

**2014**

# **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	392,752
<b>Environmental Protection Agency</b>	<b>3,863</b>
Office of Administration and Resources Management	200
Office of Air and Radiation	127
Office of Chemical Safety and Pollution Prevention	145
Office of Enforcement and Compliance Assurance	215
Office of Environmental Information	108
Office of General Counsel	113
Office of Inspector General	100
Office of International and Tribal Affairs	29
Office of Research and Development	306
Office of Solid Waste & Emergency Response	134
Office of the Administrator	118
Office of the Chief Financial Officer	137
Office of Water	133
Region 1 Total	135
Region 2 Total	239
Region 3 Total	215
Region 4 Total	196
Region 5 Total	241
Region 6 Total	147
Region 7 Total	147
Region 8 Total	210
Region 9 Total	205
Region 10 Total	263

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

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

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

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

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

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

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	391,977	59.1%	17.4%	23.5%
<b>Environmental Protection Agency</b>	<b>3,856</b>	<b>58.8%</b>	<b>17.3%</b>	<b>23.9%</b>
Office of Administration and Resources Management	200	58.5%	22.1%	19.4%
Office of Air and Radiation	127	49.5%	18.1%	32.4%
Office of Chemical Safety and Pollution Prevention	145	50.7%	18.0%	31.3%
Office of Enforcement and Compliance Assurance	214	56.2%	20.5%	23.3%
Office of Environmental Information	108	48.7%	26.4%	24.9%
Office of General Counsel	111	66.8%	19.9%	13.2%
Office of Inspector General	100	63.9%	15.2%	20.9%
Office of International and Tribal Affairs	29	53.4%	17.9%	28.7%
Office of Research and Development	305	64.7%	15.3%	20.0%
Office of Solid Waste & Emergency Response	134	70.3%	15.1%	14.5%
Office of the Administrator	118	60.5%	12.9%	26.5%
Office of the Chief Financial Officer	137	61.1%	14.4%	24.6%
Office of Water	132	63.1%	17.7%	19.2%
Region 1 Total	135	55.9%	14.0%	30.1%
Region 2 Total	238	51.2%	19.6%	29.2%
Region 3 Total	215	64.4%	12.6%	23.0%
Region 4 Total	196	66.4%	14.5%	19.1%
Region 5 Total	241	53.5%	19.4%	27.1%
Region 6 Total	147	59.8%	15.8%	24.4%
Region 7 Total	147	60.2%	18.4%	21.4%
Region 8 Total	209	67.1%	15.5%	17.4%
Region 9 Total	205	63.8%	17.5%	18.7%
Region 10 Total	263	51.6%	19.7%	28.8%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
<b>Environmental Protection Agency</b>	<b>3,820</b>	<b>67.4%</b>	<b>15.7%</b>	<b>16.9%</b>
Office of Administration and Resources Management	198	67.0%	14.6%	18.4%
Office of Air and Radiation	123	63.0%	17.7%	19.3%
Office of Chemical Safety and Pollution Prevention	144	62.7%	13.6%	23.7%
Office of Enforcement and Compliance Assurance	213	65.3%	15.8%	18.9%
Office of Environmental Information	104	59.9%	14.4%	25.7%
Office of General Counsel	113	84.6%	9.0%	6.4%
Office of Inspector General	100	72.1%	17.7%	10.2%
Office of International and Tribal Affairs	28	84.7%	5.2%	10.1%
Office of Research and Development	303	62.2%	19.4%	18.4%
Office of Solid Waste & Emergency Response	130	65.6%	18.7%	15.7%
Office of the Administrator	117	67.9%	10.1%	22.0%
Office of the Chief Financial Officer	137	77.6%	8.3%	14.1%
Office of Water	131	58.8%	22.1%	19.0%
Region 1 Total	133	69.2%	15.2%	15.6%
Region 2 Total	238	71.9%	13.6%	14.5%
Region 3 Total	214	73.3%	11.8%	14.9%
Region 4 Total	195	75.9%	12.1%	12.1%
Region 5 Total	239	67.8%	16.0%	16.3%
Region 6 Total	142	66.4%	20.2%	13.4%
Region 7 Total	146	72.6%	14.3%	13.1%
Region 8 Total	209	69.4%	15.2%	15.4%
Region 9 Total	203	73.4%	13.4%	13.2%
Region 10 Total	260	55.9%	22.6%	21.6%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
<b>Environmental Protection Agency</b>	<b>3,795</b>	<b>58.5%</b>	<b>17.6%</b>	<b>23.9%</b>
Office of Administration and Resources Management	195	59.5%	18.6%	21.8%
Office of Air and Radiation	124	57.2%	16.4%	26.4%
Office of Chemical Safety and Pollution Prevention	140	58.3%	17.2%	24.5%
Office of Enforcement and Compliance Assurance	209	57.5%	15.3%	27.2%
Office of Environmental Information	104	46.5%	22.8%	30.7%
Office of General Counsel	113	61.6%	25.1%	13.3%
Office of Inspector General	98	50.7%	23.3%	26.0%
Office of International and Tribal Affairs	28	65.6%	24.8%	9.6%
Office of Research and Development	303	57.6%	17.7%	24.6%
Office of Solid Waste & Emergency Response	134	60.6%	22.8%	16.7%
Office of the Administrator	116	56.6%	14.6%	28.8%
Office of the Chief Financial Officer	135	61.2%	15.5%	23.3%
Office of Water	131	56.0%	14.9%	29.1%
Region 1 Total	133	63.9%	18.7%	17.4%
Region 2 Total	235	51.1%	20.7%	28.2%
Region 3 Total	212	58.7%	19.6%	21.7%
Region 4 Total	193	64.4%	13.7%	22.0%
Region 5 Total	238	51.9%	18.3%	29.8%
Region 6 Total	140	65.9%	15.6%	18.5%
Region 7 Total	145	65.4%	14.9%	19.7%
Region 8 Total	207	67.4%	11.3%	21.3%
Region 9 Total	202	61.2%	18.3%	20.4%
Region 10 Total	260	54.2%	20.3%	25.5%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
<b>Environmental Protection Agency</b>	<b>3,837</b>	<b>70.1%</b>	<b>14.2%</b>	<b>15.7%</b>
Office of Administration and Resources Management	199	70.6%	16.4%	12.9%
Office of Air and Radiation	125	65.1%	15.7%	19.1%
Office of Chemical Safety and Pollution Prevention	145	69.3%	12.0%	18.7%
Office of Enforcement and Compliance Assurance	214	69.4%	14.0%	16.6%
Office of Environmental Information	108	54.9%	17.0%	28.1%
Office of General Counsel	112	74.3%	15.6%	10.0%
Office of Inspector General	100	65.7%	21.8%	12.5%
Office of International and Tribal Affairs	29	65.9%	12.3%	21.8%
Office of Research and Development	300	71.2%	12.2%	16.6%
Office of Solid Waste & Emergency Response	133	63.0%	21.1%	15.9%
Office of the Administrator	117	66.1%	12.6%	21.3%
Office of the Chief Financial Officer	137	62.8%	19.2%	18.0%
Office of Water	133	60.3%	18.5%	21.2%
Region 1 Total	135	73.7%	14.2%	12.0%
Region 2 Total	239	72.7%	14.1%	13.2%
Region 3 Total	214	75.0%	11.2%	13.8%
Region 4 Total	196	71.9%	16.6%	11.5%
Region 5 Total	239	71.1%	11.3%	17.6%
Region 6 Total	146	74.3%	11.8%	13.9%
Region 7 Total	145	76.5%	11.7%	11.8%
Region 8 Total	206	75.6%	13.2%	11.3%
Region 9 Total	204	73.8%	13.8%	12.4%
Region 10 Total	261	71.9%	12.6%	15.5%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
<b>Environmental Protection Agency</b>	<b>3,784</b>	<b>79.7%</b>	<b>12.7%</b>	<b>7.6%</b>
Office of Administration and Resources Management	196	75.6%	17.5%	6.9%
Office of Air and Radiation	124	78.8%	12.9%	8.3%
Office of Chemical Safety and Pollution Prevention	143	78.2%	13.3%	8.5%
Office of Enforcement and Compliance Assurance	212	78.7%	12.7%	8.6%
Office of Environmental Information	106	64.9%	21.7%	13.4%
Office of General Counsel	110	79.1%	17.1%	3.7%
Office of Inspector General	98	79.2%	9.0%	11.8%
Office of International and Tribal Affairs	29	81.9%	10.3%	7.8%
Office of Research and Development	301	83.4%	9.5%	7.1%
Office of Solid Waste & Emergency Response	128	68.2%	15.5%	16.3%
Office of the Administrator	115	70.1%	14.2%	15.7%
Office of the Chief Financial Officer	132	79.2%	13.8%	7.1%
Office of Water	129	73.0%	15.1%	11.9%
Region 1 Total	133	86.1%	11.2%	2.7%
Region 2 Total	235	81.6%	13.9%	4.5%
Region 3 Total	209	82.2%	12.0%	5.8%
Region 4 Total	192	82.8%	12.2%	5.0%
Region 5 Total	234	78.5%	12.6%	8.9%
Region 6 Total	145	81.4%	14.2%	4.4%
Region 7 Total	146	80.9%	12.4%	6.7%
Region 8 Total	208	87.0%	7.9%	5.1%
Region 9 Total	204	83.0%	11.2%	5.8%
Region 10 Total	255	83.5%	9.7%	6.8%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
<b>Environmental Protection Agency</b>	<b>3,811</b>	<b>76.1%</b>	<b>13.6%</b>	<b>10.3%</b>
Office of Administration and Resources Management	197	78.5%	11.9%	9.6%
Office of Air and Radiation	126	73.5%	15.4%	11.1%
Office of Chemical Safety and Pollution Prevention	140	75.7%	12.0%	12.3%
Office of Enforcement and Compliance Assurance	213	75.3%	12.7%	12.0%
Office of Environmental Information	107	63.2%	21.0%	15.8%
Office of General Counsel	113	82.1%	14.6%	3.3%
Office of Inspector General	100	72.1%	14.5%	13.4%
Office of International and Tribal Affairs	29	88.4%	8.6%	3.0%
Office of Research and Development	303	72.9%	17.0%	10.2%
Office of Solid Waste & Emergency Response	130	77.1%	13.6%	9.3%
Office of the Administrator	117	65.5%	21.2%	13.3%
Office of the Chief Financial Officer	136	75.9%	15.9%	8.3%
Office of Water	132	71.0%	17.4%	11.7%
Region 1 Total	134	81.5%	12.6%	5.9%
Region 2 Total	236	85.0%	9.5%	5.5%
Region 3 Total	214	79.7%	11.9%	8.4%
Region 4 Total	188	74.9%	14.5%	10.6%
Region 5 Total	234	74.8%	12.3%	12.8%
Region 6 Total	146	83.0%	9.7%	7.3%
Region 7 Total	145	81.0%	8.0%	10.9%
Region 8 Total	208	74.2%	14.1%	11.7%
Region 9 Total	202	77.2%	13.2%	9.6%
Region 10 Total	261	75.8%	11.5%	12.7%



# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
<b>Environmental Protection Agency</b>	<b>3,833</b>	<b>95.9%</b>	<b>2.5%</b>	<b>1.5%</b>
Office of Administration and Resources Management	199	95.8%	3.6%	0.6%
Office of Air and Radiation	125	97.0%	0.8%	2.2%
Office of Chemical Safety and Pollution Prevention	145	93.0%	5.1%	1.9%
Office of Enforcement and Compliance Assurance	210	95.9%	2.9%	1.2%
Office of Environmental Information	108	94.6%	2.7%	2.7%
Office of General Counsel	113	97.6%	0.9%	1.4%
Office of Inspector General	100	95.1%	2.8%	2.1%
Office of International and Tribal Affairs	29	100.0%	0.0%	0.0%
Office of Research and Development	306	96.8%	1.8%	1.4%
Office of Solid Waste & Emergency Response	132	95.1%	2.9%	2.1%
Office of the Administrator	118	99.5%	0.0%	0.5%
Office of the Chief Financial Officer	137	94.7%	3.1%	2.2%
Office of Water	130	96.2%	3.8%	0.0%
Region 1 Total	134	98.7%	0.8%	0.5%
Region 2 Total	237	96.9%	2.0%	1.1%
Region 3 Total	212	97.5%	1.2%	1.3%
Region 4 Total	193	96.6%	2.1%	1.3%
Region 5 Total	239	96.2%	2.0%	1.8%
Region 6 Total	147	94.7%	2.6%	2.7%
Region 7 Total	146	95.0%	3.4%	1.6%
Region 8 Total	210	95.2%	3.3%	1.5%
Region 9 Total	204	93.7%	3.9%	2.4%
Region 10 Total	259	94.6%	5.0%	0.4%

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
<b>Environmental Protection Agency</b>	<b>3,846</b>	<b>88.0%</b>	<b>10.1%</b>	<b>1.9%</b>
Office of Administration and Resources Management	199	89.5%	8.0%	2.5%
Office of Air and Radiation	127	86.0%	12.7%	1.3%
Office of Chemical Safety and Pollution Prevention	144	85.4%	13.6%	1.0%
Office of Enforcement and Compliance Assurance	214	84.8%	13.5%	1.8%
Office of Environmental Information	108	84.1%	15.0%	0.9%
Office of General Counsel	113	80.7%	18.0%	1.4%
Office of Inspector General	100	88.5%	9.2%	2.3%
Office of International and Tribal Affairs	28	80.3%	13.5%	6.2%
Office of Research and Development	306	90.5%	8.2%	1.3%
Office of Solid Waste & Emergency Response	132	92.2%	5.4%	2.4%
Office of the Administrator	118	95.4%	4.1%	0.5%
Office of the Chief Financial Officer	137	90.3%	6.8%	2.8%
Office of Water	131	85.0%	10.9%	4.1%
Region 1 Total	135	89.7%	8.1%	2.2%
Region 2 Total	238	89.8%	9.3%	0.8%
Region 3 Total	215	87.4%	12.1%	0.5%
Region 4 Total	196	89.2%	9.5%	1.3%
Region 5 Total	238	86.8%	9.6%	3.6%
Region 6 Total	147	89.3%	7.3%	3.4%
Region 7 Total	146	86.4%	11.7%	1.9%
Region 8 Total	208	89.9%	8.3%	1.8%
Region 9 Total	205	86.6%	11.5%	1.9%
Region 10 Total	261	87.1%	11.2%	1.7%

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
<b>Environmental Protection Agency</b>	<b>3,845</b>	<b>33.9%</b>	<b>16.6%</b>	<b>49.5%</b>	<b>8</b>
Office of Administration and Resources Management	199	37.0%	18.3%	44.6%	0
Office of Air and Radiation	127	26.2%	18.6%	55.1%	0
Office of Chemical Safety and Pollution Prevention	142	33.4%	15.3%	51.3%	1
Office of Enforcement and Compliance Assurance	215	29.8%	11.3%	58.9%	0
Office of Environmental Information	108	38.2%	18.3%	43.5%	0
Office of General Counsel	113	34.0%	17.5%	48.5%	0
Office of Inspector General	99	41.7%	18.4%	39.9%	0
Office of International and Tribal Affairs	28	42.9%	13.8%	43.3%	1
Office of Research and Development	306	29.3%	18.0%	52.7%	0
Office of Solid Waste & Emergency Response	134	30.3%	17.8%	51.9%	0
Office of the Administrator	117	33.0%	16.9%	50.0%	1
Office of the Chief Financial Officer	136	50.1%	14.8%	35.1%	1
Office of Water	133	24.5%	17.9%	57.6%	0
Region 1 Total	135	34.7%	15.0%	50.2%	0
Region 2 Total	239	41.3%	14.5%	44.2%	0
Region 3 Total	214	37.9%	20.6%	41.5%	0
Region 4 Total	194	47.6%	12.3%	40.1%	1
Region 5 Total	237	36.8%	16.3%	46.9%	2
Region 6 Total	147	34.7%	20.6%	44.7%	0
Region 7 Total	146	40.7%	16.0%	43.4%	0
Region 8 Total	210	32.7%	17.3%	50.0%	0
Region 9 Total	204	27.0%	15.3%	57.7%	0
Region 10 Total	262	16.7%	16.2%	67.1%	1

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
<b>Environmental Protection Agency</b>	<b>3,826</b>	<b>49.9%</b>	<b>19.0%</b>	<b>31.1%</b>	<b>8</b>
Office of Administration and Resources Management	200	52.3%	21.0%	26.7%	0
Office of Air and Radiation	125	46.4%	18.0%	35.6%	0
Office of Chemical Safety and Pollution Prevention	143	43.7%	19.1%	37.2%	1
Office of Enforcement and Compliance Assurance	213	51.6%	15.1%	33.2%	0
Office of Environmental Information	106	50.4%	20.4%	29.2%	1
Office of General Counsel	113	55.9%	12.0%	32.1%	0
Office of Inspector General	100	49.5%	23.8%	26.7%	0
Office of International and Tribal Affairs	28	56.9%	23.0%	20.1%	0
Office of Research and Development	303	51.4%	21.4%	27.2%	0
Office of Solid Waste & Emergency Response	133	51.8%	14.3%	33.9%	1
Office of the Administrator	117	44.4%	19.6%	36.1%	1
Office of the Chief Financial Officer	137	61.0%	14.9%	24.2%	0
Office of Water	133	38.3%	19.7%	42.0%	0
Region 1 Total	134	49.3%	17.4%	33.3%	0
Region 2 Total	238	52.4%	16.0%	31.6%	0
Region 3 Total	213	59.3%	15.6%	25.1%	0
Region 4 Total	196	57.9%	21.3%	20.8%	0
Region 5 Total	232	50.2%	22.0%	27.8%	3
Region 6 Total	145	55.7%	22.6%	21.8%	0
Region 7 Total	144	51.7%	16.4%	32.0%	1
Region 8 Total	209	43.1%	20.7%	36.2%	0
Region 9 Total	203	51.2%	18.7%	30.1%	0
Region 10 Total	261	25.5%	18.2%	56.3%	0

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
<b>Environmental Protection Agency</b>	<b>3,692</b>	<b>52.6%</b>	<b>16.6%</b>	<b>30.8%</b>	<b>14</b>
Office of Administration and Resources Management	188	56.5%	18.6%	24.9%	2
Office of Air and Radiation	122	48.2%	15.5%	36.3%	0
Office of Chemical Safety and Pollution Prevention	137	49.6%	20.0%	30.4%	2
Office of Enforcement and Compliance Assurance	202	50.8%	13.7%	35.5%	1
Office of Environmental Information	102	37.5%	14.7%	47.8%	1
Office of General Counsel	109	61.9%	19.8%	18.3%	0
Office of Inspector General	99	53.2%	15.9%	30.9%	0
Office of International and Tribal Affairs	28	51.0%	25.5%	23.5%	0
Office of Research and Development	296	51.4%	16.7%	31.9%	1
Office of Solid Waste & Emergency Response	130	53.3%	15.1%	31.5%	0
Office of the Administrator	113	48.4%	13.2%	38.4%	0
Office of the Chief Financial Officer	132	49.4%	21.5%	29.1%	0
Office of Water	127	50.7%	12.3%	37.0%	1
Region 1 Total	129	55.9%	14.7%	29.4%	1
Region 2 Total	231	52.4%	16.6%	31.0%	0
Region 3 Total	208	59.0%	13.4%	27.6%	0
Region 4 Total	182	52.9%	18.1%	29.1%	0
Region 5 Total	229	51.9%	17.1%	31.0%	3
Region 6 Total	142	52.3%	25.4%	22.2%	0
Region 7 Total	135	62.9%	11.9%	25.1%	0
Region 8 Total	202	62.0%	13.7%	24.3%	1
Region 9 Total	197	54.5%	17.3%	28.1%	1
Region 10 Total	252	48.6%	15.1%	36.3%	0

