

2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

NATIONAL CREDIT UNION ADMINISTRATION
AGENCY RESULTS

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions

NATIONAL CREDIT UNION ADMINISTRATION 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		185	383	78	62	15	723	NA
	%	78.9	25.6	53.4	10.6	8.5	2.0	100.0	
2. I have enough information to do my job well.	N		142	379	98	89	14	722	NA
	%	72.6	19.7	53.0	13.4	12.0	1.9	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		157	278	138	110	37	720	NA
	%	60.5	21.7	38.7	19.2	15.3	5.0	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		211	363	87	44	15	720	NA
	%	79.6	29.0	50.7	12.0	6.3	2.0	100.0	
*5. I like the kind of work I do.	N		268	361	58	19	12	718	NA
	%	87.5	37.1	50.4	8.1	2.8	1.6	100.0	
6. I know what is expected of me on the job.	N		187	382	82	47	22	720	NA
	%	79.2	25.6	53.6	11.2	6.6	2.9	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		471	228	15	3	4	721	NA
	%	96.9	64.9	32.0	2.1	0.4	0.6	100.0	
8. I am constantly looking for ways to do my job better.	N		339	327	41	13	2	722	NA
	%	92.1	46.7	45.5	5.8	1.9	0.3	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		88	338	106	133	57	722	0
	%	59.2	12.2	47.0	14.8	18.2	7.7	100.0	
*10. My workload is reasonable.	N		71	326	121	142	63	723	0
	%	55.5	9.9	45.6	16.6	19.5	8.4	100.0	
*11. My talents are used well in the workplace.	N		122	361	107	83	38	711	0
	%	68.2	17.1	51.1	15.1	11.6	5.1	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		226	398	59	27	10	720	1
	%	86.4	30.9	55.5	8.5	3.8	1.4	100.0	
*13. The work I do is important.	N		330	326	45	8	7	716	0
	%	91.5	45.6	45.9	6.4	1.1	1.0	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		195	303	161	41	18	718	4
	%	69.7	27.1	42.6	22.1	5.8	2.5	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		176	369	84	57	34	720	2
	%	75.8	24.5	51.3	11.6	8.0	4.7	100.0	
16. I am held accountable for achieving results.	N		242	412	49	16	3	722	0
	%	90.6	33.3	57.2	6.8	2.2	0.4	100.0	

Survey Administration Period: June 4, 2012 to July 2, 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: 724

Number of surveys administered: 1,108

Response Rate: 65.3%

NATIONAL CREDIT UNION ADMINISTRATION 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		212	309	104	35	35	695	24
	%	75.3	30.6	44.6	14.8	5.0	4.9	100.0	
*18. My training needs are assessed.	N		116	319	148	99	38	720	2
	%	60.9	15.7	45.2	20.4	13.5	5.1	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		185	326	89	78	43	721	0
	%	71.1	25.8	45.3	12.3	10.6	5.9	100.0	
*20. The people I work with cooperate to get the job done.	N		236	371	74	34	8	723	NA
	%	84.1	32.4	51.7	10.2	4.7	1.1	100.0	
*21. My work unit is able to recruit people with the right skills.	N		71	324	164	119	32	710	14
	%	55.7	9.8	45.9	23.2	16.7	4.4	100.0	
*22. Promotions in my work unit are based on merit.	N		80	274	180	94	72	700	24
	%	50.6	11.3	39.3	25.7	13.5	10.2	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		47	217	192	121	83	660	61
	%	39.9	7.0	32.9	29.2	18.5	12.4	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		65	262	173	140	57	697	26
	%	47.1	9.2	37.9	24.7	20.1	8.1	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		94	296	149	94	59	692	28
	%	56.4	13.5	42.9	21.5	13.6	8.5	100.0	
26. Employees in my work unit share job knowledge with each other.	N		231	362	70	42	16	721	0
	%	82.4	32.0	50.4	9.7	5.7	2.2	100.0	
27. The skill level in my work unit has improved in the past year.	N		151	305	156	68	24	704	16
	%	64.8	21.4	43.4	22.2	9.7	3.4	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		333	313	70	5	0	721	NA
	%	89.4	45.9	43.5	9.9	0.7	0.0	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		99	435	109	53	12	708	3
	%	75.7	14.1	61.6	15.2	7.4	1.7	100.0	

Survey Administration Period: June 4, 2012 to July 2, 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: 724

