 4, Atlanta	234	55.5%	20.7%	23.8%
Region 5, Chicago	214	35.2%	24.3%	40.5%
Region 6, Dallas	155	48.1%	25.9%	25.9%
Region 7, Kansas City	187	55.1%	20.7%	24.2%
Region 8, Denver	217	57.6%	17.1%	25.4%
Region 9, San Francisco	195	43.9%	22.3%	33.8%
Region 10, Seattle	306	41.5%	30.5%	28.0%

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	357,371	45.4%	24.7%	29.9%
Environmental Protection Agency	3,787	48.9%	23.6%	27.5%
Office of Administration and Resources Management	169	64.0%	15.0%	21.0%
Office of Air and Radiation	153	50.7%	21.2%	28.1%
Office of Chemical Safety and Pollution Prevention	121	48.6%	19.0%	32.4%
Office of Enforcement and Compliance Assurance	131	42.6%	22.7%	34.7%
Office of Environmental Information	98	37.4%	29.7%	32.9%
Office of General Counsel	43	53.5%	22.5%	24.0%
Office of Inspector General	118	52.0%	23.6%	24.5%
Office of International and Tribal Affairs	18	66.6%	17.2%	16.1%
Office of Research and Development	314	48.1%	26.6%	25.3%
Office of Solid Waste & Emergency Response	140	43.6%	26.7%	29.7%
Office of the Administrator	94	43.6%	26.0%	30.4%
Office of the Chief Financial Officer	151	43.5%	21.9%	34.6%
Office of Water	113	45.4%	20.8%	33.7%
Region 1, Boston	135	57.5%	24.2%	18.2%
Region 2, New York	210	49.9%	22.0%	28.1%
Region 3, Philadelphia	278	51.6%	26.5%	21.9%
Region 4, Atlanta	235	61.3%	18.2%	20.5%
Region 5, Chicago	213	38.7%	23.2%	38.1%
Region 6, Dallas	153	40.8%	30.8%	28.4%
Region 7, Kansas City	185	46.7%	23.0%	30.3%
Region 8, Denver	216	50.6%	28.3%	21.1%
Region 9, San Francisco	196	55.5%	22.5%	22.0%
Region 10, Seattle	303	42.3%	30.1%	27.6%

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	357,560	41.3%	29.7%	28.9%
Environmental Protection Agency	3,795	37.8%	29.6%	32.6%
Office of Administration and Resources Management	172	51.2%	26.9%	21.8%
Office of Air and Radiation	153	44.3%	30.6%	25.1%
Office of Chemical Safety and Pollution Prevention	122	31.6%	27.1%	41.3%
Office of Enforcement and Compliance Assurance	132	36.2%	23.3%	40.5%
Office of Environmental Information	97	24.9%	38.4%	36.7%
Office of General Counsel	43	49.5%	30.7%	19.8%
Office of Inspector General	116	42.1%	23.7%	34.2%
Office of International and Tribal Affairs	18	47.7%	34.7%	17.6%
Office of Research and Development	315	29.6%	31.3%	39.1%
Office of Solid Waste & Emergency Response	140	31.1%	28.4%	40.5%
Office of the Administrator	96	34.7%	41.8%	23.5%
Office of the Chief Financial Officer	153	39.5%	27.8%	32.7%
Office of Water	113	34.4%	27.9%	37.8%
Region 1, Boston	136	45.9%	32.2%	21.9%
Region 2, New York	213	41.1%	28.7%	30.2%
Region 3, Philadelphia	275	45.6%	30.3%	24.1%
Region 4, Atlanta	234	45.5%	22.6%	31.9%
Region 5, Chicago	212	28.0%	28.9%	43.0%
Region 6, Dallas	154	35.9%	36.3%	27.8%
Region 7, Kansas City	187	41.8%	33.0%	25.2%
Region 8, Denver	215	47.2%	25.5%	27.3%
Region 9, San Francisco	195	37.0%	26.3%	36.7%
Region 10, Seattle	304	26.6%	37.8%	35.6%

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	357,563	33.6%	28.7%	37.7%
Environmental Protection Agency	3,808	27.6%	31.2%	41.1%
Office of Administration and Resources Management	171	39.4%	25.4%	35.1%
Office of Air and Radiation	153	25.6%	27.2%	47.2%
Office of Chemical Safety and Pollution Prevention	122	30.6%	31.9%	37.4%
Office of Enforcement and Compliance Assurance	132	25.0%	30.5%	44.5%
Office of Environmental Information	98	18.3%	39.6%	42.1%
Office of General Counsel	43	41.5%	25.2%	33.3%
Office of Inspector General	117	35.3%	31.0%	33.7%
Office of International and Tribal Affairs	18	18.8%	54.3%	26.9%
Office of Research and Development	315	22.3%	35.9%	41.8%
Office of Solid Waste & Emergency Response	144	20.4%	30.0%	49.6%
Office of the Administrator	96	21.1%	35.1%	43.8%
Office of the Chief Financial Officer	152	33.7%	25.6%	40.7%
Office of Water	114	22.7%	28.5%	48.8%
Region 1, Boston	136	28.6%	22.8%	48.6%
Region 2, New York	213	25.0%	31.4%	43.6%
Region 3, Philadelphia	277	28.3%	34.1%	37.5%
Region 4, Atlanta	235	34.2%	28.5%	37.3%
Region 5, Chicago	213	24.1%	32.2%	43.7%
Region 6, Dallas	154	27.8%	32.5%	39.7%
Region 7, Kansas City	187	27.3%	35.8%	36.9%
Region 8, Denver	217	36.3%	28.1%	35.6%
Region 9, San Francisco	196	34.2%	32.0%	33.8%
Region 10, Seattle	305	21.5%	34.7%	43.9%

