

DEPARTMENT OF TRANSPORTATION
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

| | | Strongly Agree | | Neither Agree Nor Disagree | | Strongly Disagree | | Do Not Know/ No Basis to Judge | Percent Positive | Total |
|---|---|----------------|----------|----------------------------|----------|-------------------|-----------------------------------|-----------------------------------|------------------|-------|
| | | Agree | Disagree | Disagree | Disagree | Disagree | Disagree | | | |
| *1. The people I work with cooperate to get the job done. | N | 2,058 | 3,404 | 490 | 317 | 83 | NA | | 6,352 | |
| | % | 30.1 | 54.6 | 7.0 | 6.1 | 2.1 | NA | 84.7 | 100 | |
| *2. I am given a real opportunity to improve my skills in my organization. | N | 1,368 | 2,807 | 1,058 | 813 | 307 | NA | | 6,353 | |
| | % | 17.0 | 40.2 | 19.2 | 16.4 | 7.3 | NA | 57.1 | 100 | |
| 3. I have enough information to do my job well. | N | 1,126 | 3,419 | 1,014 | 657 | 137 | NA | | 6,353 | |
| | % | 13.8 | 50.4 | 17.8 | 14.1 | 3.9 | NA | 64.2 | 100 | |
| 4. I feel encouraged to come up with new and better ways of doing things. | N | 1,448 | 2,434 | 1,142 | 920 | 409 | NA | | 6,353 | |
| | % | 16.3 | 31.9 | 18.3 | 18.7 | 14.8 | NA | 48.1 | 100 | |
| *5. My work gives me a feeling of personal accomplishment. | N | 1,921 | 2,868 | 870 | 459 | 234 | NA | | 6,352 | |
| | % | 26.6 | 44.3 | 14.5 | 8.2 | 6.4 | NA | 70.9 | 100 | |
| *6. I like the kind of work I do. | N | 2,556 | 2,830 | 637 | 249 | 81 | NA | | 6,353 | |
| | % | 39.3 | 45.2 | 10.1 | 3.7 | 1.6 | NA | 84.5 | 100 | |
| *7. I have trust and confidence in my supervisor. | N | 1,911 | 2,247 | 1,005 | 644 | 544 | NA | | 6,351 | |
| | % | 24.7 | 32.2 | 16.2 | 12.9 | 14.0 | NA | 56.9 | 100 | |
| 8. I recommend my organization as a good place to work. | N | 1,649 | 2,529 | 1,158 | 602 | 415 | NA | | 6,353 | |
| | % | 19.4 | 34.3 | 18.3 | 12.3 | 15.7 | NA | 53.8 | 100 | |
| | | | | | | | Do Not Know/ No Basis to Judge | Percent Positive | Total | |
| | | Very Good | Good | Fair | Poor | Very Poor | | | | |
| *9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader? | N | 2,122 | 2,126 | 1,257 | 468 | 379 | NA | | 6,352 | |
| | % | 27.3 | 30.6 | 21.4 | 10.0 | 10.7 | NA | 57.9 | 100 | |
| 10. How would you rate the overall quality of work done by your work group? | N | 2,513 | 2,897 | 762 | 140 | 39 | NA | | 6,351 | |
| | % | 34.3 | 46.4 | 14.3 | 3.6 | 1.4 | NA | 80.7 | 100 | |
| | | | | | | | Do Not Know/ No Basis to Judge | Percent Positive | Total | |
| | | Strongly Agree | Agree | Neither Agree Nor Disagree | Disagree | Strongly Disagree | | | | |
| *11. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | N | 1,065 | 3,701 | 883 | 518 | 136 | 48 | | 6,351 | |
| | % | 13.3 | 53.6 | 15.4 | 10.1 | 6.9 | 0.7 | 66.9 | 100 | |
| *12. My supervisor supports my need to balance work and other life issues. | N | 2,425 | 2,594 | 650 | 347 | 295 | 41 | | 6,352 | |
| | % | 29.9 | 38.0 | 12.7 | 9.0 | 9.7 | 0.7 | 67.8 | 100 | |
| 13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills. | N | 1,287 | 2,731 | 1,215 | 672 | 402 | 45 | | 6,352 | |
| | % | 14.6 | 36.5 | 22.0 | 14.7 | 11.6 | 0.6 | 51.1 | 100 | |
| *14. My work unit is able to recruit people with the right skills. | N | 689 | 2,279 | 1,675 | 972 | 556 | 181 | | 6,352 | |
| | % | 7.1 | 26.9 | 26.7 | 18.3 | 17.9 | 3.1 | 34.1 | 100 | |

