



# U.S. Department of Commerce

## 2016 Federal Employee Viewpoint Survey Results

### Within This Report

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### About The FEVS

Title 5, Code of Federal Regulations, Part 250 requires agencies to administer an annual employee survey. The U.S. Office of Personnel Management now administers the FEVS annually, thus meeting agencies' yearly survey commitment.

The web-based survey was completed by more than 407,789 Federal employees from April 26 to June 16, 2016. The survey was open to Commerce employees beginning May 3, 2016.

The FEVS contained 99 questions regarding employee perceptions on critical areas of their work lives which drive employee satisfaction, commitment, and ultimately retention. Commerce will use the 2016 results to improve processes, products, services, and organizational outcomes through the recruitment and retention of a high-performing, diverse workforce.

### **Results At-A-Glance**

Overall, the majority of Commerce employees remain engaged and would recommend the Department as a good place to work, with major strengths in the nature of our work, immediate supervisors, and work-life programs. However, opportunities for improvement lie within employee perceptions on performance management, resources, and leadership within the Department.

- **44 items had positive ratings of 65% or more** (strengths)
- **1 item had negative rating of 35% or more** (challenges)
- **1 item had neutral rating of 30% or more** (opportunities)
- **63 items increased from the Department's 2015 positive score**
- **14 items decreased from the Department's 2015 positive score**
- **73 out of 77 items were above the positive Government-wide average**
- **44 items were 5 percentage points or more above the positive Government-wide average**
- **0 items were 5 percentage points or more below the positive Government-wide average**
- **Highest positive score: 96%** – When needed, I am willing to put in the extra effort to get a job done.
- **Lowest positive score: 40%** – In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

### **Indices**

Out of 37 large agencies, Commerce received the following Index scores:

#### **69% on Employee Engagement** (68% in 2015)

Conditions that lead to engaged employees

- **78% on Supervisors** (77% in 2015)  
The interpersonal relationship between worker and supervisor, including trust, respect, and support
- **73% on Intrinsic Work Experiences** (72% in 2015)  
Employees' feelings of motivation and competency relating to their role in the workplace
- **57% on Leaders Lead** (56% in 2015)  
Perceptions of leadership integrity and behaviors, such as communication and workforce motivation

#### **69% on Job Satisfaction** (68% in 2015)

Employees are satisfied with their jobs and various aspects thereof

#### **68% on Global Satisfaction** (67% in 2015)

Satisfaction with the job, pay, and organization and willingness to recommend it as good place to work

#### **63% on New Inclusion Quotient (IQ)** (63% in 2015)

The concept that individual behaviors repeated over time will create habits necessary for inclusiveness.

#### **63% on Talent Management** (62% in 2015)

The organization has the talent necessary to achieve organizational goals

#### **63% on Leadership and Knowledge Management** (62% in 2015)

Leadership is held in high regard, both overall and on specific facets of leadership

#### **60% on Results-Oriented Performance Culture** (60% in 2015)

The culture promotes improvement in processes, products, services, and organizational outcomes

### **Response Rates**

**52% (9,784 out of 18,963)** of Commerce employees responded, which is six percentage points above the Government rate. Bureau/organizational unit response rates are:

- |              |               |              |                |
|--------------|---------------|--------------|----------------|
| ▪ EDA – 80%  | ▪ BEA – 65%   | ▪ NOAA – 55% | ▪ BIS – 44%    |
| ▪ OIG – 77%  | ▪ NTIA – 65%  | ▪ ITA – 55%  | ▪ CENSUS – 43% |
| ▪ NTIS – 71% | ▪ ESA – 58%   | ▪ OS – 50%   |                |
| ▪ MBDA – 70% | ▪ USPTO – 56% | ▪ NIST – 48% |                |

## Positive, Neutral, Negative Ratings

POSITIVE		NEUTRAL	NEGATIVE		TOTAL	Don't Know / No Basis to Judge
Strongly Agree, Very Good, Very Satisfied	Agree, Good, Satisfied	Neither Agree nor Disagree, Fair, Neither Satisfied nor Dissatisfied	Disagree, Poor, Dissatisfied	Strongly Disagree, Very Poor, Very Dissatisfied		