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	357,694	49.7%	24.6%	25.7%
Environmental Protection Agency	3,797	42.2%	29.6%	28.3%
Office of Administration and Resources Management	172	50.4%	28.1%	21.5%
Office of Air and Radiation	153	39.5%	31.8%	28.6%
Office of Chemical Safety and Pollution Prevention	120	40.7%	31.8%	27.5%
Office of Enforcement and Compliance Assurance	133	29.6%	28.6%	41.9%
Office of Environmental Information	99	31.5%	29.9%	38.6%
Office of General Counsel	43	55.9%	28.0%	16.1%
Office of Inspector General	117	68.5%	16.8%	14.8%
Office of International and Tribal Affairs	18	35.5%	31.3%	33.2%
Office of Research and Development	315	42.1%	39.8%	18.0%
Office of Solid Waste & Emergency Response	143	42.1%	37.3%	20.6%
Office of the Administrator	96	42.5%	27.9%	29.6%
Office of the Chief Financial Officer	153	45.9%	27.8%	26.3%
Office of Water	113	42.8%	26.8%	30.5%
Region 1, Boston	135	38.8%	24.5%	36.6%
Region 2, New York	212	40.4%	26.9%	32.8%
Region 3, Philadelphia	278	45.7%	28.9%	25.4%
Region 4, Atlanta	234	55.0%	19.5%	25.5%
Region 5, Chicago	212	37.2%	32.1%	30.7%
Region 6, Dallas	153	43.2%	26.8%	29.9%
Region 7, Kansas City	187	42.5%	26.2%	31.3%
Region 8, Denver	216	39.0%	25.8%	35.2%
Region 9, San Francisco	193	41.0%	30.9%	28.1%
Region 10, Seattle	302	32.8%	30.7%	36.5%

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	357,338	64.9%	18.5%	16.5%
Environmental Protection Agency	3,800	63.3%	18.9%	17.8%
Office of Administration and Resources Management	171	68.8%	13.4%	17.8%
Office of Air and Radiation	151	62.6%	21.4%	16.0%
Office of Chemical Safety and Pollution Prevention	122	54.8%	23.1%	22.0%
Office of Enforcement and Compliance Assurance	133	58.8%	14.9%	26.3%
Office of Environmental Information	97	57.4%	18.7%	23.9%
Office of General Counsel	43	55.2%	24.6%	20.2%
Office of Inspector General	118	65.2%	15.0%	19.8%
Office of International and Tribal Affairs	18	44.4%	51.1%	4.5%
Office of Research and Development	312	56.4%	23.9%	19.7%
Office of Solid Waste & Emergency Response	143	52.4%	25.4%	22.3%
Office of the Administrator	97	52.5%	28.5%	18.9%
Office of the Chief Financial Officer	153	53.0%	24.8%	22.2%
Office of Water	114	56.5%	19.5%	24.0%
Region 1, Boston	135	74.9%	15.9%	9.1%
Region 2, New York	213	64.5%	16.7%	18.8%
Region 3, Philadelphia	277	72.2%	18.7%	9.1%
Region 4, Atlanta	235	69.6%	14.4%	16.1%
Region 5, Chicago	212	67.0%	13.1%	19.8%
Region 6, Dallas	155	67.2%	24.3%	8.5%
Region 7, Kansas City	184	69.6%	16.6%	13.9%
Region 8, Denver	217	71.7%	13.0%	15.3%
Region 9, San Francisco	194	71.2%	13.1%	15.7%
Region 10, Seattle	306	61.2%	18.3%	20.5%

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	357,967	53.5%	18.2%	28.3%
Environmental Protection Agency	3,802	55.3%	16.0%	28.6%
Office of Administration and Resources Management	172	52.8%	17.6%	29.6%
Office of Air and Radiation	152	55.0%	16.7%	28.3%
Office of Chemical Safety and Pollution Prevention	122	62.8%	9.1%	28.1%
Office of Enforcement and Compliance Assurance	132	50.1%	17.3%	32.6%
Office of Environmental Information	98	44.8%	21.6%	33.6%
Office of General Counsel	43	39.7%	25.5%	34.8%
Office of Inspector General	118	68.5%	18.5%	13.1%
Office of International and Tribal Affairs	18	62.4%	14.2%	23.4%
Office of Research and Development	315	48.3%	18.7%	33.0%
Office of Solid Waste & Emergency Response	143	57.5%	12.8%	29.7%
Office of the Administrator	97	57.5%	11.3%	31.2%
Office of the Chief Financial Officer	152	57.4%	11.9%	30.7%
Office of Water	113	54.0%	16.8%	29.2%
Region 1, Boston	136	59.0%	12.7%	28.4%
Region 2, New York	211	47.4%	18.6%	33.9%
Region 3, Philadelphia	278	54.4%	19.1%	26.5%
Region 4, Atlanta	234	63.3%	10.5%	26.2%
Region 5, Chicago	213	57.6%	14.7%	27.6%
Region 6, Dallas	155	57.6%	19.9%	22.5%
Region 7, Kansas City	186	54.0%	19.3%	26.6%
Region 8, Denver	216	66.8%	13.4%	19.8%
Region 9, San Francisco	195	52.0%	15.8%	32.1%
Region 10, Seattle	303	56.5%	16.7%	26.7%