* AES prescribed items.

Percentages are weighted to be representative of the Agency's population.

DEPARTMENT OF TRANSPORTATION
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

| | | Strongly | | Neither | | Strongly | | Do Not Know/ No Basis to Judge | Percent Positive | Total |
|--|---|----------|-------|-----------------------|----------|----------|----------|--------------------------------------|---------------------|-------|
| | | Agree | Agree | Agree Nor Disagree | Disagree | Disagree | Disagree | | | |
| 15. The skill level in my work unit has improved in the past year. | N | 958 | 2,383 | 1,729 | 763 | 382 | 136 | 40.1 | 6,351 | |
| | % | 10.8 | 29.3 | 25.8 | 14.3 | 17.1 | 2.7 | | | |
| 16. I have sufficient resources (for example, people, materials, budget) to get my job done. | N | 652 | 2,561 | 1,111 | 1,305 | 668 | 55 | 44.3 | 6,352 | |
| | % | 8.3 | 36.0 | 16.8 | 22.0 | 15.6 | 1.3 | | | |
| *17. My workload is reasonable. | N | 660 | 3,138 | 1,000 | 1,031 | 499 | 25 | 55.5 | 6,353 | |
| | % | 9.2 | 46.3 | 16.8 | 17.4 | 9.9 | 0.3 | | | |
| *18. My talents are used well in the workplace. | N | 1,088 | 2,901 | 1,030 | 810 | 484 | 39 | 58.2 | 6,352 | |
| | % | 14.5 | 43.7 | 16.4 | 14.4 | 10.4 | 0.5 | | | |
| *19. I know how my work relates to the agency's goals and priorities. | N | 1,926 | 3,371 | 626 | 259 | 139 | 31 | 73.6 | 6,352 | |
| | % | 23.6 | 50.0 | 11.2 | 7.5 | 6.2 | 1.4 | | | |
| *20. The work I do is important. | N | 3,015 | 2,721 | 441 | 108 | 54 | 14 | 91.3 | 6,353 | |
| | % | 51.4 | 39.9 | 6.0 | 1.7 | 0.8 | 0.2 | | | |
| *21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | N | 1,381 | 2,849 | 914 | 709 | 462 | 37 | 60.7 | 6,352 | |
| | % | 18.2 | 42.5 | 15.1 | 14.3 | 9.5 | 0.3 | | | |
| *22. Promotions in my work unit are based on merit. | N | 588 | 1,980 | 1,586 | 987 | 923 | 289 | 29.2 | 6,353 | |
