

**DEPARTMENT OF VETERANS AFFAIRS
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Question Number	Question	Number / Percentage	Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1.	I am given a real opportunity to improve my skills in my organization.	N %	58.07	5,724 17.44	13,105 40.64	5,593 17.42	5,287 16.43	2,445 8.07	32,154 100.00	NA
2.	I have enough information to do my job well.	N %	68.22	5,541 17.82	15,883 50.40	4,949 15.35	4,070 12.31	1,343 4.12	31,786 100.00	NA
3.	I feel encouraged to come up with new and better ways of doing things.	N %	53.40	5,791 17.90	11,152 35.50	5,945 18.87	5,519 17.33	3,168 10.39	31,575 100.00	NA
*4.	My work gives me a feeling of personal accomplishment.	N %	72.73	9,812 30.44	13,439 42.29	4,376 13.69	2,735 8.39	1,636 5.19	31,998 100.00	NA
*5.	I like the kind of work I do.	N %	85.52	13,322 42.75	13,402 42.76	2,983 9.49	1,080 3.15	593 1.84	31,380 100.00	NA
6.	I know what is expected of me on the job.	N %	79.78	9,974 32.38	15,072 47.40	3,598 10.99	2,199 6.37	952 2.86	31,795 100.00	NA
7.	When needed I am willing to put in the extra effort to get a job done.	N %	95.77	20,234 62.41	10,405 33.37	838 2.77	211 0.69	223 0.76	31,911 100.00	NA
8.	I am constantly looking for ways to do my job better.	N %	91.88	16,094 50.19	13,291 41.69	2,125 6.50	307 0.93	205 0.68	32,022 100.00	NA
9.	I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	45.11	3,380 10.76	11,099 34.36	5,145 16.29	7,272 22.50	5,104 16.10	32,000 100.00	94
*10.	My workload is reasonable.	N %	54.11	3,419 11.27	13,445 42.84	5,140 16.27	5,726 17.15	4,049 12.47	31,779 100.00	80
*11.	My talents are used well in the workplace.	N %	57.87	5,133 16.94	12,460 40.92	4,928 16.05	4,719 15.16	3,337 10.92	30,577 100.00	161
*12.	I know how my work relates to the agency's goals and priorities.	N %	83.53	9,983 30.61	16,711 52.92	3,076 10.08	1,215 3.95	785 2.44	31,770 100.00	120

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Sample or Census: Sample
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*13.	The work I do is important.	N		17,872	11,553	1,372	353	272	31,422	65
		%	94.32	57.50	36.81	3.97	0.97	0.74	100.00	
*14.	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		7,091	12,848	4,528	4,400	2,984	31,851	183
		%	61.25	21.19	40.06	14.49	14.39	9.87	100.00	
*15.	My performance appraisal is a fair reflection of my performance.	N		8,334	12,547	4,403	3,232	2,839	31,355	625
		%	66.13	26.34	39.79	14.23	10.26	9.38	100.00	
16.	I am held accountable for achieving results.	N		10,068	16,348	3,580	1,053	690	31,739	157
		%	82.24	30.46	51.78	11.89	3.49	2.39	100.00	
17.	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		6,961	10,846	5,947	3,216	3,976	30,946	996
		%	56.93	21.34	35.59	19.49	10.50	13.08	100.00	
*18.	My training needs are assessed.	N		4,605	12,161	7,065	4,776	2,985	31,592	370
		%	54.61	14.87	39.74	22.19	14.31	8.90	100.00	
*19.	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		9,404	12,593	3,706	3,121	2,495	31,319	813
		%	69.77	29.61	40.16	11.98	10.06	8.19	100.00	
*20.	The people I work with cooperate to get the job done.	N		7,770	14,404	4,786	3,665	1,474	32,099	NA
		%	67.47	23.10	44.37	15.75	11.82	4.95	100.00	
*21.	My work unit is able to recruit people with the right skills.	N		2,841	10,904	7,578	6,252	3,679	31,254	879
		%	44.42	9.29	35.12	24.10	19.66	11.83	100.00	
*22.	Promotions in my work unit are based on merit.	N		2,324	7,137	8,760	5,718	5,870	29,809	2,092
		%	30.40	7.27	23.13	29.43	19.59	20.58	100.00	
*23.	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1,686	6,751	7,850	6,705	6,755	29,747	2,187
		%	27.47	5.52	21.95	26.36	22.67	23.50	100.00	
*24.	In my work unit, differences in performance are recognized in a meaningful way.	N		2,003	7,665	8,482	6,979	5,422	30,551	1,496
		%	31.17	6.28	24.88	27.44	22.98	18.41	100.00	