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	358,271	55.6%	22.7%	21.7%
Environmental Protection Agency	3,800	55.3%	22.1%	22.6%
Office of Administration and Resources Management	171	66.3%	14.5%	19.2%
Office of Air and Radiation	153	58.6%	24.3%	17.2%
Office of Chemical Safety and Pollution Prevention	121	51.7%	21.5%	26.7%
Office of Enforcement and Compliance Assurance	132	43.9%	21.8%	34.3%
Office of Environmental Information	99	39.8%	28.5%	31.7%
Office of General Counsel	43	57.5%	30.3%	12.3%
Office of Inspector General	118	56.4%	23.3%	20.2%
Office of International and Tribal Affairs	18	57.3%	30.0%	12.7%
Office of Research and Development	316	44.7%	26.7%	28.7%
Office of Solid Waste & Emergency Response	141	48.3%	30.2%	21.5%
Office of the Administrator	97	52.1%	28.9%	18.9%
Office of the Chief Financial Officer	152	51.7%	25.5%	22.8%
Office of Water	113	53.3%	18.5%	28.2%
Region 1, Boston	135	66.2%	15.5%	18.3%
Region 2, New York	212	57.4%	23.6%	18.9%
Region 3, Philadelphia	277	64.6%	23.7%	11.7%
Region 4, Atlanta	233	59.6%	17.5%	22.9%
Region 5, Chicago	212	53.3%	14.7%	32.0%
Region 6, Dallas	154	64.0%	19.9%	16.1%
Region 7, Kansas City	187	59.6%	22.9%	17.6%
Region 8, Denver	217	62.2%	19.2%	18.6%
Region 9, San Francisco	195	59.4%	23.5%	17.1%
Region 10, Seattle	304	50.2%	22.4%	27.5%

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	358,004	39.1%	55.8%	5.0%
Environmental Protection Agency	3,804	91.1%	7.1%	1.8%
Office of Administration and Resources Management	170	87.1%	9.9%	3.0%
Office of Air and Radiation	153	82.5%	13.8%	3.7%
Office of Chemical Safety and Pollution Prevention	121	90.1%	8.0%	1.9%
Office of Enforcement and Compliance Assurance	132	92.6%	5.0%	2.3%
Office of Environmental Information	97	95.1%	3.2%	1.7%
Office of General Counsel	42	100.0%	0.0%	0.0%
Office of Inspector General	118	97.1%	2.9%	0.0%
Office of International and Tribal Affairs	18	95.9%	4.1%	0.0%
Office of Research and Development	316	83.8%	12.4%	3.7%
Office of Solid Waste & Emergency Response	142	97.5%	0.9%	1.6%
Office of the Administrator	96	89.0%	9.9%	1.1%
Office of the Chief Financial Officer	152	84.8%	13.7%	1.5%
Office of Water	115	94.0%	4.9%	1.1%
Region 1, Boston	135	86.2%	13.8%	0.0%
Region 2, New York	214	87.2%	9.9%	2.9%
Region 3, Philadelphia	276	89.2%	8.7%	2.1%
Region 4, Atlanta	236	97.4%	2.4%	0.3%
Region 5, Chicago	213	94.6%	4.3%	1.1%
Region 6, Dallas	154	94.3%	4.6%	1.1%
Region 7, Kansas City	187	100.0%	0.0%	0.0%
Region 8, Denver	215	97.7%	2.3%	0.0%
Region 9, San Francisco	196	93.2%	5.0%	1.8%
Region 10, Seattle	306	95.1%	2.5%	2.4%

Environmental Protection Agency

1st Level Subagency Comparison Report

Work/Life (continued)