Number of surveys administered: 1,108

Response Rate: 65.3%

NATIONAL CREDIT UNION ADMINISTRATION 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		91	326	144	103	35	699	13
	%	59.8	12.8	46.9	20.5	14.8	5.0	100.0	
31. Employees are recognized for providing high quality products and services.	N		103	348	136	86	35	708	4
	%	63.8	14.5	49.4	19.3	12.0	4.9	100.0	
*32. Creativity and innovation are rewarded.	N		84	275	184	106	49	698	9
	%	51.6	12.0	39.6	26.3	15.2	6.9	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		43	210	186	129	117	685	21
	%	37.2	6.2	31.0	27.2	18.8	16.9	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		166	352	114	31	18	681	30
	%	76.4	24.6	51.9	16.8	4.3	2.5	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		165	336	140	37	11	689	20
	%	72.9	23.8	49.0	20.1	5.4	1.6	100.0	
*36. My organization has prepared employees for potential security threats.	N		122	365	130	54	18	689	21
	%	71.1	17.7	53.3	18.6	7.7	2.7	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		114	287	141	69	53	664	46
	%	60.8	16.9	44.0	20.9	10.3	8.0	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		175	321	107	29	33	665	47
	%	74.6	26.0	48.6	16.0	4.5	4.9	100.0	
39. My agency is successful at accomplishing its mission.	N		169	414	89	22	8	702	8
	%	83.1	24.0	59.1	12.7	3.1	1.1	100.0	
40. I recommend my organization as a good place to work.	N		226	314	130	31	12	713	NA
	%	75.9	31.6	44.3	18.2	4.3	1.6	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		138	236	190	78	36	678	34
	%	54.9	20.2	34.7	28.2	11.6	5.3	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		265	287	78	57	22	709	4
	%	78.2	37.7	40.5	10.9	8.0	3.0	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		240	300	96	48	22	706	2
	%	76.9	34.1	42.8	13.5	6.6	3.0	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		217	284	101	64	40	706	5
	%	71.3	30.9	40.3	14.1	9.1	5.5	100.0	

Survey Administration Period: June 4, 2012 to July 2, 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: 724

Number of surveys administered: 1,108

Response Rate: 65.3%

NATIONAL CREDIT UNION ADMINISTRATION 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		207	294	116	22	21	660	48
	%	76.0	31.4	44.6	17.5	3.3	3.1	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		204	292	108	63	38	705	4
	%	70.7	29.0	41.7	15.3	8.8	5.2	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		232	309	92	42	26	701	10
	%	77.4	33.2	44.2	13.0	5.9	3.6	100.0	
48. My supervisor/team leader listens to what I have to say.	N		284	290	75	42	19	710	NA
	%	81.3	40.1	41.2	10.2	5.9	2.5	100.0	
49. My supervisor/team leader treats me with respect.	N		316	287	57	34	16	710	NA
	%	85.2	44.8	40.4	8.1	4.6	2.2	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		301	331	39	27	12	710	NA
	%	89.2	42.5	46.6	5.5	3.7	1.6	100.0	
*51. I have trust and confidence in my supervisor.	N		283	225	107	58	35	708	NA
	%	72.1	40.4	31.7	14.9	8.2	4.8	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		312	233	108	35	21	709	NA
	%	77.0	44.1	32.9	15.2	4.9	2.9	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		83	298	157	116	50	704	3
	%	54.2	11.6	42.6	22.2	16.6	7.0	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		121	314	138	71	41	685	23
	%	63.7	17.6	46.1	20.0	10.4	5.8	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		138	339	135	40	24	676	32
	%	70.9	20.5	50.4	19.8	5.9	3.4	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		129	385	103	57	29	703	4
	%	73.3	18.3	55.0	14.8	8.0	4.0	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		123	371	118	42	21	675	30
	%	73.5	18.2	55.3	17.5	6.0	3.0	100.0	

Survey Administration Period: June 4, 2012 to July 2, 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: 724

Number of surveys administered: 1,108

Response Rate: 65.3%

**NATIONAL CREDIT UNION ADMINISTRATION
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		106	324	142	78	43	693	14
	%	62.3	15.3	47.0	20.4	11.2	6.1	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		125	332	134	66	34	691	13
	%	66.5	18.1	48.4	19.2	9.5	4.8	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		197	268	124	38	20	647	61
	%	71.6	30.3	41.3	19.5	5.9	3.0	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		159	272	149	83	40	703	6
	%	61.3	22.6	38.7	21.2	11.9	5.6	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		121	253	158	83	52	667	42
	%	55.9	18.0	37.8	24.0	12.4	7.7	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		113	315	147	106	25	706	NA
	%	60.5	15.6	44.9	20.9	15.1	3.4	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		116	340	146	87	17	706	NA
	%	64.5	16.3	48.2	21.0	12.1	2.3	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		120	291	153	108	33	705	NA
	%	58.3	16.6	41.7	21.6	15.4	4.6	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		93	287	195	95	33	703	NA
	%	54.2	12.9	41.3	27.6	13.5	4.7	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		99	248	171	126	63	707	NA
	%	49.1	13.9	35.2	24.2	17.8	8.9	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		106	327	138	95	35	701	NA
	%	62.2	15.1	47.0	19.5	13.4	4.9	100.0	