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
<b>Environmental Protection Agency</b>	<b>3,832</b>	<b>80.8%</b>	<b>11.6%</b>	<b>7.6%</b>	<b>12</b>
Office of Administration and Resources Management	200	84.3%	11.3%	4.4%	0
Office of Air and Radiation	124	81.4%	12.3%	6.4%	1
Office of Chemical Safety and Pollution Prevention	145	81.6%	8.7%	9.8%	0
Office of Enforcement and Compliance Assurance	214	80.1%	6.2%	13.7%	1
Office of Environmental Information	106	70.6%	22.6%	6.8%	1
Office of General Counsel	113	82.0%	13.5%	4.5%	0
Office of Inspector General	99	85.3%	9.7%	4.9%	0
Office of International and Tribal Affairs	29	90.0%	7.1%	3.0%	0
Office of Research and Development	305	76.9%	14.0%	9.1%	1
Office of Solid Waste & Emergency Response	133	88.4%	8.8%	2.8%	0
Office of the Administrator	118	84.1%	7.5%	8.4%	0
Office of the Chief Financial Officer	136	86.1%	10.7%	3.2%	1
Office of Water	129	75.2%	11.8%	13.1%	1
Region 1 Total	134	83.8%	9.4%	6.8%	0
Region 2 Total	238	81.5%	11.6%	6.9%	1
Region 3 Total	214	81.8%	12.5%	5.6%	0
Region 4 Total	194	78.3%	11.7%	10.0%	2
Region 5 Total	236	76.4%	14.9%	8.7%	2
Region 6 Total	146	86.8%	8.9%	4.4%	0
Region 7 Total	145	83.3%	9.3%	7.4%	0
Region 8 Total	208	84.2%	9.6%	6.2%	1
Region 9 Total	204	80.9%	13.6%	5.5%	0
Region 10 Total	262	76.1%	14.7%	9.2%	0

# 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	384,209	89.6%	7.1%	3.3%	1,147
<b>Environmental Protection Agency</b>	<b>3,791</b>	<b>85.0%</b>	<b>10.8%</b>	<b>4.2%</b>	<b>11</b>
Office of Administration and Resources Management	198	88.6%	8.5%	2.9%	0
Office of Air and Radiation	125	81.3%	15.2%	3.5%	1
Office of Chemical Safety and Pollution Prevention	141	81.8%	13.5%	4.6%	1
Office of Enforcement and Compliance Assurance	211	86.3%	8.9%	4.8%	2
Office of Environmental Information	105	72.3%	18.3%	9.4%	2
Office of General Counsel	112	85.8%	8.3%	5.9%	0
Office of Inspector General	98	88.2%	9.2%	2.6%	0
Office of International and Tribal Affairs	28	94.6%	5.4%	0.0%	0
Office of Research and Development	301	82.8%	11.8%	5.5%	0
Office of Solid Waste & Emergency Response	130	88.9%	8.2%	2.9%	0
Office of the Administrator	113	87.2%	8.7%	4.1%	1
Office of the Chief Financial Officer	135	84.4%	10.5%	5.2%	0
Office of Water	127	76.4%	15.6%	8.0%	1
Region 1 Total	132	90.1%	9.1%	0.9%	0
Region 2 Total	235	87.7%	7.3%	5.0%	0
Region 3 Total	210	85.6%	12.6%	1.8%	0
Region 4 Total	195	83.3%	13.7%	2.9%	0
Region 5 Total	236	85.8%	7.4%	6.8%	0
Region 6 Total	146	85.2%	13.2%	1.6%	0
Region 7 Total	144	88.2%	7.2%	4.6%	0
Region 8 Total	207	90.3%	6.8%	3.0%	1
Region 9 Total	203	87.8%	9.5%	2.6%	1
Region 10 Total	259	85.5%	8.6%	6.0%	1

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

**14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,314	65.6%	14.3%	20.1%	1,736
<b>Environmental Protection Agency</b>	<b>3,832</b>	<b>68.0%</b>	<b>13.9%</b>	<b>18.1%</b>	<b>12</b>
Office of Administration and Resources Management	200	67.3%	14.2%	18.5%	0
Office of Air and Radiation	125	66.6%	16.6%	16.8%	1
Office of Chemical Safety and Pollution Prevention	143	57.5%	15.6%	26.9%	0
Office of Enforcement and Compliance Assurance	213	69.1%	14.6%	16.3%	2
Office of Environmental Information	107	71.8%	12.2%	16.0%	1
Office of General Counsel	112	60.7%	13.8%	25.5%	0
Office of Inspector General	100	85.4%	7.3%	7.3%	0
Office of International and Tribal Affairs	29	46.0%	26.5%	27.5%	0
Office of Research and Development	304	76.5%	14.6%	8.9%	2
Office of Solid Waste & Emergency Response	133	68.3%	11.2%	20.5%	0
Office of the Administrator	116	55.6%	19.9%	24.5%	2
Office of the Chief Financial Officer	137	69.3%	11.3%	19.4%	0
Office of Water	131	50.9%	22.4%	26.7%	0
Region 1 Total	134	83.3%	6.1%	10.6%	0
Region 2 Total	239	72.1%	12.8%	15.2%	0
Region 3 Total	214	74.3%	11.6%	14.1%	0
Region 4 Total	194	74.3%	9.8%	15.9%	1
Region 5 Total	236	72.5%	11.5%	16.0%	3
Region 6 Total	145	69.0%	12.0%	19.1%	0
Region 7 Total	146	53.5%	14.2%	32.3%	0
Region 8 Total	208	81.9%	8.5%	9.6%	0
Region 9 Total	205	48.3%	20.6%	31.1%	0
Region 10 Total	261	55.4%	21.3%	23.3%	0



# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
<b>Environmental Protection Agency</b>	<b>3,815</b>	<b>66.7%</b>	<b>16.7%</b>	<b>16.6%</b>	<b>29</b>
Office of Administration and Resources Management	197	69.8%	16.1%	14.1%	1
Office of Air and Radiation	127	57.0%	23.6%	19.4%	0
Office of Chemical Safety and Pollution Prevention	139	69.0%	12.9%	18.1%	4
Office of Enforcement and Compliance Assurance	210	72.2%	9.5%	18.4%	4
Office of Environmental Information	107	59.9%	21.1%	19.0%	0
Office of General Counsel	113	63.8%	21.6%	14.7%	0
Office of Inspector General	100	54.7%	20.1%	25.2%	0
Office of International and Tribal Affairs	28	71.2%	20.5%	8.3%	0
Office of Research and Development	305	72.6%	12.7%	14.7%	0
Office of Solid Waste & Emergency Response	129	74.4%	9.6%	16.0%	3
Office of the Administrator	118	63.6%	17.9%	18.5%	0
Office of the Chief Financial Officer	135	68.9%	21.5%	9.5%	2
Office of Water	131	63.8%	23.2%	13.0%	2
Region 1 Total	135	67.2%	17.4%	15.5%	0
Region 2 Total	238	63.6%	16.3%	20.1%	0
Region 3 Total	213	70.0%	14.5%	15.4%	2
Region 4 Total	194	65.0%	17.8%	17.2%	1
Region 5 Total	238	61.1%	19.0%	19.9%	3
Region 6 Total	143	67.4%	15.7%	17.0%	2
Region 7 Total	145	76.1%	12.0%	11.9%	0
Region 8 Total	210	71.5%	17.1%	11.4%	0
Region 9 Total	201	60.8%	21.4%	17.8%	3
Region 10 Total	259	69.1%	16.2%	14.7%	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	387,980	81.1%	12.5%	6.4%	1,810
<b>Environmental Protection Agency</b>	<b>3,830</b>	<b>80.3%</b>	<b>13.5%</b>	<b>6.1%</b>	<b>22</b>
Office of Administration and Resources Management	198	86.1%	10.4%	3.5%	2
Office of Air and Radiation	126	75.0%	14.0%	11.0%	1
Office of Chemical Safety and Pollution Prevention	143	84.0%	11.1%	4.9%	2
Office of Enforcement and Compliance Assurance	215	77.8%	14.0%	8.2%	0
Office of Environmental Information	106	71.2%	22.8%	6.1%	0
Office of General Counsel	111	73.8%	18.3%	7.9%	2
Office of Inspector General	100	80.9%	12.3%	6.8%	0
Office of International and Tribal Affairs	29	76.8%	19.5%	3.7%	0
Office of Research and Development	301	81.5%	12.5%	6.0%	3
Office of Solid Waste & Emergency Response	131	87.1%	10.3%	2.6%	2
Office of the Administrator	118	80.2%	11.9%	7.9%	0
Office of the Chief Financial Officer	136	84.2%	10.1%	5.7%	0
Office of Water	133	69.9%	26.3%	3.8%	0
Region 1 Total	135	84.8%	11.3%	3.9%	0
Region 2 Total	237	77.6%	17.4%	5.0%	1
Region 3 Total	212	83.7%	9.1%	7.2%	2
Region 4 Total	195	83.7%	13.6%	2.7%	1
Region 5 Total	237	75.6%	17.3%	7.1%	3
Region 6 Total	147	82.2%	9.5%	8.3%	0
Region 7 Total	146	83.4%	8.4%	8.2%	0
Region 8 Total	208	82.8%	9.3%	7.9%	1
Region 9 Total	205	80.5%	15.6%	3.9%	0
Region 10 Total	261	78.6%	15.0%	6.4%	2

## 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	373,094	60.3%	19.3%	20.4%	16,950
<b>Environmental Protection Agency</b>	<b>3,532</b>	<b>58.3%</b>	<b>21.3%</b>	<b>20.4%</b>	<b>312</b>
Office of Administration and Resources Management	189	63.7%	15.5%	20.8%	10
Office of Air and Radiation	114	53.6%	24.0%	22.4%	12
Office of Chemical Safety and Pollution Prevention	130	48.0%	20.3%	31.6%	12
Office of Enforcement and Compliance Assurance	189	57.3%	22.0%	20.7%	25
Office of Environmental Information	99	46.2%	32.6%	21.3%	9
Office of General Counsel	105	70.1%	13.2%	16.7%	8
Office of Inspector General	99	66.2%	11.2%	22.6%	1
Office of International and Tribal Affairs	25	64.5%	27.6%	7.9%	3
Office of Research and Development	283	61.9%	20.8%	17.2%	22
Office of Solid Waste & Emergency Response	122	56.2%	18.0%	25.7%	12
Office of the Administrator	112	46.7%	24.4%	28.9%	6
Office of the Chief Financial Officer	125	63.0%	21.6%	15.4%	11
Office of Water	117	59.6%	22.1%	18.3%	16
Region 1 Total	127	73.4%	17.5%	9.1%	8
Region 2 Total	219	58.8%	26.0%	15.2%	20
Region 3 Total	198	61.5%	20.2%	18.3%	15
Region 4 Total	178	58.5%	16.8%	24.7%	17
Region 5 Total	212	56.4%	22.9%	20.7%	25
Region 6 Total	145	57.9%	24.6%	17.5%	2
Region 7 Total	134	60.7%	20.8%	18.5%	12
Region 8 Total	194	61.3%	21.0%	17.7%	16
Region 9 Total	187	52.4%	27.3%	20.3%	18
Region 10 Total	229	59.2%	17.1%	23.7%	32

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
<b>Environmental Protection Agency</b>	<b>3,812</b>	<b>39.8%</b>	<b>24.6%</b>	<b>35.6%</b>	<b>39</b>
Office of Administration and Resources Management	200	49.0%	20.9%	30.1%	0
Office of Air and Radiation	126	30.7%	25.2%	44.1%	1
Office of Chemical Safety and Pollution Prevention	141	30.7%	20.5%	48.8%	2
Office of Enforcement and Compliance Assurance	212	34.9%	23.3%	41.9%	2
Office of Environmental Information	106	29.2%	29.1%	41.7%	2
Office of General Counsel	112	44.6%	31.6%	23.8%	1
Office of Inspector General	100	51.7%	28.9%	19.4%	0
Office of International and Tribal Affairs	28	35.7%	31.0%	33.3%	1
Office of Research and Development	301	42.2%	28.1%	29.7%	5
Office of Solid Waste & Emergency Response	132	48.6%	23.9%	27.5%	2
Office of the Administrator	116	36.6%	21.0%	42.5%	2
Office of the Chief Financial Officer	135	44.9%	26.5%	28.5%	2
Office of Water	133	37.6%	19.0%	43.4%	0
Region 1 Total	134	42.6%	18.0%	39.4%	1
Region 2 Total	234	35.6%	25.8%	38.6%	4
Region 3 Total	213	50.0%	23.4%	26.6%	2
Region 4 Total	194	51.1%	22.9%	26.0%	2
Region 5 Total	235	35.7%	25.5%	38.9%	5
Region 6 Total	147	38.5%	26.6%	34.8%	0
Region 7 Total	144	39.0%	23.7%	37.4%	2
Region 8 Total	210	44.5%	26.8%	28.6%	0
Region 9 Total	203	39.0%	30.1%	30.9%	2
Region 10 Total	256	30.6%	24.5%	44.9%	1

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	382,953	67.5%	14.6%	18.0%	8,987
<b>Environmental Protection Agency</b>	<b>3,807</b>	<b>56.9%</b>	<b>17.8%</b>	<b>25.2%</b>	<b>53</b>
Office of Administration and Resources Management	198	65.6%	20.2%	14.2%	2
Office of Air and Radiation	126	49.1%	21.6%	29.3%	0
Office of Chemical Safety and Pollution Prevention	138	52.5%	19.2%	28.3%	7
Office of Enforcement and Compliance Assurance	209	57.2%	16.1%	26.7%	6
Office of Environmental Information	107	60.2%	8.9%	30.9%	1
Office of General Counsel	111	44.9%	20.4%	34.7%	2
Office of Inspector General	100	57.4%	17.1%	25.5%	0
Office of International and Tribal Affairs	27	67.8%	3.2%	29.0%	2
Office of Research and Development	305	62.7%	14.4%	22.9%	1
Office of Solid Waste & Emergency Response	133	59.6%	18.7%	21.7%	1
Office of the Administrator	117	50.5%	18.8%	30.8%	1
Office of the Chief Financial Officer	133	71.4%	9.6%	19.0%	4
Office of Water	130	47.5%	18.8%	33.6%	3
Region 1 Total	135	62.1%	18.4%	19.5%	0
Region 2 Total	232	58.8%	19.9%	21.4%	6
Region 3 Total	214	52.1%	18.1%	29.8%	1
Region 4 Total	192	58.1%	16.5%	25.5%	3
Region 5 Total	238	52.6%	21.4%	26.1%	3
Region 6 Total	147	63.0%	14.8%	22.2%	0
Region 7 Total	145	59.5%	17.4%	23.1%	2
Region 8 Total	208	57.6%	17.8%	24.6%	2
Region 9 Total	203	57.2%	20.5%	22.2%	2
Region 10 Total	259	49.1%	18.5%	32.4%	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	391,426	72.1%	14.2%	13.8%
<b>Environmental Protection Agency</b>	<b>3,852</b>	<b>75.7%</b>	<b>12.6%</b>	<b>11.7%</b>
Office of Administration and Resources Management	199	70.0%	19.1%	10.9%
Office of Air and Radiation	125	79.1%	9.1%	11.8%
Office of Chemical Safety and Pollution Prevention	145	70.5%	13.5%	16.0%
Office of Enforcement and Compliance Assurance	215	74.3%	15.0%	10.7%
Office of Environmental Information	108	61.1%	20.6%	18.3%
Office of General Counsel	112	87.6%	4.2%	8.2%
Office of Inspector General	100	79.4%	13.4%	7.2%
Office of International and Tribal Affairs	29	72.2%	12.8%	15.0%
Office of Research and Development	305	74.9%	14.4%	10.7%
Office of Solid Waste & Emergency Response	134	77.6%	12.5%	9.8%
Office of the Administrator	118	75.9%	6.4%	17.7%
Office of the Chief Financial Officer	135	73.8%	12.6%	13.6%
Office of Water	133	67.5%	20.0%	12.5%
Region 1 Total	135	79.8%	9.4%	10.8%
Region 2 Total	239	76.7%	10.5%	12.8%
Region 3 Total	214	77.2%	11.7%	11.2%
Region 4 Total	196	77.7%	13.7%	8.6%
Region 5 Total	241	73.2%	14.2%	12.6%
Region 6 Total	147	72.5%	11.6%	16.0%
Region 7 Total	147	78.1%	11.1%	10.8%
Region 8 Total	209	79.1%	9.3%	11.5%
Region 9 Total	205	86.1%	8.1%	5.8%
Region 10 Total	261	80.8%	9.2%	9.9%

# 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	376,727	40.6%	26.4%	33.0%	14,985
<b>Environmental Protection Agency</b>	<b>3,700</b>	<b>27.9%</b>	<b>23.7%</b>	<b>48.3%</b>	<b>155</b>
Office of Administration and Resources Management	191	29.5%	31.1%	39.4%	8
Office of Air and Radiation	124	20.9%	18.7%	60.4%	3
Office of Chemical Safety and Pollution Prevention	136	22.3%	21.5%	56.2%	9
Office of Enforcement and Compliance Assurance	208	20.5%	25.7%	53.8%	6
Office of Environmental Information	103	34.0%	24.1%	41.9%	4
Office of General Counsel	109	61.4%	19.5%	19.0%	4
Office of Inspector General	95	36.7%	26.3%	37.0%	5
Office of International and Tribal Affairs	29	33.3%	20.3%	46.5%	0
Office of Research and Development	299	18.6%	15.8%	65.6%	7
Office of Solid Waste & Emergency Response	133	33.5%	19.4%	47.1%	1
Office of the Administrator	113	32.4%	20.2%	47.4%	5
Office of the Chief Financial Officer	131	41.1%	30.5%	28.4%	6
Office of Water	128	21.5%	16.6%	61.9%	5
Region 1 Total	127	27.9%	19.4%	52.8%	8
Region 2 Total	221	23.7%	29.6%	46.7%	17
Region 3 Total	202	33.2%	26.8%	40.1%	12
Region 4 Total	190	31.2%	31.7%	37.1%	6
Region 5 Total	223	26.5%	23.6%	50.0%	18
Region 6 Total	142	34.2%	29.9%	35.8%	5
Region 7 Total	143	32.7%	30.0%	37.3%	4
Region 8 Total	204	25.4%	24.4%	50.3%	5
Region 9 Total	196	43.3%	27.2%	29.5%	8
Region 10 Total	253	23.7%	18.0%	58.2%	9

# 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	362,631	32.0%	28.7%	39.3%	26,462
<b>Environmental Protection Agency</b>	<b>3,501</b>	<b>32.6%</b>	<b>25.9%</b>	<b>41.6%</b>	<b>332</b>
Office of Administration and Resources Management	180	40.6%	23.3%	36.1%	17
Office of Air and Radiation	119	32.6%	16.0%	51.4%	7
Office of Chemical Safety and Pollution Prevention	132	35.6%	21.1%	43.3%	13
Office of Enforcement and Compliance Assurance	197	28.7%	29.5%	41.8%	17
Office of Environmental Information	99	26.8%	27.6%	45.6%	4
Office of General Counsel	98	50.0%	26.5%	23.5%	14
Office of Inspector General	93	40.7%	27.7%	31.6%	7
Office of International and Tribal Affairs	27	30.4%	31.1%	38.5%	2
Office of Research and Development	287	39.5%	21.5%	38.9%	17
Office of Solid Waste & Emergency Response	125	28.6%	18.1%	53.4%	9
Office of the Administrator	101	28.2%	25.7%	46.1%	15
Office of the Chief Financial Officer	129	43.4%	22.5%	34.1%	7
Office of Water	119	28.0%	32.5%	39.5%	14
Region 1 Total	120	27.0%	24.5%	48.5%	14
Region 2 Total	227	26.7%	31.3%	42.0%	10
Region 3 Total	201	26.5%	34.2%	39.3%	13
Region 4 Total	186	34.3%	22.7%	43.0%	9
Region 5 Total	213	27.4%	27.8%	44.9%	25
Region 6 Total	139	36.3%	22.4%	41.3%	8
Region 7 Total	136	29.0%	35.1%	35.9%	10
Region 8 Total	182	34.9%	29.2%	35.9%	27
Region 9 Total	172	32.9%	35.9%	31.2%	32
Region 10 Total	219	25.3%	28.5%	46.2%	41