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	351,757	3.3%	9.2%	4.0%	10.2%
Environmental Protection Agency	3,811	1.7%	36.1%	13.2%	24.0%
Office of Administration and Resources Management	168	1.4%	33.6%	6.2%	17.8%
Office of Air and Radiation	153	0.0%	16.7%	23.4%	27.0%
Office of Chemical Safety and Pollution Prevention	122	0.0%	33.8%	10.2%	28.0%
Office of Enforcement and Compliance Assurance	133	0.9%	34.5%	5.8%	36.3%
Office of Environmental Information	99	3.6%	48.2%	14.9%	18.5%
Office of General Counsel	42	3.7%	44.5%	12.0%	29.2%
Office of Inspector General	117	2.0%	40.4%	11.8%	32.8%
Office of International and Tribal Affairs	18	0.0%	43.7%	19.9%	28.8%
Office of Research and Development	313	3.2%	18.2%	13.2%	22.6%
Office of Solid Waste & Emergency Response	143	0.3%	38.7%	13.7%	33.3%
Office of the Administrator	97	1.5%	23.4%	13.3%	34.4%
Office of the Chief Financial Officer	153	0.0%	21.5%	8.4%	28.6%
Office of Water	115	0.9%	29.4%	13.9%	34.8%
Region 1, Boston	136	1.5%	37.8%	8.1%	33.9%
Region 2, New York	214	1.6%	47.1%	7.5%	10.3%
Region 3, Philadelphia	277	0.3%	47.9%	11.3%	10.1%
Region 4, Atlanta	236	1.3%	50.8%	16.5%	12.6%
Region 5, Chicago	214	1.7%	51.4%	10.2%	17.4%
Region 6, Dallas	155	0.5%	44.0%	18.7%	21.1%
Region 7, Kansas City	187	8.8%	46.7%	14.2%	22.0%
Region 8, Denver	217	0.0%	37.0%	13.9%	34.9%
Region 9, San Francisco	196	5.1%	36.7%	17.5%	22.7%
Region 10, Seattle	306	1.3%	29.2%	18.6%	34.5%

(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	351,757	34.1%	5.5%	21.2%	12.5%
Environmental Protection Agency	3,811	3.7%	2.3%	5.2%	13.8%
Office of Administration and Resources Management	168	3.0%	1.4%	15.9%	20.6%
Office of Air and Radiation	153	5.8%	2.5%	7.0%	17.6%
Office of Chemical Safety and Pollution Prevention	122	4.8%	1.5%	3.7%	18.0%
Office of Enforcement and Compliance Assurance	133	6.0%	2.3%	3.4%	10.8%
Office of Environmental Information	99	0.6%	0.6%	3.5%	10.2%
Office of General Counsel	42	0.0%	0.0%	0.0%	10.6%
Office of Inspector General	117	1.6%	0.0%	1.3%	10.1%
Office of International and Tribal Affairs	18	0.0%	0.0%	0.0%	7.7%
Office of Research and Development	313	10.9%	5.1%	7.4%	19.3%
Office of Solid Waste & Emergency Response	143	0.0%	1.3%	1.4%	11.2%
Office of the Administrator	97	0.6%	0.9%	14.6%	11.4%
Office of the Chief Financial Officer	153	2.3%	6.1%	12.8%	20.4%
Office of Water	115	3.6%	0.0%	3.7%	13.7%
Region 1, Boston	136	4.3%	1.5%	7.0%	5.8%
Region 2, New York	214	4.0%	0.7%	8.0%	20.8%
Region 3, Philadelphia	277	4.0%	2.2%	4.4%	19.8%
Region 4, Atlanta	236	2.3%	4.3%	1.0%	11.1%
Region 5, Chicago	214	1.9%	1.4%	3.9%	12.0%
Region 6, Dallas	155	3.0%	1.1%	3.6%	7.9%
Region 7, Kansas City	187	0.0%	2.3%	0.0%	6.0%
Region 8, Denver	217	2.2%	1.0%	3.1%	7.8%
Region 9, San Francisco	196	0.4%	4.1%	5.0%	8.5%
Region 10, Seattle	306	0.6%	3.9%	2.1%	9.7%

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	355,682	32.6%	45.2%	22.2%
Environmental Protection Agency	3,773	67.3%	29.4%	3.3%
Office of Administration and Resources Management	172	76.0%	23.3%	0.8%
Office of Air and Radiation	151	62.7%	31.5%	5.8%
Office of Chemical Safety and Pollution Prevention	121	64.3%	33.6%	2.1%
Office of Enforcement and Compliance Assurance	132	55.3%	30.1%	14.6%
Office of Environmental Information	97	77.9%	19.1%	3.0%
Office of General Counsel	42	69.6%	30.4%	0.0%
Office of Inspector General	114	68.4%	21.9%	9.7%
Office of International and Tribal Affairs	18	75.2%	24.8%	0.0%
Office of Research and Development	314	65.2%	33.9%	0.9%
Office of Solid Waste & Emergency Response	141	72.2%	24.0%	3.8%
Office of the Administrator	97	66.0%	30.0%	4.0%
Office of the Chief Financial Officer	149	73.1%	24.5%	2.4%
Office of Water	114	66.4%	25.4%	8.3%
Region 1, Boston	133	62.8%	36.2%	1.0%
Region 2, New York	210	57.6%	36.4%	6.0%
Region 3, Philadelphia	276	68.7%	29.5%	1.8%
Region 4, Atlanta	230	63.1%	35.5%	1.4%
Region 5, Chicago	214	75.3%	22.5%	2.2%
Region 6, Dallas	154	71.6%	26.8%	1.5%
Region 7, Kansas City	185	73.6%	25.7%	0.7%
Region 8, Denver	213	72.4%	27.6%	0.0%
Region 9, San Francisco	195	62.5%	33.4%	4.0%
Region 10, Seattle	301	76.7%	22.1%	1.2%

