

This report was obtained (via FOIA) and posted by AltGov2

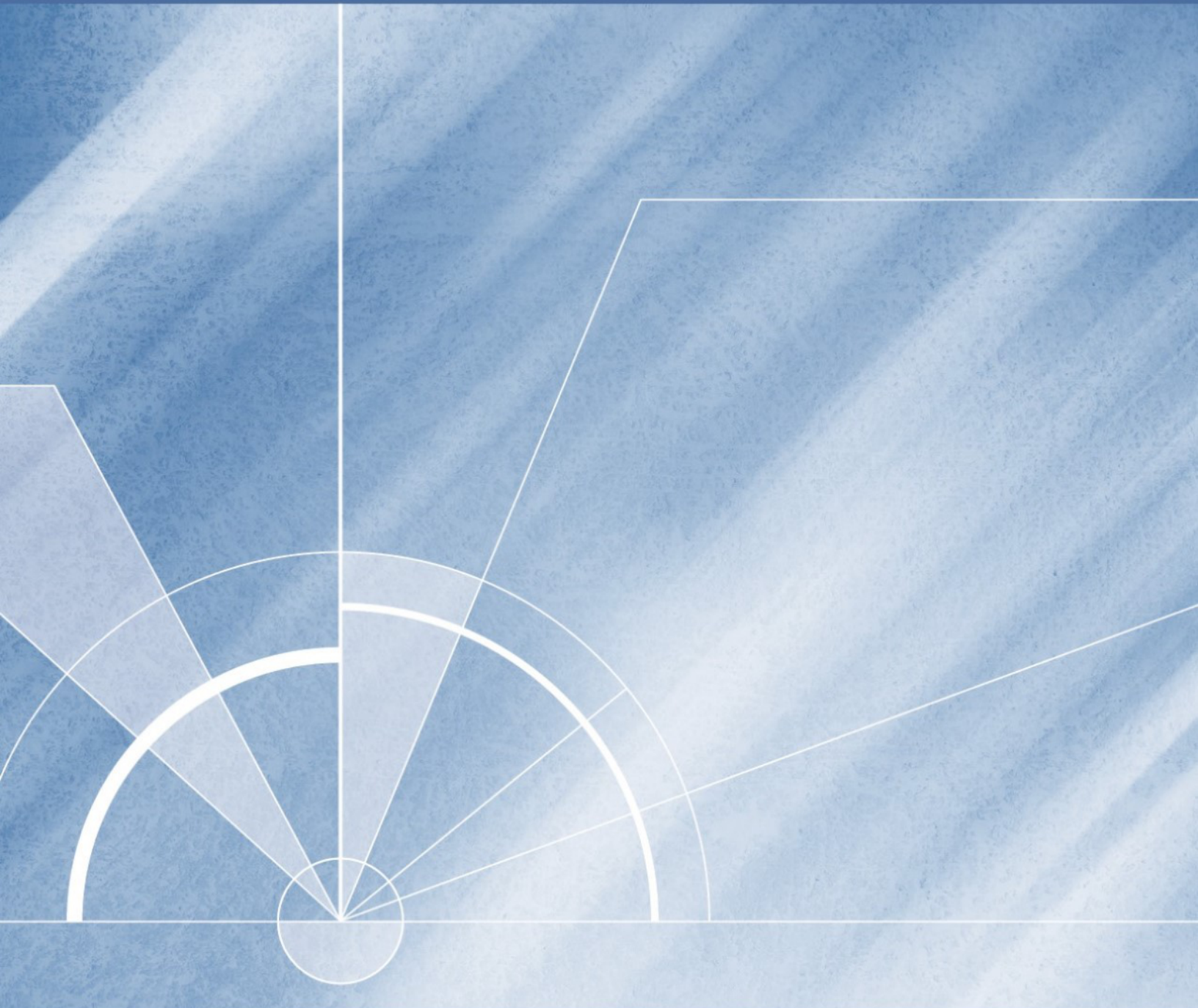
www.altgov2.org/FEVS

2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Trend
Report

Immigration and Customs Enforcement (ICE)



Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

This 2016 Federal Employee Viewpoint Survey Report provides trend results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed
2016 Governmentwide	407,789
2016 Department of Homeland Security	46,991
2016 Immigration and Customs Enforcement (ICE)	7,954
2015 Immigration and Customs Enforcement (ICE)	7,006
2014 Immigration and Customs Enforcement (ICE)	7,387
2013 Immigration and Customs Enforcement (ICE)	6,121
2012 Immigration and Customs Enforcement (ICE)	11,408
2011 Immigration and Customs Enforcement (ICE)	1,313
2010 Immigration and Customs Enforcement (ICE)	774

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"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"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.

The last column indicates whether or not there was a statistically significant increase, decrease, or no change in positive percentages from the previous year. Statistical significance indicates that the differences from year to year are not due to random chance. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2016 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2015 to 2016. Please keep in mind that with large sample sizes, even small differences may show statistical significance.

Note: The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '--' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Work Experience

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
2016 Department of Homeland Security	46,913	50.4%	17.7%	32.0%	
2016 Immigration and Customs Enforcement (ICE)	7,932	47.1%	17.0%	35.9%	↗
2015 Immigration and Customs Enforcement (ICE)	6,996	36.6%	17.3%	46.1%	→
2014 Immigration and Customs Enforcement (ICE)	7,375	36.2%	17.5%	46.3%	↘
2013 Immigration and Customs Enforcement (ICE)	6,107	42.8%	17.9%	39.3%	↘
2012 Immigration and Customs Enforcement (ICE)	11,386	45.9%	17.2%	36.9%	↘
2011 Immigration and Customs Enforcement (ICE)	1,312	52.1%	19.6%	28.3%	→
2010 Immigration and Customs Enforcement (ICE)	772	52.1%	17.5%	30.4%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,152	70.2%	14.7%	15.1%	
2016 Department of Homeland Security	46,616	61.3%	16.6%	22.1%	
2016 Immigration and Customs Enforcement (ICE)	7,897	56.4%	16.7%	26.8%	↗
2015 Immigration and Customs Enforcement (ICE)	6,992	48.4%	18.7%	32.8%	↘
2014 Immigration and Customs Enforcement (ICE)	7,304	51.2%	17.4%	31.4%	↘
2013 Immigration and Customs Enforcement (ICE)	6,050	55.1%	17.2%	27.7%	→
2012 Immigration and Customs Enforcement (ICE)	11,365	56.1%	17.7%	26.2%	↘
2011 Immigration and Customs Enforcement (ICE)	1,313	60.6%	20.2%	19.2%	→
2010 Immigration and Customs Enforcement (ICE)	772	60.3%	16.2%	23.5%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
2016 Department of Homeland Security	46,131	42.8%	18.8%	38.3%	
2016 Immigration and Customs Enforcement (ICE)	7,813	41.4%	18.7%	39.8%	↗
2015 Immigration and Customs Enforcement (ICE)	6,980	33.6%	16.4%	49.9%	→
2014 Immigration and Customs Enforcement (ICE)	7,253	34.0%	17.6%	48.4%	↘
2013 Immigration and Customs Enforcement (ICE)	6,006	39.3%	18.4%	42.2%	→
2012 Immigration and Customs Enforcement (ICE)	11,276	40.1%	19.3%	40.6%	↘
2011 Immigration and Customs Enforcement (ICE)	1,312	44.5%	20.8%	34.8%	→
2010 Immigration and Customs Enforcement (ICE)	767	45.0%	22.5%	32.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
2016 Department of Homeland Security	46,541	59.6%	16.8%	23.6%	
2016 Immigration and Customs Enforcement (ICE)	7,871	58.6%	14.4%	27.0%	↗
2015 Immigration and Customs Enforcement (ICE)	6,979	48.9%	14.7%	36.4%	→
2014 Immigration and Customs Enforcement (ICE)	7,307	48.8%	14.8%	36.4%	↘
2013 Immigration and Customs Enforcement (ICE)	6,068	54.6%	16.3%	29.1%	↘
2012 Immigration and Customs Enforcement (ICE)	11,348	58.7%	15.5%	25.8%	→
2011 Immigration and Customs Enforcement (ICE)	1,309	61.9%	17.9%	20.3%	→
2010 Immigration and Customs Enforcement (ICE)	770	62.5%	14.8%	22.7%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,675	83.2%	10.8%	6.1%	
2016 Department of Homeland Security	46,204	78.2%	13.2%	8.6%	
2016 Immigration and Customs Enforcement (ICE)	7,803	76.5%	12.1%	11.4%	↗
2015 Immigration and Customs Enforcement (ICE)	6,973	70.6%	13.8%	15.6%	↗
2014 Immigration and Customs Enforcement (ICE)	7,220	68.7%	14.9%	16.5%	↘
2013 Immigration and Customs Enforcement (ICE)	6,010	73.7%	13.8%	12.4%	↘
2012 Immigration and Customs Enforcement (ICE)	11,271	76.5%	12.5%	11.0%	↘
2011 Immigration and Customs Enforcement (ICE)	1,311	79.6%	11.7%	8.7%	→
2010 Immigration and Customs Enforcement (ICE)	771	78.1%	11.9%	10.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	402,718	79.4%	11.0%	9.6%	
2016 Department of Homeland Security	46,421	75.5%	11.8%	12.7%	
2016 Immigration and Customs Enforcement (ICE)	7,848	69.1%	12.9%	17.9%	↗
2015 Immigration and Customs Enforcement (ICE)	6,956	60.9%	14.0%	25.0%	↘
2014 Immigration and Customs Enforcement (ICE)	7,291	63.1%	13.7%	23.2%	↘
2013 Immigration and Customs Enforcement (ICE)	6,040	65.8%	14.0%	20.1%	↘
2012 Immigration and Customs Enforcement (ICE)	11,307	68.8%	13.8%	17.4%	↘
2011 Immigration and Customs Enforcement (ICE)	1,306	73.0%	12.5%	14.6%	→
2010 Immigration and Customs Enforcement (ICE)	768	72.4%	13.5%	14.1%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
2016 Department of Homeland Security	46,642	93.3%	3.7%	3.0%	
2016 Immigration and Customs Enforcement (ICE)	7,897	94.0%	3.0%	3.0%	↗
2015 Immigration and Customs Enforcement (ICE)	6,989	91.1%	3.8%	5.2%	→
2014 Immigration and Customs Enforcement (ICE)	7,326	91.9%	3.7%	4.4%	↘
2013 Immigration and Customs Enforcement (ICE)	6,075	94.0%	2.9%	3.1%	↘
2012 Immigration and Customs Enforcement (ICE)	11,362	95.1%	2.5%	2.4%	↘
2011 Immigration and Customs Enforcement (ICE)	1,311	96.1%	2.3%	1.7%	→
2010 Immigration and Customs Enforcement (ICE)	771	95.1%	2.2%	2.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
2016 Department of Homeland Security	46,736	86.1%	10.1%	3.8%	
2016 Immigration and Customs Enforcement (ICE)	7,910	87.2%	8.8%	4.0%	↗
2015 Immigration and Customs Enforcement (ICE)	6,977	82.8%	10.5%	6.7%	↘
2014 Immigration and Customs Enforcement (ICE)	7,367	84.1%	10.1%	5.8%	↘
2013 Immigration and Customs Enforcement (ICE)	6,101	87.4%	8.8%	3.8%	↘
2012 Immigration and Customs Enforcement (ICE)	11,379	89.7%	7.4%	2.9%	↘
2011 Immigration and Customs Enforcement (ICE)	1,309	92.9%	5.9%	1.2%	↗
2010 Immigration and Customs Enforcement (ICE)	771	89.3%	7.3%	3.4%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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	Difference from previous year
2016 Governmentwide	405,568	46.6%	16.0%	37.5%	922	
2016 Department of Homeland Security	46,712	37.4%	14.7%	47.9%	121	
2016 Immigration and Customs Enforcement (ICE)	7,891	34.6%	13.8%	51.7%	28	↗
2015 Immigration and Customs Enforcement (ICE)	6,952	30.2%	12.9%	56.9%	42	→
2014 Immigration and Customs Enforcement (ICE)	7,347	28.9%	12.6%	58.5%	27	→
2013 Immigration and Customs Enforcement (ICE)	6,086	29.5%	13.9%	56.6%	23	↘
2012 Immigration and Customs Enforcement (ICE)	11,363	32.8%	14.7%	52.5%	29	→
2011 Immigration and Customs Enforcement (ICE)	1,302	34.6%	18.2%	47.2%	6	→
2010 Immigration and Customs Enforcement (ICE)	766	38.7%	16.7%	44.6%	4	