## 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	354,178	28.2%	26.9%	44.9%	35,600
<b>Environmental Protection Agency</b>	<b>3,382</b>	<b>23.0%</b>	<b>28.7%</b>	<b>48.4%</b>	<b>461</b>
Office of Administration and Resources Management	185	27.0%	29.1%	44.0%	15
Office of Air and Radiation	116	15.1%	22.9%	62.0%	11
Office of Chemical Safety and Pollution Prevention	130	27.1%	22.5%	50.4%	14
Office of Enforcement and Compliance Assurance	189	20.3%	25.4%	54.3%	25
Office of Environmental Information	99	17.5%	22.1%	60.4%	9
Office of General Counsel	82	21.8%	37.6%	40.6%	29
Office of Inspector General	86	21.7%	35.1%	43.2%	13
Office of International and Tribal Affairs	25	24.4%	14.8%	60.8%	4
Office of Research and Development	265	27.4%	28.2%	44.4%	40
Office of Solid Waste & Emergency Response	115	23.7%	26.2%	50.1%	17
Office of the Administrator	107	16.9%	27.9%	55.2%	11
Office of the Chief Financial Officer	128	26.0%	25.9%	48.0%	9
Office of Water	120	19.8%	27.5%	52.6%	13
Region 1 Total	115	30.5%	22.4%	47.1%	20
Region 2 Total	212	19.6%	31.2%	49.2%	24
Region 3 Total	194	17.8%	30.1%	52.1%	20
Region 4 Total	180	17.8%	32.6%	49.6%	13
Region 5 Total	214	19.5%	31.3%	49.1%	26
Region 6 Total	138	24.6%	30.3%	45.1%	7
Region 7 Total	135	25.6%	36.8%	37.6%	11
Region 8 Total	168	30.4%	31.4%	38.2%	42
Region 9 Total	157	26.6%	41.3%	32.1%	48
Region 10 Total	222	32.6%	25.5%	41.9%	40

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Work Unit (continued)

24. *In my work unit, differences in performance are recognized in a meaningful way.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
<b>Environmental Protection Agency</b>	<b>3,533</b>	<b>30.1%</b>	<b>26.8%</b>	<b>43.1%</b>	<b>315</b>
Office of Administration and Resources Management	188	36.3%	22.9%	40.8%	10
Office of Air and Radiation	118	20.0%	21.6%	58.4%	9
Office of Chemical Safety and Pollution Prevention	133	29.0%	23.5%	47.5%	12
Office of Enforcement and Compliance Assurance	198	28.0%	24.1%	47.9%	15
Office of Environmental Information	103	30.7%	23.1%	46.1%	4
Office of General Counsel	95	37.6%	25.7%	36.8%	17
Office of Inspector General	93	34.5%	31.3%	34.2%	7
Office of International and Tribal Affairs	26	30.0%	20.8%	49.2%	3
Office of Research and Development	278	36.6%	30.4%	33.1%	28
Office of Solid Waste & Emergency Response	124	26.4%	25.8%	47.8%	9
Office of the Administrator	106	17.3%	31.8%	50.9%	12
Office of the Chief Financial Officer	131	38.0%	18.4%	43.7%	6
Office of Water	117	25.2%	24.4%	50.4%	15
Region 1 Total	127	32.2%	31.6%	36.1%	8
Region 2 Total	220	30.7%	28.5%	40.8%	18
Region 3 Total	199	26.9%	26.6%	46.6%	15
Region 4 Total	189	30.4%	31.8%	37.8%	7
Region 5 Total	221	25.6%	27.8%	46.6%	20
Region 6 Total	140	36.1%	22.9%	41.0%	6
Region 7 Total	139	29.2%	28.3%	42.5%	7
Region 8 Total	183	42.6%	22.4%	34.9%	26
Region 9 Total	176	28.2%	34.5%	37.3%	28
Region 10 Total	229	29.2%	28.8%	42.0%	33

## 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	364,099	38.0%	25.7%	36.3%	25,833
<b>Environmental Protection Agency</b>	<b>3,467</b>	<b>39.4%</b>	<b>23.4%</b>	<b>37.3%</b>	<b>377</b>
Office of Administration and Resources Management	191	37.5%	21.8%	40.7%	9
Office of Air and Radiation	115	34.9%	23.0%	42.2%	10
Office of Chemical Safety and Pollution Prevention	132	38.6%	21.1%	40.3%	13
Office of Enforcement and Compliance Assurance	191	38.6%	24.2%	37.3%	21
Office of Environmental Information	99	37.3%	16.0%	46.8%	9
Office of General Counsel	95	45.1%	25.4%	29.4%	17
Office of Inspector General	94	40.3%	22.7%	37.0%	6
Office of International and Tribal Affairs	25	33.9%	22.9%	43.3%	4
Office of Research and Development	279	45.0%	22.8%	32.2%	26
Office of Solid Waste & Emergency Response	119	41.6%	20.8%	37.7%	13
Office of the Administrator	107	35.2%	21.4%	43.4%	11
Office of the Chief Financial Officer	125	43.4%	21.1%	35.6%	10
Office of Water	111	37.2%	27.3%	35.5%	21
Region 1 Total	125	49.6%	22.5%	28.0%	9
Region 2 Total	221	37.1%	25.2%	37.7%	16
Region 3 Total	196	36.2%	25.3%	38.5%	19
Region 4 Total	179	38.8%	24.5%	36.7%	17
Region 5 Total	223	37.4%	21.1%	41.4%	18
Region 6 Total	133	37.0%	22.3%	40.6%	11
Region 7 Total	140	37.9%	24.6%	37.5%	7
Region 8 Total	184	42.0%	26.6%	31.4%	26
Region 9 Total	164	41.6%	30.9%	27.5%	40
Region 10 Total	219	38.7%	23.6%	37.7%	44

# 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	389,041	71.9%	14.6%	13.5%	1,704
<b>Environmental Protection Agency</b>	<b>3,836</b>	<b>74.4%</b>	<b>12.4%</b>	<b>13.1%</b>	<b>19</b>
Office of Administration and Resources Management	198	66.6%	14.3%	19.1%	2
Office of Air and Radiation	127	75.5%	8.8%	15.7%	0
Office of Chemical Safety and Pollution Prevention	145	68.5%	17.3%	14.3%	0
Office of Enforcement and Compliance Assurance	213	75.5%	8.4%	16.1%	1
Office of Environmental Information	106	68.9%	12.3%	18.8%	1
Office of General Counsel	111	87.4%	4.2%	8.3%	2
Office of Inspector General	100	75.9%	8.9%	15.2%	0
Office of International and Tribal Affairs	29	63.4%	18.3%	18.2%	0
Office of Research and Development	304	76.2%	12.8%	11.1%	1
Office of Solid Waste & Emergency Response	131	71.5%	14.5%	14.0%	1
Office of the Administrator	118	71.3%	17.9%	10.8%	0
Office of the Chief Financial Officer	136	71.2%	19.4%	9.4%	1
Office of Water	133	64.7%	18.4%	16.9%	0
Region 1 Total	135	76.1%	9.7%	14.1%	0
Region 2 Total	238	70.4%	16.4%	13.2%	0
Region 3 Total	215	77.1%	11.0%	11.9%	0
Region 4 Total	195	75.6%	10.0%	14.5%	1
Region 5 Total	239	72.4%	13.5%	14.2%	2
Region 6 Total	147	71.5%	13.7%	14.8%	0
Region 7 Total	146	83.2%	8.4%	8.4%	1
Region 8 Total	210	77.6%	11.7%	10.7%	0
Region 9 Total	202	86.9%	9.9%	3.2%	3
Region 10 Total	258	83.3%	8.1%	8.6%	3

## 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	375,813	50.8%	30.2%	19.0%	15,161
<b>Environmental Protection Agency</b>	<b>3,675</b>	<b>41.5%</b>	<b>33.6%</b>	<b>24.9%</b>	<b>181</b>
Office of Administration and Resources Management	198	45.5%	35.1%	19.3%	2
Office of Air and Radiation	124	33.8%	36.3%	29.9%	3
Office of Chemical Safety and Pollution Prevention	139	32.5%	37.1%	30.3%	6
Office of Enforcement and Compliance Assurance	204	42.0%	31.8%	26.2%	10
Office of Environmental Information	104	34.0%	29.9%	36.1%	4
Office of General Counsel	99	41.1%	40.1%	18.8%	12
Office of Inspector General	92	48.6%	28.8%	22.6%	8
Office of International and Tribal Affairs	28	32.6%	42.8%	24.6%	1
Office of Research and Development	290	36.2%	27.5%	36.3%	16
Office of Solid Waste & Emergency Response	126	40.5%	34.6%	25.0%	7
Office of the Administrator	114	41.3%	32.3%	26.4%	4
Office of the Chief Financial Officer	132	44.6%	34.5%	20.9%	5
Office of Water	124	32.9%	34.7%	32.4%	9
Region 1 Total	129	49.8%	26.3%	23.9%	5
Region 2 Total	227	41.1%	34.5%	24.4%	11
Region 3 Total	208	43.0%	33.1%	24.0%	7
Region 4 Total	190	47.6%	38.7%	13.7%	5
Region 5 Total	227	39.2%	38.7%	22.1%	14
Region 6 Total	145	50.6%	27.5%	21.9%	2
Region 7 Total	142	48.7%	36.3%	15.0%	5
Region 8 Total	200	52.1%	27.2%	20.6%	10
Region 9 Total	189	51.3%	34.3%	14.4%	16
Region 10 Total	244	36.1%	39.3%	24.6%	19

# 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	390,716	81.8%	14.6%	3.6%
<b>Environmental Protection Agency</b>	<b>3,851</b>	<b>84.8%</b>	<b>13.2%</b>	<b>2.0%</b>
Office of Administration and Resources Management	200	85.5%	10.7%	3.9%
Office of Air and Radiation	125	82.4%	15.6%	2.0%
Office of Chemical Safety and Pollution Prevention	143	78.6%	18.9%	2.4%
Office of Enforcement and Compliance Assurance	213	86.9%	10.8%	2.3%
Office of Environmental Information	108	72.8%	23.6%	3.6%
Office of General Counsel	112	96.0%	4.0%	0.0%
Office of Inspector General	99	87.3%	9.6%	3.1%
Office of International and Tribal Affairs	29	76.6%	11.0%	12.5%
Office of Research and Development	306	85.1%	11.9%	3.0%
Office of Solid Waste & Emergency Response	133	88.3%	9.0%	2.7%
Office of the Administrator	118	83.9%	14.6%	1.5%
Office of the Chief Financial Officer	137	88.0%	10.0%	2.0%
Office of Water	133	76.0%	22.0%	2.0%
Region 1 Total	135	88.5%	10.8%	0.7%
Region 2 Total	238	83.3%	13.8%	2.9%
Region 3 Total	214	89.9%	7.0%	3.1%
Region 4 Total	196	86.5%	13.1%	0.4%
Region 5 Total	241	84.4%	14.3%	1.3%
Region 6 Total	147	80.7%	18.3%	1.0%
Region 7 Total	147	89.9%	8.7%	1.4%
Region 8 Total	209	86.8%	11.0%	2.1%
Region 9 Total	205	89.3%	10.7%	0.0%
Region 10 Total	263	86.6%	12.4%	1.0%

# 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	377,647	68.5%	18.3%	13.2%	7,045
<b>Environmental Protection Agency</b>	<b>3,684</b>	<b>63.3%</b>	<b>18.9%</b>	<b>17.8%</b>	<b>111</b>
Office of Administration and Resources Management	194	62.5%	18.8%	18.7%	5
Office of Air and Radiation	119	53.3%	22.6%	24.0%	4
Office of Chemical Safety and Pollution Prevention	138	59.2%	20.4%	20.3%	3
Office of Enforcement and Compliance Assurance	198	65.2%	19.3%	15.4%	10
Office of Environmental Information	99	46.1%	29.2%	24.7%	7
Office of General Counsel	109	75.0%	14.2%	10.8%	2
Office of Inspector General	95	76.9%	10.9%	12.2%	1
Office of International and Tribal Affairs	29	78.0%	7.6%	14.5%	0
Office of Research and Development	293	51.1%	22.4%	26.4%	8
Office of Solid Waste & Emergency Response	129	68.6%	16.7%	14.7%	1
Office of the Administrator	111	65.5%	20.2%	14.3%	4
Office of the Chief Financial Officer	127	76.0%	15.7%	8.3%	8
Office of Water	126	54.8%	23.5%	21.7%	5
Region 1 Total	130	72.0%	16.4%	11.6%	4
Region 2 Total	227	69.4%	17.0%	13.6%	7
Region 3 Total	210	73.1%	13.5%	13.3%	2
Region 4 Total	190	69.6%	15.4%	15.0%	3
Region 5 Total	228	63.7%	22.2%	14.1%	12
Region 6 Total	142	68.2%	16.1%	15.7%	2
Region 7 Total	144	72.7%	15.1%	12.2%	1
Region 8 Total	202	66.2%	19.0%	14.8%	5
Region 9 Total	194	64.6%	17.2%	18.2%	7
Region 10 Total	250	52.3%	18.5%	29.2%	10

# 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	375,805	41.9%	25.7%	32.4%	8,728
<b>Environmental Protection Agency</b>	<b>3,697</b>	<b>36.7%</b>	<b>24.6%</b>	<b>38.7%</b>	<b>101</b>
Office of Administration and Resources Management	196	40.6%	29.0%	30.4%	4
Office of Air and Radiation	117	30.0%	23.5%	46.5%	6
Office of Chemical Safety and Pollution Prevention	137	25.4%	29.7%	44.8%	5
Office of Enforcement and Compliance Assurance	200	33.3%	24.7%	42.0%	7
Office of Environmental Information	103	25.8%	26.8%	47.5%	3
Office of General Counsel	105	44.3%	28.2%	27.6%	5
Office of Inspector General	96	37.6%	14.7%	47.7%	1
Office of International and Tribal Affairs	29	35.1%	26.1%	38.8%	0
Office of Research and Development	298	28.3%	28.1%	43.6%	3
Office of Solid Waste & Emergency Response	130	47.2%	23.3%	29.5%	1
Office of the Administrator	110	30.0%	30.2%	39.8%	5
Office of the Chief Financial Officer	131	45.6%	16.6%	37.9%	5
Office of Water	129	36.0%	19.8%	44.3%	3
Region 1 Total	132	47.1%	27.9%	25.0%	2
Region 2 Total	223	38.1%	25.0%	36.8%	10
Region 3 Total	210	44.2%	18.8%	37.0%	3
Region 4 Total	191	41.8%	24.7%	33.4%	3
Region 5 Total	232	34.8%	24.6%	40.6%	7
Region 6 Total	140	44.9%	25.4%	29.7%	4
Region 7 Total	142	50.7%	19.9%	29.4%	3
Region 8 Total	199	45.4%	24.0%	30.6%	8
Region 9 Total	192	36.9%	26.0%	37.1%	8
Region 10 Total	255	26.6%	18.2%	55.2%	5



# 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	375,902	44.6%	24.2%	31.2%	7,530
<b>Environmental Protection Agency</b>	<b>3,701</b>	<b>48.6%</b>	<b>23.0%</b>	<b>28.4%</b>	<b>76</b>
Office of Administration and Resources Management	193	49.0%	26.9%	24.0%	5
Office of Air and Radiation	120	46.7%	15.2%	38.1%	2
Office of Chemical Safety and Pollution Prevention	136	43.9%	24.6%	31.4%	6
Office of Enforcement and Compliance Assurance	202	53.6%	21.4%	25.1%	5
Office of Environmental Information	102	48.6%	29.3%	22.2%	1
Office of General Counsel	107	57.6%	20.8%	21.7%	3
Office of Inspector General	95	49.3%	29.8%	20.9%	1
Office of International and Tribal Affairs	29	52.2%	25.2%	22.5%	0
Office of Research and Development	295	51.0%	22.6%	26.4%	3
Office of Solid Waste & Emergency Response	127	59.7%	14.3%	26.1%	2
Office of the Administrator	111	47.5%	26.3%	26.2%	3
Office of the Chief Financial Officer	132	48.5%	25.9%	25.6%	2
Office of Water	128	44.8%	22.4%	32.8%	4
Region 1 Total	131	58.8%	21.2%	19.9%	3
Region 2 Total	227	43.5%	30.2%	26.3%	3
Region 3 Total	209	48.0%	22.6%	29.4%	2
Region 4 Total	190	54.7%	15.6%	29.7%	3
Region 5 Total	230	39.5%	25.4%	35.1%	8
Region 6 Total	143	51.5%	21.2%	27.3%	1
Region 7 Total	141	47.4%	21.0%	31.6%	4
Region 8 Total	200	50.9%	27.1%	22.1%	7
Region 9 Total	198	45.8%	27.9%	26.3%	3
Region 10 Total	255	42.9%	23.4%	33.7%	5

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Agency (continued)

*32. Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
<b>Environmental Protection Agency</b>	<b>3,665</b>	<b>40.4%</b>	<b>26.5%</b>	<b>33.0%</b>	<b>108</b>
Office of Administration and Resources Management	195	43.0%	31.1%	25.9%	5
Office of Air and Radiation	121	40.6%	23.6%	35.8%	1
Office of Chemical Safety and Pollution Prevention	135	45.0%	24.8%	30.2%	6
Office of Enforcement and Compliance Assurance	201	36.0%	28.3%	35.7%	7
Office of Environmental Information	104	35.1%	33.1%	31.8%	0
Office of General Counsel	106	53.1%	28.3%	18.6%	4
Office of Inspector General	95	32.6%	29.9%	37.6%	2
Office of International and Tribal Affairs	27	30.0%	36.2%	33.8%	1
Office of Research and Development	296	46.9%	20.4%	32.6%	3
Office of Solid Waste & Emergency Response	126	45.6%	23.0%	31.4%	3
Office of the Administrator	111	36.8%	30.9%	32.3%	2
Office of the Chief Financial Officer	130	38.9%	26.5%	34.6%	5
Office of Water	124	36.2%	18.9%	44.8%	6
Region 1 Total	133	50.8%	21.0%	28.1%	1
Region 2 Total	222	30.5%	34.3%	35.2%	7
Region 3 Total	200	40.8%	28.6%	30.6%	11
Region 4 Total	189	43.2%	24.1%	32.7%	5
Region 5 Total	229	34.7%	24.3%	41.0%	8
Region 6 Total	138	42.2%	26.9%	30.9%	3
Region 7 Total	139	36.9%	28.9%	34.2%	5
Region 8 Total	197	42.4%	30.9%	26.6%	10
Region 9 Total	194	41.3%	31.3%	27.4%	7
Region 10 Total	253	30.4%	32.6%	37.0%	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	356,757	19.6%	26.5%	54.0%	25,095
<b>Environmental Protection Agency</b>	<b>3,462</b>	<b>15.4%</b>	<b>25.3%</b>	<b>59.3%</b>	<b>308</b>
Office of Administration and Resources Management	184	22.8%	29.3%	47.8%	13
Office of Air and Radiation	110	9.8%	21.9%	68.3%	12
Office of Chemical Safety and Pollution Prevention	128	20.0%	19.4%	60.6%	13
Office of Enforcement and Compliance Assurance	185	15.1%	28.5%	56.4%	22
Office of Environmental Information	98	8.6%	29.9%	61.5%	7
Office of General Counsel	98	18.5%	24.7%	56.8%	12
Office of Inspector General	89	17.4%	35.9%	46.7%	6
Office of International and Tribal Affairs	24	31.2%	21.2%	47.6%	5
Office of Research and Development	274	22.3%	26.1%	51.6%	22
Office of Solid Waste & Emergency Response	120	15.2%	17.8%	66.9%	11
Office of the Administrator	101	11.8%	26.0%	62.2%	14
Office of the Chief Financial Officer	127	18.7%	28.9%	52.3%	7
Office of Water	119	14.0%	22.5%	63.5%	11
Region 1 Total	123	14.1%	27.0%	58.9%	11
Region 2 Total	220	15.5%	18.2%	66.3%	9
Region 3 Total	200	13.3%	28.4%	58.3%	11
Region 4 Total	182	14.1%	25.9%	60.1%	11
Region 5 Total	216	8.7%	22.3%	69.0%	23
Region 6 Total	136	21.3%	23.6%	55.1%	8
Region 7 Total	139	16.2%	30.5%	53.3%	6
Region 8 Total	184	14.3%	30.0%	55.6%	24
Region 9 Total	174	9.4%	32.6%	58.0%	23
Region 10 Total	231	10.7%	22.7%	66.6%	27

