

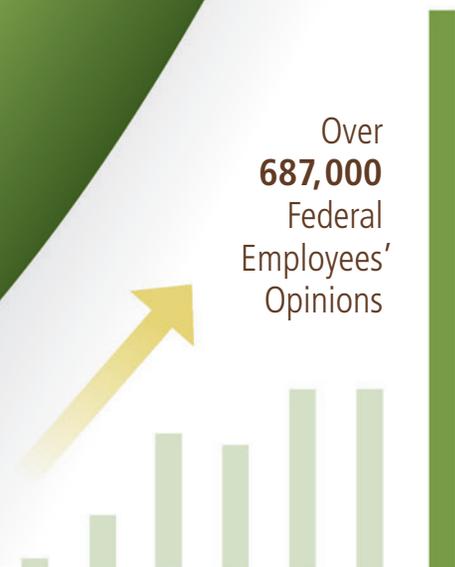
# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

NUCLEAR REGULATORY COMMISSION  
AGENCY RESULTS

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



Over  
**687,000**  
Federal  
Employees'  
Opinions

## NUCLEAR REGULATORY COMMISSION 2012 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		985	1,174	257	216	74	2,706	NA
	%	79.6	36.1	43.5	9.7	8.0	2.7	100.0	
2. I have enough information to do my job well.	N		931	1,323	239	167	45	2,705	NA
	%	83.2	34.3	48.9	8.9	6.2	1.7	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		843	1,000	425	274	158	2,700	NA
	%	68.2	31.0	37.2	15.8	10.1	5.9	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		1,016	1,073	314	197	102	2,702	NA
	%	77.4	37.6	39.8	11.5	7.3	3.8	100.0	
*5. I like the kind of work I do.	N		1,152	1,112	293	90	53	2,700	NA
	%	83.8	42.6	41.2	10.9	3.3	2.0	100.0	
6. I know what is expected of me on the job.	N		1,005	1,199	252	158	79	2,693	NA
	%	81.7	37.4	44.3	9.4	6.0	3.0	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		1,884	744	44	18	11	2,701	NA
	%	97.3	69.5	27.8	1.6	0.7	0.4	100.0	
8. I am constantly looking for ways to do my job better.	N		1,343	1,134	169	46	9	2,701	NA
	%	91.7	49.6	42.1	6.3	1.7	0.4	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		608	1,301	330	322	142	2,703	1
	%	70.6	22.4	48.2	12.3	11.8	5.2	100.0	
*10. My workload is reasonable.	N		590	1,363	339	286	125	2,703	0
	%	72.2	21.7	50.5	12.6	10.5	4.7	100.0	
*11. My talents are used well in the workplace.	N		671	1,157	340	306	201	2,675	7
	%	68.3	25.1	43.2	12.7	11.4	7.5	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		1,229	1,202	151	70	44	2,696	3
	%	90.1	45.4	44.7	5.6	2.6	1.7	100.0	
*13. The work I do is important.	N		1,399	1,031	197	34	34	2,695	3
	%	90.1	51.8	38.3	7.4	1.2	1.3	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		1,037	1,159	264	153	77	2,690	7
	%	81.8	38.3	43.5	9.8	5.6	2.8	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		823	1,124	331	231	166	2,675	27
	%	72.7	30.5	42.2	12.3	8.7	6.2	100.0	
16. I am held accountable for achieving results.	N		980	1,374	226	71	36	2,687	8
	%	87.6	36.4	51.2	8.5	2.6	1.3	100.0	

Survey Administration Period: April 9, 2012 to May 21, 2012

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 2,709

Number of surveys administered: 3,779

Response Rate: 71.7%

**NUCLEAR REGULATORY COMMISSION  
2012 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
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		1,088	919	335	139	143	2,624	76
	%	76.1	40.9	35.2	13.0	5.4	5.5	100.0	
*18. My training needs are assessed.	N		655	1,118	497	281	127	2,678	23
	%	66.2	24.1	42.0	18.6	10.5	4.7	100.0	
*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		683	1,053	403	313	205	2,657	48
	%	65.2	25.7	39.5	15.4	11.7	7.7	100.0	
*20. The people I work with cooperate to get the job done.	N		1,063	1,220	236	127	59	2,705	NA
	%	84.3	39.1	45.3	8.7	4.8	2.1	100.0	
*21. My work unit is able to recruit people with the right skills.	N		457	1,068	540	375	184	2,624	82
	%	57.9	17.1	40.8	20.8	14.3	7.0	100.0	
*22. Promotions in my work unit are based on merit.	N		446	857	611	323	262	2,499	198
	%	51.7	17.6	34.2	24.8	12.9	10.6	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		224	638	679	459	338	2,338	361
	%	36.5	9.4	27.1	29.6	19.4	14.4	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		351	847	638	441	240	2,517	183
	%	47.3	13.8	33.5	25.7	17.4	9.5	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		442	954	513	369	269	2,547	152
	%	54.6	17.1	37.4	20.3	14.5	10.6	100.0	
26. Employees in my work unit share job knowledge with each other.	N		955	1,261	264	140	74	2,694	7
	%	82.1	35.0	47.1	9.8	5.3	2.8	100.0	
27. The skill level in my work unit has improved in the past year.	N		618	942	672	237	124	2,593	109
	%	59.8	23.5	36.3	26.3	9.1	4.8	100.0	
		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		1,499	932	214	36	17	2,698	NA
	%	89.9	55.3	34.6	8.0	1.4	0.7	100.0	
		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		757	1,453	252	136	46	2,644	36
	%	83.5	28.3	55.2	9.6	5.2	1.7	100.0	

