

**2008 Federal Human Capital Survey  
Environmental Protection Agency Trend Report  
Number of Surveys Returned: 6986**

*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"*

<i>Positive Responses</i>		<i>Neutral Responses</i>	<i>Negative Responses</i>		<i>Do Not Know/No Basis to Judge</i>
<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>	

**Environmental Protection Agency Trend Report**

**Personal Work Experiences**

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.9%	8.4%	7.7%
2008 Environmental Protection Agency	87.0%	7.6%	5.4%
2006 Environmental Protection Agency	85.2%	8.6%	6.2%
2004 Environmental Protection Agency	87.0%	7.1%	5.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	64.0%	17.9%	18.1%
2008 Environmental Protection Agency	69.8%	15.9%	14.3%
2006 Environmental Protection Agency	67.4%	16.6%	16.0%
2004 Environmental Protection Agency	70.3%	15.9%	13.8%

*03 I have enough information to do my job well.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	73.4%	15.2%	11.4%
2008 Environmental Protection Agency	76.6%	14.0%	9.4%
2006 Environmental Protection Agency	74.2%	15.0%	10.8%
2004 Environmental Protection Agency	76.3%	14.6%	9.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	60.7%	19.4%	19.9%
2008 Environmental Protection Agency	67.3%	16.7%	16.1%
2006 Environmental Protection Agency	65.5%	17.6%	16.9%
2004 Environmental Protection Agency	66.5%	17.5%	16.0%

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**Environmental Protection Agency Trend Report**

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**Personal Work Experiences**

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05 *My work gives me a feeling of personal accomplishment.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	73.4%	14.9%	11.7%
2008 Environmental Protection Agency	75.6%	14.2%	10.2%
2006 Environmental Protection Agency	74.2%	14.5%	11.3%
2004 Environmental Protection Agency	72.9%	15.4%	11.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.8%	11.0%	5.2%
2008 Environmental Protection Agency	83.0%	11.1%	5.9%
2006 Environmental Protection Agency	82.2%	12.0%	5.8%
2004 Environmental Protection Agency	81.4%	12.5%	6.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	64.2%	17.8%	18.0%
2008 Environmental Protection Agency	68.8%	15.4%	15.8%
2006 Environmental Protection Agency	66.5%	16.9%	16.7%
2004 Environmental Protection Agency	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	65.5%	19.6%	14.9%
2008 Environmental Protection Agency	73.4%	15.3%	11.3%
2006 Environmental Protection Agency	69.7%	17.9%	12.4%
2004 Environmental Protection Agency	70.8%	17.3%	11.9%

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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>
2008 Governmentwide	66.2%	20.9%	12.9%
2008 Environmental Protection Agency	70.9%	18.2%	10.9%
2006 Environmental Protection Agency	68.4%	20.4%	11.3%
2004 Environmental Protection Agency	68.4%	20.9%	10.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.4%	13.5%	3.0%
2008 Environmental Protection Agency	86.4%	11.7%	1.9%
2006 Environmental Protection Agency	84.7%	13.0%	2.3%
2004 Environmental Protection Agency	84.8%	12.9%	2.4%

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**Environmental Protection Agency Trend 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>
2008 Governmentwide	73.8%	15.1%	10.4%	0.7%
2008 Environmental Protection Agency	76.5%	13.0%	9.6%	0.9%
2006 Environmental Protection Agency	75.0%	14.5%	9.4%	1.1%
2004 Environmental Protection Agency	75.4%	14.0%	9.8%	0.8%

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>
2008 Governmentwide	75.3%	13.4%	10.6%	0.6%
2008 Environmental Protection Agency	83.7%	10.0%	5.6%	0.8%
2006 Environmental Protection Agency	84.0%	9.7%	5.2%	1.1%
2004 Environmental Protection Agency	85.2%	9.0%	4.9%	0.9%

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>
2008 Governmentwide	60.6%	21.0%	17.4%	1.0%
2008 Environmental Protection Agency	66.3%	17.9%	14.9%	0.9%
2006 Environmental Protection Agency	65.0%	19.0%	15.1%	1.0%
2004 Environmental Protection Agency	66.0%	18.5%	14.6%	0.8%

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>
2008 Governmentwide	44.9%	27.8%	24.5%	2.8%
2008 Environmental Protection Agency	49.8%	24.9%	22.3%	3.1%
2006 Environmental Protection Agency	46.1%	27.1%	23.4%	3.4%
2004 Environmental Protection Agency	49.1%	26.0%	21.9%	3.0%