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
2016 Department of Homeland Security	46,457	52.8%	16.7%	30.5%	110	
2016 Immigration and Customs Enforcement (ICE)	7,841	55.8%	16.5%	27.7%	26	↗
2015 Immigration and Customs Enforcement (ICE)	6,952	51.4%	17.6%	31.0%	26	→
2014 Immigration and Customs Enforcement (ICE)	7,301	51.6%	17.2%	31.2%	32	↘
2013 Immigration and Customs Enforcement (ICE)	6,061	53.8%	16.7%	29.5%	15	→
2012 Immigration and Customs Enforcement (ICE)	11,324	54.3%	17.3%	28.4%	19	→
2011 Immigration and Customs Enforcement (ICE)	1,306	56.1%	18.7%	25.2%	3	→
2010 Immigration and Customs Enforcement (ICE)	764	57.8%	16.1%	26.1%	5	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
2016 Department of Homeland Security	45,478	46.2%	18.2%	35.6%	268	
2016 Immigration and Customs Enforcement (ICE)	7,680	46.2%	16.7%	37.1%	55	↗
2015 Immigration and Customs Enforcement (ICE)	6,895	38.9%	15.9%	45.2%	75	→
2014 Immigration and Customs Enforcement (ICE)	7,107	38.1%	16.1%	45.9%	79	↘
2013 Immigration and Customs Enforcement (ICE)	5,941	43.6%	15.2%	41.2%	40	↘
2012 Immigration and Customs Enforcement (ICE)	11,109	45.0%	16.4%	38.6%	85	→
2011 Immigration and Customs Enforcement (ICE)	1,301	46.1%	18.2%	35.8%	8	→
2010 Immigration and Customs Enforcement (ICE)	762	49.5%	14.0%	36.4%	10	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
2016 Department of Homeland Security	46,308	75.3%	11.9%	12.9%	230	
2016 Immigration and Customs Enforcement (ICE)	7,812	65.7%	14.1%	20.2%	69	↗
2015 Immigration and Customs Enforcement (ICE)	6,889	56.3%	14.7%	28.9%	87	→
2014 Immigration and Customs Enforcement (ICE)	7,242	57.9%	14.9%	27.2%	101	↘
2013 Immigration and Customs Enforcement (ICE)	6,020	64.3%	14.2%	21.5%	62	↘
2012 Immigration and Customs Enforcement (ICE)	11,264	67.5%	13.8%	18.7%	78	↘
2011 Immigration and Customs Enforcement (ICE)	1,305	73.4%	13.5%	13.1%	3	→
2010 Immigration and Customs Enforcement (ICE)	761	74.4%	12.5%	13.1%	8	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
2016 Department of Homeland Security	45,925	86.8%	7.4%	5.8%	191	
2016 Immigration and Customs Enforcement (ICE)	7,769	79.7%	9.9%	10.4%	47	↗
2015 Immigration and Customs Enforcement (ICE)	6,887	74.2%	10.8%	15.0%	81	→
2014 Immigration and Customs Enforcement (ICE)	7,182	74.4%	11.3%	14.4%	90	↘
2013 Immigration and Customs Enforcement (ICE)	5,974	78.6%	10.5%	10.9%	54	↘
2012 Immigration and Customs Enforcement (ICE)	11,245	82.7%	9.3%	8.0%	68	↘
2011 Immigration and Customs Enforcement (ICE)	1,306	86.2%	8.5%	5.3%	2	→
2010 Immigration and Customs Enforcement (ICE)	760	85.1%	8.1%	6.8%	5	

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	Difference from previous year
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
2016 Department of Homeland Security	46,526	58.2%	14.9%	26.9%	208	
2016 Immigration and Customs Enforcement (ICE)	7,871	65.3%	12.9%	21.8%	34	→
2015 Immigration and Customs Enforcement (ICE)	6,923	64.2%	13.6%	22.2%	60	↘
2014 Immigration and Customs Enforcement (ICE)	7,318	68.0%	13.0%	19.0%	48	→
2013 Immigration and Customs Enforcement (ICE)	6,079	67.4%	13.1%	19.5%	24	↘
2012 Immigration and Customs Enforcement (ICE)	11,332	68.7%	12.2%	19.1%	44	→
2011 Immigration and Customs Enforcement (ICE)	1,305	68.0%	13.7%	18.3%	4	→
2010 Immigration and Customs Enforcement (ICE)	763	67.6%	13.3%	19.1%	7	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
2016 Department of Homeland Security	46,184	59.6%	15.4%	25.0%	534	
2016 Immigration and Customs Enforcement (ICE)	7,822	68.5%	13.9%	17.7%	81	↗
2015 Immigration and Customs Enforcement (ICE)	6,910	63.9%	14.7%	21.4%	79	→
2014 Immigration and Customs Enforcement (ICE)	7,275	65.3%	14.1%	20.6%	72	↘
2013 Immigration and Customs Enforcement (ICE)	6,024	67.9%	14.7%	17.5%	70	→
2012 Immigration and Customs Enforcement (ICE)	11,259	67.2%	14.7%	18.2%	116	↘
2011 Immigration and Customs Enforcement (ICE)	1,289	71.9%	13.5%	14.6%	22	↗
2010 Immigration and Customs Enforcement (ICE)	754	67.5%	15.9%	16.6%	15	

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
2016 Department of Homeland Security	46,354	71.3%	16.7%	12.0%	251	
2016 Immigration and Customs Enforcement (ICE)	7,845	72.1%	15.2%	12.7%	53	↗
2015 Immigration and Customs Enforcement (ICE)	6,924	67.1%	16.6%	16.3%	57	→
2014 Immigration and Customs Enforcement (ICE)	7,280	68.2%	16.9%	15.0%	60	↘
2013 Immigration and Customs Enforcement (ICE)	6,043	71.5%	14.9%	13.6%	46	↘
2012 Immigration and Customs Enforcement (ICE)	11,286	74.9%	14.1%	10.9%	66	→
2011 Immigration and Customs Enforcement (ICE)	1,300	78.2%	13.5%	8.2%	5	→
2010 Immigration and Customs Enforcement (ICE)	767	77.5%	13.7%	8.7%	4	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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	Difference from previous year
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
2016 Department of Homeland Security	44,936	51.4%	19.9%	28.7%	1,715	
2016 Immigration and Customs Enforcement (ICE)	7,552	51.4%	20.0%	28.6%	340	↗
2015 Immigration and Customs Enforcement (ICE)	6,634	45.0%	19.3%	35.7%	340	↘
2014 Immigration and Customs Enforcement (ICE)	7,013	50.1%	18.2%	31.6%	330	→
2013 Immigration and Customs Enforcement (ICE)	5,866	50.4%	19.4%	30.2%	215	↘
2012 Immigration and Customs Enforcement (ICE)	10,967	51.7%	20.3%	28.1%	379	↘
2011 Immigration and Customs Enforcement (ICE)	1,272	58.8%	20.1%	21.1%	38	→
2010 Immigration and Customs Enforcement (ICE)	746	54.7%	21.9%	23.4%	24	