Survey Administration Period: April 9, 2012 to May 21, 2012  
Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

## NUCLEAR REGULATORY COMMISSION 2012 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
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		497	1,113	490	358	157	2,615	62
	%	61.6	18.9	42.7	18.6	13.7	6.1	100.0	
31. Employees are recognized for providing high quality products and services.	N		674	1,142	408	266	148	2,638	35
	%	68.6	25.3	43.4	15.5	10.2	5.7	100.0	
*32. Creativity and innovation are rewarded.	N		472	900	644	362	214	2,592	84
	%	52.7	18.0	34.7	25.0	14.0	8.3	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		176	507	759	553	480	2,475	200
	%	27.5	7.2	20.4	31.1	22.3	19.1	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		841	1,124	397	96	77	2,535	142
	%	77.1	32.8	44.4	15.9	3.8	3.2	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		1,198	1,235	147	39	23	2,642	29
	%	92.0	44.9	47.1	5.7	1.5	0.9	100.0	
*36. My organization has prepared employees for potential security threats.	N		889	1,347	282	82	33	2,633	37
	%	84.9	33.5	51.4	10.7	3.1	1.2	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		696	869	470	233	243	2,511	160
	%	62.0	27.3	34.7	18.9	9.3	9.9	100.0	
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		943	933	351	105	107	2,439	227
	%	76.4	38.0	38.4	14.8	4.4	4.5	100.0	
39. My agency is successful at accomplishing its mission.	N		1,150	1,225	196	54	27	2,652	21
	%	89.3	43.0	46.4	7.6	2.0	1.0	100.0	
40. I recommend my organization as a good place to work.	N		1,266	905	309	124	70	2,674	NA
	%	81.0	47.1	34.0	11.7	4.6	2.7	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		839	807	510	239	157	2,552	126
	%	64.6	32.9	31.7	20.0	9.3	6.1	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		1,553	815	154	71	68	2,661	14
	%	88.8	57.9	30.9	5.9	2.7	2.6	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		1,123	954	305	174	103	2,659	11
	%	78.0	41.9	36.1	11.5	6.7	3.9	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		906	980	369	229	155	2,639	29
	%	71.3	34.0	37.3	14.1	8.6	6.0	100.0	

Survey Administration Period: April 9, 2012 to May 21, 2012

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 2,709

Number of surveys administered: 3,779

Response Rate: 71.7%

## NUCLEAR REGULATORY COMMISSION 2012 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
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		969	875	430	83	62	2,419	248
	%	75.8	39.7	36.1	18.0	3.5	2.6	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		859	1,031	429	199	139	2,657	11
	%	70.9	32.1	38.8	16.3	7.5	5.3	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		1,134	989	296	133	92	2,644	23
	%	80.0	42.5	37.5	11.4	5.1	3.5	100.0	
48. My supervisor/team leader listens to what I have to say.	N		1,267	963	202	163	70	2,665	NA
	%	83.5	47.2	36.3	7.7	6.1	2.7	100.0	
49. My supervisor/team leader treats me with respect.	N		1,444	879	177	96	73	2,669	NA
	%	86.8	53.7	33.2	6.7	3.6	2.8	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		1,258	1,102	152	115	33	2,660	NA
	%	88.6	46.9	41.7	5.8	4.3	1.2	100.0	
*51. I have trust and confidence in my supervisor.	N		1,177	843	325	174	142	2,661	NA
	%	75.7	43.9	31.8	12.3	6.6	5.5	100.0	
		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/team leader?	N		1,305	770	363	126	97	2,661	NA
	%	77.8	48.7	29.0	13.7	4.8	3.7	100.0	
		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, leaders generate high levels of motivation and commitment in the workforce.	N		556	1,020	532	336	192	2,636	22
	%	59.6	20.9	38.7	20.3	12.8	7.3	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		842	991	398	189	172	2,592	63
	%	70.4	32.1	38.4	15.6	7.3	6.7	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		841	1,132	345	147	100	2,565	88
	%	76.6	32.3	44.3	13.6	5.9	3.9	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		765	1,205	338	204	117	2,629	15
	%	74.8	28.8	46.1	13.0	7.7	4.5	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		751	1,214	362	139	83	2,549	103
	%	77.0	29.1	47.9	14.3	5.5	3.3	100.0	