### My Work Experience

1 I am given a real opportunity to improve my skills in my organization.	<b>69%</b>		16%	15%		9,765	n/a
	24%	45%	16%	11%	4%		
	2,605	4,410	1,373	991	386		
2 I have enough information to do my job well.	<b>74%</b>		13%	13%		9,703	n/a
	22%	52%	13%	10%	3%		
	2,250	4,953	1,231	984	285		
3 I feel encouraged to come up with new and better ways of doing things.	60%		20%	20%		9,655	n/a
	23%	38%	20%	14%	6%		
	2,532	3,682	1,693	1,215	533		
4 My work gives me a feeling of personal accomplishment.	<b>76%</b>		14%	10%		9,714	n/a
	32%	44%	14%	7%	3%		
	3,204	4,158	1,332	667	353		
5 I like the kind of work I do.	<b>84%</b>		11%	5%		9,667	n/a
	38%	45%	11%	3%	2%		
	3,794	4,267	1,083	352	171		
6 I know what is expected of me on the job.	<b>83%</b>		9%	8%		9,673	n/a
	36%	47%	9%	6%	2%		
	3,335	4,587	945	599	207		
7 When needed I am willing to put in the extra effort to get a job done.	<b>96%</b>		3%	1%		9,691	n/a
	63%	33%	3%	1%	1%		
	6,249	3,057	273	59	53		
8 I am constantly looking for ways to do my job better.	<b>90%</b>		8%	2%		9,730	n/a
	48%	43%	8%	1%	1%		
	4,754	4,066	745	115	50		
9 I have sufficient resources (for example, people, materials, budget) to get my job done.	53%		15%	31%		9,734	19
	15%	38%	15%	20%	12%		
	1,391	3,737	1,485	1,989	1,132		
10 My workload is reasonable.	54%		19%	27%		9,709	10
	11%	43%	19%	17%	10%		
	1,211	4,276	1,714	1,634	874		
11 My talents are used well in the workplace.	62%		18%	21%		9,554	38
	18%	44%	18%	13%	7%		
	1,857	4,146	1,570	1,273	708		
12 I know how my work relates to the agency's goals and priorities.	<b>86%</b>		9%	6%		9,689	20
	34%	52%	9%	4%	2%		
	3,427	4,911	805	339	207		
13 The work I do is important.	<b>90%</b>		7%	3%		9,597	36
	48%	43%	7%	1%	1%		
	4,460	4,112	734	177	114		

## Positive, Neutral, Negative Ratings

14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	<b>72%</b>		15%	13%		9,611	112
	29%	43%	15%	9%	5%		
	2,745	4,147	1,300	927	492		
15 My performance appraisal is a fair reflection of my performance.	<b>72%</b>		14%	14%		9,605	129
	27%	45%	14%	8%	6%		
	2,693	4,346	1,319	704	543		
16 I am held accountable for achieving results.	<b>85%</b>		10%	4%		9,659	45
	35%	51%	10%	3%	1%		
	3,330	4,915	978	283	153		
17 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63%		21%	16%		9,031	691
	26%	37%	21%	8%	8%		
	2,552	3,393	1,716	692	678		
18 My training needs are assessed.	54%		24%	22%		9,603	124
	15%	39%	24%	14%	8%		
	1,556	3,685	2,244	1,409	709		
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).	<b>71%</b>		13%	16%		9,541	233
	32%	39%	13%	9%	6%		
	2,990	3,730	1,253	954	614		