# 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	354,225	55.5%	29.2%	15.4%	29,633
<b>Environmental Protection Agency</b>	<b>3,558</b>	<b>59.2%</b>	<b>23.8%</b>	<b>17.0%</b>	<b>238</b>
Office of Administration and Resources Management	196	56.6%	24.0%	19.3%	2
Office of Air and Radiation	114	52.6%	21.9%	25.5%	8
Office of Chemical Safety and Pollution Prevention	138	59.1%	22.3%	18.5%	4
Office of Enforcement and Compliance Assurance	188	52.8%	33.6%	13.6%	20
Office of Environmental Information	100	59.1%	20.1%	20.8%	6
Office of General Counsel	104	75.5%	13.4%	11.1%	7
Office of Inspector General	90	55.2%	32.0%	12.8%	7
Office of International and Tribal Affairs	28	58.3%	13.2%	28.5%	1
Office of Research and Development	284	56.4%	24.6%	19.0%	17
Office of Solid Waste & Emergency Response	126	59.8%	27.2%	13.0%	5
Office of the Administrator	107	57.5%	23.0%	19.5%	8
Office of the Chief Financial Officer	130	58.9%	29.5%	11.6%	5
Office of Water	123	65.6%	21.7%	12.8%	9
Region 1 Total	123	65.4%	24.3%	10.4%	10
Region 2 Total	211	52.9%	26.4%	20.7%	20
Region 3 Total	203	66.7%	18.6%	14.7%	10
Region 4 Total	189	72.0%	17.1%	10.9%	5
Region 5 Total	217	52.4%	26.0%	21.6%	23
Region 6 Total	137	61.9%	20.8%	17.3%	7
Region 7 Total	142	67.5%	21.3%	11.3%	3
Region 8 Total	184	58.8%	25.8%	15.4%	25
Region 9 Total	189	63.4%	26.3%	10.3%	11
Region 10 Total	235	48.5%	25.4%	26.1%	25

# 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	377,670	76.0%	13.7%	10.4%	5,777
<b>Environmental Protection Agency</b>	<b>3,709</b>	<b>83.3%</b>	<b>11.6%</b>	<b>5.0%</b>	<b>83</b>
Office of Administration and Resources Management	195	78.9%	11.5%	9.6%	4
Office of Air and Radiation	121	79.9%	16.1%	4.1%	2
Office of Chemical Safety and Pollution Prevention	138	80.6%	11.5%	7.9%	4
Office of Enforcement and Compliance Assurance	202	74.8%	17.4%	7.8%	6
Office of Environmental Information	103	86.7%	7.3%	6.1%	2
Office of General Counsel	104	71.9%	16.0%	12.1%	5
Office of Inspector General	95	91.1%	7.5%	1.4%	1
Office of International and Tribal Affairs	28	90.4%	9.6%	0.0%	0
Office of Research and Development	294	92.5%	5.4%	2.1%	7
Office of Solid Waste & Emergency Response	128	86.0%	9.8%	4.2%	2
Office of the Administrator	111	69.2%	16.2%	14.6%	4
Office of the Chief Financial Officer	132	81.8%	15.8%	2.4%	4
Office of Water	128	81.3%	13.7%	5.0%	4
Region 1 Total	129	78.1%	11.4%	10.5%	5
Region 2 Total	230	76.8%	16.5%	6.8%	3
Region 3 Total	212	88.5%	7.9%	3.6%	1
Region 4 Total	193	83.4%	11.8%	4.8%	1
Region 5 Total	235	83.2%	13.9%	2.9%	5
Region 6 Total	141	87.8%	9.7%	2.5%	0
Region 7 Total	144	92.2%	4.4%	3.4%	1
Region 8 Total	207	87.1%	10.9%	2.0%	2
Region 9 Total	187	83.8%	14.4%	1.8%	11
Region 10 Total	252	80.5%	12.5%	7.0%	9

# 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	377,944	76.0%	14.4%	9.6%	5,237
<b>Environmental Protection Agency</b>	<b>3,726</b>	<b>75.5%</b>	<b>16.5%</b>	<b>8.0%</b>	<b>62</b>
Office of Administration and Resources Management	193	74.0%	15.7%	10.3%	5
Office of Air and Radiation	121	74.4%	19.2%	6.4%	2
Office of Chemical Safety and Pollution Prevention	141	81.0%	13.5%	5.5%	1
Office of Enforcement and Compliance Assurance	207	68.2%	18.6%	13.3%	1
Office of Environmental Information	104	78.2%	16.5%	5.4%	2
Office of General Counsel	108	65.1%	24.6%	10.3%	3
Office of Inspector General	93	82.7%	12.4%	4.9%	3
Office of International and Tribal Affairs	29	72.3%	20.9%	6.8%	0
Office of Research and Development	292	81.7%	11.9%	6.4%	7
Office of Solid Waste & Emergency Response	129	82.2%	10.7%	7.1%	1
Office of the Administrator	112	58.8%	23.2%	18.0%	2
Office of the Chief Financial Officer	135	82.1%	12.0%	5.9%	1
Office of Water	128	66.9%	23.6%	9.5%	3
Region 1 Total	129	68.5%	20.9%	10.6%	5
Region 2 Total	227	67.4%	21.9%	10.7%	4
Region 3 Total	209	92.3%	5.5%	2.1%	2
Region 4 Total	193	74.6%	18.6%	6.8%	1
Region 5 Total	233	70.9%	21.8%	7.3%	6
Region 6 Total	144	71.8%	17.8%	10.4%	0
Region 7 Total	143	71.5%	12.9%	15.7%	2
Region 8 Total	206	89.8%	7.8%	2.4%	2
Region 9 Total	196	67.8%	23.5%	8.7%	4
Region 10 Total	254	79.2%	14.3%	6.5%	5

## 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	361,372	50.3%	23.1%	26.5%	21,762
<b>Environmental Protection Agency</b>	<b>3,499</b>	<b>50.8%</b>	<b>22.6%</b>	<b>26.6%</b>	<b>289</b>
Office of Administration and Resources Management	187	49.0%	26.1%	24.8%	13
Office of Air and Radiation	120	47.6%	25.4%	27.0%	3
Office of Chemical Safety and Pollution Prevention	128	47.2%	23.3%	29.5%	14
Office of Enforcement and Compliance Assurance	190	48.9%	22.0%	29.1%	16
Office of Environmental Information	98	44.6%	18.7%	36.7%	8
Office of General Counsel	98	67.8%	19.1%	13.1%	12
Office of Inspector General	94	55.0%	23.4%	21.6%	2
Office of International and Tribal Affairs	24	44.9%	33.8%	21.3%	5
Office of Research and Development	284	57.5%	20.0%	22.5%	16
Office of Solid Waste & Emergency Response	115	46.8%	29.6%	23.6%	14
Office of the Administrator	109	43.5%	23.6%	32.9%	5
Office of the Chief Financial Officer	123	50.1%	24.3%	25.6%	13
Office of Water	121	56.1%	21.6%	22.3%	10
Region 1 Total	121	64.8%	19.2%	16.0%	13
Region 2 Total	217	44.5%	21.7%	33.8%	14
Region 3 Total	202	57.7%	17.2%	25.1%	10
Region 4 Total	174	46.6%	22.9%	30.5%	20
Region 5 Total	219	46.5%	24.3%	29.2%	21
Region 6 Total	137	49.7%	23.5%	26.8%	7
Region 7 Total	136	52.3%	22.3%	25.4%	9
Region 8 Total	190	57.3%	15.5%	27.2%	19
Region 9 Total	174	50.8%	30.4%	18.8%	25
Region 10 Total	238	44.2%	18.9%	36.8%	20

# 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	347,433	65.2%	20.2%	14.6%	33,840
<b>Environmental Protection Agency</b>	<b>3,290</b>	<b>65.9%</b>	<b>19.4%</b>	<b>14.7%</b>	<b>480</b>
Office of Administration and Resources Management	179	65.3%	22.4%	12.4%	21
Office of Air and Radiation	110	65.4%	17.6%	17.0%	12
Office of Chemical Safety and Pollution Prevention	122	62.3%	19.8%	17.9%	17
Office of Enforcement and Compliance Assurance	178	59.0%	25.5%	15.5%	30
Office of Environmental Information	89	61.8%	16.4%	21.8%	16
Office of General Counsel	89	79.7%	11.6%	8.7%	20
Office of Inspector General	92	71.7%	14.7%	13.6%	5
Office of International and Tribal Affairs	22	64.2%	35.8%	0.0%	6
Office of Research and Development	271	70.5%	16.7%	12.8%	29
Office of Solid Waste & Emergency Response	108	66.6%	25.0%	8.4%	22
Office of the Administrator	106	64.9%	21.4%	13.7%	8
Office of the Chief Financial Officer	122	70.6%	19.3%	10.0%	12
Office of Water	109	73.2%	15.8%	11.1%	22
Region 1 Total	116	79.1%	11.0%	9.9%	17
Region 2 Total	202	58.1%	25.2%	16.7%	29
Region 3 Total	189	70.5%	18.5%	11.0%	20
Region 4 Total	167	60.2%	23.8%	16.0%	25
Region 5 Total	206	63.1%	15.6%	21.2%	32
Region 6 Total	131	59.3%	22.9%	17.8%	12
Region 7 Total	129	65.3%	21.3%	13.4%	14
Region 8 Total	178	70.9%	13.3%	15.8%	30
Region 9 Total	159	68.5%	21.1%	10.4%	40
Region 10 Total	216	63.0%	18.7%	18.2%	41



# 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	375,864	73.0%	18.2%	8.8%	7,407
<b>Environmental Protection Agency</b>	<b>3,729</b>	<b>67.3%</b>	<b>22.2%</b>	<b>10.5%</b>	<b>61</b>
Office of Administration and Resources Management	197	73.7%	24.3%	2.1%	3
Office of Air and Radiation	121	69.7%	19.3%	11.0%	2
Office of Chemical Safety and Pollution Prevention	140	61.0%	25.3%	13.7%	2
Office of Enforcement and Compliance Assurance	206	61.1%	25.1%	13.9%	1
Office of Environmental Information	104	72.9%	20.7%	6.5%	2
Office of General Counsel	109	76.5%	16.3%	7.2%	1
Office of Inspector General	94	67.7%	24.3%	8.0%	2
Office of International and Tribal Affairs	28	78.1%	15.8%	6.2%	0
Office of Research and Development	296	64.1%	23.2%	12.8%	5
Office of Solid Waste & Emergency Response	128	74.7%	17.1%	8.2%	2
Office of the Administrator	114	68.9%	20.8%	10.3%	1
Office of the Chief Financial Officer	133	78.7%	15.8%	5.5%	3
Office of Water	128	44.9%	40.4%	14.8%	4
Region 1 Total	134	77.4%	12.0%	10.6%	0
Region 2 Total	224	72.3%	19.4%	8.3%	8
Region 3 Total	208	70.1%	18.3%	11.6%	3
Region 4 Total	192	66.5%	21.3%	12.2%	2
Region 5 Total	233	66.2%	24.1%	9.7%	7
Region 6 Total	142	68.3%	26.3%	5.4%	1
Region 7 Total	142	74.5%	16.3%	9.3%	3
Region 8 Total	207	66.8%	20.1%	13.1%	2
Region 9 Total	196	69.4%	22.1%	8.5%	3
Region 10 Total	253	54.8%	27.0%	18.2%	4

# 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	383,760	62.1%	21.6%	16.4%
<b>Environmental Protection Agency</b>	<b>3,793</b>	<b>62.6%</b>	<b>20.4%</b>	<b>16.9%</b>
Office of Administration and Resources Management	199	60.1%	21.4%	18.6%
Office of Air and Radiation	122	58.4%	19.3%	22.3%
Office of Chemical Safety and Pollution Prevention	141	56.9%	21.4%	21.7%
Office of Enforcement and Compliance Assurance	208	58.2%	19.3%	22.5%
Office of Environmental Information	106	50.1%	31.6%	18.4%
Office of General Counsel	111	84.0%	8.4%	7.6%
Office of Inspector General	97	55.2%	28.3%	16.4%
Office of International and Tribal Affairs	29	65.8%	26.0%	8.2%
Office of Research and Development	301	58.6%	20.3%	21.1%
Office of Solid Waste & Emergency Response	130	60.9%	21.5%	17.5%
Office of the Administrator	114	58.2%	24.3%	17.5%
Office of the Chief Financial Officer	136	61.6%	24.8%	13.6%
Office of Water	132	50.9%	30.2%	18.9%
Region 1 Total	133	77.1%	14.9%	7.9%
Region 2 Total	233	67.0%	18.3%	14.7%
Region 3 Total	213	76.1%	13.5%	10.4%
Region 4 Total	194	66.0%	18.9%	15.1%
Region 5 Total	238	61.7%	19.4%	18.9%
Region 6 Total	144	62.3%	28.1%	9.6%
Region 7 Total	145	76.9%	11.7%	11.4%
Region 8 Total	208	74.0%	14.5%	11.5%
Region 9 Total	199	68.4%	17.9%	13.7%
Region 10 Total	260	48.4%	27.3%	24.3%

# 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	350,655	38.1%	28.5%	33.4%	33,370
<b>Environmental Protection Agency</b>	<b>3,400</b>	<b>37.6%</b>	<b>29.5%</b>	<b>32.8%</b>	<b>395</b>
Office of Administration and Resources Management	184	45.2%	26.7%	28.1%	16
Office of Air and Radiation	112	26.2%	34.1%	39.7%	9
Office of Chemical Safety and Pollution Prevention	116	39.4%	27.5%	33.1%	25
Office of Enforcement and Compliance Assurance	188	31.5%	36.7%	31.8%	20
Office of Environmental Information	99	31.1%	40.1%	28.8%	7
Office of General Counsel	95	40.3%	33.2%	26.5%	16
Office of Inspector General	92	42.4%	22.5%	35.1%	5
Office of International and Tribal Affairs	26	48.6%	22.6%	28.7%	3
Office of Research and Development	272	35.2%	29.6%	35.2%	29
Office of Solid Waste & Emergency Response	122	39.4%	30.4%	30.2%	8
Office of the Administrator	102	34.4%	34.9%	30.8%	13
Office of the Chief Financial Officer	121	41.3%	32.3%	26.4%	15
Office of Water	116	31.5%	29.9%	38.7%	16
Region 1 Total	115	44.5%	28.5%	27.0%	19
Region 2 Total	205	36.5%	35.5%	28.1%	28
Region 3 Total	200	46.6%	25.4%	28.1%	13
Region 4 Total	173	40.3%	19.3%	40.4%	21
Region 5 Total	216	32.4%	29.4%	38.2%	21
Region 6 Total	130	40.6%	30.2%	29.2%	14
Region 7 Total	135	36.4%	25.7%	37.9%	10
Region 8 Total	182	49.7%	24.5%	25.9%	26
Region 9 Total	166	41.3%	36.0%	22.6%	33
Region 10 Total	233	35.8%	23.0%	41.2%	28

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
<b>Environmental Protection Agency</b>	<b>3,759</b>	<b>84.4%</b>	<b>8.6%</b>	<b>7.0%</b>	<b>28</b>
Office of Administration and Resources Management	198	86.3%	8.4%	5.4%	2
Office of Air and Radiation	122	83.4%	9.0%	7.7%	0
Office of Chemical Safety and Pollution Prevention	140	76.9%	11.1%	12.0%	0
Office of Enforcement and Compliance Assurance	208	79.7%	11.6%	8.7%	0
Office of Environmental Information	105	79.1%	9.8%	11.1%	1
Office of General Counsel	111	85.5%	6.9%	7.6%	0
Office of Inspector General	96	85.3%	9.6%	5.1%	1
Office of International and Tribal Affairs	28	83.1%	6.2%	10.7%	1
Office of Research and Development	299	87.3%	8.8%	3.9%	1
Office of Solid Waste & Emergency Response	128	80.1%	8.8%	11.1%	1
Office of the Administrator	114	78.7%	14.6%	6.7%	1
Office of the Chief Financial Officer	136	85.1%	7.4%	7.5%	0
Office of Water	130	77.8%	13.4%	8.8%	2
Region 1 Total	132	88.1%	7.1%	4.8%	0
Region 2 Total	229	83.8%	6.2%	9.9%	3
Region 3 Total	209	90.7%	4.4%	4.9%	2
Region 4 Total	193	85.3%	9.0%	5.7%	0
Region 5 Total	233	83.4%	9.2%	7.4%	5
Region 6 Total	143	83.1%	9.1%	7.8%	1
Region 7 Total	144	88.1%	7.4%	4.5%	0
Region 8 Total	206	85.8%	6.1%	8.1%	2
Region 9 Total	196	93.6%	3.0%	3.4%	3
Region 10 Total	259	84.6%	10.3%	5.1%	2

## Environmental Protection Agency 1st Level Subagency Comparison Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,066	64.3%	17.9%	17.8%	2,012
<b>Environmental Protection Agency</b>	<b>3,773</b>	<b>68.7%</b>	<b>14.8%</b>	<b>16.5%</b>	<b>9</b>
Office of Administration and Resources Management	200	69.8%	13.1%	17.1%	0
Office of Air and Radiation	122	63.1%	14.1%	22.8%	0
Office of Chemical Safety and Pollution Prevention	141	64.4%	14.9%	20.7%	0
Office of Enforcement and Compliance Assurance	208	72.5%	9.7%	17.9%	0
Office of Environmental Information	105	77.7%	6.9%	15.4%	0
Office of General Counsel	110	71.7%	16.9%	11.4%	0
Office of Inspector General	97	79.6%	8.1%	12.2%	0
Office of International and Tribal Affairs	29	65.4%	16.1%	18.6%	0
Office of Research and Development	300	68.1%	15.7%	16.1%	0
Office of Solid Waste & Emergency Response	128	69.6%	13.8%	16.7%	0
Office of the Administrator	114	62.5%	17.1%	20.4%	0
Office of the Chief Financial Officer	134	67.3%	14.3%	18.4%	1
Office of Water	131	62.6%	17.4%	20.0%	1
Region 1 Total	131	64.5%	18.6%	16.9%	0
Region 2 Total	232	66.2%	16.4%	17.4%	1
Region 3 Total	211	70.1%	13.5%	16.4%	0
Region 4 Total	193	68.5%	19.9%	11.6%	0
Region 5 Total	236	67.2%	15.3%	17.5%	2
Region 6 Total	143	69.3%	16.7%	14.0%	1
Region 7 Total	145	72.2%	14.2%	13.6%	0
Region 8 Total	206	69.4%	15.2%	15.3%	1
Region 9 Total	197	79.5%	12.2%	8.3%	1
Region 10 Total	260	71.1%	15.2%	13.7%	1