| | % | 5.8 | 23.4 | 22.3 | 18.2 | 25.6 | 4.8 | | | |
| *23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | N | 325 | 1,721 | 1,654 | 1,256 | 936 | 461 | 25.9 | 6,353 | |
| | % | 3.4 | 22.5 | 24.5 | 21.5 | 22.7 | 5.5 | | | |
| *24. Employees have a feeling of personal empowerment with respect to work processes. | N | 536 | 2,544 | 1,568 | 990 | 563 | 152 | 36.0 | 6,353 | |
| | % | 5.7 | 30.2 | 25.0 | 19.5 | 17.2 | 2.3 | | | |
| 25. Employees are rewarded for providing high quality products and services to customers. | N | 876 | 2,523 | 1,276 | 963 | 606 | 109 | 40.3 | 6,353 | |
| | % | 8.8 | 31.5 | 18.3 | 21.5 | 17.6 | 2.2 | | | |
| *26. Creativity and innovation are rewarded. | N | 718 | 2,139 | 1,654 | 1,067 | 643 | 132 | 31.8 | 6,353 | |
| | % | 7.2 | 24.6 | 25.6 | 22.6 | 18.2 | 1.8 | | | |
| *27. Pay raises depend on how well employees perform their jobs. | N | 386 | 1,449 | 1,761 | 1,348 | 1,074 | 335 | 20.7 | 6,353 | |
| | % | 4.1 | 16.6 | 21.8 | 22.1 | 31.6 | 3.7 | | | |
| 28. Awards in my work unit depend on how well employees perform their jobs. | N | 699 | 2,389 | 1,279 | 961 | 782 | 242 | 36.0 | 6,352 | |
| | % | 7.1 | 28.8 | 19.1 | 19.1 | 22.3 | 3.6 | | | |
| *29. In my work unit, differences in performance are recognized in a meaningful way. | N | 467 | 1,815 | 1,791 | 1,216 | 785 | 278 | 24.7 | 6,352 | |
| | % | 4.5 | 20.2 | 25.9 | 25.2 | 20.7 | 3.5 | | | |
| *30. My performance appraisal is a fair reflection of my performance. | N | 1,077 | 2,930 | 1,154 | 630 | 444 | 116 | 53.0 | 6,351 | |
| | % | 12.2 | 40.8 | 19.5 | 12.6 | 12.8 | 2.0 | | | |
| *31. Discussions with my supervisor/team leader about my performance are worthwhile. | N | 1,125 | 2,551 | 1,285 | 755 | 558 | 79 | 49.4 | 6,353 | |
| | % | 13.7 | 35.8 | 21.1 | 14.8 | 13.3 | 1.3 | | | |