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>
2008 Governmentwide	52.7%	27.2%	17.4%	2.6%
2008 Environmental Protection Agency	47.8%	30.6%	18.5%	3.2%
2006 Environmental Protection Agency	45.7%	32.4%	18.9%	3.1%
2004 Environmental Protection Agency	46.7%	32.5%	18.1%	2.7%

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>
2008 Governmentwide	51.2%	18.1%	29.9%	0.8%
2008 Environmental Protection Agency	48.6%	18.6%	32.1%	0.6%
2006 Environmental Protection Agency	45.5%	18.8%	34.7%	1.0%
2004 Environmental Protection Agency	48.1%	17.1%	33.8%	1.0%

*Environmental Protection Agency Trend Report*

**Recruitment, Development, & Retention**

17 *My workload is reasonable.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.0%	16.2%	23.3%	0.5%
2008 Environmental Protection Agency	60.7%	16.7%	22.3%	0.4%
2006 Environmental Protection Agency	59.7%	17.4%	22.4%	0.5%
2004 Environmental Protection Agency	61.4%	16.1%	22.1%	0.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	62.3%	17.0%	19.8%	0.9%
2008 Environmental Protection Agency	61.8%	16.5%	20.9%	0.8%
2006 Environmental Protection Agency	59.9%	17.2%	22.0%	0.9%
2004 Environmental Protection Agency	62.6%	16.9%	19.5%	1.0%

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>
2008 Governmentwide	83.9%	10.3%	5.1%	0.6%
2008 Environmental Protection Agency	86.0%	8.6%	5.0%	0.4%
2006 Environmental Protection Agency	84.1%	9.7%	5.6%	0.6%
2004 Environmental Protection Agency	84.7%	9.3%	5.4%	0.5%

20 *The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	90.8%	6.3%	2.6%	0.2%
2008 Environmental Protection Agency	87.8%	8.6%	3.3%	0.4%
2006 Environmental Protection Agency	87.5%	8.8%	3.3%	0.3%
2004 Environmental Protection Agency	87.5%	8.3%	3.8%	0.4%

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>
2008 Governmentwide	67.2%	14.6%	17.7%	0.5%
2008 Environmental Protection Agency	72.6%	13.3%	13.7%	0.4%
2006 Environmental Protection Agency	71.1%	13.8%	14.6%	0.4%
2004 Environmental Protection Agency	73.5%	13.0%	13.1%	0.5%

**Environmental Protection Agency Trend 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>
2008 Governmentwide	35.2%	26.2%	34.0%	4.6%
2008 Environmental Protection Agency	40.5%	24.0%	29.5%	5.9%
2006 Environmental Protection Agency	38.4%	25.4%	30.3%	5.9%
2004 Environmental Protection Agency	39.7%	24.8%	31.2%	4.3%

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>
2008 Governmentwide	29.6%	26.5%	37.3%	6.5%
2008 Environmental Protection Agency	24.8%	27.8%	36.7%	10.7%
2006 Environmental Protection Agency	22.9%	27.5%	40.0%	9.5%
2004 Environmental Protection Agency	21.1%	26.5%	43.6%	8.9%

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>
2008 Governmentwide	43.8%	28.5%	25.4%	2.3%
2008 Environmental Protection Agency	48.4%	26.8%	22.3%	2.6%
2006 Environmental Protection Agency	46.5%	27.1%	23.6%	2.7%
2004 Environmental Protection Agency	48.5%	25.8%	23.5%	2.2%

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>
2008 Governmentwide	46.1%	23.6%	28.0%	2.2%
2008 Environmental Protection Agency	59.7%	19.5%	18.9%	1.8%
2006 Environmental Protection Agency	54.5%	22.2%	21.6%	1.8%
2004 Environmental Protection Agency	56.4%	21.7%	19.1%	2.7%

26 *Creativity and innovation are rewarded.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	40.0%	28.1%	29.3%	2.5%
2008 Environmental Protection Agency	52.9%	23.9%	21.1%	2.1%
2006 Environmental Protection Agency	48.3%	26.9%	22.5%	2.3%
2004 Environmental Protection Agency	48.8%	25.8%	23.0%	2.5%

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>
2008 Governmentwide	25.6%	26.7%	42.5%	5.2%
2008 Environmental Protection Agency	24.3%	29.7%	38.5%	7.5%
2006 Environmental Protection Agency	22.4%	30.0%	41.1%	6.6%
2004 Environmental Protection Agency	N/A	N/A	N/A	N/A