### My Work Unit

20 The people I work with cooperate to get the job done.	<b>78%</b>		13%	9%		9,773	n/a
	31%	47%	13%	7%	2%		
	3,260	4,486	1,133	651	243		
21 My work unit is able to recruit people with the right skills.	51%		25%	24%		9,303	456
	13%	38%	25%	15%	9%		
	1,337	3,601	2,153	1,461	751		
22 Promotions in my work unit are based on merit.	53%		23%	24%		8,981	732
	19%	34%	23%	13%	11%		
	1,646	3,043	2,158	1,148	986		
23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	40%		28%	32%		8,330	1,384
	10%	30%	28%	17%	15%		
	862	2,463	2,339	1,477	1,189		
24 In my work unit, differences in performance are recognized in a meaningful way.	42%		28%	30%		8,913	805
	11%	31%	28%	19%	12%		
	995	2,854	2,437	1,639	988		
25 Awards in my work unit depend on how well employees perform their jobs.	55%		22%	23%		8,916	796
	18%	37%	22%	13%	11%		
	1,559	3,281	2,009	1,146	921		
26 Employees in my work unit share job knowledge with each other.	<b>76%</b>		13%	11%		9,671	63
	25%	51%	13%	7%	4%		
	2,599	4,858	1,204	620	390		
27 The skill level in my work unit has improved in the past year.	58%		29%	13%		9,176	579
	19%	39%	29%	8%	5%		
	1,836	3,637	2,531	766	406		

## Positive, Neutral, Negative Ratings

28 How would you rate the overall quality of work done by your work unit?	<b>88%</b>		10%	2%		9,742	n/a
	47%	40%	10%	1%	0%		
	4,879	3,698	980	139	46		
<b>My Agency</b>							
29 The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	<b>74%</b>		16%	10%		9,441	203
	19%	55%	16%	8%	2%		
	1,896	5,187	1,442	688	228		
30 Employees have a feeling of personal empowerment with respect to work processes.	51%		24%	25%		9,366	276
	13%	38%	24%	17%	8%		
	1,288	3,565	2,212	1,627	674		
31 Employees are recognized for providing high quality products and services.	56%		21%	23%		9,406	215
	15%	40%	21%	15%	8%		
	1,579	3,902	1,941	1,322	662		
32 Creativity and innovation are rewarded.	44%		28%	28%		9,250	353
	12%	31%	28%	18%	10%		
	1,307	3,144	2,460	1,508	831		
33 Pay raises depend on how well employees perform their jobs.	41%		24%	<b>35%</b>		8,849	728
	13%	28%	24%	19%	16%		
	1,027	2,425	2,260	1,760	1,377		
34 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	62%		26%	12%		8,830	805
	20%	42%	26%	6%	6%		
	1,859	3,790	2,137	572	472		
35 Employees are protected from health and safety hazards on the job.	<b>80%</b>		12%	8%		9,404	237
	29%	51%	12%	5%	3%		
	2,846	4,917	1,055	373	213		
36 My organization has prepared employees for potential security threats.	<b>77%</b>		14%	9%		9,457	154
	25%	53%	14%	6%	3%		
	2,361	5,066	1,297	495	238		
37 Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62%		21%	17%		8,783	835
	23%	39%	21%	8%	9%		
	2,098	3,412	1,760	770	743		
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.	<b>74%</b>		17%	9%		8,532	1,046
	30%	44%	17%	4%	5%		
	2,662	3,740	1,341	370	419		
39 My agency is successful at accomplishing its mission.	<b>81%</b>		14%	5%		9,424	212
	26%	55%	14%	3%	2%		
	2,590	5,147	1,250	277	160		
40 I recommend my organization as a good place to work.	<b>73%</b>		17%	10%		9,635	n/a
	32%	41%	17%	7%	4%		
	3,130	3,866	1,599	691	349		

## Positive, Neutral, Negative Ratings

41 I believe the results of this survey will be used to make my agency a better place to work.	51%		25%	25%		8,956	693
	20%	31%	25%	14%	11%		
	1,778	2,775	2,190	1,257	956		

### My Supervisor

42 My supervisor supports my need to balance work and other life issues.	84%		8%	7%		9,572	57
	47%	37%	8%	4%	3%		
	4,714	3,488	743	350	277		