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25.	Awards in my work unit depend on how well employees perform their jobs.	N		2,680	8,599	7,942	5,346	5,309	29,876	2,099
		%	36.43	8.61	27.82	26.80	18.26	18.52	100.00	
26.	Employees in my work unit share job knowledge with each other.	N		6,898	15,800	4,601	2,700	1,865	31,864	146
		%	69.98	20.51	49.47	15.17	8.62	6.24	100.00	
27.	The skill level in my work unit has improved in the past year.	N		5,049	11,648	8,620	3,349	2,362	31,028	1,030
		%	53.04	15.92	37.12	28.09	10.82	8.05	100.00	
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28.	How would you rate the overall quality of work done by your work unit?	N		13,420	12,831	4,620	828	342	32,041	NA
		%	80.58	40.29	40.29	15.52	2.75	1.15	100.00	
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*29.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		4,221	16,442	5,840	3,060	1,208	30,771	466
		%	67.15	13.79	53.36	19.58	9.29	3.99	100.00	
*30.	Employees have a feeling of personal empowerment with respect to work processes.	N		2,533	9,582	7,559	7,017	4,004	30,695	536
		%	39.51	8.20	31.30	25.23	22.18	13.09	100.00	
31.	Employees are recognized for providing high quality products and services.	N		2,959	9,956	7,269	6,405	3,989	30,578	560
		%	41.22	9.36	31.86	24.10	21.02	13.66	100.00	
*32.	Creativity and innovation are rewarded.	N		2,432	7,546	8,651	6,798	4,734	30,161	944
		%	32.51	7.90	24.61	28.81	22.46	16.22	100.00	
*33.	Pay raises depend on how well employees perform their jobs.	N		1,350	4,487	7,391	7,882	7,842	28,952	2,016
		%	20.59	4.81	15.78	24.80	26.79	27.82	100.00	

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34.	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	53.81	4,045 13.53	11,822 40.28	8,364 29.05	2,398 8.37	2,389 8.77	29,018 100.00	2,172
*35.	Employees are protected from health and safety hazards on the job.	N %	71.10	6,134 18.97	16,128 52.14	4,625 15.24	2,300 7.96	1,594 5.69	30,781 100.00	343
*36.	My organization has prepared employees for potential security threats.	N %	67.74	5,136 16.63	15,561 51.11	5,394 17.60	2,711 8.68	1,778 5.98	30,580 100.00	491
37.	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	47.99	4,482 14.20	10,057 33.79	6,817 23.36	3,924 13.34	4,362 15.30	29,642 100.00	1,421
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 %	60.28	5,892 19.15	11,781 41.13	6,011 21.12	2,199 7.86	2,912 10.73	28,795 100.00	2,136
39.	My agency is successful at accomplishing its mission.	N %	64.43	5,119 15.86	14,892 48.57	6,797 23.35	2,356 7.40	1,407 4.81	30,571 100.00	541
40.	I recommend my organization as a good place to work.	N %	61.47	6,467 20.94	12,385 40.52	6,782 22.18	3,540 10.56	1,930 5.79	31,104 100.00	NA
41.	I believe the results of this survey will be used to make my agency a better place to work.	N %	41.29	3,952 15.07	7,348 26.22	7,675 26.53	4,995 16.85	4,450 15.33	28,420 100.00	2,717
*42.	My supervisor supports my need to balance work and other life issues.	N %	70.98	9,915 30.79	12,466 40.20	3,942 13.49	2,201 7.46	2,260 8.07	30,784 100.00	231
43.	My supervisor provides me with opportunities to demonstrate my leadership skills.	N %	59.15	7,795 24.52	10,624 34.63	5,913 19.39	3,480 11.40	2,917 10.06	30,729 100.00	213
*44.	Discussions with my supervisor about my performance are worthwhile.	N %	59.27	7,652 24.51	10,582 34.76	5,687 19.08	3,332 10.98	3,078 10.67	30,331 100.00	419

