

**2008 Federal Human Capital Survey
Subagency Comparison Report
Number of Surveys Returned: 783**

This is a summary of your department's or agency's responses to the 2008 Federal Human Capital Survey. This summary displays results by Positive, Neutral, Negative and where applicable, Do Not Know or No Basis to Judge responses. As shown below, for each response scale two responses are categorized as "Positive", one response is categorized as "Neutral", and two responses are categorized as "Negative"

Positive Responses		Neutral Responses	Negative Responses		Do Not Know/No Basis to Judge
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Do Not Know</i>
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>No Basis to Judge</i>
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	<i>No Basis to Judge</i>
<i>Very Good</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Very Poor</i>	

Subagency Comparison Report

Personal Work Experiences

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

	Positive	Neutral	Negative
Governmentwide	83.9%	8.4%	7.7%
Department of the Treasury	85.3%	7.6%	7.2%
Office of Comptroller of Currency	91.1%	5.4%	3.6%

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

	Positive	Neutral	Negative
Governmentwide	64.0%	17.9%	18.1%
Department of the Treasury	63.0%	19.5%	17.5%
Office of Comptroller of Currency	78.0%	14.0%	8.0%

03 I have enough information to do my job well.

	Positive	Neutral	Negative
Governmentwide	73.4%	15.2%	11.4%
Department of the Treasury	74.2%	15.3%	10.5%
Office of Comptroller of Currency	79.8%	11.5%	8.7%

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

	Positive	Neutral	Negative
Governmentwide	60.7%	19.4%	19.9%
Department of the Treasury	58.3%	22.5%	19.2%
Office of Comptroller of Currency	60.5%	22.4%	17.1%

05 My work gives me a feeling of personal accomplishment.

	Positive	Neutral	Negative
Governmentwide	73.4%	14.9%	11.7%
Department of the Treasury	73.2%	14.4%	12.4%
Office of Comptroller of Currency	74.0%	15.0%	11.0%

Subagency Comparison Report

Personal Work Experiences

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	83.8%	11.0%	5.2%
Department of the Treasury	81.6%	10.9%	7.5%
Office of Comptroller of Currency	85.5%	10.8%	3.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	64.2%	17.8%	18.0%
Department of the Treasury	64.8%	17.1%	18.1%
Office of Comptroller of Currency	70.1%	15.2%	14.7%

08 *I recommend my organization as a good place to work.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	65.5%	19.6%	14.9%
Department of the Treasury	65.0%	21.8%	13.1%
Office of Comptroller of Currency	80.4%	12.1%	7.6%

09 *Overall, how good a job do you feel is being done by your immediate supervisor/team leader?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	66.2%	20.9%	12.9%
Department of the Treasury	69.0%	19.3%	11.7%
Office of Comptroller of Currency	72.0%	19.0%	9.0%

10 *How would you rate the overall quality of work done by your work group?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	83.4%	13.5%	3.0%
Department of the Treasury	85.7%	11.8%	2.6%
Office of Comptroller of Currency	87.7%	11.1%	1.2%

Subagency Comparison Report

Recruitment, Development, & Retention

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	73.8%	15.1%	10.4%	0.7%
Department of the Treasury	73.6%	16.1%	9.8%	0.5%
Office of Comptroller of Currency	83.3%	9.2%	6.8%	0.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	75.3%	13.4%	10.6%	0.6%
Department of the Treasury	77.0%	12.6%	9.8%	0.7%
Office of Comptroller of Currency	80.2%	10.1%	9.4%	0.3%

13 *Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	60.6%	21.0%	17.4%	1.0%
Department of the Treasury	65.3%	18.3%	15.6%	0.8%
Office of Comptroller of Currency	72.4%	16.5%	10.3%	0.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	44.9%	27.8%	24.5%	2.8%
Department of the Treasury	44.1%	30.8%	22.2%	2.9%
Office of Comptroller of Currency	63.8%	19.8%	14.8%	1.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	52.7%	27.2%	17.4%	2.6%
Department of the Treasury	55.3%	26.3%	14.6%	3.8%
Office of Comptroller of Currency	57.0%	25.7%	14.8%	2.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	51.2%	18.1%	29.9%	0.8%
Department of the Treasury	60.7%	16.3%	22.1%	0.9%
Office of Comptroller of Currency	63.9%	15.0%	20.9%	0.3%