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
2016 Department of Homeland Security	46,176	44.7%	23.9%	31.4%	529	
2016 Immigration and Customs Enforcement (ICE)	7,796	36.4%	24.1%	39.4%	108	↗
2015 Immigration and Customs Enforcement (ICE)	6,840	29.4%	22.8%	47.8%	137	→
2014 Immigration and Customs Enforcement (ICE)	7,230	29.3%	22.9%	47.8%	131	↘
2013 Immigration and Customs Enforcement (ICE)	6,001	32.7%	23.6%	43.7%	101	↘
2012 Immigration and Customs Enforcement (ICE)	11,222	34.5%	24.6%	40.8%	144	↘
2011 Immigration and Customs Enforcement (ICE)	1,267	41.7%	25.6%	32.7%	28	→
2010 Immigration and Customs Enforcement (ICE)	752	41.4%	24.1%	34.5%	17	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
2016 Department of Homeland Security	45,681	63.1%	15.1%	21.8%	1,231	
2016 Immigration and Customs Enforcement (ICE)	7,783	71.1%	12.5%	16.4%	157	↗
2015 Immigration and Customs Enforcement (ICE)	6,878	66.7%	13.7%	19.7%	120	→
2014 Immigration and Customs Enforcement (ICE)	7,283	66.8%	13.2%	19.9%	97	→
2013 Immigration and Customs Enforcement (ICE)	5,999	67.8%	12.8%	19.5%	114	→
2012 Immigration and Customs Enforcement (ICE)	11,191	66.7%	13.9%	19.4%	208	↘
2011 Immigration and Customs Enforcement (ICE)	1,288	70.7%	15.1%	14.3%	22	→
2010 Immigration and Customs Enforcement (ICE)	757	68.1%	13.3%	18.6%	12	

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
2016 Department of Homeland Security	46,881	68.5%	14.9%	16.5%	
2016 Immigration and Customs Enforcement (ICE)	7,943	70.0%	12.9%	17.1%	↗
2015 Immigration and Customs Enforcement (ICE)	6,995	65.6%	13.2%	21.2%	→
2014 Immigration and Customs Enforcement (ICE)	7,368	65.4%	13.9%	20.7%	↘
2013 Immigration and Customs Enforcement (ICE)	6,115	67.1%	13.2%	19.7%	→
2012 Immigration and Customs Enforcement (ICE)	11,388	67.4%	14.6%	17.9%	→
2011 Immigration and Customs Enforcement (ICE)	1,292	69.2%	14.7%	16.1%	→
2010 Immigration and Customs Enforcement (ICE)	744	74.2%	10.0%	15.8%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
2016 Department of Homeland Security	45,480	31.9%	27.0%	41.2%	1,408	
2016 Immigration and Customs Enforcement (ICE)	7,662	32.3%	24.3%	43.4%	277	↗
2015 Immigration and Customs Enforcement (ICE)	6,755	25.2%	24.8%	50.1%	240	→
2014 Immigration and Customs Enforcement (ICE)	7,105	24.6%	25.4%	50.0%	267	↘
2013 Immigration and Customs Enforcement (ICE)	5,929	27.6%	24.8%	47.6%	186	↘
2012 Immigration and Customs Enforcement (ICE)	11,036	31.9%	26.5%	41.6%	352	↘
2011 Immigration and Customs Enforcement (ICE)	1,280	36.4%	30.5%	33.1%	32	→
2010 Immigration and Customs Enforcement (ICE)	748	41.5%	23.9%	34.7%	21	

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
2016 Department of Homeland Security	44,319	23.0%	23.1%	53.8%	2,311	
2016 Immigration and Customs Enforcement (ICE)	7,453	22.0%	23.1%	54.9%	432	↗
2015 Immigration and Customs Enforcement (ICE)	6,695	17.7%	21.3%	61.0%	284	→
2014 Immigration and Customs Enforcement (ICE)	7,015	16.8%	23.2%	60.0%	329	↘
2013 Immigration and Customs Enforcement (ICE)	5,796	20.3%	23.7%	56.1%	286	↘
2012 Immigration and Customs Enforcement (ICE)	10,782	22.3%	24.3%	53.4%	584	→
2011 Immigration and Customs Enforcement (ICE)	1,267	26.3%	28.6%	45.2%	45	→
2010 Immigration and Customs Enforcement (ICE)	739	26.2%	23.2%	50.6%	30	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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	Difference from previous year
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
2016 Department of Homeland Security	43,778	22.8%	22.3%	54.9%	2,902	
2016 Immigration and Customs Enforcement (ICE)	7,375	19.4%	22.0%	58.6%	524	↗
2015 Immigration and Customs Enforcement (ICE)	6,630	16.5%	20.1%	63.4%	361	→
2014 Immigration and Customs Enforcement (ICE)	6,979	16.9%	20.1%	62.9%	376	↘
2013 Immigration and Customs Enforcement (ICE)	5,792	19.5%	20.9%	59.7%	299	→
2012 Immigration and Customs Enforcement (ICE)	10,731	20.1%	22.4%	57.5%	612	↘
2011 Immigration and Customs Enforcement (ICE)	1,255	23.5%	27.0%	49.5%	53	→
2010 Immigration and Customs Enforcement (ICE)	724	23.5%	25.7%	50.8%	45	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
2016 Department of Homeland Security	44,955	25.7%	24.0%	50.4%	1,777	
2016 Immigration and Customs Enforcement (ICE)	7,596	25.5%	23.3%	51.2%	315	↗
2015 Immigration and Customs Enforcement (ICE)	6,753	21.1%	21.8%	57.2%	231	→
2014 Immigration and Customs Enforcement (ICE)	7,117	21.2%	21.5%	57.3%	245	↘
2013 Immigration and Customs Enforcement (ICE)	5,902	23.6%	23.6%	52.9%	187	↘
2012 Immigration and Customs Enforcement (ICE)	10,959	25.1%	24.2%	50.6%	396	↘
2011 Immigration and Customs Enforcement (ICE)	1,270	30.3%	26.7%	43.0%	37	→
2010 Immigration and Customs Enforcement (ICE)	747	33.2%	22.7%	44.1%	21	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
2016 Department of Homeland Security	44,342	31.0%	22.3%	46.7%	2,288	
2016 Immigration and Customs Enforcement (ICE)	7,432	31.8%	22.1%	46.1%	466	↗
2015 Immigration and Customs Enforcement (ICE)	6,636	27.5%	19.3%	53.2%	343	→
2014 Immigration and Customs Enforcement (ICE)	6,956	27.0%	21.4%	51.6%	391	↘
2013 Immigration and Customs Enforcement (ICE)	5,779	30.0%	21.8%	48.2%	312	↘
2012 Immigration and Customs Enforcement (ICE)	10,760	33.4%	21.6%	44.9%	596	↘
2011 Immigration and Customs Enforcement (ICE)	1,263	38.3%	22.7%	39.0%	42	→
2010 Immigration and Customs Enforcement (ICE)	724	33.6%	26.5%	39.8%	42	

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
2016 Department of Homeland Security	46,527	70.5%	14.9%	14.6%	170	
2016 Immigration and Customs Enforcement (ICE)	7,872	69.9%	13.9%	16.2%	31	↗
2015 Immigration and Customs Enforcement (ICE)	6,937	65.1%	14.5%	20.4%	34	→
2014 Immigration and Customs Enforcement (ICE)	7,337	66.1%	14.4%	19.5%	34	→
2013 Immigration and Customs Enforcement (ICE)	6,074	65.9%	14.2%	20.0%	22	↘
2012 Immigration and Customs Enforcement (ICE)	11,314	68.1%	14.3%	17.6%	47	→
2011 Immigration and Customs Enforcement (ICE)	1,297	70.8%	14.4%	14.8%	6	→
2010 Immigration and Customs Enforcement (ICE)	763	71.5%	13.4%	15.2%	4	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Work Unit (continued)

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
2016 Department of Homeland Security	45,366	46.6%	29.9%	23.5%	1,422	
2016 Immigration and Customs Enforcement (ICE)	7,649	47.0%	27.9%	25.2%	269	↗
2015 Immigration and Customs Enforcement (ICE)	6,771	39.6%	30.2%	30.2%	208	→
2014 Immigration and Customs Enforcement (ICE)	7,193	41.1%	29.7%	29.2%	177	↘
2013 Immigration and Customs Enforcement (ICE)	5,955	46.9%	28.2%	24.9%	150	↘
2012 Immigration and Customs Enforcement (ICE)	11,058	50.8%	27.3%	21.9%	315	↘
2011 Immigration and Customs Enforcement (ICE)	1,261	55.9%	27.4%	16.7%	39	→
2010 Immigration and Customs Enforcement (ICE)	736	59.8%	22.4%	17.8%	31	

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
2016 Department of Homeland Security	46,795	74.7%	19.1%	6.2%	
2016 Immigration and Customs Enforcement (ICE)	7,918	76.1%	18.0%	5.9%	↗
2015 Immigration and Customs Enforcement (ICE)	6,970	72.8%	19.2%	8.0%	→
2014 Immigration and Customs Enforcement (ICE)	7,352	74.0%	18.5%	7.5%	↘
2013 Immigration and Customs Enforcement (ICE)	6,097	75.4%	18.4%	6.2%	↘
2012 Immigration and Customs Enforcement (ICE)	11,361	77.5%	17.6%	5.0%	→
2011 Immigration and Customs Enforcement (ICE)	1,301	78.7%	17.4%	3.9%	→
2010 Immigration and Customs Enforcement (ICE)	767	76.2%	19.4%	4.4%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,750	69.4%	17.3%	13.3%	6,753	
2016 Department of Homeland Security	45,602	62.1%	18.5%	19.4%	544	
2016 Immigration and Customs Enforcement (ICE)	7,671	57.2%	19.6%	23.3%	121	↗
2015 Immigration and Customs Enforcement (ICE)	6,741	52.1%	20.6%	27.3%	106	↘
2014 Immigration and Customs Enforcement (ICE)	7,069	54.4%	19.7%	25.9%	123	↘
2013 Immigration and Customs Enforcement (ICE)	5,906	57.9%	19.8%	22.3%	72	↘
2012 Immigration and Customs Enforcement (ICE)	11,030	59.8%	19.6%	20.6%	164	↘
2011 Immigration and Customs Enforcement (ICE)	1,268	65.1%	20.8%	14.1%	12	↗
2010 Immigration and Customs Enforcement (ICE)	748	66.1%	19.1%	14.8%	10	