* AES prescribed items.

DEPARTMENT OF TRANSPORTATION
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

| | | Strongly | | Neither | | Strongly | | Do Not Know/ No Basis to Judge | Percent Positive | Total |
|--|---|----------|----------|-----------------------|----------|----------|----------|--------------------------------------|---------------------|-------|
| | | Agree | Disagree | Agree Nor Disagree | Disagree | Disagree | Disagree | | | |
| *32. 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 | 1,066 | 2,751 | 1,157 | 725 | 462 | 190 | | | 6,351 |
| | % | 12.3 | 39.2 | 18.3 | 12.1 | 14.2 | 3.9 | 51.5 | 100 | |
| 33. I am held accountable for achieving results. | N | 1,631 | 3,709 | 671 | 233 | 72 | 37 | | | 6,353 |
| | % | 23.0 | 53.9 | 13.4 | 6.9 | 2.3 | 0.5 | 76.9 | 100 | |
| 34. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society. | N | 1,155 | 2,716 | 1,432 | 371 | 272 | 407 | | | 6,353 |
| | % | 12.5 | 35.5 | 25.0 | 8.3 | 8.2 | 10.4 | 48.1 | 100 | |
| 35. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | N | 1,190 | 2,743 | 1,388 | 357 | 307 | 367 | | | 6,352 |
| | % | 14.6 | 37.0 | 25.3 | 5.6 | 7.4 | 10.2 | 51.5 | 100 | |
| *36. Managers/supervisors/team leaders work well with employees of different backgrounds. | N | 1,294 | 3,009 | 1,121 | 396 | 337 | 195 | | | 6,352 |
| | % | 16.0 | 43.3 | 20.2 | 7.8 | 8.8 | 3.8 | 59.4 | 100 | |
| *37. I have a high level of respect for my organization's senior leaders. | N | 997 | 2,156 | 1,420 | 944 | 804 | 30 | | | 6,351 |
| | % | 10.4 | 25.7 | 20.5 | 16.6 | 26.2 | 0.6 | 36.1 | 100 | |
| *38. In my organization, leaders generate high levels of motivation and commitment in the workforce. | N | 624 | 1,870 | 1,732 | 1,228 | 859 | 40 | | | 6,353 |
| | % | 6.5 | 21.6 | 22.9 | 21.2 | 27.4 | 0.4 | 28.1 | 100 | |
| 39. My organization's leaders maintain high standards of honesty and integrity. | N | 958 | 2,173 | 1,543 | 736 | 722 | 221 | | | 6,353 |
| | % | 10.4 | 25.0 | 22.6 | 14.8 | 24.2 | 3.1 | 35.4 | 100 | |
| *40. Managers communicate the goals and priorities of the organization. | N | 886 | 3,043 | 1,229 | 710 | 452 | 33 | | | 6,353 |
| | % | 10.1 | 40.6 | 18.8 | 14.7 | 15.0 | 0.7 | 50.7 | 100 | |
| *41. Managers review and evaluate the organization's progress toward meeting its goals and objectives. | N | 907 | 2,967 | 1,330 | 528 | 316 | 305 | | | 6,353 |
| | % | 10.4 | 40.0 | 21.3 | 10.6 | 9.5 | 8.2 | 50.4 | 100 | |
| *42. Employees are protected from health and safety hazards on the job. | N | 1,436 | 3,437 | 822 | 359 | 206 | 93 | | | 6,353 |
| | % | 17.6 | 49.8 | 15.3 | 9.7 | 6.5 | 1.1 | 67.4 | 100 | |
| *43. My organization has prepared employees for potential security threats. | N | 1,144 | 3,460 | 1,042 | 439 | 172 | 95 | | | 6,352 |
| | % | 14.7 | 53.9 | 16.5 | 9.2 | 4.2 | 1.5 | 68.6 | 100 | |
| 44. Complaints, disputes or grievances are resolved fairly in my work unit. | N | 649 | 1,903 | 1,649 | 630 | 588 | 932 | | | 6,351 |
| | % | 7.5 | 24.8 | 25.0 | 12.0 | 19.1 | 11.6 | 32.3 | 100 | |
| 45. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | N | 1,070 | 2,126 | 1,352 | 633 | 573 | 598 | | | 6,352 |
| | % | 12.5 | 31.5 | 21.1 | 11.3 | 14.2 | 9.5 | 43.9 | 100 | |
| 46. 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 tolerate | N | 1,484 | 2,450 | 1,061 | 315 | 354 | 689 | | | 6,353 |
| | % | 18.2 | 37.0 | 18.1 | 6.7 | 6.9 | 13.0 | 55.2 | 100 | |
| 47. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | N | 1,114 | 2,215 | 1,273 | 596 | 561 | 592 | | | 6,351 |
| | % | 13.0 | 31.9 | 19.1 | 13.0 | 14.4 | 8.7 | 44.8 | 100 | |

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(Survey Administration Period 8/1/08 to 9/26/08)

