

**National Transportation Safety Board
2015 Federal Employee Viewpoint Survey Results
All Respondents**

Interpretation of Results: The 2015 results demonstrate that employees are satisfied with their work and understand how it contributes to achieving NTSB’s mission. Demographic data showed that respondents were representative of the agency’s workforce across the various indicators, including age, race and ethnicity, tenure, and work location.

The survey included 84 items. Thirty-seven items in the survey had positive responses of 65% or more, which is a benchmark set by the Office of Personnel Management (OPM) to identify the strengths in an organization. Highest rated was item 7, “When needed, I am willing to put in the extra effort to get a job done.” (96% marked “Strongly Agree” or “Agree”). Similarly, employees overwhelmingly like their work: Q5. “I like the kind of work I do.” (91% positive response).

Four items in the survey had negative responses of 35% or more (e.g., “Disagree” or “Strongly Disagree”), an indicator of challenges for the organization: Q23. “In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.” (41% negative response); Q24. “In my work unit, differences in performance are recognized in a meaningful way.” (37% negative response); Q33. “Pay raises depend on how well employees perform their jobs.” (43% negative response); and Q67. “How satisfied are you with your opportunity to get a better job in your organization?” (37% negative response).

We achieved a response rate of 59.4% in 2015, which is less than our past performance, but it far exceeds the government-wide response rate of 49.7%. Our response rate demonstrates that employees continue to engage in the annual survey process to assess the leadership and management practices that contribute to agency performance and employee satisfaction. The trend of our response rate is reflected in the table below.

Instrument	Surveys Launched	Responses	Response Rate
2015 Federal Employee Viewpoint Survey	384	228	59.4%
2014 Federal Employee Viewpoint Survey	385	245	63.6%
2013 Federal Employee Viewpoint Survey	385	252	65.5%
2012 Federal Employee Viewpoint Survey	384	255	66.4%
2011 Federal Employee Viewpoint Survey	342	220	64.3%

Our goal is to use employee input to make NTSB a more effective agency and a better place to work. Ongoing initiatives to foster diversity, inclusion, and engagement in the workplace should contribute to further progress.

- How the survey was conducted:** The survey was conducted online from May 4, 2014 to June 12, 2015.
- Description of sample:** 384 full-time and part-time permanent employees of the agency were surveyed.
- Survey items and response choices:** See the tables on the following pages.

**NATIONAL TRANSPORTATION SAFETY BOARD
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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		54	108	26	27	12	227	NA
	%	71.83	23.74	48.09	11.45	11.63	5.09	100.00	
2. I have enough information to do my job well.	N		44	130	28	18	8	228	NA
	%	77.32	19.34	57.98	12.27	7.07	3.34	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		55	80	36	30	25	226	NA
	%	59.91	24.17	35.73	16.70	12.94	10.45	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		97	87	22	13	9	228	NA
	%	81.08	42.93	38.15	9.84	5.28	3.80	100.00	
*5. I like the kind of work I do.	N		113	91	7	10	3	224	NA
	%	91.19	50.84	40.34	3.17	4.35	1.30	100.00	
6. I know what is expected of me on the job.	N		78	98	27	18	6	227	NA
	%	78.19	34.88	43.31	11.76	7.47	2.59	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		164	54	3	3	2	226	NA
	%	96.37	72.49	23.88	1.36	1.32	0.94	100.00	
8. I am constantly looking for ways to do my job better.	N		125	80	16	6	1	228	NA
	%	90.21	54.36	35.85	6.82	2.45	0.52	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		28	104	30	41	23	226	1
	%	58.83	12.59	46.24	13.69	17.47	10.01	100.00	
*10. My workload is reasonable.	N		31	105	34	37	21	228	0
	%	59.78	14.04	45.74	15.30	15.96	8.96	100.00	
*11. My talents are used well in the workplace.	N		40	89	34	33	29	225	0
	%	57.59	17.99	39.59	15.43	14.89	12.10	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		103	96	17	5	5	226	1
	%	88.25	45.78	42.47	7.25	2.33	2.18	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*13. The work I do is important.	N		130	75	15	4	2	226	0
	%	90.78	57.98	32.80	6.57	1.75	0.91	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		89	98	25	10	2	224	3
	%	84.20	40.05	44.15	10.75	4.04	1.01	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		93	88	16	14	17	228	0
	%	79.82	41.27	38.56	7.13	5.74	7.30	100.00	
16. I am held accountable for achieving results.	N		88	102	27	7	3	227	0
	%	84.00	38.92	45.08	11.67	3.16	1.18	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		59	66	39	19	33	216	11
	%	57.76	27.19	30.57	18.56	8.76	14.91	100.00	
*18. My training needs are assessed.	N		32	97	39	35	25	228	0
	%	56.90	14.08	42.82	16.99	15.14	10.97	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		87	81	24	15	14	221	5
	%	76.63	39.95	36.68	10.86	6.38	6.12	100.00	
*20. The people I work with cooperate to get the job done.	N		91	89	22	15	10	227	NA
	%	79.42	39.54	39.88	9.91	6.61	4.06	100.00	
*21. My work unit is able to recruit people with the right skills.	N		25	101	35	36	27	224	4
	%	56.31	11.45	44.85	15.78	15.64	12.28	100.00	
*22. Promotions in my work unit are based on merit.	N		22	64	56	42	27	211	16
	%	40.49	10.43	30.07	27.26	19.58	12.66	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		14	54	49	40	42	199	27
	%	34.54	7.22	27.32	24.75	19.52	21.19	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		15	62	53	47	33	210	18
	%	37.40	7.41	29.99	25.57	21.48	15.55	100.00	