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45.	My supervisor is committed to a workforce representative of all segments of society.	N	63.61	7,853	10,730	6,352	1,621	2,055	28,611	2,270
		%		26.26	37.36	22.45	6.09	7.85	100.00	
46.	My supervisor provides me with constructive suggestions to improve my job performance.	N	58.12	7,270	10,776	6,179	3,479	2,920	30,624	211
		%		23.14	34.97	20.44	11.49	9.95	100.00	
*47.	Supervisors in my work unit support employee development.	N	59.94	7,499	11,066	5,846	3,079	2,945	30,435	482
		%		23.90	36.03	19.50	10.23	10.33	100.00	
48.	My supervisor listens to what I have to say.	N	70.69	10,146	12,074	4,147	2,788	1,760	30,915	NA
		%		31.76	38.93	13.96	9.24	6.11	100.00	
49.	My supervisor treats me with respect.	N	76.81	11,800	12,124	3,462	1,921	1,482	30,789	NA
		%		37.23	39.58	11.78	6.38	5.03	100.00	
50.	In the last six months, my supervisor has talked with me about my performance.	N	74.41	9,631	13,818	3,239	2,825	1,331	30,844	NA
		%		29.96	44.45	11.18	9.76	4.65	100.00	
*51.	I have trust and confidence in my supervisor.	N	61.74	9,972	9,428	5,335	3,169	2,939	30,843	NA
		%		31.09	30.65	17.75	10.53	9.98	100.00	
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*52.	Overall, how good a job do you feel is being done by your immediate supervisor?	N	65.40	11,564	9,034	5,823	2,353	2,097	30,871	NA
		%		36.12	29.28	19.40	7.92	7.29	100.00	

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*53.	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N %	35.53	2,809 9.11	7,873 26.41	7,510 25.73	6,328 20.78	5,437 17.96	29,957 100.00	671
54.	My organization's senior leaders maintain high standards of honesty and integrity.	N %	43.50	3,748 12.46	8,990 31.04	7,627 27.06	3,960 13.66	4,498 15.78	28,823 100.00	1,741
*55.	Supervisors work well with employees of different backgrounds.	N %	57.22	4,448 15.23	12,116 41.99	7,101 25.41	2,347 8.46	2,406 8.90	28,418 100.00	1,902
*56.	Managers communicate the goals and priorities of the organization.	N %	58.23	4,286 13.74	13,521 44.48	6,221 21.67	3,212 10.81	2,700 9.29	29,940 100.00	502
*57.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	57.39	4,210 14.12	12,614 43.27	6,900 25.12	2,627 9.30	2,236 8.19	28,587 100.00	1,796
58.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	46.91	3,535 11.81	10,375 35.10	7,090 24.72	4,652 15.68	3,689 12.69	29,341 100.00	1,134
59.	Managers support collaboration across work units to accomplish work objectives.	N %	48.73	3,721 12.31	10,804 36.42	7,189 25.48	4,102 13.94	3,408 11.85	29,224 100.00	1,262
Question Number	Question	Number / Percentage	Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N %	50.90	5,789 19.64	8,910 31.27	7,072 25.50	3,199 11.88	3,164 11.72	28,134 100.00	2,337
Question Number	Question	Number / Percentage	Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61.	I have a high level of respect for my organization's senior leaders.	N %	46.75	5,062 16.78	8,929 29.97	7,588 25.66	4,375 14.21	3,937 13.37	29,891 100.00	579