43 My supervisor provides me with opportunities to demonstrate my leadership skills.	69%		17%	13%		9,539	65
	35%	35%	17%	8%	5%		
	3,551	3,336	1,461	750	441		

44 Discussions with my supervisor about my performance are worthwhile.	70%		15%	15%		9,482	73
	33%	37%	15%	9%	6%		
	3,236	3,454	1,391	846	555		

45 My supervisor is committed to a workforce representative of all segments of society.	73%		19%	7%		8,578	1,013
	36%	38%	19%	4%	3%		
	3,207	3,208	1,596	285	282		

46 My supervisor provides me with constructive suggestions to improve my job performance.	69%		16%	14%		9,561	38
	32%	37%	16%	9%	6%		
	3,084	3,512	1,580	857	528		

47 Supervisors in my work unit support employee development.	73%		16%	11%		9,426	180
	34%	39%	16%	7%	5%		
	3,348	3,723	1,347	585	423		

48 My supervisor listens to what I have to say.	82%		10%	9%		9,617	n/a
	44%	37%	10%	6%	3%		
	4,422	3,530	879	507	279		

49 My supervisor treats me with respect.	85%		8%	7%		9,601	n/a
	51%	34%	8%	4%	3%		
	5,016	3,239	735	337	274		

50 In the last six months, my supervisor has talked with me about my performance.	88%		6%	6%		9,596	n/a
	46%	42%	6%	4%	2%		
	4,486	3,954	598	386	172		

51 I have trust and confidence in my supervisor.	74%		13%	12%		9,607	n/a
	43%	32%	13%	7%	6%		
	4,196	2,994	1,256	633	528		

52 Overall, how good a job do you feel is being done by your immediate supervisor?	77%		14%	9%		9,602	n/a
	48%	29%	14%	5%	4%		
	4,702	2,764	1,312	476	348		

### Leadership

53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43%		25%	32%		9,337	239
	12%	31%	25%	19%	13%		
	1,249	2,978	2,258	1,679	1,173		

54 My organization's senior leaders maintain high standards of honesty and integrity.	56%		25%	19%		8,823	751
	18%	38%	25%	10%	9%		
	1,791	3,302	2,099	812	819		

## Positive, Neutral, Negative Ratings

55 Supervisors work well with employees of different backgrounds.	<b>68%</b>		21%	11%		8,626	878
	22%	47%	21%	6%	5%		
	1,978	4,053	1,694	486	415		
56 Managers communicate the goals and priorities of the organization.	<b>65%</b>		18%	16%		9,376	144
	18%	48%	18%	10%	6%		
	1,758	4,387	1,710	927	594		
57 Managers review and evaluate the organization's progress toward meeting its goals and objectives.	<b>66%</b>		21%	13%		8,806	711
	19%	47%	21%	7%	5%		
	1,733	4,089	1,843	687	454		
58 Managers promote communication among different work units (for example, about projects, goals, needed resources).	53%		22%	24%		9,117	427
	15%	38%	22%	15%	9%		
	1,510	3,579	1,936	1,300	792		
59 Managers support collaboration across work units to accomplish work objectives.	58%		22%	20%		9,131	411
	17%	41%	22%	12%	8%		
	1,704	3,834	1,901	1,011	681		
60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64%		21%	15%		8,883	684
	27%	37%	21%	8%	7%		
	2,649	3,170	1,827	637	600		
61 I have a high level of respect for my organization's senior leaders.	56%		24%	20%		9,414	149
	20%	35%	24%	11%	9%		
	2,069	3,325	2,168	1,039	813		
62 Senior leaders demonstrate support for Work/Life programs.	63%		23%	13%		8,732	842
	23%	41%	23%	7%	6%		
	2,256	3,618	1,848	558	452		