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2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
25. Awards in my work unit depend on how well employees perform their jobs.	N		23	73	48	33	30	207	18
	%	47.02	11.15	35.87	23.09	15.93	13.97	100.00	
26. Employees in my work unit share job knowledge with each other.	N		67	103	26	17	13	226	1
	%	75.13	28.83	46.30	12.05	7.52	5.31	100.00	
27. The skill level in my work unit has improved in the past year.	N		37	93	57	17	13	217	11
	%	59.50	16.83	42.67	26.58	7.80	6.12	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		121	84	17	5	1	228	NA
	%	90.01	52.49	37.52	7.45	2.02	0.52	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		63	126	13	15	6	223	2
	%	85.03	27.94	57.10	5.94	6.33	2.70	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		30	91	45	35	18	219	5
	%	55.60	13.78	41.82	20.74	15.58	8.08	100.00	
31. Employees are recognized for providing high quality products and services.	N		35	96	45	32	16	224	2
	%	58.86	15.86	42.99	19.99	14.04	7.11	100.00	
*32. Creativity and innovation are rewarded.	N		27	69	60	36	25	217	7
	%	44.73	12.31	32.42	27.86	16.22	11.18	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		17	41	61	60	32	211	15
	%	27.86	8.19	19.67	28.84	28.51	14.80	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		49	92	45	9	10	205	20
	%	68.42	23.46	44.96	22.03	4.51	5.04	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		64	136	15	6	4	225	1
	%	88.66	28.76	59.91	7.14	2.59	1.61	100.00	
*36. My organization has prepared employees for potential security threats.	N		38	111	38	27	7	221	3
	%	67.63	17.37	50.26	17.55	11.75	3.08	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		32	67	53	27	31	210	16
	%	47.26	15.25	32.01	26.01	12.45	14.27	100.00	
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		57	68	41	14	14	194	30
	%	64.29	29.22	35.07	21.27	7.30	7.14	100.00	
39. My agency is successful at accomplishing its mission.	N		109	87	18	5	1	220	2
	%	89.70	49.44	40.26	7.71	2.10	0.49	100.00	
40. I recommend my organization as a good place to work.	N		71	93	37	14	11	226	NA
	%	73.11	31.86	41.25	15.97	6.12	4.80	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		31	46	64	39	27	207	19
	%	38.15	15.59	22.56	30.54	18.39	12.93	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		109	73	21	13	9	225	1
	%	81.28	48.72	32.57	9.10	5.62	4.00	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		77	77	28	18	22	222	3
	%	69.79	35.33	34.47	13.00	7.70	9.50	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		68	70	39	23	23	223	1
	%	62.36	31.25	31.11	17.83	10.06	9.75	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		69	74	39	6	12	200	26
	%	71.19	34.62	36.58	20.05	2.94	5.81	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		64	72	43	24	22	225	1
	%	60.89	29.00	31.89	19.36	10.32	9.43	100.00	
*47. Supervisors in my work unit support employee development.	N		74	87	33	12	17	223	2
	%	72.58	33.60	38.97	14.49	5.44	7.49	100.00	
48. My supervisor listens to what I have to say.	N		100	62	30	18	14	224	NA
	%	73.08	45.00	28.08	13.28	7.67	5.97	100.00	
49. My supervisor treats me with respect.	N		111	73	18	10	14	226	NA
	%	81.78	49.39	32.39	7.88	4.43	5.91	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		101	97	11	7	10	226	NA
	%	87.52	45.50	42.02	5.26	2.97	4.25	100.00	
*51. I have trust and confidence in my supervisor.	N		86	67	39	14	20	226	NA
	%	68.43	38.42	30.02	17.32	5.58	8.67	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		93	66	37	15	14	225	NA
	%	71.44	41.35	30.08	16.12	6.39	6.05	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		25	69	50	43	36	223	3