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	354,458	28.2%	59.4%	12.4%
Environmental Protection Agency	3,773	37.5%	58.3%	4.2%
Office of Administration and Resources Management	170	42.4%	56.0%	1.6%
Office of Air and Radiation	152	38.7%	58.6%	2.6%
Office of Chemical Safety and Pollution Prevention	118	27.3%	72.0%	0.7%
Office of Enforcement and Compliance Assurance	133	37.0%	54.6%	8.4%
Office of Environmental Information	99	32.8%	67.2%	0.0%
Office of General Counsel	42	30.5%	66.8%	2.7%
Office of Inspector General	118	52.1%	47.9%	0.0%
Office of International and Tribal Affairs	18	31.0%	69.0%	0.0%
Office of Research and Development	316	47.9%	45.4%	6.8%
Office of Solid Waste & Emergency Response	136	30.7%	65.7%	3.6%
Office of the Administrator	95	28.6%	69.8%	1.6%
Office of the Chief Financial Officer	151	38.1%	55.5%	6.5%
Office of Water	115	35.3%	62.5%	2.2%
Region 1, Boston	133	38.2%	61.4%	0.4%
Region 2, New York	209	51.0%	47.8%	1.2%
Region 3, Philadelphia	275	46.5%	51.9%	1.6%
Region 4, Atlanta	232	36.4%	62.2%	1.3%
Region 5, Chicago	212	28.3%	65.9%	5.8%
Region 6, Dallas	154	35.2%	58.4%	6.5%
Region 7, Kansas City	187	39.7%	55.5%	4.7%
Region 8, Denver	215	41.6%	49.6%	8.8%
Region 9, San Francisco	192	21.8%	68.9%	9.2%
Region 10, Seattle	301	31.7%	57.8%	10.5%

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	351,827	14.3%	80.0%	5.7%
Environmental Protection Agency	3,732	12.1%	85.3%	2.6%
Office of Administration and Resources Management	169	13.6%	83.7%	2.7%
Office of Air and Radiation	149	8.7%	89.5%	1.8%
Office of Chemical Safety and Pollution Prevention	119	7.1%	86.3%	6.6%
Office of Enforcement and Compliance Assurance	130	4.2%	93.4%	2.5%
Office of Environmental Information	94	4.6%	94.6%	0.7%
Office of General Counsel	41	0.0%	97.3%	2.7%
Office of Inspector General	118	11.7%	83.2%	5.1%
Office of International and Tribal Affairs	18	0.0%	95.5%	4.5%
Office of Research and Development	309	12.1%	84.8%	3.0%
Office of Solid Waste & Emergency Response	136	8.0%	88.1%	4.0%
Office of the Administrator	94	9.5%	88.4%	2.1%
Office of the Chief Financial Officer	150	12.4%	83.0%	4.6%
Office of Water	112	6.9%	85.2%	7.8%
Region 1, Boston	131	14.4%	84.4%	1.2%
Region 2, New York	209	18.6%	80.7%	0.7%
Region 3, Philadelphia	272	21.1%	78.5%	0.4%
Region 4, Atlanta	234	9.5%	89.6%	0.9%
Region 5, Chicago	212	9.6%	87.1%	3.4%
Region 6, Dallas	146	23.0%	74.7%	2.4%
Region 7, Kansas City	181	23.7%	76.3%	0.0%
Region 8, Denver	216	14.2%	84.4%	1.4%
Region 9, San Francisco	191	13.9%	83.7%	2.4%
Region 10, Seattle	301	11.4%	87.2%	1.4%

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	356,035	3.9%	78.7%	17.4%
Environmental Protection Agency	3,789	3.3%	85.6%	11.0%
Office of Administration and Resources Management	171	4.8%	86.1%	9.1%
Office of Air and Radiation	151	7.5%	84.5%	8.0%
Office of Chemical Safety and Pollution Prevention	120	2.7%	84.5%	12.9%
Office of Enforcement and Compliance Assurance	133	0.5%	92.9%	6.6%
Office of Environmental Information	97	0.9%	96.9%	2.2%
Office of General Counsel	40	2.3%	94.9%	2.8%
Office of Inspector General	118	3.3%	85.5%	11.2%
Office of International and Tribal Affairs	18	0.0%	95.5%	4.5%
Office of Research and Development	314	4.3%	79.9%	15.8%
Office of Solid Waste & Emergency Response	137	5.3%	87.3%	7.4%
Office of the Administrator	97	7.4%	88.8%	3.8%
Office of the Chief Financial Officer	152	5.7%	81.3%	12.9%
Office of Water	115	2.6%	86.6%	10.8%
Region 1, Boston	135	1.8%	92.2%	6.0%
Region 2, New York	212	3.1%	87.6%	9.3%
Region 3, Philadelphia	277	3.0%	84.5%	12.6%
Region 4, Atlanta	234	3.1%	91.2%	5.6%
Region 5, Chicago	214	1.7%	91.4%	6.9%
Region 6, Dallas	153	2.9%	66.8%	30.4%
Region 7, Kansas City	187	3.2%	86.7%	10.1%
Region 8, Denver	215	0.0%	76.0%	24.0%
Region 9, San Francisco	195	3.2%	87.6%	9.3%
Region 10, Seattle	304	2.7%	84.7%	12.6%