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
2016 Department of Homeland Security	45,306	31.4%	24.4%	44.1%	857	
2016 Immigration and Customs Enforcement (ICE)	7,638	29.5%	23.5%	47.0%	155	↗
2015 Immigration and Customs Enforcement (ICE)	6,740	22.0%	20.6%	57.4%	109	↘
2014 Immigration and Customs Enforcement (ICE)	7,065	24.0%	21.4%	54.6%	124	↘
2013 Immigration and Customs Enforcement (ICE)	5,882	28.3%	22.2%	49.5%	95	↘
2012 Immigration and Customs Enforcement (ICE)	10,988	29.7%	24.5%	45.7%	207	↘
2011 Immigration and Customs Enforcement (ICE)	1,260	38.1%	28.8%	33.1%	13	↗
2010 Immigration and Customs Enforcement (ICE)	743	39.9%	22.1%	38.0%	14	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
2016 Department of Homeland Security	45,287	34.0%	22.6%	43.4%	783	
2016 Immigration and Customs Enforcement (ICE)	7,626	34.2%	21.7%	44.1%	147	↗
2015 Immigration and Customs Enforcement (ICE)	6,726	27.5%	19.4%	53.1%	115	→
2014 Immigration and Customs Enforcement (ICE)	7,065	27.7%	20.7%	51.6%	115	↘
2013 Immigration and Customs Enforcement (ICE)	5,869	32.1%	21.2%	46.7%	86	↘
2012 Immigration and Customs Enforcement (ICE)	10,965	34.0%	22.5%	43.5%	197	↘
2011 Immigration and Customs Enforcement (ICE)	1,264	42.4%	25.5%	32.0%	15	→
2010 Immigration and Customs Enforcement (ICE)	745	43.4%	18.9%	37.7%	11	

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
2016 Department of Homeland Security	44,765	27.1%	25.5%	47.4%	1,186	
2016 Immigration and Customs Enforcement (ICE)	7,533	25.5%	25.9%	48.6%	219	↗
2015 Immigration and Customs Enforcement (ICE)	6,652	20.3%	22.6%	57.1%	169	→
2014 Immigration and Customs Enforcement (ICE)	7,002	19.4%	23.5%	57.1%	166	↘
2013 Immigration and Customs Enforcement (ICE)	5,804	23.3%	25.3%	51.3%	156	↘
2012 Immigration and Customs Enforcement (ICE)	10,861	24.6%	26.2%	49.1%	294	↘
2011 Immigration and Customs Enforcement (ICE)	1,250	31.4%	26.3%	42.3%	25	→
2010 Immigration and Customs Enforcement (ICE)	737	34.2%	21.2%	44.6%	21	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Agency (continued)

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
2016 Department of Homeland Security	43,449	14.5%	21.4%	64.1%	2,421	
2016 Immigration and Customs Enforcement (ICE)	7,336	11.6%	22.7%	65.7%	422	↗
2015 Immigration and Customs Enforcement (ICE)	6,553	7.9%	20.2%	71.9%	282	→
2014 Immigration and Customs Enforcement (ICE)	6,788	8.1%	19.8%	72.0%	362	↘
2013 Immigration and Customs Enforcement (ICE)	5,592	9.3%	21.1%	69.6%	340	↘
2012 Immigration and Customs Enforcement (ICE)	10,550	10.5%	24.2%	65.2%	588	↘
2011 Immigration and Customs Enforcement (ICE)	1,225	14.2%	31.3%	54.6%	53	→
2010 Immigration and Customs Enforcement (ICE)	715	16.2%	25.6%	58.2%	41	

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	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
2016 Department of Homeland Security	42,171	48.7%	31.5%	19.7%	3,901	
2016 Immigration and Customs Enforcement (ICE)	6,878	41.5%	34.2%	24.3%	892	↗
2015 Immigration and Customs Enforcement (ICE)	6,006	34.6%	34.6%	30.9%	830	→
2014 Immigration and Customs Enforcement (ICE)	6,315	35.7%	35.6%	28.7%	867	↘
2013 Immigration and Customs Enforcement (ICE)	5,332	39.6%	34.4%	26.0%	643	↘
2012 Immigration and Customs Enforcement (ICE)	10,031	40.9%	35.0%	24.1%	1,152	↘
2011 Immigration and Customs Enforcement (ICE)	1,197	46.4%	35.6%	18.0%	79	→
2010 Immigration and Customs Enforcement (ICE)	717	50.6%	31.5%	17.8%	41	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Agency (continued)

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
2016 Department of Homeland Security	45,397	59.3%	17.9%	22.8%	635	
2016 Immigration and Customs Enforcement (ICE)	7,615	61.1%	20.2%	18.8%	158	↗
2015 Immigration and Customs Enforcement (ICE)	6,713	58.2%	19.5%	22.3%	130	↘
2014 Immigration and Customs Enforcement (ICE)	7,044	59.9%	19.9%	20.2%	140	↘
2013 Immigration and Customs Enforcement (ICE)	5,866	61.8%	20.4%	17.8%	94	→
2012 Immigration and Customs Enforcement (ICE)	11,015	62.9%	19.5%	17.6%	164	→
2011 Immigration and Customs Enforcement (ICE)	1,258	64.7%	17.8%	17.5%	17	→
2010 Immigration and Customs Enforcement (ICE)	749	63.9%	17.1%	19.0%	7	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
2016 Department of Homeland Security	45,513	64.3%	17.1%	18.7%	394	
2016 Immigration and Customs Enforcement (ICE)	7,630	54.1%	20.3%	25.5%	114	↗
2015 Immigration and Customs Enforcement (ICE)	6,718	48.6%	21.2%	30.2%	100	↘
2014 Immigration and Customs Enforcement (ICE)	7,070	52.6%	20.2%	27.1%	104	→
2013 Immigration and Customs Enforcement (ICE)	5,870	54.2%	20.2%	25.7%	82	↘
2012 Immigration and Customs Enforcement (ICE)	11,038	58.8%	19.6%	21.6%	122	→
2011 Immigration and Customs Enforcement (ICE)	1,260	56.3%	22.8%	21.0%	11	→
2010 Immigration and Customs Enforcement (ICE)	744	56.9%	18.5%	24.6%	12	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
2016 Department of Homeland Security	43,610	36.9%	23.9%	39.2%	2,362	
2016 Immigration and Customs Enforcement (ICE)	7,317	36.7%	22.4%	40.8%	443	↗
2015 Immigration and Customs Enforcement (ICE)	6,475	27.8%	21.4%	50.7%	360	↘
2014 Immigration and Customs Enforcement (ICE)	6,813	29.4%	21.7%	48.8%	354	↘
2013 Immigration and Customs Enforcement (ICE)	5,672	31.7%	22.4%	45.9%	287	↘
2012 Immigration and Customs Enforcement (ICE)	10,666	34.1%	22.8%	43.1%	505	↘
2011 Immigration and Customs Enforcement (ICE)	1,237	38.0%	24.9%	37.1%	37	→
2010 Immigration and Customs Enforcement (ICE)	733	38.5%	25.0%	36.5%	23	

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	Difference from previous year
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
2016 Department of Homeland Security	41,461	57.4%	23.1%	19.5%	4,231	
2016 Immigration and Customs Enforcement (ICE)	6,829	55.2%	22.6%	22.2%	879	↗
2015 Immigration and Customs Enforcement (ICE)	6,045	47.9%	23.7%	28.4%	769	↘
2014 Immigration and Customs Enforcement (ICE)	6,307	50.6%	22.9%	26.6%	812	→
2013 Immigration and Customs Enforcement (ICE)	5,300	51.5%	24.2%	24.3%	627	↘
2012 Immigration and Customs Enforcement (ICE)	10,000	56.2%	22.2%	21.5%	1,133	→
2011 Immigration and Customs Enforcement (ICE)	1,196	59.9%	21.5%	18.6%	73	→
2010 Immigration and Customs Enforcement (ICE)	712	58.6%	22.6%	18.9%	45	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
2016 Department of Homeland Security	45,379	60.8%	20.6%	18.6%	706	
2016 Immigration and Customs Enforcement (ICE)	7,609	49.0%	20.5%	30.5%	171	↗
2015 Immigration and Customs Enforcement (ICE)	6,668	41.0%	20.5%	38.5%	158	↘
2014 Immigration and Customs Enforcement (ICE)	6,990	44.8%	21.4%	33.7%	196	↘
2013 Immigration and Customs Enforcement (ICE)	5,813	51.8%	20.8%	27.4%	148	↘
2012 Immigration and Customs Enforcement (ICE)	10,909	55.8%	22.1%	22.0%	267	↘
2011 Immigration and Customs Enforcement (ICE)	1,238	62.4%	21.3%	16.2%	25	→
2010 Immigration and Customs Enforcement (ICE)	737	64.9%	20.2%	14.9%	20	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
2016 Department of Homeland Security	46,077	48.6%	22.9%	28.5%	
2016 Immigration and Customs Enforcement (ICE)	7,784	46.7%	22.3%	31.1%	↗
2015 Immigration and Customs Enforcement (ICE)	6,831	35.1%	21.9%	43.0%	↘
2014 Immigration and Customs Enforcement (ICE)	7,167	38.0%	22.5%	39.5%	↘
2013 Immigration and Customs Enforcement (ICE)	5,963	43.8%	23.4%	32.9%	↘
2012 Immigration and Customs Enforcement (ICE)	11,180	48.6%	22.8%	28.6%	↘
2011 Immigration and Customs Enforcement (ICE)	1,273	58.2%	23.3%	18.6%	→
2010 Immigration and Customs Enforcement (ICE)	757	59.5%	19.4%	21.1%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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	Difference from previous year
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
2016 Department of Homeland Security	42,768	35.3%	22.4%	42.3%	3,364	
2016 Immigration and Customs Enforcement (ICE)	7,260	29.2%	20.6%	50.2%	529	↗
2015 Immigration and Customs Enforcement (ICE)	6,382	21.8%	17.2%	61.0%	448	↘
2014 Immigration and Customs Enforcement (ICE)	6,636	23.9%	20.0%	56.1%	534	↘
2013 Immigration and Customs Enforcement (ICE)	5,504	29.0%	20.7%	50.3%	460	↘
2012 Immigration and Customs Enforcement (ICE)	10,223	35.6%	23.4%	41.0%	956	↘
2011 Immigration and Customs Enforcement (ICE)	1,180	44.1%	25.7%	30.2%	97	→
2010 Immigration and Customs Enforcement (ICE)	690	43.8%	20.2%	36.0%	69	