	%	42.75	11.25	31.49	22.85	18.69	15.71	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		37	76	48	25	24	210	15
	%	54.15	17.55	36.60	23.26	11.56	11.03	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		44	89	49	15	11	208	16
	%	63.87	20.92	42.94	23.64	7.14	5.34	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		27	88	47	35	27	224	1
	%	51.49	12.36	39.13	21.50	15.31	11.70	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		28	86	48	28	13	203	21
	%	56.52	13.68	42.85	24.15	13.20	6.12	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		26	76	51	35	32	220	6
	%	46.87	12.17	34.69	23.66	15.90	13.57	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		36	75	53	28	26	218	7
	%	51.48	16.83	34.65	24.79	12.20	11.53	100.00	
		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		43	69	51	30	30	223	3
	%	50.68	19.34	31.34	22.73	13.42	13.17	100.00	
		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		30	87	42	33	32	224	1
	%	53.25	13.63	39.62	18.92	13.73	14.09	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
62. Senior leaders demonstrate support for Work/Life programs.	N		41	78	52	20	22	213	13
	%	56.42	19.49	36.93	24.76	8.99	9.83	100.00	
		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		32	80	46	48	19	225	NA
	%	50.73	14.21	36.52	20.78	20.46	8.02	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		21	80	58	40	24	223	NA
	%	46.01	9.57	36.44	26.51	17.38	10.10	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		36	84	47	30	27	224	NA
	%	54.01	16.35	37.66	21.06	13.17	11.76	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		20	68	68	35	34	225	NA
	%	39.53	9.04	30.49	31.06	14.98	14.43	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		22	54	65	50	33	224	NA
	%	34.31	10.05	24.26	28.94	22.39	14.37	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		42	95	40	30	17	224	NA
	%	61.10	18.79	42.31	17.81	13.71	7.38	100.00	
*69. Considering everything, how satisfied are you with your job?	N		57	106	28	19	14	224	NA
	%	73.56	25.58	47.98	12.29	8.22	5.93	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		59	92	40	20	14	225	NA
	%	67.12	26.00	41.12	17.79	8.89	6.19	100.00	
71. Considering everything, how satisfied are you with your organization?	N		45	102	39	20	18	224	NA
	%	66.46	20.28	46.18	17.50	8.54	7.50	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.	184	81.74
Yes, I was notified that I was not eligible to telework.	24	10.44
No, I was not notified of my telework eligibility.	12	5.13
Not sure if I was notified of my telework eligibility.	6	2.69
Total	226	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	59	27.53
I telework 1 or 2 days per week.	62	27.12
I telework, but no more than 1 or 2 days per month.	25	10.90
I telework very infrequently, on an unscheduled or short-term basis.	48	20.87
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	4	2.00
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	0	0.00
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.	18	7.72
I do not telework because I choose not to telework.	9	3.87
Total	225	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	117	53.39
No	89	39.71
Not available to me	16	6.89
Total	222	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	45	20.50
No	159	71.17
Not available to me	19	8.33
Total	223	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	42	19.52
No	178	79.16
Not available to me	3	1.32
Total	223	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	1	0.48
No	174	78.10
Not available to me	49	21.42
Total	224	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	1	0.49
No	179	81.38
Not available to me	41	18.14
Total	221	100.00