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
<b>Environmental Protection Agency</b>	<b>3,728</b>	<b>62.9%</b>	<b>17.7%</b>	<b>19.4%</b>	<b>33</b>
Office of Administration and Resources Management	196	67.3%	15.5%	17.2%	1
Office of Air and Radiation	121	52.7%	17.7%	29.6%	0
Office of Chemical Safety and Pollution Prevention	139	53.9%	22.5%	23.6%	2
Office of Enforcement and Compliance Assurance	207	62.0%	13.7%	24.4%	1
Office of Environmental Information	103	55.7%	21.2%	23.1%	2
Office of General Counsel	110	66.9%	20.8%	12.3%	0
Office of Inspector General	96	64.6%	18.2%	17.2%	1
Office of International and Tribal Affairs	28	62.9%	13.2%	24.0%	1
Office of Research and Development	298	66.8%	18.7%	14.5%	0
Office of Solid Waste & Emergency Response	128	62.7%	19.2%	18.1%	1
Office of the Administrator	114	53.6%	19.1%	27.2%	0
Office of the Chief Financial Officer	132	65.8%	13.2%	21.0%	4
Office of Water	124	58.8%	17.1%	24.1%	2
Region 1 Total	128	66.7%	14.9%	18.4%	2
Region 2 Total	230	66.8%	16.1%	17.1%	3
Region 3 Total	209	66.4%	16.8%	16.9%	1
Region 4 Total	190	63.3%	20.2%	16.5%	1
Region 5 Total	235	59.0%	20.9%	20.2%	2
Region 6 Total	143	67.6%	16.3%	16.1%	1
Region 7 Total	143	65.2%	16.3%	18.5%	1
Region 8 Total	205	69.6%	14.7%	15.6%	1
Region 9 Total	194	68.0%	16.3%	15.7%	4
Region 10 Total	255	64.7%	17.0%	18.3%	2

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
<b>Environmental Protection Agency</b>	<b>3,333</b>	<b>68.5%</b>	<b>22.7%</b>	<b>8.8%</b>	<b>444</b>
Office of Administration and Resources Management	186	70.7%	20.1%	9.2%	13
Office of Air and Radiation	109	67.1%	19.6%	13.3%	13
Office of Chemical Safety and Pollution Prevention	128	68.1%	18.0%	13.9%	12
Office of Enforcement and Compliance Assurance	184	62.1%	27.4%	10.5%	24
Office of Environmental Information	95	62.9%	25.6%	11.5%	11
Office of General Counsel	93	79.8%	15.2%	5.0%	16
Office of Inspector General	86	74.0%	16.5%	9.5%	11
Office of International and Tribal Affairs	24	79.3%	20.7%	0.0%	5
Office of Research and Development	260	74.7%	20.8%	4.5%	38
Office of Solid Waste & Emergency Response	115	65.9%	21.0%	13.1%	13
Office of the Administrator	104	60.8%	26.5%	12.7%	11
Office of the Chief Financial Officer	126	69.6%	20.5%	9.9%	9
Office of Water	113	64.0%	29.5%	6.5%	19
Region 1 Total	111	73.7%	20.5%	5.7%	20
Region 2 Total	206	65.1%	29.2%	5.7%	26
Region 3 Total	191	70.0%	19.6%	10.4%	21
Region 4 Total	174	65.4%	26.6%	8.0%	19
Region 5 Total	212	58.0%	31.2%	10.8%	26
Region 6 Total	135	69.0%	23.8%	7.2%	9
Region 7 Total	124	74.9%	19.3%	5.8%	21
Region 8 Total	172	73.9%	17.7%	8.4%	36
Region 9 Total	172	77.0%	18.0%	5.0%	27
Region 10 Total	213	68.6%	24.2%	7.2%	44

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
<b>Environmental Protection Agency</b>	<b>3,747</b>	<b>60.8%</b>	<b>20.5%</b>	<b>18.7%</b>	<b>22</b>
Office of Administration and Resources Management	196	65.8%	17.9%	16.3%	1
Office of Air and Radiation	121	56.0%	19.3%	24.8%	0
Office of Chemical Safety and Pollution Prevention	138	55.3%	20.6%	24.1%	2
Office of Enforcement and Compliance Assurance	208	59.4%	18.9%	21.7%	0
Office of Environmental Information	104	61.5%	17.6%	20.9%	1
Office of General Counsel	110	63.6%	21.3%	15.1%	0
Office of Inspector General	97	65.5%	19.8%	14.6%	0
Office of International and Tribal Affairs	28	50.2%	18.3%	31.5%	0
Office of Research and Development	298	63.3%	21.4%	15.3%	1
Office of Solid Waste & Emergency Response	128	64.6%	17.1%	18.3%	1
Office of the Administrator	114	55.5%	17.1%	27.4%	0
Office of the Chief Financial Officer	135	62.2%	18.1%	19.7%	1
Office of Water	131	57.4%	23.4%	19.3%	0
Region 1 Total	131	60.1%	21.4%	18.5%	1
Region 2 Total	232	62.2%	23.9%	13.9%	1
Region 3 Total	211	60.5%	21.4%	18.1%	0
Region 4 Total	193	60.9%	23.3%	15.8%	0
Region 5 Total	237	57.2%	21.5%	21.3%	1
Region 6 Total	141	63.6%	20.5%	15.9%	1
Region 7 Total	144	65.0%	16.9%	18.1%	1
Region 8 Total	205	63.6%	22.5%	13.8%	2
Region 9 Total	190	64.5%	19.5%	16.0%	5
Region 10 Total	255	59.8%	20.1%	20.1%	3



# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
<b>Environmental Protection Agency</b>	<b>3,705</b>	<b>65.7%</b>	<b>19.1%</b>	<b>15.2%</b>	<b>78</b>
Office of Administration and Resources Management	198	64.9%	21.8%	13.4%	2
Office of Air and Radiation	119	58.8%	22.1%	19.2%	2
Office of Chemical Safety and Pollution Prevention	139	59.6%	21.8%	18.6%	2
Office of Enforcement and Compliance Assurance	206	67.6%	10.9%	21.5%	2
Office of Environmental Information	104	66.0%	15.8%	18.2%	2
Office of General Counsel	110	80.0%	15.3%	4.7%	1
Office of Inspector General	96	79.7%	10.8%	9.5%	1
Office of International and Tribal Affairs	29	62.7%	16.7%	20.6%	0
Office of Research and Development	297	70.0%	17.2%	12.8%	3
Office of Solid Waste & Emergency Response	127	66.4%	21.2%	12.3%	2
Office of the Administrator	111	70.9%	12.0%	17.2%	4
Office of the Chief Financial Officer	135	60.0%	23.8%	16.1%	1
Office of Water	129	59.4%	26.1%	14.5%	3
Region 1 Total	129	57.8%	24.3%	17.9%	2
Region 2 Total	224	61.4%	19.3%	19.3%	8
Region 3 Total	212	69.6%	17.0%	13.4%	0
Region 4 Total	191	70.0%	17.6%	12.3%	2
Region 5 Total	227	59.7%	24.6%	15.7%	10
Region 6 Total	140	65.0%	19.9%	15.2%	4
Region 7 Total	141	67.2%	16.3%	16.5%	4
Region 8 Total	200	77.9%	13.8%	8.4%	8
Region 9 Total	193	74.6%	15.5%	9.9%	5
Region 10 Total	248	61.4%	22.6%	16.0%	10

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
<b>Environmental Protection Agency</b>	<b>3,779</b>	<b>79.9%</b>	<b>9.8%</b>	<b>10.2%</b>
Office of Administration and Resources Management	200	79.5%	12.8%	7.7%
Office of Air and Radiation	121	72.9%	12.8%	14.3%
Office of Chemical Safety and Pollution Prevention	141	75.5%	10.3%	14.2%
Office of Enforcement and Compliance Assurance	208	76.7%	11.6%	11.7%
Office of Environmental Information	107	74.4%	12.4%	13.3%
Office of General Counsel	111	88.2%	8.0%	3.8%
Office of Inspector General	96	84.2%	6.1%	9.6%
Office of International and Tribal Affairs	29	88.8%	4.4%	6.8%
Office of Research and Development	299	82.6%	9.3%	8.1%
Office of Solid Waste & Emergency Response	129	79.9%	6.1%	14.0%
Office of the Administrator	115	74.2%	7.6%	18.1%
Office of the Chief Financial Officer	135	80.9%	7.0%	12.1%
Office of Water	132	79.5%	14.6%	5.9%
Region 1 Total	132	82.2%	10.6%	7.2%
Region 2 Total	232	83.4%	11.9%	4.7%
Region 3 Total	211	77.6%	10.8%	11.6%
Region 4 Total	192	81.3%	8.2%	10.6%
Region 5 Total	238	78.3%	11.0%	10.7%
Region 6 Total	144	84.4%	7.5%	8.1%
Region 7 Total	145	81.9%	8.7%	9.4%
Region 8 Total	207	83.3%	6.6%	10.1%
Region 9 Total	197	85.8%	6.8%	7.4%
Region 10 Total	258	78.0%	8.5%	13.5%

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
<b>Environmental Protection Agency</b>	<b>3,777</b>	<b>83.4%</b>	<b>8.6%</b>	<b>8.0%</b>
Office of Administration and Resources Management	199	81.6%	10.1%	8.3%
Office of Air and Radiation	122	83.3%	8.6%	8.1%
Office of Chemical Safety and Pollution Prevention	140	78.8%	10.1%	11.1%
Office of Enforcement and Compliance Assurance	208	80.4%	11.2%	8.4%
Office of Environmental Information	107	80.7%	14.1%	5.1%
Office of General Counsel	111	89.2%	5.8%	5.0%
Office of Inspector General	96	86.4%	5.8%	7.7%
Office of International and Tribal Affairs	29	84.0%	11.7%	4.4%
Office of Research and Development	300	86.4%	7.6%	6.1%
Office of Solid Waste & Emergency Response	129	80.8%	6.8%	12.4%
Office of the Administrator	115	79.2%	7.8%	12.9%
Office of the Chief Financial Officer	134	77.5%	7.6%	14.9%
Office of Water	132	84.0%	11.1%	4.9%
Region 1 Total	132	88.8%	6.0%	5.2%
Region 2 Total	233	86.6%	7.2%	6.1%
Region 3 Total	210	82.8%	9.0%	8.1%
Region 4 Total	192	80.2%	11.6%	8.2%
Region 5 Total	237	81.6%	7.5%	10.9%
Region 6 Total	143	85.9%	6.3%	7.7%
Region 7 Total	145	86.9%	7.7%	5.3%
Region 8 Total	208	86.3%	7.2%	6.5%
Region 9 Total	198	85.7%	9.5%	4.8%
Region 10 Total	257	82.8%	8.1%	9.0%

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
<b>Environmental Protection Agency</b>	<b>3,773</b>	<b>88.1%</b>	<b>6.6%</b>	<b>5.3%</b>
Office of Administration and Resources Management	200	88.1%	6.9%	5.0%
Office of Air and Radiation	122	87.9%	5.9%	6.2%
Office of Chemical Safety and Pollution Prevention	141	80.3%	8.5%	11.2%
Office of Enforcement and Compliance Assurance	208	89.0%	5.3%	5.6%
Office of Environmental Information	107	87.6%	5.0%	7.4%
Office of General Counsel	109	93.2%	4.3%	2.4%
Office of Inspector General	95	92.4%	2.0%	5.6%
Office of International and Tribal Affairs	28	74.3%	6.6%	19.1%
Office of Research and Development	299	90.2%	5.2%	4.6%
Office of Solid Waste & Emergency Response	129	91.1%	5.5%	3.4%
Office of the Administrator	115	83.7%	7.8%	8.5%
Office of the Chief Financial Officer	134	89.0%	4.5%	6.5%
Office of Water	132	89.0%	5.6%	5.4%
Region 1 Total	132	91.8%	7.1%	1.2%
Region 2 Total	231	87.8%	6.8%	5.5%
Region 3 Total	209	93.1%	5.4%	1.6%
Region 4 Total	193	89.8%	6.2%	4.0%
Region 5 Total	237	88.3%	6.1%	5.6%
Region 6 Total	143	84.4%	10.6%	5.0%
Region 7 Total	145	86.9%	7.7%	5.4%
Region 8 Total	208	90.2%	5.8%	4.0%
Region 9 Total	198	83.7%	11.9%	4.4%
Region 10 Total	258	88.8%	6.7%	4.5%

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
<b>Environmental Protection Agency</b>	<b>3,775</b>	<b>67.7%</b>	<b>15.8%</b>	<b>16.5%</b>
Office of Administration and Resources Management	199	62.3%	22.9%	14.8%
Office of Air and Radiation	122	62.3%	17.0%	20.7%
Office of Chemical Safety and Pollution Prevention	141	63.3%	20.0%	16.8%
Office of Enforcement and Compliance Assurance	208	67.5%	13.7%	18.8%
Office of Environmental Information	107	63.5%	18.1%	18.4%
Office of General Counsel	111	73.3%	16.8%	9.9%
Office of Inspector General	96	67.9%	16.3%	15.8%
Office of International and Tribal Affairs	29	68.5%	21.1%	10.4%
Office of Research and Development	299	70.6%	13.9%	15.6%
Office of Solid Waste & Emergency Response	127	68.9%	11.5%	19.6%
Office of the Administrator	114	64.0%	14.6%	21.4%
Office of the Chief Financial Officer	135	67.8%	11.5%	20.7%
Office of Water	132	59.0%	25.6%	15.4%
Region 1 Total	132	74.0%	15.7%	10.3%
Region 2 Total	231	70.8%	17.1%	12.1%
Region 3 Total	210	66.0%	18.7%	15.3%
Region 4 Total	193	70.7%	12.0%	17.2%
Region 5 Total	238	65.3%	14.4%	20.3%
Region 6 Total	144	68.0%	13.9%	18.1%
Region 7 Total	145	70.5%	15.3%	14.2%
Region 8 Total	207	71.7%	11.0%	17.3%
Region 9 Total	198	77.1%	12.3%	10.6%
Region 10 Total	257	69.2%	14.6%	16.2%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
<b>Environmental Protection Agency</b>	<b>3,777</b>	<b>71.3%</b>	<b>18.6%</b>	<b>10.1%</b>
Office of Administration and Resources Management	200	70.5%	18.7%	10.8%
Office of Air and Radiation	122	63.1%	24.3%	12.7%
Office of Chemical Safety and Pollution Prevention	141	66.9%	23.9%	9.2%
Office of Enforcement and Compliance Assurance	208	71.3%	15.9%	12.8%
Office of Environmental Information	106	70.7%	20.8%	8.5%
Office of General Counsel	109	76.0%	19.4%	4.6%
Office of Inspector General	97	70.8%	18.1%	11.2%
Office of International and Tribal Affairs	29	74.7%	19.2%	6.1%
Office of Research and Development	299	74.6%	15.3%	10.1%
Office of Solid Waste & Emergency Response	129	70.7%	18.1%	11.3%
Office of the Administrator	115	65.6%	19.1%	15.3%
Office of the Chief Financial Officer	135	67.5%	18.1%	14.4%
Office of Water	132	64.1%	26.5%	9.4%
Region 1 Total	132	80.2%	12.4%	7.5%
Region 2 Total	232	73.9%	16.8%	9.3%
Region 3 Total	211	71.7%	18.8%	9.5%
Region 4 Total	192	76.1%	15.3%	8.6%
Region 5 Total	237	69.0%	18.8%	12.2%
Region 6 Total	144	70.5%	18.2%	11.3%
Region 7 Total	145	74.9%	19.1%	6.0%
Region 8 Total	208	73.6%	16.7%	9.7%
Region 9 Total	197	77.2%	16.5%	6.3%
Region 10 Total	257	70.5%	19.0%	10.5%

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
<b>Environmental Protection Agency</b>	<b>3,719</b>	<b>31.3%</b>	<b>25.9%</b>	<b>42.8%</b>	<b>48</b>
Office of Administration and Resources Management	197	38.6%	24.8%	36.6%	2
Office of Air and Radiation	121	32.3%	23.1%	44.6%	1
Office of Chemical Safety and Pollution Prevention	138	24.8%	28.0%	47.2%	2
Office of Enforcement and Compliance Assurance	201	27.3%	31.0%	41.7%	4
Office of Environmental Information	107	27.3%	29.2%	43.5%	0
Office of General Counsel	109	55.1%	23.9%	21.0%	0
Office of Inspector General	95	29.0%	14.4%	56.6%	1
Office of International and Tribal Affairs	29	45.3%	27.4%	27.3%	0
Office of Research and Development	299	28.1%	27.1%	44.7%	1
Office of Solid Waste & Emergency Response	125	31.3%	30.2%	38.5%	2
Office of the Administrator	114	42.8%	16.2%	41.0%	1
Office of the Chief Financial Officer	134	33.4%	25.1%	41.4%	2
Office of Water	130	30.0%	24.9%	45.1%	2
Region 1 Total	129	38.0%	29.5%	32.5%	2
Region 2 Total	225	33.8%	26.6%	39.6%	7
Region 3 Total	209	37.5%	25.8%	36.7%	0
Region 4 Total	193	35.5%	20.9%	43.6%	0
Region 5 Total	229	24.4%	24.9%	50.7%	8
Region 6 Total	140	29.7%	32.3%	38.0%	2
Region 7 Total	143	36.4%	27.7%	35.9%	1
Region 8 Total	205	31.0%	30.8%	38.2%	2
Region 9 Total	194	29.1%	23.8%	47.1%	5
Region 10 Total	253	19.4%	20.4%	60.2%	3

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
<b>Environmental Protection Agency</b>	<b>3,534</b>	<b>45.2%</b>	<b>26.3%</b>	<b>28.5%</b>	<b>231</b>
Office of Administration and Resources Management	190	44.3%	26.6%	29.1%	9
Office of Air and Radiation	115	45.5%	22.0%	32.4%	5
Office of Chemical Safety and Pollution Prevention	136	38.8%	22.5%	38.7%	5
Office of Enforcement and Compliance Assurance	190	46.0%	29.7%	24.3%	15
Office of Environmental Information	100	41.8%	30.8%	27.4%	7
Office of General Counsel	102	73.7%	14.1%	12.2%	8
Office of Inspector General	90	55.6%	13.8%	30.5%	6
Office of International and Tribal Affairs	27	46.4%	36.1%	17.5%	2
Office of Research and Development	278	42.8%	28.6%	28.6%	22
Office of Solid Waste & Emergency Response	120	49.4%	25.8%	24.8%	6
Office of the Administrator	110	48.2%	29.8%	22.1%	5
Office of the Chief Financial Officer	133	41.1%	31.1%	27.8%	3
Office of Water	123	54.2%	28.2%	17.6%	9
Region 1 Total	121	61.0%	22.4%	16.7%	11
Region 2 Total	216	45.9%	28.8%	25.3%	15
Region 3 Total	197	48.7%	23.2%	28.0%	11
Region 4 Total	186	45.6%	26.3%	28.1%	7
Region 5 Total	220	36.6%	29.6%	33.8%	17
Region 6 Total	137	42.6%	23.7%	33.7%	5
Region 7 Total	135	46.4%	26.4%	27.2%	9
Region 8 Total	194	50.6%	22.7%	26.7%	13
Region 9 Total	175	41.5%	35.9%	22.5%	24
Region 10 Total	239	35.0%	22.7%	42.3%	17