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>
2008 Governmentwide	41.4%	23.2%	30.9%	4.4%
2008 Environmental Protection Agency	49.1%	21.9%	23.8%	5.2%
2006 Environmental Protection Agency	46.1%	22.8%	25.8%	5.3%
2004 Environmental Protection Agency	48.7%	22.6%	24.7%	4.1%

**Environmental Protection Agency Trend Report**

**Performance Culture**

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>
2008 Governmentwide	31.4%	30.5%	33.8%	4.2%
2008 Environmental Protection Agency	34.0%	30.0%	29.5%	6.5%
2006 Environmental Protection Agency	31.2%	30.7%	32.1%	6.0%
2004 Environmental Protection Agency	33.4%	30.3%	30.7%	5.6%

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>
2008 Governmentwide	63.2%	18.0%	16.7%	2.2%
2008 Environmental Protection Agency	65.2%	16.9%	16.8%	1.1%
2006 Environmental Protection Agency	61.8%	18.5%	18.3%	1.4%
2004 Environmental Protection Agency	71.6%	17.0%	10.2%	1.2%

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>
2008 Governmentwide	56.2%	23.1%	19.0%	1.8%
2008 Environmental Protection Agency	60.1%	19.7%	19.5%	0.8%
2006 Environmental Protection Agency	59.0%	19.8%	20.2%	1.1%
2004 Environmental Protection Agency	62.3%	19.5%	17.4%	0.8%

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>
2008 Governmentwide	64.3%	15.9%	16.2%	3.6%
2008 Environmental Protection Agency	58.5%	18.3%	21.2%	1.9%
2006 Environmental Protection Agency	N/A	N/A	N/A	N/A
2004 Environmental Protection Agency	N/A	N/A	N/A	N/A

33 *I am held accountable for achieving results.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	81.8%	12.7%	4.8%	0.8%
2008 Environmental Protection Agency	83.6%	11.4%	4.5%	0.5%
2006 Environmental Protection Agency	80.8%	13.7%	4.9%	0.6%
2004 Environmental Protection Agency	79.2%	13.7%	6.6%	0.5%

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>
2008 Governmentwide	56.8%	25.7%	11.0%	6.5%
2008 Environmental Protection Agency	61.7%	21.2%	9.8%	7.3%
2006 Environmental Protection Agency	57.8%	24.9%	10.0%	7.3%
2004 Environmental Protection Agency	60.2%	22.9%	10.1%	6.8%

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**Environmental Protection Agency Trend Report**

**Performance Culture**

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>
2008 Governmentwide	59.7%	23.8%	10.6%	5.9%
2008 Environmental Protection Agency	64.8%	19.3%	10.7%	5.2%
2006 Environmental Protection Agency	62.8%	21.4%	10.6%	5.2%
2004 Environmental Protection Agency	67.2%	18.5%	10.5%	3.9%

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>
2008 Governmentwide	65.2%	19.4%	12.2%	3.3%
2008 Environmental Protection Agency	66.7%	18.2%	11.1%	4.0%
2006 Environmental Protection Agency	63.4%	20.1%	12.4%	4.1%
2004 Environmental Protection Agency	65.0%	19.2%	12.3%	3.6%

**Environmental Protection Agency Trend 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>
2008 Governmentwide	51.8%	22.7%	24.9%	0.6%
2008 Environmental Protection Agency	45.9%	24.8%	28.6%	0.8%
2006 Environmental Protection Agency	44.4%	25.8%	29.2%	0.6%
2004 Environmental Protection Agency	44.4%	26.2%	28.9%	0.5%

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>
2008 Governmentwide	39.9%	28.0%	31.3%	0.9%
2008 Environmental Protection Agency	35.6%	29.9%	33.4%	1.1%
2006 Environmental Protection Agency	33.6%	30.1%	35.2%	1.1%
2004 Environmental Protection Agency	33.9%	30.1%	35.2%	0.9%

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>
2008 Governmentwide	49.5%	25.7%	21.6%	3.1%
2008 Environmental Protection Agency	46.7%	26.1%	22.8%	4.5%
2006 Environmental Protection Agency	46.4%	27.5%	21.6%	4.5%
2004 Environmental Protection Agency	45.8%	28.1%	21.4%	4.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	59.7%	21.4%	18.1%	0.8%
2008 Environmental Protection Agency	59.4%	21.9%	17.9%	0.8%
2006 Environmental Protection Agency	57.9%	21.9%	19.7%	0.5%
2004 Environmental Protection Agency	56.6%	22.6%	20.0%	0.9%