| | | Strongly | | Neither | | Strongly | | Do Not Know/ No Basis to Judge | Percent Positive | Total |
|---|---|-------------------|-----------|--|--------------|--------------------------|--------------------------------------|--------------------------------------|---------------------|-------|
| | | Agree | Agree | Agree Nor Disagree | Disagree | Disagree | Disagree | | | |
| 48. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance. | N | 775 | 3,082 | 1,325 | 737 | 348 | 86 | | | 6,353 |
| | % | 8.7 | 42.5 | 22.0 | 16.3 | 9.1 | 1.3 | 51.3 | 100 | |
| *49. Supervisors/team leaders in my work unit support employee development. | N | 1,180 | 3,161 | 1,067 | 573 | 327 | 44 | | | 6,352 |
| | % | 13.2 | 43.9 | 19.8 | 13.2 | 9.1 | 0.8 | 57.1 | 100 | |
| 50. Employees have electronic access to learning and training programs readily available at their desk. | N | 1,855 | 3,598 | 519 | 211 | 84 | 84 | | | 6,351 |
| | % | 22.1 | 50.4 | 10.8 | 7.9 | 6.1 | 2.7 | 72.5 | 100 | |
| *51. My training needs are assessed. | N | 791 | 2,749 | 1,471 | 900 | 355 | 86 | | | 6,352 |
| | % | 9.8 | 40.4 | 23.1 | 14.7 | 9.1 | 2.9 | 50.2 | 100 | |
| 52. Managers promote communication among different work units (for example, about projects, goals, needed resources). | N | 922 | 2,780 | 1,262 | 817 | 439 | 133 | | | 6,353 |
| | % | 10.7 | 36.0 | 20.8 | 15.9 | 13.2 | 3.4 | 46.7 | 100 | |
| 53. Employees in my work unit share job knowledge with each other. | N | 1,571 | 3,256 | 779 | 503 | 210 | 34 | | | 6,353 |
| | % | 23.0 | 54.2 | 12.1 | 6.8 | 3.4 | 0.5 | 77.2 | 100 | |
| 54. Employees use information technology (for example, intranet, shared networks) to perform work. | N | 2,179 | 3,532 | 421 | 111 | 67 | 41 | | | 6,351 |
| | % | 27.0 | 51.7 | 11.2 | 5.7 | 3.0 | 1.3 | 78.8 | 100 | |
| | | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Strongly Dissatisfied | Do Not Know/ No Basis to Judge | Percent Positive | Total | |
| *55. How satisfied are you with your involvement in decisions that affect your work? | N | 981 | 2,618 | 1,323 | 1,023 | 408 | NA | | | 6,353 |
| | % | 10.8 | 33.3 | 21.7 | 19.3 | 14.9 | NA | 44.2 | 100 | |
| *56. How satisfied are you with the information you receive from management on what's going on in your organization? | N | 753 | 2,465 | 1,413 | 1,227 | 495 | NA | | | 6,353 |
| | % | 8.0 | 30.9 | 21.0 | 24.2 | 15.9 | NA | 38.9 | 100 | |
| *57. How satisfied are you with the recognition you receive for doing a good job? | N | 1,063 | 2,348 | 1,348 | 1,065 | 529 | NA | | | 6,353 |
| | % | 11.7 | 31.0 | 22.7 | 19.6 | 15.1 | NA | 42.6 | 100 | |
| *58. How satisfied are you with the policies and practices of your senior leaders? | N | 599 | 2,084 | 1,693 | 1,246 | 730 | NA | | | 6,352 |
| | % | 6.1 | 24.7 | 23.7 | 21.7 | 23.8 | NA | 30.8 | 100 | |
| *59. How satisfied are you with your opportunity to get a better job in your organization? | N | 656 | 1,896 | 1,804 | 1,184 | 813 | NA | | | 6,353 |
| | % | 7.2 | 23.6 | 31.2 | 19.2 | 18.8 | NA | 30.8 | 100 | |
| *60. How satisfied are you with the training you receive for your present job? | N | 843 | 2,689 | 1,470 | 978 | 373 | NA | | | 6,353 |
| | % | 9.8 | 39.7 | 24.6 | 17.6 | 8.4 | NA | 49.5 | 100 | |
| *61. Considering everything, how satisfied are you with your job? | N | 1,503 | 2,937 | 1,025 | 606 | 282 | NA | | | 6,353 |
| | % | 18.5 | 42.5 | 16.8 | 12.3 | 9.7 | NA | 61.1 | 100 | |
| *62. Considering everything, how satisfied are you with your pay? | N | 1,195 | 2,952 | 1,015 | 832 | 359 | NA | | | 6,353 |
| | % | 16.0 | 39.7 | 14.0 | 16.5 | 13.8 | NA | 55.7 | 100 | |
| 63. Considering everything, how satisfied are you with your organization? | N | 993 | 2,740 | 1,300 | 855 | 463 | NA | | | 6,351 |
| | % | 10.2 | 34.0 | 18.7 | 18.1 | 19.1 | NA | 44.2 | 100 | |

* AES prescribed items.