17 *My workload is reasonable.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	60.0%	16.2%	23.3%	0.5%
Department of the Treasury	59.9%	16.1%	23.7%	0.2%
Office of Comptroller of Currency	65.6%	13.2%	21.2%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	62.3%	17.0%	19.8%	0.9%
Department of the Treasury	62.9%	17.0%	18.7%	1.3%
Office of Comptroller of Currency	66.5%	16.1%	17.2%	0.3%

Subagency Comparison Report

Recruitment, Development, & Retention

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	83.9%	10.3%	5.1%	0.6%
Department of the Treasury	83.3%	10.5%	5.1%	1.1%
Office of Comptroller of Currency	85.7%	9.6%	4.4%	0.3%

20 *The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	90.8%	6.3%	2.6%	0.2%
Department of the Treasury	90.2%	6.6%	2.8%	0.4%
Office of Comptroller of Currency	85.8%	10.6%	3.5%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	67.2%	14.6%	17.7%	0.5%
Department of the Treasury	64.3%	14.6%	20.6%	0.4%
Office of Comptroller of Currency	75.5%	14.0%	10.3%	0.3%

Subagency Comparison Report

Performance Culture

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	35.2%	26.2%	34.0%	4.6%
Department of the Treasury	37.0%	27.3%	30.8%	4.9%
Office of Comptroller of Currency	45.8%	25.1%	23.6%	5.5%

23 *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	29.6%	26.5%	37.3%	6.5%
Department of the Treasury	32.0%	25.0%	32.0%	11.0%
Office of Comptroller of Currency	28.3%	30.3%	27.9%	13.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	43.8%	28.5%	25.4%	2.3%
Department of the Treasury	42.7%	25.4%	29.4%	2.5%
Office of Comptroller of Currency	50.9%	25.3%	20.4%	3.4%

25 *Employees are rewarded for providing high quality products and services to customers.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	46.1%	23.6%	28.0%	2.2%
Department of the Treasury	48.1%	22.6%	26.7%	2.6%
Office of Comptroller of Currency	55.7%	21.0%	20.9%	2.4%

26 *Creativity and innovation are rewarded.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	40.0%	28.1%	29.3%	2.5%
Department of the Treasury	39.4%	28.4%	28.2%	4.1%
Office of Comptroller of Currency	43.2%	28.7%	25.3%	2.9%

27 *Pay raises depend on how well employees perform their jobs.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	25.6%	26.7%	42.5%	5.2%
Department of the Treasury	26.5%	24.8%	42.1%	6.6%
Office of Comptroller of Currency	47.3%	19.6%	27.6%	5.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	41.4%	23.2%	30.9%	4.4%
Department of the Treasury	46.1%	21.6%	26.8%	5.6%
Office of Comptroller of Currency	48.0%	24.5%	23.5%	4.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	31.4%	30.5%	33.8%	4.2%
Department of the Treasury	32.6%	29.6%	31.8%	6.0%
Office of Comptroller of Currency	34.1%	30.2%	28.2%	7.5%

Subagency Comparison Report

Performance Culture

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	63.2%	18.0%	16.7%	2.2%
Department of the Treasury	68.5%	16.0%	14.7%	0.8%
Office of Comptroller of Currency	67.1%	16.3%	14.9%	1.7%

31 *Discussions with my supervisor/team leader about my performance are worthwhile.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	56.2%	23.1%	19.0%	1.8%
Department of the Treasury	60.8%	19.5%	17.8%	1.9%
Office of Comptroller of Currency	60.4%	19.5%	19.1%	1.0%

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).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	64.3%	15.9%	16.2%	3.6%
Department of the Treasury	68.0%	13.8%	15.9%	2.3%
Office of Comptroller of Currency	51.9%	18.3%	26.9%	2.9%

33 *I am held accountable for achieving results.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	81.8%	12.7%	4.8%	0.8%
Department of the Treasury	85.3%	8.6%	4.9%	1.2%
Office of Comptroller of Currency	87.1%	9.7%	2.7%	0.4%