### My Satisfaction

63 How satisfied are you with your involvement in decisions that affect your work?	55%		22%	24%		9,534	n/a
	17%	38%	22%	17%	6%		
	1,717	3,713	1,998	1,555	551		
64 How satisfied are you with the information you receive from management on what's going on in your organization?	52%		22%	26%		9,521	n/a
	14%	38%	22%	19%	7%		
	1,452	3,686	2,016	1,718	649		
65 How satisfied are you with the recognition you receive for doing a good job?	54%		22%	23%		9,507	n/a
	17%	37%	22%	16%	8%		
	1,723	3,542	2,090	1,447	705		
66 How satisfied are you with the policies and practices of your senior leaders?	44%		<b>30%</b>	26%		9,510	n/a
	12%	32%	30%	17%	8%		
	1,284	3,176	2,721	1,557	772		
67 How satisfied are you with your opportunity to get a better job in your organization?	41%		29%	29%		9,505	n/a
	13%	29%	29%	17%	12%		
	1,294	2,770	2,750	1,603	1,088		
68 How satisfied are you with the training you receive for your present job?	59%		22%	20%		9,514	n/a
	17%	42%	22%	14%	6%		
	1,727	3,964	2,103	1,208	512		

## Positive, Neutral, Negative Ratings

69 Considering everything, how satisfied are you with your job?	<b>72%</b>		15%	12%		9,518	n/a
	24%	48%	15%	9%	4%		
	2,410	4,444	1,437	853	374		
70 Considering everything, how satisfied are you with your pay?	64%		16%	20%		9,531	n/a
	20%	44%	16%	14%	6%		
	1,930	4,270	1,494	1,280	557		
71 Considering everything, how satisfied are you with your organization?	<b>65%</b>		20%	16%		9,535	n/a
	19%	45%	20%	11%	5%		
	2,003	4,284	1,744	1,020	484		

### Work/Life

79 How satisfied are you with the following Work/Life programs in your agency? Telework	<b>87%</b>		7%	6%		7,186	137
	48%	39%	7%	4%	2%		
	3,383	2,781	557	331	134		
80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	<b>94%</b>		4%	2%		5,047	70
	59%	35%	4%	1%	0%		
	2,982	1,786	190	66	23		
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)	<b>85%</b>		12%	3%		2,234	136
	36%	50%	12%	2%	1%		
	819	1,118	247	42	8		
82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	<b>79%</b>		18%	3%		1,003	152
	32%	46%	18%	2%	1%		
	337	465	171	19	11		
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)	<b>77%</b>		17%	6%		311	101
	41%	36%	17%	4%	1%		
	132	108	56	11	4		
84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	<b>73%</b>		25%	2%		222	86
	29%	44%	25%	2%	0%		
	71	93	52	5	1		

#### Notes:

- Don't Know/No Basis to Judge responses were excluded from percentage calculations and total response counts.
- The work/life satisfaction results (questions 79 - 84) only include employees who indicated that they participated in the program.
- Percentages are weighted to represent the Agency's population.
- The sum of percentages may not add to 100 due to rounding.
- Responses to questions 72 - 78 are listed under Work/Life Programs on page 8.
- Positive ratings of 65% or greater are in **bold green** font.
- Neutral ratings of 30% or greater are in **bold blue** font.
- Negative ratings of 35% or greater are in **bold red** font.



## Work/Life Programs

YES		NOT SURE	NO	TOTAL
Notified that I was eligible	Notified that I was not eligible	Not sure if I was notified	Not notified of my telework eligibility	

### Telework Eligibility

72 Have you been notified whether or not you are eligible to telework?	86%		5%	9%	9,479
	78%	8%	5%	9%	
	7,942	587	362	588	

I TELEWORK				I DO NOT TELEWORK				TOTAL
3 or more days per week	1 or 2 days per week	No more than 1 or 2 days per month	Very Infrequently, on an unscheduled or short-term basis	I have to be physically present on the job	Technical issues prevent me from teleworking	Did not receive approval, though I have the kind of job where I can telework	Choose not to telework	

### Telework Situation

73 Please select the response below that BEST describes your current teleworking situation:	73%				27%				9,491
	21%	28%	8%	16%	8%	2%	6%	11%	
	1,520	3,184	822	1,767	543	185	482	988	

YES	NO	NOT AVAILABLE TO ME	TOTAL
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### Program Participation

74 Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	52%	38%	9%	9,485
	5,129	3,718	638	

75 Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	24%	66%	10%	9,463
	2,313	6,458	692	

76 Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	12%	83%	5%	9,418
	1,045	8,027	346	

77 Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	3%	83%	14%	9,457
	334	8,146	977	

78 Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	2%	84%	14%	9,468
	240	8,235	993	

### Notes:

- Percentages are weighted to represent the Agency's population.
- The sum of percentages may not add to 100 due to rounding.