My Supervisor

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
2016 Department of Homeland Security	45,772	68.7%	13.1%	18.2%	255	
2016 Immigration and Customs Enforcement (ICE)	7,733	77.8%	9.0%	13.2%	36	↗
2015 Immigration and Customs Enforcement (ICE)	6,783	74.8%	10.8%	14.4%	33	→
2014 Immigration and Customs Enforcement (ICE)	7,097	74.6%	10.6%	14.8%	40	↘
2013 Immigration and Customs Enforcement (ICE)	5,905	76.0%	10.5%	13.4%	28	↗
2012 Immigration and Customs Enforcement (ICE)	11,082	74.9%	10.8%	14.3%	65	→
2011 Immigration and Customs Enforcement (ICE)	1,249	76.6%	10.7%	12.7%	7	→
2010 Immigration and Customs Enforcement (ICE)	751	72.4%	11.2%	16.4%	4	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
2016 Department of Homeland Security	45,723	59.9%	18.4%	21.8%	195	
2016 Immigration and Customs Enforcement (ICE)	7,711	62.0%	16.8%	21.2%	43	↗
2015 Immigration and Customs Enforcement (ICE)	6,791	56.6%	18.0%	25.4%	23	→
2014 Immigration and Customs Enforcement (ICE)	7,091	57.0%	17.6%	25.4%	46	↘
2013 Immigration and Customs Enforcement (ICE)	5,907	59.5%	16.7%	23.8%	22	→
2012 Immigration and Customs Enforcement (ICE)	11,088	60.3%	16.9%	22.8%	52	→
2011 Immigration and Customs Enforcement (ICE)	1,248	63.5%	18.4%	18.0%	3	→
2010 Immigration and Customs Enforcement (ICE)	746	60.1%	16.6%	23.3%	7	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
2016 Department of Homeland Security	45,115	56.6%	19.9%	23.5%	473	
2016 Immigration and Customs Enforcement (ICE)	7,644	60.1%	18.7%	21.2%	73	↗
2015 Immigration and Customs Enforcement (ICE)	6,722	54.6%	19.0%	26.4%	86	→
2014 Immigration and Customs Enforcement (ICE)	7,031	54.5%	19.7%	25.8%	74	→
2013 Immigration and Customs Enforcement (ICE)	5,835	55.8%	19.2%	25.0%	64	↘
2012 Immigration and Customs Enforcement (ICE)	11,012	57.5%	19.1%	23.4%	99	↘
2011 Immigration and Customs Enforcement (ICE)	1,240	60.4%	20.6%	19.0%	13	↗
2010 Immigration and Customs Enforcement (ICE)	734	54.9%	23.4%	21.7%	20	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
2016 Department of Homeland Security	41,927	59.5%	26.0%	14.6%	3,891	
2016 Immigration and Customs Enforcement (ICE)	6,952	61.1%	25.1%	13.8%	785	↗
2015 Immigration and Customs Enforcement (ICE)	6,074	55.7%	26.9%	17.4%	712	→
2014 Immigration and Customs Enforcement (ICE)	6,391	56.4%	26.8%	16.7%	732	→
2013 Immigration and Customs Enforcement (ICE)	5,366	56.3%	26.8%	16.9%	560	→
2012 Immigration and Customs Enforcement (ICE)	10,088	56.8%	28.2%	15.1%	1,033	↘
2011 Immigration and Customs Enforcement (ICE)	1,172	60.5%	26.4%	13.1%	78	→
2010 Immigration and Customs Enforcement (ICE)	701	58.5%	28.1%	13.4%	54	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
2016 Department of Homeland Security	45,552	57.1%	20.2%	22.7%	229	
2016 Immigration and Customs Enforcement (ICE)	7,686	59.5%	18.7%	21.8%	43	↗
2015 Immigration and Customs Enforcement (ICE)	6,762	53.7%	19.4%	26.9%	40	→
2014 Immigration and Customs Enforcement (ICE)	7,077	53.9%	20.0%	26.1%	37	→
2013 Immigration and Customs Enforcement (ICE)	5,893	55.1%	19.8%	25.1%	24	→
2012 Immigration and Customs Enforcement (ICE)	11,068	56.3%	20.1%	23.6%	56	↘
2011 Immigration and Customs Enforcement (ICE)	1,247	60.2%	20.1%	19.8%	4	↗
2010 Immigration and Customs Enforcement (ICE)	743	53.8%	22.8%	23.4%	12	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
2016 Department of Homeland Security	45,288	55.8%	20.7%	23.5%	597	
2016 Immigration and Customs Enforcement (ICE)	7,642	57.7%	19.0%	23.4%	106	↗
2015 Immigration and Customs Enforcement (ICE)	6,688	51.0%	19.9%	29.1%	106	→
2014 Immigration and Customs Enforcement (ICE)	7,009	50.7%	20.4%	28.9%	123	↘
2013 Immigration and Customs Enforcement (ICE)	5,849	54.7%	19.5%	25.9%	70	↘
2012 Immigration and Customs Enforcement (ICE)	11,000	56.1%	19.6%	24.3%	117	→
2011 Immigration and Customs Enforcement (ICE)	1,235	60.4%	18.7%	20.9%	12	→
2010 Immigration and Customs Enforcement (ICE)	732	59.3%	19.3%	21.5%	19	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,731	76.1%	12.1%	11.8%	
2016 Department of Homeland Security	45,930	71.4%	14.1%	14.5%	
2016 Immigration and Customs Enforcement (ICE)	7,752	73.6%	11.8%	14.7%	↗
2015 Immigration and Customs Enforcement (ICE)	6,802	69.7%	13.0%	17.3%	→
2014 Immigration and Customs Enforcement (ICE)	7,139	69.9%	12.3%	17.8%	→
2013 Immigration and Customs Enforcement (ICE)	5,912	70.5%	12.5%	17.0%	→
2012 Immigration and Customs Enforcement (ICE)	11,128	70.0%	13.6%	16.3%	→
2011 Immigration and Customs Enforcement (ICE)	1,252	70.3%	14.2%	15.5%	→
2010 Immigration and Customs Enforcement (ICE)	755	69.8%	15.5%	14.7%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
2016 Department of Homeland Security	45,774	78.3%	11.5%	10.2%	
2016 Immigration and Customs Enforcement (ICE)	7,721	80.2%	9.5%	10.2%	↗
2015 Immigration and Customs Enforcement (ICE)	6,791	77.1%	10.0%	12.9%	→
2014 Immigration and Customs Enforcement (ICE)	7,124	76.4%	11.0%	12.5%	→
2013 Immigration and Customs Enforcement (ICE)	5,903	76.5%	12.0%	11.5%	→
2012 Immigration and Customs Enforcement (ICE)	11,123	77.2%	10.7%	12.1%	→
2011 Immigration and Customs Enforcement (ICE)	1,251	79.2%	9.4%	11.4%	→
2010 Immigration and Customs Enforcement (ICE)	755	77.5%	12.4%	10.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
2016 Department of Homeland Security	45,764	74.4%	11.2%	14.4%	
2016 Immigration and Customs Enforcement (ICE)	7,718	75.6%	11.1%	13.2%	↗
2015 Immigration and Customs Enforcement (ICE)	6,783	72.9%	11.6%	15.5%	↘
2014 Immigration and Customs Enforcement (ICE)	7,121	75.2%	10.6%	14.3%	→
2013 Immigration and Customs Enforcement (ICE)	5,892	75.2%	10.5%	14.3%	→
2012 Immigration and Customs Enforcement (ICE)	11,110	75.6%	10.8%	13.6%	→
2011 Immigration and Customs Enforcement (ICE)	1,254	71.8%	14.2%	14.1%	→
2010 Immigration and Customs Enforcement (ICE)	753	69.7%	13.0%	17.2%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,003	67.4%	16.0%	16.6%	
2016 Department of Homeland Security	45,823	62.4%	17.7%	19.8%	
2016 Immigration and Customs Enforcement (ICE)	7,731	65.7%	15.1%	19.3%	↗
2015 Immigration and Customs Enforcement (ICE)	6,789	59.1%	16.6%	24.2%	→
2014 Immigration and Customs Enforcement (ICE)	7,132	59.1%	16.7%	24.1%	→
2013 Immigration and Customs Enforcement (ICE)	5,903	60.5%	15.7%	23.8%	→
2012 Immigration and Customs Enforcement (ICE)	11,116	61.3%	16.9%	21.8%	→
2011 Immigration and Customs Enforcement (ICE)	1,243	64.1%	17.7%	18.2%	→
2010 Immigration and Customs Enforcement (ICE)	754	59.0%	20.5%	20.5%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
2016 Department of Homeland Security	45,867	65.5%	20.3%	14.2%	
2016 Immigration and Customs Enforcement (ICE)	7,750	69.1%	17.2%	13.7%	↗
2015 Immigration and Customs Enforcement (ICE)	6,789	62.7%	19.5%	17.9%	→
2014 Immigration and Customs Enforcement (ICE)	7,119	63.1%	19.2%	17.7%	→
2013 Immigration and Customs Enforcement (ICE)	5,890	62.5%	19.8%	17.6%	↘
2012 Immigration and Customs Enforcement (ICE)	11,103	63.9%	19.9%	16.2%	↘
2011 Immigration and Customs Enforcement (ICE)	1,251	68.5%	15.8%	15.7%	↗
2010 Immigration and Customs Enforcement (ICE)	754	61.7%	20.9%	17.4%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