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>
2008 Governmentwide	57.5%	23.6%	13.7%	5.1%
2008 Environmental Protection Agency	60.2%	22.6%	11.9%	5.3%
2006 Environmental Protection Agency	57.9%	23.9%	13.1%	5.2%
2004 Environmental Protection Agency	56.8%	24.8%	13.4%	5.1%

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>
2008 Governmentwide	76.2%	13.2%	9.6%	1.1%
2008 Environmental Protection Agency	82.7%	11.3%	4.3%	1.8%
2006 Environmental Protection Agency	83.0%	11.0%	4.3%	1.7%
2004 Environmental Protection Agency	84.4%	9.4%	4.5%	1.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	74.1%	15.6%	8.9%	1.4%
2008 Environmental Protection Agency	74.8%	15.8%	7.4%	2.0%
2006 Environmental Protection Agency	71.1%	17.9%	9.0%	2.1%
2004 Environmental Protection Agency	75.9%	15.2%	7.6%	1.4%

**Environmental Protection Agency Trend Report**

**Leadership**

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>
2008 Governmentwide	39.4%	27.5%	20.8%	12.2%
2008 Environmental Protection Agency	33.4%	28.4%	16.5%	21.7%
2006 Environmental Protection Agency	31.2%	31.1%	17.9%	19.8%
2004 Environmental Protection Agency	32.3%	30.6%	17.9%	19.2%

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>
2008 Governmentwide	47.7%	23.4%	21.5%	7.4%
2008 Environmental Protection Agency	47.6%	22.0%	19.3%	11.1%
2006 Environmental Protection Agency	43.8%	24.0%	21.9%	10.3%
2004 Environmental Protection Agency	47.8%	22.6%	19.7%	9.9%

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>
2008 Governmentwide	60.1%	19.2%	11.5%	9.2%
2008 Environmental Protection Agency	57.8%	18.1%	10.7%	13.4%
2006 Environmental Protection Agency	56.7%	18.6%	11.1%	13.6%
2004 Environmental Protection Agency	59.2%	17.3%	11.0%	12.5%

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>
2008 Governmentwide	50.5%	22.6%	19.0%	7.9%
2008 Environmental Protection Agency	44.3%	23.5%	18.7%	13.5%
2006 Environmental Protection Agency	41.2%	25.4%	20.3%	13.1%
2004 Environmental Protection Agency	43.0%	24.7%	19.4%	13.0%

**Environmental Protection Agency Trend 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>
2008 Governmentwide	58.3%	22.3%	18.2%	1.3%
2008 Environmental Protection Agency	61.3%	20.7%	16.3%	1.7%
2006 Environmental Protection Agency	59.8%	21.5%	17.2%	1.4%
2004 Environmental Protection Agency	60.7%	22.1%	16.1%	1.2%

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>
2008 Governmentwide	64.5%	19.1%	15.6%	0.8%
2008 Environmental Protection Agency	71.7%	15.6%	11.9%	0.8%
2006 Environmental Protection Agency	70.3%	15.9%	12.9%	0.8%
2004 Environmental Protection Agency	73.1%	15.1%	11.0%	0.8%

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>
2008 Governmentwide	78.6%	11.9%	7.8%	1.6%
2008 Environmental Protection Agency	78.2%	13.1%	5.8%	2.9%
2006 Environmental Protection Agency	76.3%	14.0%	6.7%	3.0%
2004 Environmental Protection Agency	72.8%	14.7%	9.0%	3.5%

51 My training needs are assessed.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	53.4%	24.7%	20.4%	1.6%
2008 Environmental Protection Agency	47.4%	26.5%	24.8%	1.4%
2006 Environmental Protection Agency	46.1%	27.1%	25.4%	1.5%
2004 Environmental Protection Agency	45.3%	27.7%	25.6%	1.4%

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>
2008 Governmentwide	54.5%	23.1%	19.6%	2.8%
2008 Environmental Protection Agency	58.5%	20.1%	19.3%	2.1%
2006 Environmental Protection Agency	55.4%	21.4%	21.1%	2.1%
2004 Environmental Protection Agency	53.7%	22.2%	22.3%	1.7%

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>
2008 Governmentwide	75.4%	12.8%	11.3%	0.5%
2008 Environmental Protection Agency	73.6%	14.4%	11.5%	0.5%
2006 Environmental Protection Agency	72.3%	14.0%	13.1%	0.6%
2004 Environmental Protection Agency	73.0%	13.7%	12.8%	0.6%