DEPARTMENT OF TRANSPORTATION
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

| | | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Strongly Dissatisfied | Do Not Know/ No Basis to Judge | Percent Positive | Total |
|--|---|----------------|-----------|------------------------------------|--------------|-----------------------|--------------------------------|------------------|-------|
| 64. How satisfied are you with retirement benefits? | N | 1,039 | 2,850 | 1,196 | 659 | 200 | 408 | | 6,352 |
| | % | 12.3 | 44.2 | 19.1 | 13.6 | 5.1 | 5.7 | 56.5 | 100 |
| 65. How satisfied are you with health insurance benefits? | N | 1,030 | 3,140 | 988 | 754 | 215 | 227 | | 6,354 |
| | % | 13.7 | 47.1 | 15.1 | 16.9 | 4.8 | 2.4 | 60.8 | 100 |
| 66. How satisfied are you with life insurance benefits? | N | 760 | 2,985 | 1,351 | 491 | 177 | 588 | | 6,352 |
| | % | 9.4 | 43.8 | 23.1 | 11.4 | 5.1 | 7.2 | 53.3 | 100 |
| 67. How satisfied are you with long term care insurance benefits? | N | 379 | 1,591 | 1,727 | 411 | 175 | 2,069 | | 6,352 |
| | % | 4.4 | 21.3 | 29.6 | 8.6 | 4.7 | 31.3 | 25.7 | 100 |
| 68. How satisfied are you with the flexible spending account (FSA) program? | N | 868 | 1,856 | 1,448 | 173 | 73 | 1,934 | | 6,352 |
| | % | 10.8 | 28.6 | 25.7 | 3.0 | 2.1 | 29.8 | 39.4 | 100 |
| 69. How satisfied are you with paid vacation time? | N | 2,399 | 3,263 | 405 | 208 | 76 | NA | | 6,351 |
| | % | 32.5 | 53.3 | 7.1 | 4.1 | 3.0 | NA | 85.8 | 100 |
| 70. How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)? | N | 2,364 | 3,155 | 519 | 220 | 95 | NA | | 6,353 |
| | % | 31.1 | 51.7 | 8.1 | 5.8 | 3.3 | NA | 82.8 | 100 |
| 71. How satisfied are you with child care subsidies? | N | 128 | 364 | 1,316 | 118 | 113 | 4,313 | | 6,352 |
| | % | 1.9 | 4.6 | 22.3 | 2.8 | 2.7 | 65.7 | 6.5 | 100 |
| 72. How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)? | N | 360 | 1,406 | 1,488 | 347 | 185 | 2,566 | | 6,352 |
| | % | 3.9 | 16.0 | 23.6 | 7.9 | 7.8 | 40.9 | 19.9 | 100 |
| 73. How satisfied are you with telework/telecommuting? | N | 1,022 | 1,576 | 992 | 525 | 538 | 1,699 | | 6,352 |
| | % | 7.2 | 12.9 | 16.1 | 7.3 | 10.2 | 46.2 | 20.1 | 100 |
| 74. How satisfied are you with alternative work schedules? | N | 1,818 | 2,378 | 746 | 337 | 314 | 759 | | 6,352 |
| | % | 20.8 | 30.8 | 12.4 | 8.4 | 11.7 | 15.9 | 51.6 | 100 |

* AES prescribed items.