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	356,650	2.6%	79.7%	17.7%
Environmental Protection Agency	3,793	3.1%	84.2%	12.7%
Office of Administration and Resources Management	170	2.5%	87.7%	9.7%
Office of Air and Radiation	153	3.1%	87.6%	9.3%
Office of Chemical Safety and Pollution Prevention	121	2.3%	85.8%	11.8%
Office of Enforcement and Compliance Assurance	133	0.0%	88.4%	11.6%
Office of Environmental Information	98	0.8%	89.6%	9.6%
Office of General Counsel	41	0.0%	90.2%	9.8%
Office of Inspector General	115	2.7%	84.9%	12.4%
Office of International and Tribal Affairs	18	0.0%	90.2%	9.8%
Office of Research and Development	315	4.4%	78.1%	17.5%
Office of Solid Waste & Emergency Response	140	4.8%	86.1%	9.0%
Office of the Administrator	97	5.0%	84.4%	10.6%
Office of the Chief Financial Officer	151	4.5%	85.9%	9.6%
Office of Water	115	0.9%	86.3%	12.8%
Region 1, Boston	135	5.6%	87.0%	7.4%
Region 2, New York	212	1.8%	87.1%	11.1%
Region 3, Philadelphia	276	6.7%	85.0%	8.3%
Region 4, Atlanta	235	1.1%	90.6%	8.2%
Region 5, Chicago	214	1.3%	85.8%	12.9%
Region 6, Dallas	153	9.1%	65.0%	25.9%
Region 7, Kansas City	187	2.2%	85.7%	12.1%
Region 8, Denver	216	2.5%	73.2%	24.3%
Region 9, San Francisco	195	2.6%	85.9%	11.6%
Region 10, Seattle	303	1.7%	80.7%	17.6%

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	147,505	75.6%	15.3%	9.1%	8,017
Environmental Protection Agency	2,873	81.4%	10.3%	8.3%	31
Office of Administration and Resources Management	102	75.1%	8.7%	16.2%	0
Office of Air and Radiation	101	75.6%	14.4%	10.0%	0
Office of Chemical Safety and Pollution Prevention	85	73.2%	14.8%	12.0%	1
Office of Enforcement and Compliance Assurance	100	75.7%	13.0%	11.3%	1
Office of Environmental Information	79	82.0%	4.5%	13.5%	1
Office of General Counsel	37	77.2%	2.8%	20.0%	0
Office of Inspector General	104	88.1%	2.9%	8.9%	0
Office of International and Tribal Affairs	17	69.1%	26.5%	4.4%	0
Office of Research and Development	194	86.9%	9.0%	4.1%	7
Office of Solid Waste & Emergency Response	119	80.9%	12.4%	6.7%	2
Office of the Administrator	69	66.2%	27.0%	6.8%	1
Office of the Chief Financial Officer	90	69.1%	17.2%	13.7%	0
Office of Water	86	68.8%	17.1%	14.1%	4
Region 1, Boston	109	83.5%	8.7%	7.8%	2
Region 2, New York	135	85.6%	7.0%	7.4%	3
Region 3, Philadelphia	193	92.3%	5.5%	2.2%	1
Region 4, Atlanta	190	91.2%	4.7%	4.0%	0
Region 5, Chicago	170	88.9%	6.1%	5.0%	0
Region 6, Dallas	126	80.7%	12.0%	7.2%	2
Region 7, Kansas City	172	82.2%	9.5%	8.3%	0
Region 8, Denver	185	86.3%	10.9%	2.7%	1
Region 9, San Francisco	157	75.3%	11.6%	13.1%	2
Region 10, Seattle	253	81.1%	11.5%	7.4%	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

Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	134,642	88.7%	7.9%	3.4%	3,316
Environmental Protection Agency	2,576	94.6%	4.0%	1.4%	28
Office of Administration and Resources Management	126	96.3%	1.0%	2.7%	0
Office of Air and Radiation	95	92.2%	6.6%	1.2%	0
Office of Chemical Safety and Pollution Prevention	74	93.6%	6.4%	0.0%	0
Office of Enforcement and Compliance Assurance	81	94.7%	4.4%	0.8%	0
Office of Environmental Information	74	91.0%	4.0%	5.0%	0
Office of General Counsel	31	96.1%	0.0%	3.9%	0
Office of Inspector General	77	100.0%	0.0%	0.0%	1
Office of International and Tribal Affairs	14	70.4%	24.2%	5.4%	0
Office of Research and Development	210	95.9%	2.9%	1.2%	3
Office of Solid Waste & Emergency Response	101	90.5%	6.8%	2.8%	0
Office of the Administrator	60	96.0%	3.3%	0.7%	1
Office of the Chief Financial Officer	107	91.5%	6.7%	1.8%	3
Office of Water	77	95.7%	4.3%	0.0%	0
Region 1, Boston	81	97.7%	0.0%	2.3%	1
Region 2, New York	125	88.7%	7.4%	3.9%	2
Region 3, Philadelphia	184	95.9%	3.8%	0.3%	6
Region 4, Atlanta	156	93.0%	6.1%	1.0%	1
Region 5, Chicago	152	95.9%	3.5%	0.6%	1
Region 6, Dallas	107	95.5%	2.2%	2.3%	2
Region 7, Kansas City	137	97.4%	1.6%	1.0%	1
Region 8, Denver	152	94.5%	5.0%	0.6%	2
Region 9, San Francisco	120	99.2%	0.0%	0.8%	3
Region 10, Seattle	235	94.6%	4.2%	1.2%	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	95,574	79.6%	16.9%	3.6%	7,496
Environmental Protection Agency	1,394	83.8%	13.4%	2.8%	52
Office of Administration and Resources Management	74	83.7%	11.5%	4.8%	1
Office of Air and Radiation	56	95.1%	4.9%	0.0%	2
Office of Chemical Safety and Pollution Prevention	34	77.7%	14.6%	7.7%	1
Office of Enforcement and Compliance Assurance	44	70.4%	17.0%	12.6%	0
Office of Environmental Information	30	81.4%	9.8%	8.8%	0
Office of General Counsel	12	100.0%	0.0%	0.0%	1
Office of Inspector General	61	89.8%	8.7%	1.5%	2
Office of International and Tribal Affairs	5	100.0%	0.0%	0.0%	0
Office of Research and Development	140	92.8%	7.2%	0.0%	3
Office of Solid Waste & Emergency Response	36	91.4%	8.6%	0.0%	7
Office of the Administrator	31	75.2%	23.3%	1.4%	1
Office of the Chief Financial Officer	57	85.9%	12.9%	1.2%	2
Office of Water	39	87.2%	12.8%	0.0%	2
Region 1, Boston	50	71.2%	28.8%	0.0%	3
Region 2, New York	105	82.3%	16.1%	1.6%	5
Region 3, Philadelphia	124	83.1%	15.7%	1.2%	3
Region 4, Atlanta	89	86.7%	9.5%	3.8%	1
Region 5, Chicago	59	73.1%	24.3%	2.7%	3
Region 6, Dallas	56	79.1%	19.1%	1.8%	3
Region 7, Kansas City	75	86.3%	6.3%	7.4%	1
Region 8, Denver	85	81.4%	14.2%	4.4%	4
Region 9, San Francisco	39	72.2%	26.6%	1.2%	3
Region 10, Seattle	93	83.9%	12.7%	3.3%	4

*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	50,775	74.1%	21.8%	4.1%	8,526
Environmental Protection Agency	475	78.2%	19.0%	2.8%	82
Office of Administration and Resources Management	23	80.1%	16.7%	3.2%	2
Office of Air and Radiation	13	72.0%	20.5%	7.6%	4
Office of Chemical Safety and Pollution Prevention	11	80.9%	19.1%	0.0%	1
Office of Enforcement and Compliance Assurance	6	55.6%	44.4%	0.0%	3
Office of Environmental Information	7	65.7%	34.3%	0.0%	2
Office of General Counsel	0	--	--	--	1
Office of Inspector General	10	90.6%	0.0%	9.4%	2
Office of International and Tribal Affairs	0	--	--	--	0
Office of Research and Development	39	73.0%	26.0%	1.0%	5
Office of Solid Waste & Emergency Response	11	47.5%	52.5%	0.0%	6
Office of the Administrator	8	46.0%	54.0%	0.0%	3
Office of the Chief Financial Officer	18	84.2%	15.8%	0.0%	4
Office of Water	7	72.7%	27.3%	0.0%	4
Region 1, Boston	18	57.3%	38.0%	4.7%	4
Region 2, New York	39	79.4%	20.6%	0.0%	3
Region 3, Philadelphia	65	82.7%	14.0%	3.3%	2
Region 4, Atlanta	22	87.5%	12.5%	0.0%	4
Region 5, Chicago	18	92.3%	7.7%	0.0%	2
Region 6, Dallas	37	89.4%	6.0%	4.6%	6
Region 7, Kansas City	39	82.3%	15.2%	2.5%	9
Region 8, Denver	25	81.6%	14.2%	4.1%	5
Region 9, San Francisco	26	74.6%	22.1%	3.3%	4
Region 10, Seattle	33	82.5%	4.3%	13.3%	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	10,108	70.3%	25.9%	3.8%	4,459
Environmental Protection Agency	96	65.8%	28.5%	5.8%	51
Office of Administration and Resources Management	8	84.0%	16.0%	0.0%	3
Office of Air and Radiation	9	83.7%	16.3%	0.0%	4
Office of Chemical Safety and Pollution Prevention	4	53.4%	18.2%	28.4%	1
Office of Enforcement and Compliance Assurance	1	0.0%	100.0%	0.0%	0
Office of Environmental Information	1	0.0%	100.0%	0.0%	2
Office of General Counsel	1	100.0%	0.0%	0.0%	2
Office of Inspector General	1	0.0%	0.0%	100.0%	3
Office of International and Tribal Affairs	0	--	--	--	0
Office of Research and Development	13	64.2%	35.8%	0.0%	2
Office of Solid Waste & Emergency Response	3	0.0%	100.0%	0.0%	8
Office of the Administrator	4	21.4%	51.1%	27.6%	2
Office of the Chief Financial Officer	8	75.7%	8.1%	16.2%	1
Office of Water	3	77.1%	22.9%	0.0%	0
Region 1, Boston	1	100.0%	0.0%	0.0%	1
Region 2, New York	7	73.3%	26.7%	0.0%	1
Region 3, Philadelphia	8	88.8%	11.2%	0.0%	2
Region 4, Atlanta	6	68.0%	32.0%	0.0%	4
Region 5, Chicago	1	100.0%	0.0%	0.0%	2
Region 6, Dallas	3	58.1%	41.9%	0.0%	3
Region 7, Kansas City	6	65.8%	34.2%	0.0%	0
Region 8, Denver	1	0.0%	0.0%	100.0%	1
Region 9, San Francisco	3	100.0%	0.0%	0.0%	3
Region 10, Seattle	4	76.8%	0.0%	23.2%	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)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,391	66.3%	31.3%	2.3%	3,445
Environmental Protection Agency	89	67.5%	28.3%	4.1%	39
Office of Administration and Resources Management	4	100.0%	0.0%	0.0%	3
Office of Air and Radiation	3	36.6%	63.4%	0.0%	2
Office of Chemical Safety and Pollution Prevention	2	28.6%	71.4%	0.0%	0
Office of Enforcement and Compliance Assurance	0	--	--	--	0
Office of Environmental Information	2	52.3%	47.7%	0.0%	0
Office of General Counsel	0	--	--	--	1
Office of Inspector General	1	100.0%	0.0%	0.0%	5
Office of International and Tribal Affairs	0	--	--	--	0
Office of Research and Development	12	86.4%	13.6%	0.0%	1
Office of Solid Waste & Emergency Response	2	53.4%	46.6%	0.0%	4
Office of the Administrator	2	29.5%	70.5%	0.0%	1
Office of the Chief Financial Officer	4	100.0%	0.0%	0.0%	4
Office of Water	0	--	--	--	1
Region 1, Boston	5	19.6%	71.8%	8.6%	1
Region 2, New York	4	83.3%	16.7%	0.0%	1
Region 3, Philadelphia	16	77.1%	19.3%	3.5%	3
Region 4, Atlanta	4	77.2%	22.8%	0.0%	1
Region 5, Chicago	1	100.0%	0.0%	0.0%	1
Region 6, Dallas	15	65.9%	20.8%	13.3%	2
Region 7, Kansas City	4	79.6%	20.4%	0.0%	0
Region 8, Denver	5	80.5%	0.0%	19.5%	1
Region 9, San Francisco	1	100.0%	0.0%	0.0%	2
Region 10, Seattle	2	100.0%	0.0%	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