Leadership

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
2016 Department of Homeland Security	45,051	27.8%	20.1%	52.1%	641	
2016 Immigration and Customs Enforcement (ICE)	7,597	24.8%	19.7%	55.5%	130	↗
2015 Immigration and Customs Enforcement (ICE)	6,671	18.5%	15.1%	66.4%	83	→
2014 Immigration and Customs Enforcement (ICE)	6,978	19.7%	17.1%	63.2%	90	↘
2013 Immigration and Customs Enforcement (ICE)	5,786	25.4%	21.6%	53.1%	37	↘
2012 Immigration and Customs Enforcement (ICE)	10,960	27.4%	21.6%	51.0%	85	↘
2011 Immigration and Customs Enforcement (ICE)	1,213	33.6%	23.2%	43.2%	11	→
2010 Immigration and Customs Enforcement (ICE)	743	35.1%	22.3%	42.6%	5	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
2016 Department of Homeland Security	43,219	39.3%	23.0%	37.7%	2,395	
2016 Immigration and Customs Enforcement (ICE)	7,137	36.7%	24.4%	38.8%	572	↗
2015 Immigration and Customs Enforcement (ICE)	6,337	27.8%	22.4%	49.8%	415	↘
2014 Immigration and Customs Enforcement (ICE)	6,566	30.3%	24.7%	44.9%	489	↘
2013 Immigration and Customs Enforcement (ICE)	5,614	39.0%	21.7%	39.3%	207	↘
2012 Immigration and Customs Enforcement (ICE)	10,670	42.7%	22.5%	34.7%	363	↘
2011 Immigration and Customs Enforcement (ICE)	1,189	49.1%	22.8%	28.2%	35	→
2010 Immigration and Customs Enforcement (ICE)	718	49.2%	24.0%	26.8%	29	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
2016 Department of Homeland Security	42,918	57.2%	23.6%	19.2%	2,394	
2016 Immigration and Customs Enforcement (ICE)	7,087	54.0%	24.6%	21.4%	574	↗
2015 Immigration and Customs Enforcement (ICE)	6,206	47.0%	26.0%	27.0%	529	→
2014 Immigration and Customs Enforcement (ICE)	6,561	47.9%	26.2%	25.8%	455	↘
2013 Immigration and Customs Enforcement (ICE)	5,527	50.2%	23.9%	25.9%	279	↘
2012 Immigration and Customs Enforcement (ICE)	10,498	51.9%	25.0%	23.1%	519	→
2011 Immigration and Customs Enforcement (ICE)	1,186	56.6%	24.6%	18.8%	35	→
2010 Immigration and Customs Enforcement (ICE)	720	57.2%	21.5%	21.3%	27	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
2016 Department of Homeland Security	44,861	47.4%	21.4%	31.2%	541	
2016 Immigration and Customs Enforcement (ICE)	7,571	44.9%	21.4%	33.8%	99	↗
2015 Immigration and Customs Enforcement (ICE)	6,659	36.4%	19.6%	44.1%	77	→
2014 Immigration and Customs Enforcement (ICE)	6,942	36.6%	20.0%	43.4%	92	↘
2013 Immigration and Customs Enforcement (ICE)	5,774	43.4%	20.0%	36.6%	42	↘
2012 Immigration and Customs Enforcement (ICE)	10,923	44.9%	21.1%	34.0%	103	→
2011 Immigration and Customs Enforcement (ICE)	1,210	48.9%	23.6%	27.5%	10	→
2010 Immigration and Customs Enforcement (ICE)	737	50.7%	20.4%	28.8%	7	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
2016 Department of Homeland Security	41,905	45.0%	26.5%	28.5%	3,501	
2016 Immigration and Customs Enforcement (ICE)	6,968	41.8%	27.8%	30.4%	698	↗
2015 Immigration and Customs Enforcement (ICE)	6,126	34.3%	25.9%	39.8%	609	↘
2014 Immigration and Customs Enforcement (ICE)	6,376	35.9%	26.2%	37.8%	652	↘
2013 Immigration and Customs Enforcement (ICE)	5,368	43.2%	26.4%	30.4%	434	↘
2012 Immigration and Customs Enforcement (ICE)	10,155	45.2%	26.7%	28.1%	834	↘
2011 Immigration and Customs Enforcement (ICE)	1,157	51.3%	27.4%	21.3%	61	→
2010 Immigration and Customs Enforcement (ICE)	705	52.8%	26.4%	20.8%	40	

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
2016 Department of Homeland Security	43,880	38.2%	23.0%	38.8%	1,629	
2016 Immigration and Customs Enforcement (ICE)	7,374	37.3%	22.2%	40.5%	310	↗
2015 Immigration and Customs Enforcement (ICE)	6,484	29.4%	20.3%	50.3%	255	→
2014 Immigration and Customs Enforcement (ICE)	6,790	30.1%	21.7%	48.2%	251	↘
2013 Immigration and Customs Enforcement (ICE)	5,626	35.8%	20.5%	43.7%	189	→
2012 Immigration and Customs Enforcement (ICE)	10,698	37.0%	22.1%	40.9%	324	↘
2011 Immigration and Customs Enforcement (ICE)	1,192	40.5%	25.2%	34.3%	27	→
2010 Immigration and Customs Enforcement (ICE)	728	45.3%	23.6%	31.1%	18	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
2016 Department of Homeland Security	43,860	41.9%	23.7%	34.4%	1,681	
2016 Immigration and Customs Enforcement (ICE)	7,380	41.7%	22.8%	35.5%	317	↗
2015 Immigration and Customs Enforcement (ICE)	6,473	33.1%	21.7%	45.2%	252	→
2014 Immigration and Customs Enforcement (ICE)	6,793	34.6%	22.4%	43.0%	251	↘
2013 Immigration and Customs Enforcement (ICE)	5,630	39.4%	21.8%	38.8%	174	↘
2012 Immigration and Customs Enforcement (ICE)	10,683	40.9%	23.0%	36.1%	328	→
2011 Immigration and Customs Enforcement (ICE)	1,191	44.3%	25.0%	30.8%	23	→
2010 Immigration and Customs Enforcement (ICE)	722	48.7%	22.9%	28.4%	23	

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	Difference from previous year
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
2016 Department of Homeland Security	43,505	46.9%	25.5%	27.6%	2,052	
2016 Immigration and Customs Enforcement (ICE)	7,266	51.0%	23.6%	25.4%	436	↗
2015 Immigration and Customs Enforcement (ICE)	6,428	44.2%	23.9%	31.9%	303	→
2014 Immigration and Customs Enforcement (ICE)	6,700	44.1%	23.3%	32.6%	345	↘
2013 Immigration and Customs Enforcement (ICE)	5,552	47.5%	24.5%	28.0%	248	↘
2012 Immigration and Customs Enforcement (ICE)	10,491	48.8%	25.2%	26.0%	530	→
2011 Immigration and Customs Enforcement (ICE)	1,180	49.3%	27.6%	23.1%	35	→
2010 Immigration and Customs Enforcement (ICE)	718	50.1%	25.9%	23.9%	24	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
2016 Department of Homeland Security	45,120	40.4%	23.6%	36.0%	439	
2016 Immigration and Customs Enforcement (ICE)	7,599	37.4%	23.8%	38.8%	108	↗
2015 Immigration and Customs Enforcement (ICE)	6,650	29.7%	21.0%	49.3%	92	→
2014 Immigration and Customs Enforcement (ICE)	6,971	30.9%	22.6%	46.6%	70	↘
2013 Immigration and Customs Enforcement (ICE)	5,754	38.3%	21.0%	40.6%	45	↘
2012 Immigration and Customs Enforcement (ICE)	10,912	41.3%	22.6%	36.1%	115	↘
2011 Immigration and Customs Enforcement (ICE)	1,207	48.0%	22.0%	30.0%	15	→
2010 Immigration and Customs Enforcement (ICE)	739	47.8%	23.3%	28.9%	5	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
2016 Department of Homeland Security	41,729	39.7%	27.1%	33.2%	3,843	
2016 Immigration and Customs Enforcement (ICE)	6,887	39.9%	29.4%	30.7%	820	↗
2015 Immigration and Customs Enforcement (ICE)	5,996	32.9%	27.3%	39.8%	744	↘
2014 Immigration and Customs Enforcement (ICE)	6,347	34.8%	28.4%	36.8%	696	↘
2013 Immigration and Customs Enforcement (ICE)	5,275	39.3%	26.9%	33.7%	526	→
2012 Immigration and Customs Enforcement (ICE)	10,017	38.8%	28.5%	32.8%	1,009	→
2011 Immigration and Customs Enforcement (ICE)	1,126	41.5%	28.8%	29.6%	93	→
2010 Immigration and Customs Enforcement (ICE)	690	45.6%	28.0%	26.4%	55	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	394,068	50.7%	22.7%	26.6%	
2016 Department of Homeland Security	45,390	39.1%	24.2%	36.6%	
2016 Immigration and Customs Enforcement (ICE)	7,680	39.7%	22.1%	38.3%	↗
2015 Immigration and Customs Enforcement (ICE)	6,713	32.4%	21.4%	46.2%	→
2014 Immigration and Customs Enforcement (ICE)	6,975	32.3%	22.3%	45.5%	↘
2013 Immigration and Customs Enforcement (ICE)	5,771	36.8%	23.8%	39.5%	↘
2012 Immigration and Customs Enforcement (ICE)	10,976	38.2%	23.5%	38.3%	↘
2011 Immigration and Customs Enforcement (ICE)	1,207	44.2%	25.2%	30.6%	→
2010 Immigration and Customs Enforcement (ICE)	743	46.0%	22.9%	31.1%	