## Environmental Protection Agency 1st Level Subagency Comparison Report

### Leadership (continued)

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
<b>Environmental Protection Agency</b>	<b>3,432</b>	<b>60.3%</b>	<b>23.2%</b>	<b>16.5%</b>	<b>308</b>
Office of Administration and Resources Management	187	64.9%	23.7%	11.4%	10
Office of Air and Radiation	115	56.4%	22.6%	21.0%	6
Office of Chemical Safety and Pollution Prevention	129	59.4%	16.7%	23.9%	12
Office of Enforcement and Compliance Assurance	189	54.4%	29.6%	16.0%	17
Office of Environmental Information	96	60.5%	19.9%	19.6%	10
Office of General Counsel	98	80.7%	13.5%	5.7%	11
Office of Inspector General	93	64.7%	21.4%	13.9%	3
Office of International and Tribal Affairs	27	79.3%	16.7%	3.9%	2
Office of Research and Development	277	56.3%	25.9%	17.9%	22
Office of Solid Waste & Emergency Response	119	57.6%	25.1%	17.3%	6
Office of the Administrator	109	62.2%	22.1%	15.7%	5
Office of the Chief Financial Officer	128	57.9%	24.6%	17.5%	4
Office of Water	123	60.3%	24.1%	15.6%	9
Region 1 Total	112	72.3%	18.9%	8.8%	19
Region 2 Total	216	61.7%	25.3%	13.0%	12
Region 3 Total	194	63.5%	25.1%	11.3%	14
Region 4 Total	180	64.8%	20.0%	15.1%	13
Region 5 Total	208	53.5%	26.5%	20.0%	21
Region 6 Total	135	62.8%	18.2%	19.0%	6
Region 7 Total	133	68.7%	20.2%	11.2%	11
Region 8 Total	176	60.4%	25.5%	14.1%	29
Region 9 Total	169	60.1%	25.5%	14.4%	29
Region 10 Total	219	47.8%	26.8%	25.4%	37

# 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	372,472	58.2%	21.5%	20.3%	4,914
<b>Environmental Protection Agency</b>	<b>3,714</b>	<b>55.6%</b>	<b>22.2%</b>	<b>22.2%</b>	<b>39</b>
Office of Administration and Resources Management	196	56.2%	24.0%	19.8%	2
Office of Air and Radiation	120	46.1%	27.8%	26.1%	2
Office of Chemical Safety and Pollution Prevention	140	49.9%	17.4%	32.6%	0
Office of Enforcement and Compliance Assurance	206	52.0%	28.7%	19.3%	0
Office of Environmental Information	105	45.9%	30.4%	23.7%	2
Office of General Counsel	109	67.7%	20.5%	11.9%	1
Office of Inspector General	95	67.8%	19.5%	12.7%	0
Office of International and Tribal Affairs	29	67.2%	9.0%	23.8%	0
Office of Research and Development	300	56.2%	16.4%	27.5%	0
Office of Solid Waste & Emergency Response	125	62.8%	18.1%	19.2%	1
Office of the Administrator	113	62.4%	18.1%	19.5%	2
Office of the Chief Financial Officer	133	53.8%	21.8%	24.4%	2
Office of Water	129	47.1%	32.4%	20.5%	3
Region 1 Total	128	62.3%	25.0%	12.7%	3
Region 2 Total	227	55.1%	24.4%	20.5%	4
Region 3 Total	207	68.9%	13.5%	17.6%	1
Region 4 Total	190	55.9%	23.1%	21.0%	2
Region 5 Total	231	48.3%	25.8%	25.9%	5
Region 6 Total	138	56.4%	25.7%	17.9%	1
Region 7 Total	142	65.3%	15.9%	18.8%	2
Region 8 Total	205	57.0%	19.6%	23.4%	1
Region 9 Total	193	64.0%	20.3%	15.7%	4
Region 10 Total	253	47.3%	23.6%	29.2%	1

# 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	351,864	58.0%	25.2%	16.8%	25,427
<b>Environmental Protection Agency</b>	<b>3,451</b>	<b>56.2%</b>	<b>26.0%</b>	<b>17.7%</b>	<b>307</b>
Office of Administration and Resources Management	189	57.7%	27.3%	15.0%	9
Office of Air and Radiation	109	44.5%	26.0%	29.5%	11
Office of Chemical Safety and Pollution Prevention	133	48.7%	24.8%	26.5%	8
Office of Enforcement and Compliance Assurance	193	53.8%	27.2%	19.0%	14
Office of Environmental Information	101	44.7%	32.9%	22.4%	5
Office of General Counsel	87	60.0%	26.9%	13.1%	22
Office of Inspector General	90	69.7%	23.5%	6.8%	5
Office of International and Tribal Affairs	29	62.1%	15.0%	22.9%	0
Office of Research and Development	273	56.4%	24.0%	19.6%	26
Office of Solid Waste & Emergency Response	121	53.6%	30.8%	15.6%	6
Office of the Administrator	109	56.9%	27.4%	15.7%	6
Office of the Chief Financial Officer	127	53.6%	31.8%	14.6%	8
Office of Water	120	50.0%	25.4%	24.6%	12
Region 1 Total	119	64.7%	23.7%	11.6%	13
Region 2 Total	211	60.1%	26.7%	13.1%	21
Region 3 Total	189	67.5%	17.6%	14.9%	19
Region 4 Total	180	59.6%	27.3%	13.1%	13
Region 5 Total	214	56.1%	30.3%	13.7%	23
Region 6 Total	134	57.3%	31.0%	11.7%	6
Region 7 Total	134	64.1%	22.2%	13.7%	10
Region 8 Total	179	53.0%	26.0%	21.0%	26
Region 9 Total	176	67.9%	20.0%	12.1%	23
Region 10 Total	234	45.5%	28.4%	26.1%	21

# 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	364,473	49.9%	23.9%	26.2%	13,214
<b>Environmental Protection Agency</b>	<b>3,656</b>	<b>48.1%</b>	<b>22.3%</b>	<b>29.6%</b>	<b>104</b>
Office of Administration and Resources Management	195	50.3%	25.9%	23.8%	4
Office of Air and Radiation	119	45.9%	21.3%	32.9%	1
Office of Chemical Safety and Pollution Prevention	138	40.4%	25.3%	34.3%	3
Office of Enforcement and Compliance Assurance	204	40.5%	24.1%	35.4%	3
Office of Environmental Information	105	52.2%	22.7%	25.1%	1
Office of General Counsel	105	55.3%	26.0%	18.7%	4
Office of Inspector General	96	44.4%	24.1%	31.5%	0
Office of International and Tribal Affairs	29	60.5%	10.1%	29.5%	0
Office of Research and Development	294	49.1%	20.2%	30.7%	6
Office of Solid Waste & Emergency Response	126	49.8%	20.1%	30.1%	1
Office of the Administrator	110	56.1%	19.9%	24.0%	5
Office of the Chief Financial Officer	133	44.4%	26.1%	29.5%	3
Office of Water	128	42.9%	24.0%	33.0%	4
Region 1 Total	126	56.7%	19.3%	24.0%	5
Region 2 Total	223	45.3%	23.8%	30.9%	9
Region 3 Total	205	60.0%	14.4%	25.5%	4
Region 4 Total	191	50.5%	25.1%	24.4%	2
Region 5 Total	220	42.8%	18.9%	38.3%	15
Region 6 Total	135	46.9%	25.9%	27.2%	4
Region 7 Total	140	56.3%	21.3%	22.5%	3
Region 8 Total	195	48.1%	20.4%	31.5%	12
Region 9 Total	190	52.8%	22.0%	25.2%	9
Region 10 Total	249	37.8%	29.5%	32.6%	6

# 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	364,241	53.5%	24.0%	22.5%	13,338
<b>Environmental Protection Agency</b>	<b>3,655</b>	<b>54.8%</b>	<b>22.0%</b>	<b>23.2%</b>	<b>105</b>
Office of Administration and Resources Management	197	54.4%	27.9%	17.7%	2
Office of Air and Radiation	120	50.7%	27.6%	21.7%	1
Office of Chemical Safety and Pollution Prevention	137	49.3%	24.4%	26.3%	3
Office of Enforcement and Compliance Assurance	203	47.6%	24.5%	27.9%	4
Office of Environmental Information	105	58.4%	22.8%	18.8%	2
Office of General Counsel	108	69.9%	17.3%	12.8%	1
Office of Inspector General	92	44.2%	25.1%	30.7%	4
Office of International and Tribal Affairs	29	65.3%	10.6%	24.0%	0
Office of Research and Development	292	59.0%	18.0%	23.0%	6
Office of Solid Waste & Emergency Response	126	59.5%	18.0%	22.6%	0
Office of the Administrator	109	65.4%	16.5%	18.1%	6
Office of the Chief Financial Officer	131	54.5%	18.5%	27.0%	4
Office of Water	130	46.0%	31.3%	22.6%	2
Region 1 Total	125	58.1%	19.6%	22.3%	7
Region 2 Total	222	50.9%	25.5%	23.6%	10
Region 3 Total	207	66.6%	16.7%	16.7%	1
Region 4 Total	190	61.1%	16.0%	22.9%	3
Region 5 Total	220	43.9%	22.6%	33.5%	16
Region 6 Total	138	55.0%	24.4%	20.7%	4
Region 7 Total	140	60.8%	18.8%	20.3%	2
Region 8 Total	198	59.7%	12.4%	27.9%	9
Region 9 Total	192	58.1%	22.6%	19.4%	7
Region 10 Total	244	46.1%	29.8%	24.0%	11

## 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?

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,344	56.0%	24.5%	19.4%	22,457
<b>Environmental Protection Agency</b>	<b>3,597</b>	<b>56.5%</b>	<b>25.3%</b>	<b>18.2%</b>	<b>157</b>
Office of Administration and Resources Management	186	52.8%	26.2%	21.1%	12
Office of Air and Radiation	116	56.0%	21.1%	22.9%	5
Office of Chemical Safety and Pollution Prevention	134	48.3%	32.3%	19.4%	7
Office of Enforcement and Compliance Assurance	200	57.4%	23.7%	18.9%	5
Office of Environmental Information	106	52.3%	29.4%	18.3%	0
Office of General Counsel	102	81.9%	12.1%	6.0%	7
Office of Inspector General	91	54.3%	24.4%	21.3%	3
Office of International and Tribal Affairs	29	70.7%	14.3%	14.9%	0
Office of Research and Development	293	49.5%	25.9%	24.6%	7
Office of Solid Waste & Emergency Response	124	53.1%	26.0%	20.9%	2
Office of the Administrator	112	62.9%	19.6%	17.6%	3
Office of the Chief Financial Officer	132	51.6%	28.6%	19.8%	2
Office of Water	128	53.7%	30.3%	16.1%	4
Region 1 Total	123	68.6%	20.2%	11.2%	9
Region 2 Total	224	62.7%	21.8%	15.5%	8
Region 3 Total	197	61.9%	25.2%	12.9%	9
Region 4 Total	180	59.3%	26.0%	14.8%	13
Region 5 Total	221	54.0%	28.2%	17.8%	14
Region 6 Total	137	60.3%	23.4%	16.3%	3
Region 7 Total	142	64.5%	21.7%	13.7%	2
Region 8 Total	191	54.1%	23.9%	22.0%	16
Region 9 Total	184	60.6%	26.0%	13.4%	15
Region 10 Total	245	49.9%	30.6%	19.5%	11

# 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	372,771	50.1%	25.1%	24.9%	5,069
<b>Environmental Protection Agency</b>	<b>3,727</b>	<b>44.6%</b>	<b>26.0%</b>	<b>29.5%</b>	<b>33</b>
Office of Administration and Resources Management	196	50.6%	22.7%	26.8%	2
Office of Air and Radiation	120	52.7%	18.2%	29.1%	2
Office of Chemical Safety and Pollution Prevention	140	38.1%	26.4%	35.5%	1
Office of Enforcement and Compliance Assurance	204	45.0%	19.8%	35.1%	1
Office of Environmental Information	107	41.1%	30.3%	28.6%	0
Office of General Counsel	109	74.6%	17.5%	7.9%	1
Office of Inspector General	96	34.6%	26.9%	38.5%	0
Office of International and Tribal Affairs	29	71.0%	22.5%	6.6%	0
Office of Research and Development	299	37.8%	27.7%	34.6%	1
Office of Solid Waste & Emergency Response	125	42.9%	30.5%	26.6%	1
Office of the Administrator	115	56.8%	25.3%	17.9%	0
Office of the Chief Financial Officer	134	49.7%	23.0%	27.2%	2
Office of Water	126	44.0%	28.5%	27.5%	4
Region 1 Total	126	56.2%	22.4%	21.4%	4
Region 2 Total	229	51.5%	26.9%	21.5%	2
Region 3 Total	207	44.7%	27.7%	27.6%	0
Region 4 Total	190	42.1%	29.0%	28.9%	3
Region 5 Total	232	39.5%	25.7%	34.7%	4
Region 6 Total	142	49.1%	28.1%	22.7%	0
Region 7 Total	142	52.7%	25.3%	21.9%	2
Region 8 Total	207	42.4%	27.7%	29.8%	0
Region 9 Total	197	33.5%	34.4%	32.1%	2
Region 10 Total	255	31.6%	23.5%	44.9%	1

## 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	342,150	52.3%	28.3%	19.4%	35,524
<b>Environmental Protection Agency</b>	<b>3,456</b>	<b>60.8%</b>	<b>25.4%</b>	<b>13.8%</b>	<b>305</b>
Office of Administration and Resources Management	190	59.0%	26.5%	14.5%	8
Office of Air and Radiation	118	57.9%	28.6%	13.4%	4
Office of Chemical Safety and Pollution Prevention	127	44.7%	32.2%	23.2%	14
Office of Enforcement and Compliance Assurance	185	55.6%	33.0%	11.4%	20
Office of Environmental Information	99	60.3%	24.7%	15.0%	8
Office of General Counsel	101	73.5%	18.9%	7.6%	9
Office of Inspector General	95	69.4%	14.5%	16.1%	1
Office of International and Tribal Affairs	28	70.7%	19.8%	9.6%	1
Office of Research and Development	267	58.5%	28.1%	13.4%	33
Office of Solid Waste & Emergency Response	121	61.7%	25.0%	13.3%	5
Office of the Administrator	107	61.6%	27.9%	10.6%	8
Office of the Chief Financial Officer	130	55.5%	27.9%	16.6%	5
Office of Water	119	56.0%	27.7%	16.3%	13
Region 1 Total	115	71.4%	22.9%	5.7%	17
Region 2 Total	207	59.1%	28.3%	12.7%	25
Region 3 Total	195	73.1%	18.3%	8.6%	13
Region 4 Total	177	67.8%	19.0%	13.2%	15
Region 5 Total	204	51.8%	29.7%	18.5%	32
Region 6 Total	131	61.7%	27.0%	11.3%	10
Region 7 Total	134	76.9%	13.4%	9.7%	9
Region 8 Total	190	69.2%	21.3%	9.4%	17
Region 9 Total	180	63.6%	24.4%	12.0%	19
Region 10 Total	236	60.3%	17.0%	22.7%	19



# 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	375,988	48.4%	24.0%	27.6%
<b>Environmental Protection Agency</b>	<b>3,747</b>	<b>49.0%</b>	<b>22.6%</b>	<b>28.5%</b>
Office of Administration and Resources Management	196	53.8%	19.9%	26.3%
Office of Air and Radiation	121	44.4%	23.5%	32.1%
Office of Chemical Safety and Pollution Prevention	141	43.7%	23.5%	32.8%
Office of Enforcement and Compliance Assurance	205	43.2%	22.5%	34.3%
Office of Environmental Information	107	41.9%	27.4%	30.7%
Office of General Counsel	108	54.9%	26.7%	18.4%
Office of Inspector General	95	50.1%	23.1%	26.8%
Office of International and Tribal Affairs	29	57.2%	16.7%	26.1%
Office of Research and Development	298	44.6%	20.3%	35.1%
Office of Solid Waste & Emergency Response	126	50.0%	24.8%	25.2%
Office of the Administrator	114	47.5%	16.2%	36.3%
Office of the Chief Financial Officer	135	51.2%	22.5%	26.3%
Office of Water	131	46.5%	21.5%	32.0%
Region 1 Total	131	53.1%	28.3%	18.6%
Region 2 Total	231	53.4%	18.9%	27.6%
Region 3 Total	209	57.7%	19.7%	22.6%
Region 4 Total	191	50.5%	21.4%	28.1%
Region 5 Total	235	51.4%	21.6%	27.1%
Region 6 Total	140	50.9%	30.1%	19.0%
Region 7 Total	144	55.7%	17.7%	26.7%
Region 8 Total	207	57.7%	20.1%	22.3%
Region 9 Total	198	44.9%	29.3%	25.8%
Region 10 Total	255	41.1%	23.6%	35.3%

# 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	375,120	45.6%	24.5%	29.9%
<b>Environmental Protection Agency</b>	<b>3,745</b>	<b>42.3%</b>	<b>24.2%</b>	<b>33.4%</b>
Office of Administration and Resources Management	197	43.1%	24.0%	33.0%
Office of Air and Radiation	121	34.8%	24.8%	40.4%
Office of Chemical Safety and Pollution Prevention	141	38.7%	23.9%	37.4%
Office of Enforcement and Compliance Assurance	204	40.5%	21.3%	38.1%
Office of Environmental Information	107	39.9%	31.5%	28.5%
Office of General Counsel	110	49.4%	20.1%	30.5%
Office of Inspector General	95	45.5%	27.1%	27.4%
Office of International and Tribal Affairs	29	60.1%	20.5%	19.4%
Office of Research and Development	298	39.4%	25.6%	35.0%
Office of Solid Waste & Emergency Response	126	49.8%	28.3%	21.9%
Office of the Administrator	114	38.9%	30.3%	30.8%
Office of the Chief Financial Officer	136	46.8%	26.6%	26.5%
Office of Water	130	39.5%	22.3%	38.2%
Region 1 Total	131	54.1%	19.3%	26.6%
Region 2 Total	232	44.8%	25.6%	29.6%
Region 3 Total	207	43.0%	25.8%	31.2%
Region 4 Total	191	48.4%	23.5%	28.2%
Region 5 Total	235	38.3%	22.2%	39.5%
Region 6 Total	141	42.3%	22.4%	35.3%
Region 7 Total	143	50.3%	23.2%	26.4%
Region 8 Total	207	43.6%	20.3%	36.1%
Region 9 Total	198	42.0%	29.8%	28.2%
Region 10 Total	252	37.2%	19.0%	43.9%

## 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	373,823	44.6%	24.5%	31.0%
<b>Environmental Protection Agency</b>	<b>3,729</b>	<b>45.7%</b>	<b>24.6%</b>	<b>29.7%</b>
Office of Administration and Resources Management	196	44.0%	30.7%	25.3%
Office of Air and Radiation	121	40.9%	28.6%	30.5%
Office of Chemical Safety and Pollution Prevention	140	47.0%	19.0%	34.0%
Office of Enforcement and Compliance Assurance	204	48.7%	27.0%	24.4%
Office of Environmental Information	107	45.1%	21.5%	33.4%
Office of General Counsel	108	59.0%	25.1%	15.8%
Office of Inspector General	96	47.8%	16.1%	36.1%
Office of International and Tribal Affairs	29	43.6%	37.8%	18.6%
Office of Research and Development	295	46.1%	22.1%	31.7%
Office of Solid Waste & Emergency Response	125	46.7%	26.9%	26.4%
Office of the Administrator	114	35.4%	25.4%	39.2%
Office of the Chief Financial Officer	136	48.7%	22.4%	28.9%
Office of Water	130	36.5%	22.6%	40.9%
Region 1 Total	130	52.2%	28.5%	19.3%
Region 2 Total	231	49.0%	25.0%	26.1%
Region 3 Total	206	45.0%	24.0%	31.0%
Region 4 Total	190	53.0%	23.0%	23.9%
Region 5 Total	235	40.2%	22.9%	36.9%
Region 6 Total	139	46.9%	29.0%	24.2%
Region 7 Total	143	43.8%	27.0%	29.2%
Region 8 Total	206	51.9%	24.0%	24.1%
Region 9 Total	199	45.5%	22.3%	32.1%
Region 10 Total	249	41.2%	27.2%	31.6%