34 *Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	56.8%	25.7%	11.0%	6.5%
Department of the Treasury	58.1%	23.1%	10.9%	7.9%
Office of Comptroller of Currency	69.2%	16.6%	7.4%	6.8%

35 *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	59.7%	23.8%	10.6%	5.9%
Department of the Treasury	60.5%	22.7%	9.4%	7.5%
Office of Comptroller of Currency	80.1%	9.3%	7.3%	3.3%

36 *Managers/supervisors/team leaders work well with employees of different backgrounds.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	65.2%	19.4%	12.2%	3.3%
Department of the Treasury	64.5%	18.5%	12.7%	4.2%
Office of Comptroller of Currency	74.5%	14.8%	8.3%	2.4%

Subagency Comparison Report

Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	51.8%	22.7%	24.9%	0.6%
Department of the Treasury	47.5%	25.4%	26.7%	0.4%
Office of Comptroller of Currency	59.2%	21.1%	19.0%	0.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	39.9%	28.0%	31.3%	0.9%
Department of the Treasury	36.5%	29.0%	33.8%	0.7%
Office of Comptroller of Currency	45.7%	28.2%	24.7%	1.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	49.5%	25.7%	21.6%	3.1%
Department of the Treasury	46.5%	26.6%	22.3%	4.6%
Office of Comptroller of Currency	61.2%	20.4%	11.8%	6.6%

40 *Managers communicate the goals and priorities of the organization.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	59.7%	21.4%	18.1%	0.8%
Department of the Treasury	66.9%	17.9%	14.4%	0.8%
Office of Comptroller of Currency	75.9%	14.6%	9.4%	0.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	57.5%	23.6%	13.7%	5.1%
Department of the Treasury	66.0%	19.0%	9.7%	5.3%
Office of Comptroller of Currency	65.3%	19.3%	9.0%	6.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	76.2%	13.2%	9.6%	1.1%
Department of the Treasury	76.7%	12.7%	8.5%	2.1%
Office of Comptroller of Currency	84.4%	11.2%	3.5%	0.9%

43 *My organization has prepared employees for potential security threats.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	74.1%	15.6%	8.9%	1.4%
Department of the Treasury	73.4%	16.1%	8.9%	1.6%
Office of Comptroller of Currency	81.7%	11.6%	5.7%	1.0%

44 *Complaints, disputes or grievances are resolved fairly in my work unit.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	39.4%	27.5%	20.8%	12.2%
Department of the Treasury	37.2%	28.2%	20.3%	14.3%
Office of Comptroller of Currency	40.7%	25.0%	12.2%	22.1%

Subagency Comparison Report

Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	47.7%	23.4%	21.5%	7.4%
Department of the Treasury	48.4%	22.8%	21.1%	7.7%
Office of Comptroller of Currency	51.7%	20.4%	15.2%	12.7%

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 tolerated.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	60.1%	19.2%	11.5%	9.2%
Department of the Treasury	59.6%	18.0%	11.7%	10.7%
Office of Comptroller of Currency	72.7%	11.1%	7.0%	9.3%

47 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	50.5%	22.6%	19.0%	7.9%
Department of the Treasury	49.8%	24.7%	17.0%	8.4%
Office of Comptroller of Currency	61.6%	18.6%	9.8%	10.0%

Subagency Comparison Report

Learning (Knowledge Management)

48 Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	58.3%	22.3%	18.2%	1.3%
Department of the Treasury	61.7%	20.2%	17.1%	1.0%
Office of Comptroller of Currency	63.0%	18.2%	17.0%	1.8%

49 Supervisors/team leaders in my work unit support employee development.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	64.5%	19.1%	15.6%	0.8%
Department of the Treasury	66.5%	17.9%	15.0%	0.6%
Office of Comptroller of Currency	79.6%	11.4%	8.9%	0.1%

50 Employees have electronic access to learning and training programs readily available at their desk.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	78.6%	11.9%	7.8%	1.6%
Department of the Treasury	80.9%	12.0%	5.7%	1.4%
Office of Comptroller of Currency	90.6%	5.5%	3.0%	0.9%