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
2016 Department of Homeland Security	45,302	36.8%	23.3%	39.9%	
2016 Immigration and Customs Enforcement (ICE)	7,667	34.3%	21.4%	44.2%	↗
2015 Immigration and Customs Enforcement (ICE)	6,710	26.1%	19.9%	54.0%	→
2014 Immigration and Customs Enforcement (ICE)	6,965	26.4%	21.1%	52.6%	↘
2013 Immigration and Customs Enforcement (ICE)	5,763	31.9%	20.8%	47.3%	→
2012 Immigration and Customs Enforcement (ICE)	10,968	32.2%	21.9%	46.0%	↘
2011 Immigration and Customs Enforcement (ICE)	1,205	37.8%	25.8%	36.4%	→
2010 Immigration and Customs Enforcement (ICE)	743	38.7%	24.6%	36.7%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
2016 Department of Homeland Security	45,219	36.7%	24.2%	39.1%	
2016 Immigration and Customs Enforcement (ICE)	7,648	39.0%	23.9%	37.1%	↗
2015 Immigration and Customs Enforcement (ICE)	6,703	33.6%	22.9%	43.5%	→
2014 Immigration and Customs Enforcement (ICE)	6,942	33.2%	22.8%	44.0%	↘
2013 Immigration and Customs Enforcement (ICE)	5,745	37.1%	24.1%	38.8%	↘
2012 Immigration and Customs Enforcement (ICE)	10,954	39.4%	23.2%	37.4%	↘
2011 Immigration and Customs Enforcement (ICE)	1,204	42.9%	26.2%	30.9%	→
2010 Immigration and Customs Enforcement (ICE)	743	44.4%	20.5%	35.2%	

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,440	42.5%	29.3%	28.3%	
2016 Department of Homeland Security	45,236	30.3%	27.0%	42.7%	
2016 Immigration and Customs Enforcement (ICE)	7,656	27.7%	26.1%	46.2%	↗
2015 Immigration and Customs Enforcement (ICE)	6,690	20.9%	22.5%	56.6%	→
2014 Immigration and Customs Enforcement (ICE)	6,944	21.9%	24.4%	53.7%	↘
2013 Immigration and Customs Enforcement (ICE)	5,748	27.4%	25.2%	47.4%	↘
2012 Immigration and Customs Enforcement (ICE)	10,942	29.7%	25.9%	44.4%	↘
2011 Immigration and Customs Enforcement (ICE)	1,203	34.7%	27.9%	37.4%	→
2010 Immigration and Customs Enforcement (ICE)	741	35.9%	25.7%	38.4%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
2016 Department of Homeland Security	45,242	28.6%	25.6%	45.9%	
2016 Immigration and Customs Enforcement (ICE)	7,662	27.1%	26.4%	46.5%	↗
2015 Immigration and Customs Enforcement (ICE)	6,705	19.4%	23.1%	57.5%	→
2014 Immigration and Customs Enforcement (ICE)	6,954	19.7%	22.1%	58.2%	↘
2013 Immigration and Customs Enforcement (ICE)	5,742	23.7%	24.4%	51.9%	↘
2012 Immigration and Customs Enforcement (ICE)	10,950	27.8%	24.3%	47.9%	↘
2011 Immigration and Customs Enforcement (ICE)	1,208	31.5%	28.4%	40.2%	→
2010 Immigration and Customs Enforcement (ICE)	740	33.6%	26.0%	40.4%	

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,659	52.5%	23.5%	23.9%	
2016 Department of Homeland Security	45,262	46.2%	23.5%	30.3%	
2016 Immigration and Customs Enforcement (ICE)	7,656	39.8%	22.9%	37.3%	↗
2015 Immigration and Customs Enforcement (ICE)	6,691	31.7%	22.8%	45.6%	→
2014 Immigration and Customs Enforcement (ICE)	6,945	30.6%	23.1%	46.3%	↘
2013 Immigration and Customs Enforcement (ICE)	5,743	34.5%	23.6%	41.9%	↘
2012 Immigration and Customs Enforcement (ICE)	10,948	39.0%	23.1%	37.9%	↘
2011 Immigration and Customs Enforcement (ICE)	1,206	43.9%	25.9%	30.3%	→
2010 Immigration and Customs Enforcement (ICE)	740	46.2%	25.7%	28.1%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
2016 Department of Homeland Security	45,248	54.7%	20.4%	25.0%	
2016 Immigration and Customs Enforcement (ICE)	7,656	55.3%	18.2%	26.5%	↗
2015 Immigration and Customs Enforcement (ICE)	6,693	43.8%	19.2%	36.9%	→
2014 Immigration and Customs Enforcement (ICE)	6,935	44.1%	19.3%	36.5%	↘
2013 Immigration and Customs Enforcement (ICE)	5,744	50.7%	19.4%	29.8%	↘
2012 Immigration and Customs Enforcement (ICE)	10,942	55.6%	18.7%	25.7%	↘
2011 Immigration and Customs Enforcement (ICE)	1,202	61.9%	20.1%	18.0%	→
2010 Immigration and Customs Enforcement (ICE)	739	62.1%	16.6%	21.3%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
2016 Department of Homeland Security	45,349	51.4%	15.7%	32.9%	
2016 Immigration and Customs Enforcement (ICE)	7,674	66.4%	14.9%	18.7%	↗
2015 Immigration and Customs Enforcement (ICE)	6,699	55.3%	13.2%	31.5%	→
2014 Immigration and Customs Enforcement (ICE)	6,961	55.5%	13.3%	31.2%	↘
2013 Immigration and Customs Enforcement (ICE)	5,753	57.7%	14.3%	27.9%	↘
2012 Immigration and Customs Enforcement (ICE)	10,962	61.4%	13.6%	25.0%	→
2011 Immigration and Customs Enforcement (ICE)	1,206	59.2%	17.0%	23.9%	→
2010 Immigration and Customs Enforcement (ICE)	740	65.1%	16.0%	18.9%	

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
2016 Department of Homeland Security	45,345	42.0%	22.2%	35.8%	
2016 Immigration and Customs Enforcement (ICE)	7,675	40.3%	19.9%	39.8%	↗
2015 Immigration and Customs Enforcement (ICE)	6,703	29.5%	17.7%	52.8%	↘
2014 Immigration and Customs Enforcement (ICE)	6,965	32.7%	18.1%	49.2%	↘
2013 Immigration and Customs Enforcement (ICE)	5,757	38.5%	19.4%	42.1%	↘
2012 Immigration and Customs Enforcement (ICE)	10,963	41.7%	20.7%	37.7%	↘
2011 Immigration and Customs Enforcement (ICE)	1,207	50.7%	22.9%	26.3%	→
2010 Immigration and Customs Enforcement (ICE)	739	50.6%	21.2%	28.2%	

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
2016 Department of Homeland Security	45,178	24.9%	22.6%	39.9%	12.7%
2016 Immigration and Customs Enforcement (ICE)	7,660	26.4%	27.0%	35.5%	11.0%
2015 Immigration and Customs Enforcement (ICE)	6,694	23.5%	27.6%	38.6%	10.4%
2014 Immigration and Customs Enforcement (ICE)	6,943	23.5%	24.7%	41.1%	10.7%
2013 Immigration and Customs Enforcement (ICE)	--	--	--	--	--
2012 Immigration and Customs Enforcement (ICE)	--	--	--	--	--
2011 Immigration and Customs Enforcement (ICE)	--	--	--	--	--
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--	--

**This item was added to the survey in 2014. It is on a different response scale and is not included in the significance testing.*

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
2016 Department of Homeland Security	44,944	3.2%	8.2%	3.0%	6.4%
2016 Immigration and Customs Enforcement (ICE)	7,623	1.0%	5.7%	4.1%	9.8%
2015 Immigration and Customs Enforcement (ICE)	6,658	0.7%	4.8%	3.7%	8.3%
2014 Immigration and Customs Enforcement (ICE)	6,872	0.9%	4.3%	3.8%	8.2%
2013 Immigration and Customs Enforcement (ICE)	5,655	0.6%	3.7%	3.8%	6.2%
2012 Immigration and Customs Enforcement (ICE)	10,702	0.8%	2.0%	1.6%	5.2%
2011 Immigration and Customs Enforcement (ICE)	1,159	0.7%	1.4%	0.5%	4.4%
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