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***Environmental Protection Agency Trend Report***

**Learning (Knowledge Management)**

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>
2008 Governmentwide	87.3%	8.2%	3.8%	0.8%
2008 Environmental Protection Agency	91.6%	5.7%	2.1%	0.6%
2006 Environmental Protection Agency	91.0%	6.2%	2.1%	0.7%
2004 Environmental Protection Agency	91.1%	5.8%	2.4%	0.7%

**Environmental Protection Agency Trend 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>
2008 Governmentwide	53.4%	22.8%	23.9%
2008 Environmental Protection Agency	58.6%	20.8%	20.6%
2006 Environmental Protection Agency	56.5%	21.2%	22.3%
2004 Environmental Protection Agency	57.9%	20.9%	21.2%

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>
2008 Governmentwide	48.1%	24.4%	27.4%
2008 Environmental Protection Agency	50.7%	24.1%	25.2%
2006 Environmental Protection Agency	48.4%	24.8%	26.7%
2004 Environmental Protection Agency	48.2%	24.4%	27.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	50.3%	22.8%	26.9%
2008 Environmental Protection Agency	59.4%	18.8%	21.8%
2006 Environmental Protection Agency	53.8%	21.3%	24.9%
2004 Environmental Protection Agency	58.0%	19.7%	22.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	42.3%	28.8%	28.9%
2008 Environmental Protection Agency	40.1%	30.1%	29.8%
2006 Environmental Protection Agency	37.3%	31.3%	31.5%
2004 Environmental Protection Agency	36.5%	31.3%	32.3%

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>
2008 Governmentwide	39.0%	28.2%	32.8%
2008 Environmental Protection Agency	36.8%	30.3%	32.8%
2006 Environmental Protection Agency	35.5%	31.0%	33.5%
2004 Environmental Protection Agency	35.0%	30.8%	34.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	55.3%	24.5%	20.2%
2008 Environmental Protection Agency	56.5%	27.3%	16.2%
2006 Environmental Protection Agency	54.9%	27.3%	17.8%
2004 Environmental Protection Agency	58.4%	26.4%	15.3%

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*Environmental Protection Agency Trend Report*

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**Job Satisfaction**

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	68.5%	17.5%	14.1%
2008 Environmental Protection Agency	71.0%	16.0%	13.0%
2006 Environmental Protection Agency	68.8%	17.3%	13.9%
2004 Environmental Protection Agency	71.6%	15.8%	12.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	60.4%	17.4%	22.2%
2008 Environmental Protection Agency	70.6%	14.7%	14.7%
2006 Environmental Protection Agency	70.4%	15.3%	14.3%
2004 Environmental Protection Agency	69.5%	15.7%	14.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	57.5%	22.2%	20.3%
2008 Environmental Protection Agency	61.5%	20.0%	18.5%
2006 Environmental Protection Agency	59.1%	21.7%	19.2%
2004 Environmental Protection Agency	62.3%	19.7%	18.0%

**Environmental Protection Agency Trend 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>
2008 Governmentwide	60.9%	19.4%	12.5%	7.3%
2008 Environmental Protection Agency	64.1%	17.7%	10.7%	7.5%
2006 Environmental Protection Agency	65.7%	17.5%	9.2%	7.7%
2004 Environmental Protection Agency	68.4%	21.7%	9.8%	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	62.0%	17.2%	15.8%	5.0%
2008 Environmental Protection Agency	68.2%	15.2%	14.0%	2.6%
2006 Environmental Protection Agency	64.2%	15.7%	17.1%	3.0%
2004 Environmental Protection Agency	59.8%	18.5%	21.7%	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.2%	21.7%	9.5%	8.6%
2008 Environmental Protection Agency	52.7%	23.7%	10.2%	13.4%
2006 Environmental Protection Agency	51.3%	24.5%	10.6%	13.6%
2004 Environmental Protection Agency	54.1%	34.0%	12.0%	N/A

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>
2008 Governmentwide	32.0%	28.4%	9.6%	30.0%
2008 Environmental Protection Agency	27.8%	27.7%	8.8%	35.7%
2006 Environmental Protection Agency	28.0%	29.0%	8.2%	34.8%
2004 Environmental Protection Agency	30.3%	58.8%	10.9%	N/A