Survey Administration Period: April 9, 2012 to May 21, 2012

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 2,709

Number of surveys administered: 3,779

Response Rate: 71.7%

**NUCLEAR REGULATORY COMMISSION  
2012 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
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		701	1,101	406	254	140	2,602	51
	%	69.0	26.6	42.4	15.9	9.7	5.4	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		764	1,102	398	196	137	2,597	48
	%	71.6	29.1	42.5	15.6	7.5	5.3	100.0	
		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/team leader?	N		911	927	431	166	138	2,573	73
	%	71.2	35.1	36.1	16.9	6.5	5.4	100.0	
		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		825	943	438	234	192	2,632	11
	%	67.0	31.1	35.9	16.7	8.9	7.3	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		1,056	1,016	312	110	75	2,569	81
	%	80.4	40.7	39.7	12.4	4.3	2.9	100.0	
		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		689	1,075	448	320	117	2,649	NA
	%	66.6	25.8	40.8	17.0	12.0	4.5	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		667	1,095	482	294	107	2,645	NA
	%	66.5	25.0	41.5	18.5	11.0	4.1	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		687	1,011	447	323	176	2,644	NA
	%	64.0	25.8	38.2	17.0	12.3	6.7	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		543	1,036	549	333	175	2,636	NA
	%	59.8	20.3	39.4	20.8	12.7	6.7	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		465	775	669	439	289	2,637	NA
	%	46.8	17.4	29.3	25.6	16.6	11.0	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		760	1,120	456	216	77	2,629	NA
	%	71.3	28.6	42.7	17.5	8.2	3.0	100.0	

Survey Administration Period: April 9, 2012 to May 21, 2012

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 2,709

Number of surveys administered: 3,779

Response Rate: 71.7%

## NUCLEAR REGULATORY COMMISSION 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		908	1,139	301	194	100	2,642	NA
	%	77.4	34.1	43.3	11.4	7.4	3.8	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		683	1,136	375	299	147	2,640	NA
	%	68.9	25.7	43.2	14.2	11.3	5.5	100.0	
71. Considering everything, how satisfied are you with your organization?	N		808	1,131	364	233	103	2,639	NA
	%	73.4	30.2	43.1	13.8	8.9	4.0	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
<b>Yes</b>	2,234	84.7
<b>No</b>	332	12.6
<b>Not sure</b>	71	2.8
<b>Total</b>	2,637	100.0

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
<b>I telework 3 or more days per week.</b>	69	2.6
<b>I telework 1 or 2 days per week.</b>	619	23.4
<b>I telework, but no more than 1 or 2 days per month.</b>	295	11.2
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	742	27.9
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	207	7.8
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	53	2.1
<b>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.</b>	125	4.8
<b>I do not telework because I choose not to telework.</b>	525	20.2
<b>Total</b>	2,635	100.0

Survey Administration Period: April 9, 2012 to May 21, 2012  
Percentages are weighted to represent the Agency's population.  
\* AES prescribed items

Sample or Census: Census  
Number of surveys completed: 2,709  
Number of surveys administered: 3,779  
Response Rate: 71.7%

**NUCLEAR REGULATORY COMMISSION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
<b>Yes</b>	1,641	62.0
<b>No</b>	899	34.2
<b>Not available to me</b>	98	3.7
<b>Total</b>	2,638	100.0

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
<b>Yes</b>	1,150	43.9
<b>No</b>	1,398	52.9
<b>Not available to me</b>	82	3.1
<b>Total</b>	2,630	100.0

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
<b>Yes</b>	396	15.1
<b>No</b>	2,200	83.6
<b>Not available to me</b>	32	1.2
<b>Total</b>	2,628	100.0

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
<b>Yes</b>	100	3.8
<b>No</b>	2,332	88.7
<b>Not available to me</b>	196	7.5
<b>Total</b>	2,628	100.0

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
<b>Yes</b>	65	2.5
<b>No</b>	2,372	90.3
<b>Not available to me</b>	186	7.2
<b>Total</b>	2,623	100.0