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62.	Senior leaders demonstrate support for Work/Life programs.	N		3,806	7,886	8,447	3,323	3,253	26,715	3,742
		%	42.67	13.77	28.90	32.49	12.10	12.74	100.00	
Question Number	Question	Number / Percentage	Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63.	How satisfied are you with your involvement in decisions that affect your work?	N		3,539	9,847	7,240	6,908	2,766	30,300	NA
		%	43.78	11.32	32.46	23.88	22.99	9.34	100.00	
*64.	How satisfied are you with the information you receive from management on what's going on in your organization?	N		3,085	10,134	7,353	6,680	2,992	30,244	NA
		%	43.05	9.86	33.19	25.19	21.92	9.84	100.00	
*65.	How satisfied are you with the recognition you receive for doing a good job?	N		3,678	9,257	7,111	6,211	3,798	30,055	NA
		%	41.91	11.61	30.30	23.79	20.95	13.35	100.00	
*66.	How satisfied are you with the policies and practices of your senior leaders?	N		2,675	8,531	9,024	6,270	3,642	30,142	NA
		%	37.06	8.82	28.24	30.66	20.25	12.02	100.00	
*67.	How satisfied are you with your opportunity to get a better job in your organization?	N		2,818	7,680	8,408	6,199	5,042	30,147	NA
		%	34.86	9.26	25.59	27.60	20.42	17.13	100.00	
*68.	How satisfied are you with the training you receive for your present job?	N		3,871	11,340	7,111	5,041	2,824	30,187	NA
		%	51.20	13.00	38.21	23.65	15.91	9.23	100.00	
*69.	Considering everything, how satisfied are you with your job?	N		6,131	13,008	5,455	3,728	1,813	30,135	NA
		%	63.66	20.21	43.46	18.35	11.97	6.02	100.00	
*70.	Considering everything, how satisfied are you with your pay?	N		4,261	11,997	5,348	5,504	3,069	30,179	NA
		%	49.85	12.39	37.45	18.49	19.92	11.74	100.00	
71.	Considering everything, how satisfied are you with your organization?	N		3,959	11,922	6,875	4,881	2,573	30,210	NA
		%	52.46	12.88	39.57	23.42	15.67	8.45	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	8,187	17.30
Yes, I was notified that I was not eligible to telework.	10,236	35.89
No, I was not notified of my telework eligibility.	8,701	34.50
Not sure if I was notified of my telework eligibility.	3,025	12.31
Total	30,149	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	2,367	5.45
I telework 1 or 2 days per week.	1,840	3.67
I telework, but no more than 1 or 2 days per month.	607	1.30
I telework very infrequently, on an unscheduled or short-term basis.	1,546	3.51
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	11,047	43.38
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1,090	3.92
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	7,838	28.14
I do not telework because I choose not to telework.	3,126	10.63
Total	29,461	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	6,396	17.28
No	14,757	50.71
Not available to me	8,822	32.01
Total	29,975	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	6,106	20.83
No	20,155	67.71
Not available to me	3,556	11.47
Total	29,817	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	3,413	11.91
No	24,153	80.74
Not available to me	1,964	7.35
Total	29,530	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	%
Yes	940	3.64
No	23,841	78.31
Not available to me	5,163	18.05
Total	29,944	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	828	3.32
No	24,015	79.14
Not available to me	5,130	17.54
Total	29,973	100.00

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Question Number	Question	Number / Percentage	Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79.	How satisfied are you with the following Work/Life programs in your agency? Telework	N %	71.83	2,456 36.23	2,259 35.60	932 19.26	430 5.96	227 2.95	6,304 100.00	788
80.	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	79.68	2,556 36.24	2,656 43.43	685 14.29	219 4.09	100 1.95	6,216 100.00	307
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 %	71.34	1,105 18.65	2,997 52.69	1,345 24.41	195 3.31	48 0.94	5,690 100.00	722
82.	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	65.74	717 21.84	1,472 43.90	882 28.00	128 3.91	71 2.34	3,270 100.00	764
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 %	60.63	188 23.23	300 37.40	295 35.61	16 1.75	18 2.00	817 100.00	384
84.	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	63.68	158 22.09	298 41.59	246 33.20	10 1.65	9 1.46	721 100.00	320