(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
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
2016 Department of Homeland Security	44,944	57.6%	1.5%	12.2%	7.8%
2016 Immigration and Customs Enforcement (ICE)	7,623	55.8%	2.1%	14.0%	7.6%
2015 Immigration and Customs Enforcement (ICE)	6,658	58.0%	1.8%	15.7%	7.0%
2014 Immigration and Customs Enforcement (ICE)	6,872	55.8%	2.3%	17.0%	7.7%
2013 Immigration and Customs Enforcement (ICE)	5,655	55.1%	3.1%	20.1%	7.4%
2012 Immigration and Customs Enforcement (ICE)	10,702	61.2%	2.8%	20.9%	5.5%
2011 Immigration and Customs Enforcement (ICE)	1,159	65.5%	2.6%	22.0%	2.9%
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
2016 Department of Homeland Security	45,081	26.6%	40.0%	33.4%
2016 Immigration and Customs Enforcement (ICE)	7,627	17.9%	40.6%	41.5%
2015 Immigration and Customs Enforcement (ICE)	6,690	16.7%	41.3%	42.0%
2014 Immigration and Customs Enforcement (ICE)	6,918	18.4%	37.8%	43.7%
2013 Immigration and Customs Enforcement (ICE)	5,699	19.9%	38.3%	41.9%
2012 Immigration and Customs Enforcement (ICE)	10,921	17.2%	40.4%	42.4%
2011 Immigration and Customs Enforcement (ICE)	1,196	15.6%	43.0%	41.4%
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
2016 Department of Homeland Security	44,881	27.5%	56.9%	15.6%
2016 Immigration and Customs Enforcement (ICE)	7,610	40.5%	46.0%	13.5%
2015 Immigration and Customs Enforcement (ICE)	6,684	37.6%	48.1%	14.3%
2014 Immigration and Customs Enforcement (ICE)	6,884	38.8%	46.0%	15.2%
2013 Immigration and Customs Enforcement (ICE)	5,692	37.4%	45.9%	16.7%
2012 Immigration and Customs Enforcement (ICE)	10,916	37.3%	46.5%	16.2%
2011 Immigration and Customs Enforcement (ICE)	1,197	32.8%	49.3%	17.9%
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
2016 Department of Homeland Security	44,594	17.7%	78.4%	3.9%
2016 Immigration and Customs Enforcement (ICE)	7,558	17.5%	79.5%	3.0%
2015 Immigration and Customs Enforcement (ICE)	6,677	15.5%	81.0%	3.5%
2014 Immigration and Customs Enforcement (ICE)	6,842	16.7%	78.6%	4.7%
2013 Immigration and Customs Enforcement (ICE)	5,645	16.4%	78.7%	4.8%
2012 Immigration and Customs Enforcement (ICE)	10,892	15.0%	80.9%	4.1%
2011 Immigration and Customs Enforcement (ICE)	1,192	12.7%	81.9%	5.3%
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
2016 Department of Homeland Security	45,045	2.1%	72.5%	25.3%
2016 Immigration and Customs Enforcement (ICE)	7,634	1.7%	67.7%	30.7%
2015 Immigration and Customs Enforcement (ICE)	6,670	1.0%	65.4%	33.6%
2014 Immigration and Customs Enforcement (ICE)	6,910	1.8%	64.9%	33.3%
2013 Immigration and Customs Enforcement (ICE)	5,715	1.2%	65.3%	33.5%
2012 Immigration and Customs Enforcement (ICE)	10,921	1.3%	67.1%	31.6%
2011 Immigration and Customs Enforcement (ICE)	1,192	1.1%	69.1%	29.8%
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
2016 Department of Homeland Security	45,103	1.8%	74.3%	23.9%
2016 Immigration and Customs Enforcement (ICE)	7,640	1.2%	70.4%	28.4%
2015 Immigration and Customs Enforcement (ICE)	6,671	0.6%	67.4%	32.0%
2014 Immigration and Customs Enforcement (ICE)	6,930	0.9%	67.4%	31.7%
2013 Immigration and Customs Enforcement (ICE)	5,716	1.1%	67.8%	31.2%
2012 Immigration and Customs Enforcement (ICE)	10,917	0.9%	69.8%	29.4%
2011 Immigration and Customs Enforcement (ICE)	1,190	1.0%	71.1%	28.0%
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
2016 Department of Homeland Security	14,627	74.3%	12.8%	12.9%	571	
2016 Immigration and Customs Enforcement (ICE)	1,749	66.0%	15.7%	18.3%	108	→
2015 Immigration and Customs Enforcement (ICE)	1,220	63.7%	16.9%	19.4%	82	→
2014 Immigration and Customs Enforcement (ICE)	1,272	62.4%	19.9%	17.7%	100	→
2013 Immigration and Customs Enforcement (ICE)	909	65.5%	17.9%	16.6%	106	↗
2012 Immigration and Customs Enforcement (ICE)	1,093	55.3%	24.8%	19.8%	298	→
2011 Immigration and Customs Enforcement (ICE)	93	55.5%	27.9%	16.5%	37	--
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--	--	--

**This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
2016 Department of Homeland Security	14,366	86.0%	8.9%	5.1%	344	
2016 Immigration and Customs Enforcement (ICE)	1,565	88.2%	8.6%	3.2%	61	↗
2015 Immigration and Customs Enforcement (ICE)	1,262	85.6%	8.3%	6.1%	37	→
2014 Immigration and Customs Enforcement (ICE)	1,411	86.8%	7.6%	5.6%	38	→
2013 Immigration and Customs Enforcement (ICE)	1,280	84.9%	10.6%	4.5%	40	→
2012 Immigration and Customs Enforcement (ICE)	1,946	86.3%	8.8%	4.9%	79	→
2011 Immigration and Customs Enforcement (ICE)	174	86.0%	10.2%	3.8%	2	--
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--	--	

**This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

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	Difference from previous year
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
2016 Department of Homeland Security	12,675	73.8%	19.4%	6.8%	1,046	
2016 Immigration and Customs Enforcement (ICE)	2,723	74.5%	18.3%	7.2%	192	↗
2015 Immigration and Customs Enforcement (ICE)	2,320	71.5%	19.9%	8.6%	131	→
2014 Immigration and Customs Enforcement (ICE)	2,397	70.4%	21.6%	8.0%	192	→
2013 Immigration and Customs Enforcement (ICE)	1,883	72.3%	20.5%	7.2%	143	→
2012 Immigration and Customs Enforcement (ICE)	3,734	72.5%	19.1%	8.4%	249	→
2011 Immigration and Customs Enforcement (ICE)	400	68.6%	21.5%	9.9%	13	--
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--	--	

**This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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	Difference from previous year
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
2016 Department of Homeland Security	7,019	71.9%	22.4%	5.7%	1,127	
2016 Immigration and Customs Enforcement (ICE)	1,168	70.3%	23.3%	6.4%	218	→
2015 Immigration and Customs Enforcement (ICE)	924	72.5%	21.5%	6.1%	107	↗
2014 Immigration and Customs Enforcement (ICE)	1,026	66.5%	26.1%	7.4%	224	→
2013 Immigration and Customs Enforcement (ICE)	833	69.8%	25.3%	4.9%	157	→
2012 Immigration and Customs Enforcement (ICE)	1,494	72.0%	23.2%	4.8%	241	→
2011 Immigration and Customs Enforcement (ICE)	173	69.3%	26.0%	4.7%	20	--
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--	--	

**This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

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	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
2016 Department of Homeland Security	727	58.8%	33.1%	8.1%	497	
2016 Immigration and Customs Enforcement (ICE)	107	57.5%	33.8%	8.7%	64	→
2015 Immigration and Customs Enforcement (ICE)	37	40.3%	47.1%	12.5%	52	→
2014 Immigration and Customs Enforcement (ICE)	81	60.3%	30.9%	8.8%	58	→
2013 Immigration and Customs Enforcement (ICE)	56	53.8%	38.2%	8.0%	38	→
2012 Immigration and Customs Enforcement (ICE)	115	58.4%	38.1%	3.5%	78	--
2011 Immigration and Customs Enforcement (ICE)	8	79.6%	20.4%	0.0%	11	--
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--	--	

**This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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	Difference from previous year
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
2016 Department of Homeland Security	649	59.9%	34.7%	5.4%	421	
2016 Immigration and Customs Enforcement (ICE)	88	52.8%	44.1%	3.1%	49	↗
2015 Immigration and Customs Enforcement (ICE)	33	27.0%	57.3%	15.7%	42	↘
2014 Immigration and Customs Enforcement (ICE)	42	71.0%	16.0%	13.0%	31	↗
2013 Immigration and Customs Enforcement (ICE)	44	50.4%	45.1%	4.5%	37	→
2012 Immigration and Customs Enforcement (ICE)	86	61.4%	34.6%	3.9%	68	--
2011 Immigration and Customs Enforcement (ICE)	7	83.4%	16.6%	0.0%	14	--
2010 Immigration and Customs Enforcement (ICE)	--	--	--	--	--	--

**This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

Demographic Questions

Where do you work?

	N	%
Headquarters	1,592	20.9%
Field	6,030	79.1%

What is your supervisory status?

	N	%
Non-Supervisor	5,356	70.2%
Team Leader	641	8.4%
Supervisor	1,107	14.5%
Manager	444	5.8%
Senior Leader	83	1.1%

Are you:

	N	%
Male	5,259	69.5%
Female	2,307	30.5%

Are you Hispanic or Latino?

	N	%
Yes	1,676	22.4%
No	5,792	77.6%

Race

	N	%
American Indian or Alaska Native	70	1.0%
Asian	289	4.0%
Black or African American	879	12.1%
Native Hawaiian or Other Pacific Islander	65	0.9%
White	5,608	77.3%
Two or more races	347	4.8%

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

Demographic Questions (continued)

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

	N	%
Less than High School	4	0.1%
High School Diploma/GED or equivalent	286	3.8%
Trade or Technical Certificate	101	1.3%
Some College (no degree)	1,373	18.1%
Associate's Degree (e.g., AA, AS)	564	7.4%
Bachelor's Degree (e.g., BA, BS)	3,399	44.8%
Master's Degree (e.g., MA, MS, MBA)	1,210	16.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	646	8.5%

What is your pay category/grade?

	N	%
Federal Wage System	10	0.1%
GS 1-6	77	1.0%
GS 7-12	2,839	37.3%
GS 13-15	4,603	60.5%
Senior Executive Service	64	0.8%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	18	0.2%

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

	N	%
Less than 1 year	81	1.1%
1 to 3 years	192	2.5%
4 to 5 years	413	5.4%
6 to 10 years	1,926	25.3%
11 to 14 years	1,453	19.1%
15 to 20 years	1,743	22.9%
More than 20 years	1,811	23.8%

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend 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	238	3.1%
1 to 3 years	383	5.0%
4 to 5 years	672	8.8%
6 to 10 years	2,845	37.4%
11 to 20 years	2,582	34.0%
More than 20 years	877	11.5%

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

	N	%
No	4,862	63.9%
Yes, to retire	370	4.9%
Yes, to take another job within the Federal Government	1,828	24.0%
Yes, to take another job outside the Federal Government	236	3.1%
Yes, other	307	4.0%

I am planning to retire:

	N	%
Within one year	212	2.8%
Between one and three years	700	9.2%
Between three and five years	815	10.8%
Five or more years	5,848	77.2%

Self-Identify as:

	N	%
Heterosexual or Straight	6,157	85.2%
Gay, Lesbian, Bisexual, or Transgender	175	2.4%
I prefer not to say	895	12.4%

What is your US military service status?

	N	%
No Prior Military Service	4,841	64.2%
Currently in National Guard or Reserves	196	2.6%
Retired	527	7.0%
Separated or Discharged	1,982	26.3%

Department of Homeland Security
Immigration and Customs Enforcement (ICE)
1st Level Trend Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	788	10.4%
No	6,753	89.6%

What is your age group?

	N	%
25 and under	15	0.2%
26-29	128	1.6%
30-39	2,055	25.8%
40-49	3,512	44.2%
50-59	1,801	22.6%
60 or older	443	5.6%