# 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	374,396	39.6%	30.4%	30.0%
<b>Environmental Protection Agency</b>	<b>3,739</b>	<b>33.7%</b>	<b>32.1%</b>	<b>34.3%</b>
Office of Administration and Resources Management	198	37.7%	30.8%	31.5%
Office of Air and Radiation	121	31.1%	34.7%	34.2%
Office of Chemical Safety and Pollution Prevention	139	32.4%	28.8%	38.8%
Office of Enforcement and Compliance Assurance	204	30.2%	35.1%	34.7%
Office of Environmental Information	106	36.0%	29.7%	34.3%
Office of General Counsel	110	62.3%	22.6%	15.1%
Office of Inspector General	96	34.3%	23.9%	41.8%
Office of International and Tribal Affairs	29	56.3%	25.1%	18.6%
Office of Research and Development	298	28.3%	32.0%	39.7%
Office of Solid Waste & Emergency Response	125	33.2%	37.4%	29.4%
Office of the Administrator	114	37.3%	32.9%	29.8%
Office of the Chief Financial Officer	135	38.5%	28.2%	33.3%
Office of Water	131	27.7%	38.4%	33.9%
Region 1 Total	130	44.2%	29.8%	26.0%
Region 2 Total	231	35.3%	33.4%	31.3%
Region 3 Total	209	33.0%	35.1%	31.9%
Region 4 Total	190	37.9%	30.5%	31.5%
Region 5 Total	233	29.7%	30.8%	39.5%
Region 6 Total	137	42.6%	25.4%	32.1%
Region 7 Total	143	41.4%	32.8%	25.8%
Region 8 Total	206	31.5%	36.2%	32.3%
Region 9 Total	199	25.9%	40.6%	33.5%
Region 10 Total	255	25.1%	25.3%	49.6%

## 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	374,391	33.1%	28.1%	38.8%
<b>Environmental Protection Agency</b>	<b>3,745</b>	<b>26.5%</b>	<b>29.4%</b>	<b>44.1%</b>
Office of Administration and Resources Management	197	32.2%	28.7%	39.2%
Office of Air and Radiation	122	17.0%	36.3%	46.6%
Office of Chemical Safety and Pollution Prevention	141	25.1%	29.5%	45.3%
Office of Enforcement and Compliance Assurance	204	22.7%	36.6%	40.7%
Office of Environmental Information	107	25.4%	29.6%	45.0%
Office of General Counsel	109	33.1%	40.2%	26.7%
Office of Inspector General	95	27.4%	29.5%	43.1%
Office of International and Tribal Affairs	29	17.3%	31.2%	51.5%
Office of Research and Development	299	26.1%	30.6%	43.3%
Office of Solid Waste & Emergency Response	125	26.9%	27.4%	45.7%
Office of the Administrator	114	25.2%	27.3%	47.5%
Office of the Chief Financial Officer	136	31.5%	24.5%	44.0%
Office of Water	131	22.9%	24.2%	52.9%
Region 1 Total	131	29.8%	22.5%	47.7%
Region 2 Total	231	27.8%	23.9%	48.3%
Region 3 Total	208	29.6%	22.8%	47.7%
Region 4 Total	191	32.1%	24.3%	43.6%
Region 5 Total	233	21.0%	33.4%	45.7%
Region 6 Total	140	29.8%	31.6%	38.5%
Region 7 Total	144	31.4%	32.5%	36.1%
Region 8 Total	206	30.5%	30.7%	38.8%
Region 9 Total	198	30.1%	31.7%	38.2%
Region 10 Total	254	20.1%	27.2%	52.7%

## 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	374,483	49.8%	24.3%	25.9%
<b>Environmental Protection Agency</b>	<b>3,742</b>	<b>43.0%</b>	<b>28.6%</b>	<b>28.3%</b>
Office of Administration and Resources Management	197	45.5%	27.1%	27.3%
Office of Air and Radiation	120	38.3%	28.6%	33.1%
Office of Chemical Safety and Pollution Prevention	141	38.1%	27.5%	34.4%
Office of Enforcement and Compliance Assurance	202	29.1%	32.9%	38.0%
Office of Environmental Information	106	35.5%	26.8%	37.7%
Office of General Counsel	110	50.2%	29.0%	20.8%
Office of Inspector General	96	46.4%	29.1%	24.5%
Office of International and Tribal Affairs	29	29.7%	30.7%	39.7%
Office of Research and Development	298	47.5%	33.5%	19.0%
Office of Solid Waste & Emergency Response	126	54.2%	23.5%	22.3%
Office of the Administrator	113	43.8%	31.6%	24.6%
Office of the Chief Financial Officer	136	48.1%	24.0%	27.9%
Office of Water	130	42.6%	30.1%	27.3%
Region 1 Total	131	36.1%	29.6%	34.3%
Region 2 Total	232	37.0%	27.3%	35.8%
Region 3 Total	209	55.4%	22.2%	22.4%
Region 4 Total	189	51.4%	25.5%	23.1%
Region 5 Total	235	41.9%	32.3%	25.8%
Region 6 Total	140	44.7%	25.3%	30.0%
Region 7 Total	144	44.8%	26.5%	28.7%
Region 8 Total	205	41.9%	32.2%	25.9%
Region 9 Total	199	44.1%	30.8%	25.1%
Region 10 Total	254	36.2%	25.8%	38.0%

# 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	374,286	64.1%	18.6%	17.3%
<b>Environmental Protection Agency</b>	<b>3,737</b>	<b>61.0%</b>	<b>19.5%</b>	<b>19.5%</b>
Office of Administration and Resources Management	196	60.8%	21.8%	17.5%
Office of Air and Radiation	122	52.2%	17.7%	30.1%
Office of Chemical Safety and Pollution Prevention	140	58.2%	18.9%	22.8%
Office of Enforcement and Compliance Assurance	204	53.9%	21.0%	25.1%
Office of Environmental Information	107	56.4%	18.1%	25.6%
Office of General Counsel	109	75.4%	10.1%	14.5%
Office of Inspector General	96	59.2%	21.8%	19.0%
Office of International and Tribal Affairs	29	60.9%	22.3%	16.8%
Office of Research and Development	298	60.1%	20.9%	19.0%
Office of Solid Waste & Emergency Response	125	56.4%	22.1%	21.5%
Office of the Administrator	113	53.4%	21.0%	25.6%
Office of the Chief Financial Officer	135	63.9%	16.3%	19.9%
Office of Water	131	52.9%	16.6%	30.5%
Region 1 Total	130	68.9%	20.4%	10.7%
Region 2 Total	230	67.3%	14.0%	18.7%
Region 3 Total	207	65.2%	15.5%	19.3%
Region 4 Total	189	64.4%	21.4%	14.2%
Region 5 Total	233	59.7%	21.1%	19.3%
Region 6 Total	140	67.5%	21.5%	11.1%
Region 7 Total	144	70.6%	14.7%	14.7%
Region 8 Total	206	71.0%	15.2%	13.8%
Region 9 Total	199	63.5%	23.3%	13.3%
Region 10 Total	254	54.1%	26.5%	19.4%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
<b>Environmental Protection Agency</b>	<b>3,742</b>	<b>62.4%</b>	<b>16.5%</b>	<b>21.1%</b>
Office of Administration and Resources Management	196	64.9%	20.0%	15.1%
Office of Air and Radiation	120	62.0%	15.6%	22.4%
Office of Chemical Safety and Pollution Prevention	138	59.9%	20.0%	20.1%
Office of Enforcement and Compliance Assurance	205	59.3%	16.4%	24.3%
Office of Environmental Information	107	66.5%	16.9%	16.5%
Office of General Counsel	110	55.3%	20.4%	24.2%
Office of Inspector General	96	68.1%	13.7%	18.2%
Office of International and Tribal Affairs	29	56.8%	15.9%	27.3%
Office of Research and Development	298	60.7%	15.8%	23.4%
Office of Solid Waste & Emergency Response	126	64.0%	11.8%	24.2%
Office of the Administrator	114	64.3%	10.9%	24.8%
Office of the Chief Financial Officer	136	67.0%	18.0%	15.0%
Office of Water	131	55.4%	24.0%	20.5%
Region 1 Total	131	56.7%	16.5%	26.8%
Region 2 Total	232	62.3%	17.0%	20.7%
Region 3 Total	208	60.3%	17.9%	21.8%
Region 4 Total	189	65.1%	13.1%	21.8%
Region 5 Total	235	63.7%	15.9%	20.4%
Region 6 Total	139	63.3%	15.8%	21.0%
Region 7 Total	143	70.8%	12.3%	17.0%
Region 8 Total	207	74.1%	11.5%	14.4%
Region 9 Total	199	59.6%	17.0%	23.4%
Region 10 Total	253	58.7%	21.5%	19.8%



# 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	375,127	54.5%	22.8%	22.7%
<b>Environmental Protection Agency</b>	<b>3,747</b>	<b>52.1%</b>	<b>23.6%</b>	<b>24.3%</b>
Office of Administration and Resources Management	197	52.9%	26.1%	21.0%
Office of Air and Radiation	121	49.0%	19.3%	31.7%
Office of Chemical Safety and Pollution Prevention	140	46.9%	21.8%	31.3%
Office of Enforcement and Compliance Assurance	204	50.3%	21.1%	28.6%
Office of Environmental Information	107	40.5%	27.9%	31.5%
Office of General Counsel	110	77.3%	15.3%	7.4%
Office of Inspector General	95	41.7%	31.6%	26.7%
Office of International and Tribal Affairs	29	65.0%	19.0%	16.0%
Office of Research and Development	299	44.1%	27.1%	28.7%
Office of Solid Waste & Emergency Response	126	55.5%	19.3%	25.2%
Office of the Administrator	114	49.4%	24.3%	26.3%
Office of the Chief Financial Officer	136	48.4%	27.7%	23.8%
Office of Water	131	45.0%	26.0%	29.0%
Region 1 Total	131	59.5%	23.6%	16.9%
Region 2 Total	232	57.6%	22.8%	19.6%
Region 3 Total	208	57.9%	20.0%	22.1%
Region 4 Total	191	55.2%	23.6%	21.2%
Region 5 Total	235	53.5%	23.4%	23.1%
Region 6 Total	141	60.3%	24.9%	14.9%
Region 7 Total	144	61.1%	22.4%	16.4%
Region 8 Total	204	61.9%	18.6%	19.5%
Region 9 Total	199	54.8%	24.5%	20.7%
Region 10 Total	253	38.3%	30.2%	31.5%

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### Work/Life

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

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
<b>Environmental Protection Agency</b>	<b>3,738</b>	<b>85.4%</b>	<b>3.3%</b>	<b>5.9%</b>	<b>5.4%</b>
Office of Administration and Resources Management	198	87.1%	3.2%	5.5%	4.3%
Office of Air and Radiation	120	75.9%	3.1%	11.1%	9.9%
Office of Chemical Safety and Pollution Prevention	141	79.9%	8.3%	7.0%	4.8%
Office of Enforcement and Compliance Assurance	205	84.9%	5.2%	5.2%	4.6%
Office of Environmental Information	107	92.5%	0.9%	3.8%	2.8%
Office of General Counsel	110	89.3%	3.9%	3.3%	3.5%
Office of Inspector General	95	95.9%	2.3%	0.6%	1.2%
Office of International and Tribal Affairs	29	84.0%	4.4%	8.5%	3.1%
Office of Research and Development	298	74.2%	2.9%	13.2%	9.6%
Office of Solid Waste & Emergency Response	123	91.9%	1.8%	2.4%	3.9%
Office of the Administrator	114	84.0%	2.8%	10.6%	2.6%
Office of the Chief Financial Officer	136	79.3%	13.2%	3.7%	3.7%
Office of Water	131	85.0%	2.4%	6.1%	6.6%
Region 1 Total	131	80.2%	6.5%	4.7%	8.5%
Region 2 Total	225	77.7%	4.2%	6.8%	11.4%
Region 3 Total	209	85.8%	4.4%	6.2%	3.6%
Region 4 Total	190	94.1%	2.5%	0.8%	2.7%
Region 5 Total	233	92.0%	1.5%	3.3%	3.1%
Region 6 Total	141	88.4%	0.3%	5.0%	6.3%
Region 7 Total	144	95.8%	0.0%	2.8%	1.4%
Region 8 Total	207	90.1%	0.8%	5.1%	4.0%
Region 9 Total	197	94.3%	1.5%	2.9%	1.3%
Region 10 Total	254	92.3%	1.0%	2.8%	3.9%

# Environmental Protection Agency

## 1st Level Subagency Comparison Report

### Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
<b>Environmental Protection Agency</b>	<b>3,741</b>	<b>1.9%</b>	<b>39.1%</b>	<b>13.2%</b>	<b>22.5%</b>
Office of Administration and Resources Management	197	0.5%	35.1%	8.7%	18.5%
Office of Air and Radiation	120	0.0%	26.6%	11.8%	27.8%
Office of Chemical Safety and Pollution Prevention	141	4.3%	36.3%	14.8%	19.2%
Office of Enforcement and Compliance Assurance	205	2.2%	31.0%	10.9%	35.9%
Office of Environmental Information	107	0.8%	52.4%	18.2%	18.7%
Office of General Counsel	110	0.7%	41.6%	10.1%	23.9%
Office of Inspector General	96	2.7%	51.2%	14.1%	17.9%
Office of International and Tribal Affairs	28	2.8%	31.6%	10.4%	29.3%
Office of Research and Development	296	2.2%	20.0%	10.9%	27.6%
Office of Solid Waste & Emergency Response	122	3.8%	43.9%	16.0%	22.9%
Office of the Administrator	114	4.0%	16.0%	24.9%	28.0%
Office of the Chief Financial Officer	135	0.0%	23.0%	9.8%	27.5%
Office of Water	131	1.3%	28.6%	16.2%	30.2%
Region 1 Total	131	0.9%	44.1%	11.9%	27.7%
Region 2 Total	231	1.8%	48.5%	8.3%	15.2%
Region 3 Total	208	1.9%	51.0%	7.8%	11.4%
Region 4 Total	190	1.5%	55.7%	12.4%	17.5%
Region 5 Total	234	0.2%	53.9%	11.6%	14.7%
Region 6 Total	141	0.4%	45.5%	12.2%	23.9%
Region 7 Total	144	8.5%	51.5%	12.0%	20.8%
Region 8 Total	207	0.5%	37.3%	17.7%	32.3%
Region 9 Total	198	5.3%	39.4%	24.8%	15.9%
Region 10 Total	255	0.3%	42.9%	19.2%	22.6%

*(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	368,971	32.1%	5.2%	20.3%	12.9%
<b>Environmental Protection Agency</b>	<b>3,741</b>	<b>2.6%</b>	<b>2.3%</b>	<b>4.1%</b>	<b>14.2%</b>
Office of Administration and Resources Management	197	2.5%	4.7%	7.4%	22.6%
Office of Air and Radiation	120	2.9%	2.8%	7.6%	20.4%
Office of Chemical Safety and Pollution Prevention	141	2.4%	2.4%	5.1%	15.4%
Office of Enforcement and Compliance Assurance	205	2.9%	2.4%	4.8%	9.9%
Office of Environmental Information	107	0.0%	0.7%	3.4%	5.9%
Office of General Counsel	110	1.5%	0.7%	7.3%	14.1%
Office of Inspector General	96	1.5%	0.0%	0.8%	11.8%
Office of International and Tribal Affairs	28	0.0%	0.0%	7.6%	18.2%
Office of Research and Development	296	6.2%	5.3%	4.7%	23.1%
Office of Solid Waste & Emergency Response	122	1.3%	0.4%	3.3%	8.4%
Office of the Administrator	114	5.4%	0.8%	10.5%	10.5%
Office of the Chief Financial Officer	135	5.2%	11.0%	5.3%	18.1%
Office of Water	131	0.6%	1.2%	5.0%	16.9%
Region 1 Total	131	3.1%	1.9%	1.9%	8.5%
Region 2 Total	231	4.5%	0.2%	4.6%	16.9%
Region 3 Total	208	4.4%	1.0%	4.6%	18.0%
Region 4 Total	190	2.3%	1.8%	1.2%	7.6%
Region 5 Total	234	0.2%	0.8%	3.3%	15.3%
Region 6 Total	141	0.6%	1.2%	2.3%	13.8%
Region 7 Total	144	0.7%	2.4%	0.0%	4.0%
Region 8 Total	207	1.8%	2.0%	2.0%	6.4%
Region 9 Total	198	1.2%	3.6%	1.8%	7.8%
Region 10 Total	255	1.5%	0.8%	3.3%	9.3%

# 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	372,726	33.0%	45.2%	21.8%
<b>Environmental Protection Agency</b>	<b>3,713</b>	<b>67.6%</b>	<b>29.9%</b>	<b>2.5%</b>
Office of Administration and Resources Management	196	73.7%	23.2%	3.1%
Office of Air and Radiation	119	64.7%	31.5%	3.8%
Office of Chemical Safety and Pollution Prevention	138	68.7%	26.9%	4.4%
Office of Enforcement and Compliance Assurance	204	60.0%	30.4%	9.6%
Office of Environmental Information	105	79.7%	19.8%	0.5%
Office of General Counsel	109	65.0%	33.4%	1.6%
Office of Inspector General	95	82.2%	11.7%	6.1%
Office of International and Tribal Affairs	28	72.7%	22.7%	4.6%
Office of Research and Development	296	61.2%	37.7%	1.0%
Office of Solid Waste & Emergency Response	123	81.9%	18.1%	0.0%
Office of the Administrator	114	62.5%	33.9%	3.7%
Office of the Chief Financial Officer	134	74.9%	25.1%	0.0%
Office of Water	130	63.8%	34.8%	1.4%
Region 1 Total	130	61.9%	36.6%	1.6%
Region 2 Total	228	62.7%	32.8%	4.5%
Region 3 Total	205	68.3%	29.4%	2.3%
Region 4 Total	190	62.1%	36.8%	1.1%
Region 5 Total	234	75.0%	22.6%	2.4%
Region 6 Total	140	61.9%	36.9%	1.2%
Region 7 Total	142	76.2%	22.2%	1.5%
Region 8 Total	203	69.1%	29.8%	1.1%
Region 9 Total	198	62.0%	37.6%	0.4%
Region 10 Total	252	79.1%	20.3%	0.6%

## 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	371,495	28.0%	59.9%	12.2%
<b>Environmental Protection Agency</b>	<b>3,712</b>	<b>39.2%</b>	<b>57.7%</b>	<b>3.1%</b>
Office of Administration and Resources Management	196	39.5%	58.4%	2.1%
Office of Air and Radiation	117	41.6%	57.9%	0.5%
Office of Chemical Safety and Pollution Prevention	139	22.3%	72.1%	5.6%
Office of Enforcement and Compliance Assurance	203	43.2%	53.9%	2.8%
Office of Environmental Information	103	35.2%	63.8%	1.0%
Office of General Counsel	110	18.7%	78.9%	2.4%
Office of Inspector General	96	55.7%	42.9%	1.4%
Office of International and Tribal Affairs	29	23.3%	71.0%	5.7%
Office of Research and Development	296	53.4%	42.9%	3.7%
Office of Solid Waste & Emergency Response	123	30.8%	66.0%	3.2%
Office of the Administrator	113	20.2%	76.3%	3.5%
Office of the Chief Financial Officer	134	49.1%	45.4%	5.5%
Office of Water	131	33.4%	66.6%	0.0%
Region 1 Total	129	44.8%	53.6%	1.6%
Region 2 Total	229	52.7%	44.3%	2.9%
Region 3 Total	205	48.8%	48.1%	3.1%
Region 4 Total	188	32.9%	64.8%	2.3%
Region 5 Total	233	39.7%	57.9%	2.5%
Region 6 Total	139	38.4%	57.9%	3.7%
Region 7 Total	143	34.5%	60.5%	5.0%
Region 8 Total	205	42.8%	53.2%	4.0%
Region 9 Total	197	26.7%	68.4%	4.9%
Region 10 Total	254	28.5%	65.8%	5.7%