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| 75. Where do you work? | N | % |
|------------------------|-------|------|
| Headquarters | 2,313 | 36.4 |
| Field | 4,040 | 63.6 |
| Total | 6,353 | 100 |

| *76. What is your supervisory status? | N | % |
|---------------------------------------|-------|------|
| Non-Supervisor | 3,964 | 62.4 |
| Team Leader | 827 | 13.0 |
| Supervisor | 872 | 13.7 |
| Manager | 462 | 7.3 |
| Executive | 226 | 3.6 |
| Total | 6,351 | 100 |

| *77. Are you: | N | % |
|---------------|-------|------|
| Male | 4,032 | 63.5 |
| Female | 2,317 | 36.5 |
| Total | 6,349 | 100 |

| *78. Are you Hispanic or Latino? | N | % |
|----------------------------------|-------|------|
| Yes | 528 | 8.3 |
| No | 5,817 | 91.7 |
| Total | 6,345 | 100 |

| *79. Please select the racial category or categories with which you most closely identify (mark as many as apply.) | N | % |
|--|-------|------|
| American Indian or Alaska Native | 79 | 1.3 |
| Asian | 242 | 4.0 |
| Black or African American | 967 | 15.8 |
| Native Hawaiian or Other Pacific Islander | 29 | 0.5 |
| White | 4,606 | 75.3 |
| Two or more races | 196 | 3.2 |
| Total | 6,119 | 100 |

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Percentages for demographic items are not weighted.

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| 80. What is your age group? | N | % |
|-----------------------------|-------|------|
| 25 and under | 38 | 0.6 |
| 26-29 | 203 | 3.2 |
| 30-39 | 772 | 12.2 |
| 40-49 | 1,980 | 31.2 |
| 50-59 | 2,468 | 38.9 |
| 60 or older | 887 | 14.0 |
| Total | 6,348 | 100 |

| 81. What is your pay category/grade? | N | % |
|--|-------|------|
| Federal Wage System | 142 | 2.2 |
| GS 1-6 | 112 | 1.8 |
| GS 7-12 | 1,796 | 28.3 |
| GS 13-15 | 3,210 | 50.6 |
| SES | 200 | 3.2 |
| Senior Leader (SL) or Scientific or Professional (ST) | 16 | 0.3 |
| Other | 869 | 13.7 |
| Total | 6,345 | 100 |

| 82. How long have you been with the Federal Government (excluding military service)? | N | % |
|---|-------|------|
| Less than 1 year | 105 | 1.7 |
| 1 to 3 years | 615 | 9.7 |
| 4 to 5 years | 381 | 6.0 |
| 6 to 10 years | 1,071 | 16.9 |
| 11 to 14 years | 601 | 9.5 |
| 15 to 20 years | 1,125 | 17.7 |
| More than 20 years | 2,453 | 38.6 |
| Total | 6,351 | 100 |

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

| | N | % |
|---------------------------|-------|------|
| Less than 1 year | 177 | 2.8 |
| 1 to 3 years | 950 | 15.0 |
| 4 to 5 years | 526 | 8.3 |
| 6 to 10 years | 1,348 | 21.2 |
| 11 to 20 years | 1,801 | 28.4 |
| More than 20 years | 1,548 | 24.4 |
| Total | 6,350 | 100 |

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

| | N | % |
|--|-------|------|
| No | 4,460 | 70.2 |
| Yes, to retire | 412 | 6.5 |
| Yes, to take another job within the Federal Government | 1,073 | 16.9 |
| Yes, to take another job outside the Federal Government | 168 | 2.6 |
| Yes, other | 238 | 3.7 |
| Total | 6,351 | 100 |

85. I am planning to retire:

| | N | % |
|-------------------------------------|-------|------|
| Within one year | 264 | 4.2 |
| Between one and three years | 738 | 11.6 |
| Between three and five years | 855 | 13.5 |
| Five or more years | 4,492 | 70.8 |
| Total | 6,349 | 100 |

* AES prescribed items.

Percentages for demographic items are not weighted.