51 My training needs are assessed.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	53.4%	24.7%	20.4%	1.6%
Department of the Treasury	53.9%	25.4%	19.2%	1.4%
Office of Comptroller of Currency	62.0%	19.8%	17.5%	0.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	54.5%	23.1%	19.6%	2.8%
Department of the Treasury	53.1%	23.6%	20.1%	3.1%
Office of Comptroller of Currency	62.8%	19.8%	14.5%	2.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	75.4%	12.8%	11.3%	0.5%
Department of the Treasury	80.8%	9.0%	9.7%	0.5%
Office of Comptroller of Currency	82.4%	9.6%	7.5%	0.5%

54 Employees use information technology (for example, intranet, shared networks) to perform work.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	87.3%	8.2%	3.8%	0.8%
Department of the Treasury	90.5%	6.0%	3.2%	0.3%
Office of Comptroller of Currency	97.1%	2.1%	0.7%	0.1%

Subagency Comparison Report

Job Satisfaction

55 *How satisfied are you with your involvement in decisions that affect your work?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	53.4%	22.8%	23.9%
Department of the Treasury	47.8%	24.6%	27.7%
Office of Comptroller of Currency	59.9%	22.7%	17.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	48.1%	24.4%	27.4%
Department of the Treasury	52.1%	23.6%	24.3%
Office of Comptroller of Currency	57.4%	21.0%	21.6%

57 *How satisfied are you with the recognition you receive for doing a good job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	50.3%	22.8%	26.9%
Department of the Treasury	56.2%	20.0%	23.7%
Office of Comptroller of Currency	58.3%	18.8%	23.0%

58 *How satisfied are you with the policies and practices of your senior leaders?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	42.3%	28.8%	28.9%
Department of the Treasury	38.0%	31.5%	30.5%
Office of Comptroller of Currency	50.1%	29.7%	20.2%

59 *How satisfied are you with your opportunity to get a better job in your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	39.0%	28.2%	32.8%
Department of the Treasury	36.6%	30.6%	32.8%
Office of Comptroller of Currency	43.2%	29.5%	27.3%

60 *How satisfied are you with the training you receive for your present job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	55.3%	24.5%	20.2%
Department of the Treasury	55.6%	23.1%	21.3%
Office of Comptroller of Currency	70.2%	18.4%	11.5%

61 *Considering everything, how satisfied are you with your job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	68.5%	17.5%	14.1%
Department of the Treasury	70.3%	15.8%	13.8%
Office of Comptroller of Currency	74.0%	15.4%	10.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	60.4%	17.4%	22.2%
Department of the Treasury	60.2%	16.8%	23.0%
Office of Comptroller of Currency	61.3%	17.1%	21.5%

Subagency Comparison Report

Job Satisfaction

63 *Considering everything, how satisfied are you with your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	57.5%	22.2%	20.3%
Department of the Treasury	56.5%	23.7%	19.8%
Office of Comptroller of Currency	71.5%	16.9%	11.6%

Subagency Comparison Report

Satisfaction with Benefits

64 *How satisfied are you with retirement benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	60.9%	19.4%	12.5%	7.3%
Department of the Treasury	60.2%	19.4%	11.9%	8.5%
Office of Comptroller of Currency	82.2%	9.3%	5.4%	3.1%

65 *How satisfied are you with health insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	62.0%	17.2%	15.8%	5.0%
Department of the Treasury	64.6%	14.8%	16.2%	4.4%
Office of Comptroller of Currency	90.5%	5.3%	3.7%	0.5%

66 *How satisfied are you with life insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	60.2%	21.7%	9.5%	8.6%
Department of the Treasury	63.1%	20.1%	7.9%	8.9%
Office of Comptroller of Currency	78.3%	11.4%	4.1%	6.2%

67 *How satisfied are you with long term care insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	32.0%	28.4%	9.6%	30.0%
Department of the Treasury	24.9%	28.4%	9.3%	37.4%
Office of Comptroller of Currency	52.7%	17.0%	6.2%	24.1%