Demographic Questions

85. *Where do you work?*

	N	%
Headquarters	1,290	34.1%
Field	2,490	65.9%

86. *What is your supervisory status?*

	N	%
Non-Supervisor	2,742	72.4%
Team Leader	417	11.0%
Supervisor	339	8.9%
Manager	145	3.8%
Executive	146	3.9%

87. *Are you:*

	N	%
Male	1,705	45.4%
Female	2,052	54.6%

88. *Are you Hispanic or Latino?*

	N	%
Yes	259	6.9%
No	3,480	93.1%

89. *Race*

	N	%
American Indian or Alaska Native	31	0.9%
Asian	189	5.2%
Black or African American	515	14.3%
Native Hawaiian or Other Pacific Islander	10	0.3%
White	2,753	76.3%
Two or more races (Not Hispanic or Latino)	112	3.1%

Environmental Protection Agency

1st Level Subagency Comparison Report

Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	35	0.9%
26-29	123	3.3%
30-39	621	16.7%
40-49	973	26.2%
50-59	1,404	37.7%
60 or older	564	15.2%

91. What is your pay category/grade?

	N	%
Federal Wage System	3	0.1%
GS 1-6	26	0.7%
GS 7-12	848	22.6%
GS 13-15	2,737	72.8%
Senior Executive Service	132	3.5%
Senior Level (SL) or Scientific or Professional (ST)	5	0.1%
Other	9	0.2%

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

	N	%
Less than 1 year	7	0.2%
1 to 3 years	310	8.2%
4 to 5 years	275	7.3%
6 to 10 years	464	12.3%
11 to 14 years	368	9.8%
15 to 20 years	468	12.4%
More than 20 years	1,881	49.9%

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

	N	%
Less than 1 year	16	0.4%
1 to 3 years	426	11.3%
4 to 5 years	340	9.0%
6 to 10 years	516	13.7%
11 to 20 years	907	24.1%
More than 20 years	1,557	41.4%

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	2,717	72.3%
Yes, to retire	234	6.2%
Yes, to take another job within the Federal Government	473	12.6%
Yes, to take another job outside the Federal Government	183	4.9%
Yes, other	152	4.0%

95. I am planning to retire:

	N	%
Within one year	115	3.1%
Between one and three years	388	10.4%
Between three and five years	391	10.5%
Five or more years	2,832	76.0%

96. Self-Identify as:

	N	%
Heterosexual or Straight	2,983	84.0%
Gay, Lesbian, Bisexual, or Transgender	158	4.4%
I prefer not to say	411	11.6%

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

	N	%
Yes	384	10.2%
No	3,368	89.8%

98. Are you an individual with a disability?

	N	%
Yes	262	7.0%
No	3,485	93.0%