# 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	368,151	14.3%	80.3%	5.4%
<b>Environmental Protection Agency</b>	<b>3,675</b>	<b>12.1%</b>	<b>85.2%</b>	<b>2.7%</b>
Office of Administration and Resources Management	194	13.8%	83.8%	2.4%
Office of Air and Radiation	119	8.5%	88.2%	3.3%
Office of Chemical Safety and Pollution Prevention	135	3.8%	91.3%	4.8%
Office of Enforcement and Compliance Assurance	204	5.2%	90.7%	4.1%
Office of Environmental Information	104	7.4%	88.4%	4.2%
Office of General Counsel	110	3.9%	95.3%	0.8%
Office of Inspector General	94	8.8%	86.3%	4.9%
Office of International and Tribal Affairs	29	4.4%	92.6%	3.0%
Office of Research and Development	293	13.9%	82.8%	3.3%
Office of Solid Waste & Emergency Response	121	5.3%	92.4%	2.3%
Office of the Administrator	113	6.5%	87.9%	5.6%
Office of the Chief Financial Officer	133	14.4%	81.9%	3.7%
Office of Water	127	3.0%	93.5%	3.5%
Region 1 Total	125	15.0%	83.1%	1.9%
Region 2 Total	227	18.5%	80.5%	1.0%
Region 3 Total	207	27.1%	71.8%	1.2%
Region 4 Total	185	7.4%	90.4%	2.2%
Region 5 Total	227	12.5%	85.3%	2.2%
Region 6 Total	138	21.0%	77.4%	1.6%
Region 7 Total	143	17.0%	81.6%	1.4%
Region 8 Total	201	13.7%	83.0%	3.2%
Region 9 Total	193	14.8%	84.2%	1.0%
Region 10 Total	253	13.8%	84.4%	1.8%

## 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	372,753	3.9%	78.7%	17.4%
<b>Environmental Protection Agency</b>	<b>3,728</b>	<b>4.1%</b>	<b>84.2%</b>	<b>11.7%</b>
Office of Administration and Resources Management	194	4.5%	89.6%	5.8%
Office of Air and Radiation	120	7.1%	80.7%	12.3%
Office of Chemical Safety and Pollution Prevention	140	3.5%	82.4%	14.0%
Office of Enforcement and Compliance Assurance	204	1.3%	88.1%	10.6%
Office of Environmental Information	105	4.5%	92.5%	3.1%
Office of General Counsel	110	5.6%	92.2%	2.2%
Office of Inspector General	96	3.1%	83.1%	13.8%
Office of International and Tribal Affairs	29	4.4%	90.2%	5.5%
Office of Research and Development	296	4.8%	83.4%	11.8%
Office of Solid Waste & Emergency Response	122	5.0%	85.1%	9.9%
Office of the Administrator	114	7.7%	83.0%	9.3%
Office of the Chief Financial Officer	135	5.7%	81.1%	13.2%
Office of Water	131	3.2%	92.0%	4.8%
Region 1 Total	130	4.8%	84.2%	11.0%
Region 2 Total	229	3.7%	86.0%	10.3%
Region 3 Total	208	6.6%	75.5%	18.0%
Region 4 Total	190	3.6%	88.1%	8.2%
Region 5 Total	234	4.0%	89.6%	6.4%
Region 6 Total	140	1.8%	76.2%	22.0%
Region 7 Total	144	1.0%	80.6%	18.4%
Region 8 Total	206	0.6%	75.0%	24.4%
Region 9 Total	197	4.4%	85.7%	9.9%
Region 10 Total	254	3.7%	84.1%	12.3%



# 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	373,277	2.5%	79.8%	17.7%
<b>Environmental Protection Agency</b>	<b>3,729</b>	<b>3.1%</b>	<b>84.6%</b>	<b>12.3%</b>
Office of Administration and Resources Management	197	3.0%	89.8%	7.2%
Office of Air and Radiation	120	3.6%	83.2%	13.2%
Office of Chemical Safety and Pollution Prevention	137	0.3%	83.9%	15.8%
Office of Enforcement and Compliance Assurance	205	1.3%	87.1%	11.6%
Office of Environmental Information	105	6.8%	86.1%	7.1%
Office of General Counsel	109	0.0%	95.0%	5.0%
Office of Inspector General	96	2.1%	83.1%	14.8%
Office of International and Tribal Affairs	29	0.0%	87.2%	12.8%
Office of Research and Development	295	3.1%	82.7%	14.2%
Office of Solid Waste & Emergency Response	123	1.5%	85.4%	13.2%
Office of the Administrator	113	4.9%	86.0%	9.2%
Office of the Chief Financial Officer	134	3.2%	86.7%	10.1%
Office of Water	129	1.9%	92.6%	5.5%
Region 1 Total	130	6.4%	85.1%	8.6%
Region 2 Total	231	2.8%	83.6%	13.7%
Region 3 Total	208	10.9%	80.4%	8.7%
Region 4 Total	190	1.8%	85.3%	12.9%
Region 5 Total	234	2.3%	88.8%	8.8%
Region 6 Total	140	1.9%	78.2%	19.9%
Region 7 Total	144	1.7%	84.1%	14.2%
Region 8 Total	206	3.5%	75.4%	21.1%
Region 9 Total	199	4.1%	88.3%	7.6%
Region 10 Total	255	1.6%	79.7%	18.8%

## 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	167,341	76.6%	14.0%	9.5%	7,571
<b>Environmental Protection Agency</b>	<b>2,878</b>	<b>81.5%</b>	<b>10.2%</b>	<b>8.3%</b>	<b>30</b>
Office of Administration and Resources Management	128	70.7%	17.7%	11.6%	0
Office of Air and Radiation	71	77.1%	11.8%	11.1%	2
Office of Chemical Safety and Pollution Prevention	98	77.3%	10.1%	12.5%	0
Office of Enforcement and Compliance Assurance	161	76.7%	8.1%	15.2%	3
Office of Environmental Information	92	80.4%	11.6%	8.0%	0
Office of General Counsel	84	78.5%	7.3%	14.2%	1
Office of Inspector General	83	84.5%	11.1%	4.4%	0
Office of International and Tribal Affairs	21	60.5%	8.6%	30.9%	0
Office of Research and Development	195	80.9%	11.3%	7.8%	5
Office of Solid Waste & Emergency Response	107	75.3%	15.6%	9.2%	0
Office of the Administrator	80	73.3%	10.9%	15.7%	0
Office of the Chief Financial Officer	88	73.6%	17.3%	9.1%	0
Office of Water	101	71.0%	17.7%	11.3%	1
Region 1 Total	110	82.1%	9.6%	8.3%	2
Region 2 Total	164	88.4%	6.4%	5.2%	4
Region 3 Total	145	89.4%	4.9%	5.8%	1
Region 4 Total	164	87.7%	7.0%	5.3%	0
Region 5 Total	182	85.9%	8.3%	5.8%	4
Region 6 Total	111	86.9%	9.5%	3.6%	2
Region 7 Total	134	86.7%	4.5%	8.8%	0
Region 8 Total	179	84.1%	12.9%	3.0%	2
Region 9 Total	168	83.6%	10.0%	6.4%	0
Region 10 Total	212	81.8%	10.7%	7.5%	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	138,977	89.1%	7.5%	3.4%	3,202
<b>Environmental Protection Agency</b>	<b>2,536</b>	<b>92.7%</b>	<b>4.9%</b>	<b>2.4%</b>	<b>22</b>
Office of Administration and Resources Management	140	94.9%	3.8%	1.3%	2
Office of Air and Radiation	78	92.2%	2.8%	5.0%	1
Office of Chemical Safety and Pollution Prevention	93	96.3%	2.5%	1.2%	0
Office of Enforcement and Compliance Assurance	128	85.5%	9.1%	5.4%	0
Office of Environmental Information	83	85.3%	11.4%	3.3%	1
Office of General Counsel	68	91.9%	4.3%	3.8%	0
Office of Inspector General	75	96.3%	3.7%	0.0%	0
Office of International and Tribal Affairs	22	92.0%	0.0%	8.0%	0
Office of Research and Development	188	92.9%	5.0%	2.1%	3
Office of Solid Waste & Emergency Response	97	95.8%	2.9%	1.3%	1
Office of the Administrator	65	92.4%	7.6%	0.0%	1
Office of the Chief Financial Officer	97	97.5%	2.5%	0.0%	0
Office of Water	83	90.1%	4.2%	5.7%	0
Region 1 Total	80	91.4%	6.0%	2.5%	1
Region 2 Total	146	89.3%	6.8%	3.9%	2
Region 3 Total	143	94.3%	2.6%	3.2%	1
Region 4 Total	123	94.1%	3.8%	2.2%	0
Region 5 Total	167	94.2%	4.5%	1.3%	3
Region 6 Total	89	86.7%	12.5%	0.8%	2
Region 7 Total	106	93.0%	3.9%	3.1%	2
Region 8 Total	143	94.5%	3.1%	2.5%	2
Region 9 Total	121	96.5%	3.5%	0.0%	0
Region 10 Total	201	92.4%	5.0%	2.6%	0

\*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	100,599	79.5%	16.7%	3.8%	7,562
<b>Environmental Protection Agency</b>	<b>1,349</b>	<b>84.1%</b>	<b>11.4%</b>	<b>4.5%</b>	<b>49</b>
Office of Administration and Resources Management	77	88.7%	11.3%	0.0%	2
Office of Air and Radiation	47	81.6%	7.2%	11.2%	1
Office of Chemical Safety and Pollution Prevention	28	65.7%	23.9%	10.5%	4
Office of Enforcement and Compliance Assurance	76	80.5%	12.3%	7.3%	3
Office of Environmental Information	32	93.8%	6.2%	0.0%	4
Office of General Counsel	18	87.2%	12.8%	0.0%	0
Office of Inspector General	52	94.0%	6.0%	0.0%	0
Office of International and Tribal Affairs	6	87.0%	13.0%	0.0%	1
Office of Research and Development	137	90.3%	8.6%	1.1%	5
Office of Solid Waste & Emergency Response	35	90.9%	7.4%	1.7%	0
Office of the Administrator	21	88.8%	5.0%	6.1%	1
Office of the Chief Financial Officer	60	97.8%	2.2%	0.0%	3
Office of Water	36	85.1%	13.5%	1.4%	2
Region 1 Total	57	76.7%	16.7%	6.5%	2
Region 2 Total	123	85.5%	11.5%	3.0%	0
Region 3 Total	102	88.2%	11.8%	0.0%	1
Region 4 Total	64	88.3%	10.4%	1.3%	3
Region 5 Total	86	80.7%	10.5%	8.8%	2
Region 6 Total	53	80.2%	14.7%	5.0%	1
Region 7 Total	47	70.7%	13.8%	15.4%	2
Region 8 Total	83	87.5%	12.5%	0.0%	3
Region 9 Total	41	68.5%	25.2%	6.3%	6
Region 10 Total	68	72.5%	13.4%	14.1%	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)

**82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)\***

	N	Positive	Neutral	Negative	NBJ
Governmentwide	52,178	74.1%	21.6%	4.3%	8,882
<b>Environmental Protection Agency</b>	<b>435</b>	<b>74.7%</b>	<b>22.4%</b>	<b>2.9%</b>	<b>75</b>
Office of Administration and Resources Management	28	77.4%	22.6%	0.0%	3
Office of Air and Radiation	8	100.0%	0.0%	0.0%	2
Office of Chemical Safety and Pollution Prevention	6	35.5%	64.5%	0.0%	4
Office of Enforcement and Compliance Assurance	6	54.0%	46.0%	0.0%	2
Office of Environmental Information	7	100.0%	0.0%	0.0%	3
Office of General Counsel	3	71.0%	29.0%	0.0%	1
Office of Inspector General	8	73.8%	9.9%	16.2%	2
Office of International and Tribal Affairs	1	0.0%	100.0%	0.0%	0
Office of Research and Development	40	73.0%	27.0%	0.0%	5
Office of Solid Waste & Emergency Response	8	80.2%	0.0%	19.8%	2
Office of the Administrator	7	38.7%	49.1%	12.3%	1
Office of the Chief Financial Officer	16	79.0%	17.0%	4.0%	5
Office of Water	4	51.5%	0.0%	48.5%	3
Region 1 Total	18	64.0%	36.0%	0.0%	4
Region 2 Total	47	68.6%	29.2%	2.3%	4
Region 3 Total	50	82.3%	17.7%	0.0%	7
Region 4 Total	12	86.3%	6.1%	7.6%	6
Region 5 Total	24	74.6%	25.4%	0.0%	9
Region 6 Total	30	76.7%	20.8%	2.5%	2
Region 7 Total	23	88.2%	8.2%	3.7%	1
Region 8 Total	33	83.8%	13.7%	2.5%	1
Region 9 Total	24	71.1%	24.5%	4.4%	6
Region 10 Total	32	73.9%	19.0%	7.1%	2

*\*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	10,509	71.7%	23.9%	4.4%	4,356
<b>Environmental Protection Agency</b>	<b>105</b>	<b>80.0%</b>	<b>17.8%</b>	<b>2.2%</b>	<b>56</b>
Office of Administration and Resources Management	9	79.9%	20.1%	0.0%	5
Office of Air and Radiation	4	100.0%	0.0%	0.0%	4
Office of Chemical Safety and Pollution Prevention	2	21.7%	78.3%	0.0%	3
Office of Enforcement and Compliance Assurance	3	100.0%	0.0%	0.0%	1
Office of Environmental Information	2	100.0%	0.0%	0.0%	3
Office of General Counsel	5	100.0%	0.0%	0.0%	1
Office of Inspector General	1	100.0%	0.0%	0.0%	2
Office of International and Tribal Affairs	0	--	--	--	1
Office of Research and Development	9	100.0%	0.0%	0.0%	7
Office of Solid Waste & Emergency Response	3	100.0%	0.0%	0.0%	3
Office of the Administrator	8	100.0%	0.0%	0.0%	1
Office of the Chief Financial Officer	6	88.2%	11.8%	0.0%	3
Office of Water	5	81.6%	18.4%	0.0%	0
Region 1 Total	3	62.0%	38.0%	0.0%	2
Region 2 Total	6	48.0%	52.0%	0.0%	6
Region 3 Total	8	35.6%	43.3%	21.1%	6
Region 4 Total	4	100.0%	0.0%	0.0%	2
Region 5 Total	7	77.3%	22.7%	0.0%	2
Region 6 Total	2	100.0%	0.0%	0.0%	1
Region 7 Total	1	100.0%	0.0%	0.0%	0
Region 8 Total	1	0.0%	100.0%	0.0%	1
Region 9 Total	7	72.7%	27.3%	0.0%	1
Region 10 Total	9	65.7%	24.4%	9.9%	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)

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	7,385	67.6%	29.5%	2.9%	3,459
<b>Environmental Protection Agency</b>	<b>90</b>	<b>71.4%</b>	<b>27.2%</b>	<b>1.3%</b>	<b>38</b>
Office of Administration and Resources Management	5	100.0%	0.0%	0.0%	2
Office of Air and Radiation	2	100.0%	0.0%	0.0%	2
Office of Chemical Safety and Pollution Prevention	1	100.0%	0.0%	0.0%	2
Office of Enforcement and Compliance Assurance	1	100.0%	0.0%	0.0%	2
Office of Environmental Information	5	87.8%	12.2%	0.0%	1
Office of General Counsel	0	--	--	--	1
Office of Inspector General	1	0.0%	100.0%	0.0%	1
Office of International and Tribal Affairs	0	--	--	--	0
Office of Research and Development	8	69.9%	30.1%	0.0%	4
Office of Solid Waste & Emergency Response	1	100.0%	0.0%	0.0%	1
Office of the Administrator	5	54.2%	45.8%	0.0%	1
Office of the Chief Financial Officer	4	53.8%	46.2%	0.0%	2
Office of Water	3	12.6%	87.4%	0.0%	1
Region 1 Total	6	59.6%	40.4%	0.0%	2
Region 2 Total	3	18.4%	81.6%	0.0%	4
Region 3 Total	21	83.7%	12.7%	3.6%	4
Region 4 Total	2	100.0%	0.0%	0.0%	1
Region 5 Total	3	47.3%	52.7%	0.0%	2
Region 6 Total	2	100.0%	0.0%	0.0%	2
Region 7 Total	2	100.0%	0.0%	0.0%	0
Region 8 Total	5	60.8%	39.2%	0.0%	2
Region 9 Total	7	67.8%	24.8%	7.4%	0
Region 10 Total	3	36.6%	63.4%	0.0%	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*

### Demographic Questions

***Where do you work?***

	N	%
Headquarters	1,455	39.2%
Field	2,256	60.8%

***What is your supervisory status?***

	N	%
Non-Supervisor	2,663	71.3%
Team Leader	403	10.8%
Supervisor	356	9.5%
Manager	161	4.3%
Senior Leader	151	4.0%

***Are you:***

	N	%
Male	1,700	45.9%
Female	2,001	54.1%

***Are you Hispanic or Latino?***

	N	%
Yes	245	6.7%
No	3,406	93.3%

***Race***

	N	%
American Indian or Alaska Native	29	0.8%
Asian	188	5.3%
Black or African American	501	14.1%
Native Hawaiian or Other Pacific Islander	14	0.4%
White	2,696	75.8%
Two or more races (Not Hispanic or Latino)	128	3.6%



# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

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

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	53	1.4%
Trade or Technical Certificate	20	0.5%
Some College (no degree)	212	5.7%
Associate's Degree (e.g., AA, AS)	89	2.4%
Bachelor's Degree (e.g., BA, BS)	1,177	31.7%
Master's Degree (e.g., MA, MS, MBA)	1,433	38.6%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	728	19.6%

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

	N	%
Federal Wage System	1	0.0%
GS 1-6	14	0.4%
GS 7-12	706	19.0%
GS 13-15	2,845	76.5%
Senior Executive Service	139	3.7%
Senior Level (SL) or Scientific or Professional (ST)	6	0.2%
Other	7	0.2%

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

	N	%
Less than 1 year	6	0.2%
1 to 3 years	193	5.2%
4 to 5 years	275	7.4%
6 to 10 years	521	14.0%
11 to 14 years	376	10.1%
15 to 20 years	498	13.4%
More than 20 years	1,842	49.6%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

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

	N	%
Less than 1 year	18	0.5%
1 to 3 years	265	7.1%
4 to 5 years	345	9.3%
6 to 10 years	624	16.8%
11 to 20 years	953	25.7%
More than 20 years	1,510	40.6%

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

	N	%
No	2,565	69.0%
Yes, to retire	230	6.2%
Yes, to take another job within the Federal Government	576	15.5%
Yes, to take another job outside the Federal Government	191	5.1%
Yes, other	156	4.2%

***I am planning to retire:***

	N	%
Within one year	129	3.5%
Between one and three years	388	10.5%
Between three and five years	396	10.8%
Five or more years	2,765	75.2%

***Self-Identify as:***

	N	%
Heterosexual or Straight	2,932	82.9%
Gay, Lesbian, Bisexual, or Transgender	164	4.6%
I prefer not to say	441	12.5%

***What is your US military service status?***

	N	%
No Prior Military Service	3,307	90.0%
Currently in National Guard or Reserves	17	0.5%
Retired	101	2.7%
Separated or Discharged	248	6.8%

# Environmental Protection Agency

## *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

#### *Are you an individual with a disability?*

	N	%
Yes	259	7.1%
No	3,413	92.9%

#### *What is your age group?*

	N	%
25 and under	18	0.5%
26-29	106	2.7%
30-39	660	17.1%
40-49	938	24.3%
50-59	1,536	39.8%
60 or older	605	15.7%