68 *How satisfied are you with the flexible spending account (FSA) program?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	34.8%	27.0%	3.7%	34.5%
Department of the Treasury	35.2%	25.4%	4.0%	35.4%
Office of Comptroller of Currency	79.2%	9.2%	5.3%	6.3%

69 *How satisfied are you with paid vacation time?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	87.7%	7.7%	4.7%
Department of the Treasury	87.6%	7.9%	4.5%
Office of Comptroller of Currency	94.5%	3.5%	1.9%

70 *How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	84.3%	9.4%	6.3%
Department of the Treasury	81.7%	9.2%	9.1%
Office of Comptroller of Currency	93.1%	4.1%	2.8%

71 *How satisfied are you with child care subsidies?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	9.1%	23.0%	4.2%	63.7%
Department of the Treasury	6.9%	22.6%	3.6%	66.9%
Office of Comptroller of Currency	11.0%	16.2%	4.1%	68.7%

Subagency Comparison Report

Satisfaction with Benefits

72 *How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	28.5%	24.4%	7.4%	39.7%
Department of the Treasury	28.2%	24.1%	6.6%	41.2%
Office of Comptroller of Currency	52.9%	16.5%	3.1%	27.5%

73 *How satisfied are you with telework/telecommuting?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	22.6%	20.3%	13.7%	43.3%
Department of the Treasury	34.0%	19.4%	12.5%	34.0%
Office of Comptroller of Currency	47.8%	18.2%	17.8%	16.2%

74 *How satisfied are you with alternative work schedules?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	46.9%	17.0%	12.7%	23.4%
Department of the Treasury	55.4%	14.7%	10.5%	19.3%
Office of Comptroller of Currency	75.8%	12.0%	6.6%	5.7%

Subagency Comparison Report

Demographics

75. Where do you work?

<i>Headquarters</i>	31%
<i>Field</i>	69%

76. What is your supervisory status?

<i>Non-Supervisor</i>	55%
<i>Team Leader</i>	20%
<i>Supervisor</i>	15%
<i>Manager</i>	7%
<i>Executive</i>	3%

77. Are you:

<i>Male</i>	55%
<i>Female</i>	45%

78. Are you Hispanic or Latino?

<i>Yes</i>	5%
<i>No</i>	95%

79. Are you:

<i>American Indian or Alaska Native</i>	1%
<i>Asian</i>	5%
<i>Black or African American</i>	15%
<i>Native Hawaiian or Other Pacific Islander</i>	< 1%
<i>White</i>	77%
<i>Two or more races</i>	1%

80. What is your age group?

<i>25 and under</i>	6%
<i>26 - 29</i>	6%
<i>30 - 39</i>	10%
<i>40 - 49</i>	30%
<i>50 - 59</i>	42%
<i>60 or older</i>	6%

81. What is your pay category/grade?

<i>Federal Wage System</i>	2%
<i>GS 1-6</i>	7%
<i>GS 7-12</i>	3%
<i>GS 13-15</i>	8%
<i>Senior Executive Service</i>	2%
<i>Senior Level (SL) or Scientific or Professional (ST)</i>	1%
<i>Other</i>	77%

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

<i>Less than 1 year</i>	< 1%
<i>1 to 3 years</i>	14%
<i>4 to 5 years</i>	5%
<i>6 to 10 years</i>	9%
<i>11 to 14 years</i>	3%
<i>15 to 20 years</i>	20%
<i>More than 20 years</i>	49%

83. How long have you been with your current agency?

<i>Less than 1 year</i>	1%
<i>1 to 3 years</i>	19%
<i>4 to 5 years</i>	6%
<i>6 to 10 years</i>	12%
<i>11 to 20 years</i>	23%
<i>More than 20 years</i>	40%

84. Are you considering leaving your organization within the next year?

<i>No</i>	80%
<i>Yes, to retire</i>	5%
<i>Yes, to take another job in the Federal Government</i>	5%
<i>Yes, to take another job outside the Federal Government</i>	6%
<i>Yes, other</i>	4%

85. I am planning to retire:

<i>Within one year</i>	4%
<i>Between one and three years</i>	11%
<i>Between three and five years</i>	14%
<i>Five or more years</i>	71%