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		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		81	68	19	13	10	191	2
	%	77.96	42.56	35.40	9.83	7.02	5.18	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		67	42	4	2	2	117	1
	%	93.63	57.77	35.86	3.12	1.72	1.53	100.00	
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		12	24	5	2	0	43	3
	%	82.98	26.34	56.64	12.15	4.87	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		17	13	5	2	2	39	5
	%	77.38	43.15	34.23	13.13	4.80	4.69	100.00	
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		0	0	0	0	0	0	2
	%	---	---	---	---	---	---	---	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		0	0	0	0	0	0	5
	%	---	---	---	---	---	---	---	

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: Census

Number of surveys completed: 228

Number of surveys administered: 384

Response Rate: 59.4%

**NATIONAL TRANSPORTATION SAFETY BOARD
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	174	78.03
Field	49	21.97
Total	223	100.00

*What is your supervisory status?	N	%
Non-Supervisor	163	73.09
Team Leader	21	9.42
Supervisor	26	11.66
Manager	3	1.35
Senior Leader	10	4.48
Total	223	100.00

*Are you:	N	%
Male	134	60.91
Female	86	39.09
Total	220	100.00

*Are you Hispanic or Latino?	N	%
Yes	8	3.65
No	211	96.35
Total	219	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 228

Number of surveys administered: 384

Response Rate: 59.4%

NATIONAL TRANSPORTATION SAFETY BOARD 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	1	0.48
Asian	10	4.78
Black or African American	25	11.96
Native Hawaiian or Other Pacific Islander	0	0.00
White	165	78.95
Two or more races	8	3.83
Total	209	100.00

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

	N	%
Less than High School	0	0.00
High School Diploma/GED or equivalent	4	1.81
Trade or Technical Certificate	0	0.00
Some College (no degree)	22	9.95
Associate's Degree (e.g., AA, AS)	6	2.71
Bachelor's Degree (e.g., BA, BS)	78	35.29
Master's Degree (e.g., MA, MS, MBA)	74	33.48
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	37	16.74
Total	221	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 228

Number of surveys administered: 384

Response Rate: 59.4%

**NATIONAL TRANSPORTATION SAFETY BOARD
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	0	0.00
GS 1-6	0	0.00
GS 7-12	28	12.79
GS 13-15	180	82.19
Senior Executive Service	7	3.20
Senior Level (SL) or Scientific or Professional (ST)	2	0.91
Other	2	0.91
Total	219	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	7	3.18
1 to 3 years	9	4.09
4 to 5 years	15	6.82
6 to 10 years	44	20.00
11 to 14 years	41	18.64
15 to 20 years	36	16.36
More than 20 years	68	30.91
Total	220	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

Sample or Census: Census

Number of surveys completed: 228

Number of surveys administered: 384

Response Rate: 59.4%

**NATIONAL TRANSPORTATION SAFETY BOARD
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	16	7.37
1 to 3 years	25	11.52
4 to 5 years	25	11.52
6 to 10 years	42	19.35
11 to 20 years	72	33.18
More than 20 years	37	17.05
Total	217	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	147	65.92
Yes, to retire	11	4.93
Yes, to take another job within the Federal Government	37	16.59
Yes, to take another job outside the Federal Government	14	6.28
Yes, other	14	6.28
Total	223	100.00

I am planning to retire:	N	%
Within one year	7	3.17
Between one and three years	25	11.31
Between three and five years	20	9.05
Five or more years	169	76.47
Total	221	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Census
Number of surveys completed: 228
Number of surveys administered: 384
Response Rate: 59.4%

NATIONAL TRANSPORTATION SAFETY BOARD 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Self-Identify as:	N	%
Heterosexual or Straight	159	75.71
Gay, Lesbian, Bisexual, or Transgender	12	5.71
I prefer not to say	39	18.57
Total	210	100.00

What is your US military service status?	N	%
No Prior Military Service	173	79.72
Currently in National Guard or Reserves	4	1.84
Retired	19	8.76
Separated or Discharged	21	9.68
Total	217	100.00

Are you an individual with a disability?	N	%
Yes	14	6.42
No	204	93.58
Total	218	100.00

What is your age group?	N	%
25 and under	0	0.00
26-29	10	4.39
30-39	36	15.79
40-49	71	31.14
50-59	63	27.63
60 or older	48	21.05
Total	228	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Census
Number of surveys completed: 228
Number of surveys administered: 384
Response Rate: 59.4%