# Respondent Characteristics

## Demographic Characteristics

	Headquarters	Field	Total
85 Where do you work?	66%	34%	9,444
	6,279	3,165	

	Non-Supervisor	Team Leader	Supervisor	Manager	Sr. Leader	Total
86 What is your supervisory status?	64%	13%	14%	7%	3%	9,477
	6,059	1,192	1,320	639	267	

	Male	Female	Total
87 Are you:	54%	46%	9,332
	5,038	4,294	

	Yes	No	Total
88 Are you Hispanic or Latino?	5%	95%	9,243
	492	8,751	

	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Total
89 Please select the racial category(ies) with which you most closely identify.	1%	10%	14%	0%	71%	3%	8,981
	54	929	1,256	34	6,402	306	

	Less Than High School	High School Diploma/GED or equivalent	Trade or Technical Certificate	Some College (No Degree)	Associate's Degree (e.g., AA, AS)	Bachelor's Degree (e.g., BA, BS)	Master's Degree (e.g., MA, MS, MBA)	Doctoral/ Professional Degree (e.g., Ph.D., MD, JD)	Total
90 What is the highest degree or level of education you have completed?	0%	3%	1%	8%	3%	31%	32%	22%	9,391
	5	239	92	742	326	2,953	2,966	2,068	

	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	Senior Executive Service	Senior Level (SL) or Scientific or Professional (ST)	Other	Total
91 What is your pay category/grade?	1%	4%	28%	56%	3%	1%	7%	9,402
	133	357	2,607	5,278	279	92	656	

	< 1 yr	1-3 yrs	4-5 yrs	6-10 yrs	11-14 yrs	15-20 yrs	> 20 yrs	Total
92 How long have you been with the Federal Government (excluding military service)?	2%	10%	9%	22%	13%	15%	29%	9,424
	207	918	805	2,110	1,181	1,427	2,776	

	< 1 yr	1-3 yrs	4-5 yrs	6-10 yrs	11-20 yrs	> 20 yrs	Total
93 How long have you been with your current agency (for example, DOJ, EPA)?	4%	14%	10%	23%	27%	22%	9,384
	357	1,356	913	2,171	2,493	2,094	

## Respondent Characteristics

	No	Yes, Retire	Yes, Another Job Within Fed Gov	Yes, Another Job Outside Fed Gov	Yes, Other	Total	
94 Are you considering leaving your organization within the next year, and if so, why?	74% 6,910	4% 356	15% 1,429	3% 311	4% 395	9,401	
	Within 1 yr	Between 1 & 3 yrs	Between 3 & 5 yrs	5 or More yrs	Total		
95 I am planning to retire:	2% 222	7% 647	9% 804	82% 7,675	9,348		
	Heterosexual or Straight	Gay, Lesbian, Bisexual, or Transgender	I Prefer Not to Say	Total			
96 Self-Identify as:	83% 7,390	4% 324	13% 1,169	8,883			
	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged	Total		
97 What is your US military service status?	86% 8,006	0% 45	4% 365	9% 850	9,266		
	Yes	No	Total				
98 Are you an individual with a disability?	8% 758	92% 8,539	9,297				
	25 and under	26-29	30-39	40-49	50-59	60 or older	Total
99 What is your age group?	1% 117	4% 373	23% 2,224	27% 2,664	31% 3,074	14% 1,332	9,784

**Notes:**

- The sum of percentages may not add to 100 due to rounding.