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>
2008 Governmentwide	34.8%	27.0%	3.7%	34.5%
2008 Environmental Protection Agency	48.8%	19.7%	4.2%	27.4%
2006 Environmental Protection Agency	42.4%	23.1%	3.5%	31.1%
2004 Environmental Protection Agency	35.9%	57.2%	6.9%	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	87.7%	7.7%	4.7%
2008 Environmental Protection Agency	89.2%	6.8%	4.0%
2006 Environmental Protection Agency	90.1%	6.5%	3.4%
2004 Environmental Protection Agency	88.2%	7.4%	4.4%

**Environmental Protection Agency Trend Report**

**Satisfaction with Benefits**

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>
2008 Governmentwide	84.3%	9.4%	6.3%
2008 Environmental Protection Agency	86.4%	7.8%	5.9%
2006 Environmental Protection Agency	87.1%	8.0%	4.9%
2004 Environmental Protection Agency	87.4%	8.1%	4.5%

71 How satisfied are you with child care subsidies?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	9.1%	23.0%	4.2%	63.7%
2008 Environmental Protection Agency	7.6%	19.7%	4.2%	68.5%
2006 Environmental Protection Agency	7.0%	21.8%	4.0%	67.2%
2004 Environmental Protection Agency	13.8%	77.9%	8.4%	N/A

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>
2008 Governmentwide	28.5%	24.4%	7.4%	39.7%
2008 Environmental Protection Agency	37.6%	22.1%	5.1%	35.3%
2006 Environmental Protection Agency	38.5%	23.5%	4.9%	33.1%
2004 Environmental Protection Agency	45.6%	47.1%	7.2%	N/A

73 How satisfied are you with telework/telecommuting?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	22.6%	20.3%	13.7%	43.3%
2008 Environmental Protection Agency	48.3%	14.6%	14.6%	22.5%
2006 Environmental Protection Agency	42.1%	17.9%	14.1%	25.9%
2004 Environmental Protection Agency	42.9%	39.0%	18.1%	N/A

74 How satisfied are you with alternative work schedules?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	46.9%	17.0%	12.7%	23.4%
2008 Environmental Protection Agency	74.5%	10.2%	7.0%	8.3%
2006 Environmental Protection Agency	73.6%	10.7%	6.7%	9.0%
2004 Environmental Protection Agency	74.2%	17.6%	8.2%	N/A

**Environmental Protection Agency Trend Report**

**Demographics**

**75. Where do you work?**

<i>Headquarters</i>	34%
<i>Field</i>	66%

**76. What is your supervisory status?**

<i>Non-Supervisor</i>	73%
<i>Team Leader</i>	13%
<i>Supervisor</i>	8%
<i>Manager</i>	4%
<i>Executive</i>	2%

**77. Are you:**

<i>Male</i>	47%
<i>Female</i>	53%

**78. Are you Hispanic or Latino?**

<i>Yes</i>	6%
<i>No</i>	94%

**79. Are you:**

<i>American Indian or Alaska Native</i>	1%
<i>Asian</i>	6%
<i>Black or African American</i>	18%
<i>Native Hawaiian or Other Pacific Islander</i>	< 1%
<i>White</i>	72%
<i>Two or more races</i>	3%

**80. What is your age group?**

<i>25 and under</i>	1%
<i>26 - 29</i>	4%
<i>30 - 39</i>	14%
<i>40 - 49</i>	32%
<i>50 - 59</i>	37%
<i>60 or older</i>	12%

**81. What is your pay category/grade?**

<i>Federal Wage System</i>	< 1%
<i>GS 1-6</i>	1%
<i>GS 7-12</i>	27%
<i>GS 13-15</i>	70%
<i>Senior Executive Service</i>	2%
<i>Senior Level (SL) or Scientific or Professional (ST)</i>	< 1%
<i>Other</i>	< 1%

**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>	6%
<i>4 to 5 years</i>	6%
<i>6 to 10 years</i>	12%
<i>11 to 14 years</i>	10%
<i>15 to 20 years</i>	20%
<i>More than 20 years</i>	45%

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

<i>Less than 1 year</i>	2%
<i>1 to 3 years</i>	9%
<i>4 to 5 years</i>	7%
<i>6 to 10 years</i>	16%
<i>11 to 20 years</i>	34%
<i>More than 20 years</i>	32%

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

<i>No</i>	74%
<i>Yes, to retire</i>	5%
<i>Yes, to take another job in the Federal Government</i>	14%
<i>Yes, to take another job outside the Federal Government</i>	3%
<i>Yes, other</i>	4%

**85. I am planning to retire:**

<i>Within one year</i>	3%
<i>Between one and three years</i>	10%
<i>Between three and five years</i>	10%
<i>Five or more years</i>	76%