Survey Administration Period: May 4, 2015 to June 12, 2015
The work/life satisfaction results only include employees who indicated that they participated in the program.
Percentages are weighted to represent the Agency's population.
** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Sample
Number of surveys completed: 32,236
Number of surveys administered: 89,428
Response Rate: 36.0%

**DEPARTMENT OF VETERANS AFFAIRS
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	11,259	38.28
Field	18,156	61.72
Total	29,415	100.00

*What is your supervisory status?	N	%
Non-Supervisor	20,891	70.03
Team Leader	4,188	14.04
Supervisor	2,790	9.35
Manager	1,495	5.01
Senior Leader	467	1.57
Total	29,831	100.00

*Are you:	N	%
Male	12,217	41.25
Female	17,400	58.75
Total	29,617	100.00

*Are you Hispanic or Latino?	N	%
Yes	2,309	7.86
No	27,066	92.14
Total	29,375	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
 Percentages are weighted to represent the Agency's population.
 * AES prescribed items

Sample or Census: Sample
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2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	378	1.32
Asian	1,264	4.42
Black or African American	5,309	18.55
Native Hawaiian or Other Pacific Islander	223	0.78
White	20,268	70.83
Two or more races	1,173	4.10
Total	28,615	100.00

What is the highest degree or level of education you have completed?	N	%
Less than High School	65	0.22
High School Diploma/GED or equivalent	1,494	5.01
Trade or Technical Certificate	1,415	4.75
Some College (no degree)	4,562	15.31
Associate's Degree (e.g., AA, AS)	3,594	12.06
Bachelor's Degree (e.g., BA, BS)	8,432	28.30
Master's Degree (e.g., MA, MS, MBA)	7,307	24.52
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2,927	9.82
Total	29,796	100.00

**DEPARTMENT OF VETERANS AFFAIRS
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	1,822	6.15
GS 1-6	5,384	18.17
GS 7-12	12,573	42.44
GS 13-15	6,117	20.65
Senior Executive Service	229	0.77
Senior Level (SL) or Scientific or Professional (ST)	279	0.94
Other	3,220	10.87
Total	29,624	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	824	2.77
1 to 3 years	4,733	15.89
4 to 5 years	3,772	12.66
6 to 10 years	7,624	25.59
11 to 14 years	3,591	12.05
15 to 20 years	2,918	9.79
More than 20 years	6,333	21.26
Total	29,795	100.00

**DEPARTMENT OF VETERANS AFFAIRS
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	1,381	4.66
1 to 3 years	6,356	21.45
4 to 5 years	4,327	14.61
6 to 10 years	7,735	26.11
11 to 20 years	5,300	17.89
More than 20 years	4,526	15.28
Total	29,625	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	19,266	64.81
Yes, to retire	1,720	5.79
Yes, to take another job within the Federal Government	5,403	18.18
Yes, to take another job outside the Federal Government	1,351	4.54
Yes, other	1,985	6.68
Total	29,725	100.00

I am planning to retire:	N	%
Within one year	1,049	3.56
Between one and three years	2,839	9.64
Between three and five years	3,156	10.72
Five or more years	22,396	76.07
Total	29,440	100.00

**DEPARTMENT OF VETERANS AFFAIRS
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Self-Identify as:	N	%
Heterosexual or Straight	23,805	83.45
Gay, Lesbian, Bisexual, or Transgender	930	3.26
I prefer not to say	3,790	13.29
Total	28,525	100.00

What is your US military service status?	N	%
No Prior Military Service	17,860	60.61
Currently in National Guard or Reserves	538	1.83
Retired	3,753	12.74
Separated or Discharged	7,318	24.83
Total	29,469	100.00

Are you an individual with a disability?	N	%
Yes	7,617	25.81
No	21,895	74.19
Total	29,512	100.00

What is your age group?	N	%
25 and under	138	0.43
26-29	816	2.53
30-39	5,331	16.54
40-49	8,177	25.37
50-59	11,882	36.86
60 or older	5,892	18.28
Total	32,236	100.00