**NUCLEAR REGULATORY COMMISSION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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 %	86.7	824 48.3	653 38.4	143 8.6	64 3.8	15 0.9	1,699 100.0	36
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	95.4	993 61.3	544 34.1	54 3.4	13 0.8	6 0.4	1,610 100.0	21
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 %	92.6	598 53.5	432 39.1	72 6.5	8 0.7	2 0.2	1,112 100.0	44
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	88.5	165 46.0	151 42.5	33 9.3	7 1.9	1 0.2	357 100.0	52
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 %	82.1	38 53.9	20 28.3	12 16.5	1 1.3	0 0.0	71 100.0	48
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	70.8	19 40.8	14 30.0	12 24.9	1 2.1	1 2.1	47 100.0	40

Survey Administration Period: April 9, 2012 to May 21, 2012

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: 2,709

Number of surveys administered: 3,779

Response Rate: 71.7%

**NUCLEAR REGULATORY COMMISSION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?	N	%
Headquarters	1,889	71.6
Field	748	28.4
<b>Total</b>	<b>2,637</b>	<b>100.0</b>

*86. What is your supervisory status?	N	%
Non-Supervisor	1,972	75.1
Team Leader	183	7.0
Supervisor	290	11.0
Manager	52	2.0
Executive	129	4.9
<b>Total</b>	<b>2,626</b>	<b>100.0</b>

*87. Are you:	N	%
Male	1,588	61.4
Female	1,000	38.6
<b>Total</b>	<b>2,588</b>	<b>100.0</b>

*88. Are you Hispanic or Latino?	N	%
Yes	187	7.3
No	2,365	92.7
<b>Total</b>	<b>2,552</b>	<b>100.0</b>

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	11	0.4
Asian	194	7.8
Black or African American	290	11.7
Native Hawaiian or Other Pacific Islander	10	0.4
White	1,877	75.5
Two or more races	105	4.2
<b>Total</b>	<b>2,487</b>	<b>100.0</b>

**NUCLEAR REGULATORY COMMISSION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?

	N	%
<b>25 and under</b>	45	1.8
<b>26-29</b>	144	5.6
<b>30-39</b>	486	19.0
<b>40-49</b>	574	22.4
<b>50-59</b>	927	36.2
<b>60 or older</b>	388	15.1
<b>Total</b>	2,564	100.0

91. What is your pay category/grade?

	N	%
<b>Federal Wage System</b>	2	0.1
<b>GS 1-6</b>	46	1.8
<b>GS 7-12</b>	354	13.6
<b>GS 13-15</b>	1,995	76.5
<b>Senior Executive Service</b>	125	4.8
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	44	1.7
<b>Other</b>	42	1.6
<b>Total</b>	2,608	100.0

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

	N	%
<b>Less than 1 year</b>	26	1.0
<b>1 to 3 years</b>	296	11.4
<b>4 to 5 years</b>	392	15.0
<b>6 to 10 years</b>	629	24.1
<b>11 to 14 years</b>	254	9.7
<b>15 to 20 years</b>	177	6.8
<b>More than 20 years</b>	833	32.0
<b>Total</b>	2,607	100.0

**NUCLEAR REGULATORY COMMISSION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
<b>Less than 1 year</b>	37	1.4
<b>1 to 3 years</b>	400	15.4
<b>4 to 5 years</b>	523	20.1
<b>6 to 10 years</b>	666	25.6
<b>11 to 20 years</b>	361	13.9
<b>More than 20 years</b>	614	23.6
<b>Total</b>	2,601	100.0

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

	N	%
<b>No</b>	2,001	76.6
<b>Yes, to retire</b>	143	5.5
<b>Yes, to take another job within the Federal Government</b>	251	9.6
<b>Yes, to take another job outside the Federal Government</b>	111	4.2
<b>Yes, other</b>	107	4.1
<b>Total</b>	2,613	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	86	3.3
<b>Between one and three years</b>	234	9.1
<b>Between three and five years</b>	213	8.3
<b>Five or more years</b>	2,042	79.3
<b>Total</b>	2,575	100.0

**NUCLEAR REGULATORY COMMISSION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

---

96. Self-Identify as:	N	%
Heterosexual or Straight	2,066	85.5
Gay, Lesbian, Bisexual, or Transgender	48	2.0
I prefer not to say	302	12.5
<b>Total</b>	<b>2,416</b>	<b>100.0</b>

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	600	23.1
No	1,995	76.9
<b>Total</b>	<b>2,595</b>	<b>100.0</b>

98. Are you an individual with a disability?	N	%
Yes	168	6.5
No	2,426	93.5
<b>Total</b>	<b>2,594</b>	<b>100.0</b>



United States  
Office of Personnel Management  
Planning and Policy Analysis

1900 E Street, NW  
Washington, DC 20415

[www.FedView.opm.gov](http://www.FedView.opm.gov)