Survey Administration Period: June 4, 2012 to July 2, 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: 724

Number of surveys administered: 1,108

Response Rate: 65.3%

**NATIONAL CREDIT UNION ADMINISTRATION
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		159	362	116	45	21	703	NA
	%	74.3	22.4	51.9	16.6	6.2	2.9	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		110	335	124	94	42	705	NA
	%	63.5	15.7	47.8	17.5	13.2	5.9	100.0	
71. Considering everything, how satisfied are you with your organization?	N		129	354	147	46	26	702	NA
	%	68.9	18.2	50.7	21.0	6.5	3.6	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	%
Yes	428	60.3
No	192	27.4
Not sure	84	12.3
Total	704	100.0

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

	N	%
I telework 3 or more days per week.	106	15.4
I telework 1 or 2 days per week.	78	11.3
I telework, but no more than 1 or 2 days per month.	80	11.6
I telework very infrequently, on an unscheduled or short-term basis.	142	20.3
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	157	23.0
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	4	0.6
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.	60	8.7
I do not telework because I choose not to telework.	61	9.1
Total	688	100.0

Survey Administration Period: June 4, 2012 to July 2, 2012
Percentages are weighted to represent the Agency's population.
* AES prescribed items

Sample or Census: Census
Number of surveys completed: 724
Number of surveys administered: 1,108
Response Rate: 65.3%

NATIONAL CREDIT UNION ADMINISTRATION 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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

	N	%
Yes	501	70.6
No	135	19.4
Not available to me	71	10.0
Total	707	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	%
Yes	169	24.0
No	400	56.4
Not available to me	135	19.6
Total	704	100.0

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

	N	%
Yes	67	9.5
No	590	84.4
Not available to me	41	6.1
Total	698	100.0

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

	N	%
Yes	8	1.2
No	499	70.8
Not available to me	198	28.1
Total	705	100.0

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

	N	%
Yes	10	1.5
No	506	71.6
Not available to me	190	26.9
Total	706	100.0

**NATIONAL CREDIT UNION ADMINISTRATION
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 %	72.8	109 29.0	162 43.8	77 20.8	19 5.0	6 1.4	373 100.0	50
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	90.1	197 40.2	243 49.9	40 8.3	4 0.9	4 0.8	488 100.0	9
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 %	79.8	45 28.1	83 51.7	30 19.0	2 1.2	0 0.0	160 100.0	12
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	82.1	13 24.7	31 57.4	7 12.8	1 1.6	2 3.6	54 100.0	21
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 %	81.5	1 16.3	4 65.2	1 18.5	0 0.0	0 0.0	6 100.0	4
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	87.4	3 38.6	4 48.8	1 12.6	0 0.0	0 0.0	8 100.0	3

Survey Administration Period: June 4, 2012 to July 2, 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: 724

Number of surveys administered: 1,108

Response Rate: 65.3%

**NATIONAL CREDIT UNION ADMINISTRATION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?	N	%
Headquarters	183	26.1
Field	517	73.9
Total	700	100.0

*86. What is your supervisory status?	N	%
Non-Supervisor	516	73.6
Team Leader	72	10.3
Supervisor	80	11.4
Manager	8	1.1
Executive	25	3.6
Total	701	100.0

*87. Are you:	N	%
Male	367	52.5
Female	332	47.5
Total	699	100.0

*88. Are you Hispanic or Latino?	N	%
Yes	45	6.5
No	651	93.5
Total	696	100.0

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	8	1.2
Asian	39	5.7
Black or African American	87	12.8
Native Hawaiian or Other Pacific Islander	4	0.6
White	528	77.4
Two or more races	16	2.3
Total	682	100.0

**NATIONAL CREDIT UNION ADMINISTRATION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?

	N	%
25 and under	28	4.0
26-29	62	8.9
30-39	119	17.1
40-49	215	30.9
50-59	215	30.9
60 or older	57	8.2
Total	696	100.0

91. What is your pay category/grade?

	N	%
Federal Wage System	6	0.9
GS 1-6	5	0.7
GS 7-12	307	43.7
GS 13-15	192	27.3
Senior Executive Service	24	3.4
Senior Level (SL) or Scientific or Professional (ST)	1	0.1
Other	168	23.9
Total	703	100.0

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

	N	%
Less than 1 year	14	2.0
1 to 3 years	155	22.0
4 to 5 years	66	9.4
6 to 10 years	83	11.8
11 to 14 years	80	11.4
15 to 20 years	70	10.0
More than 20 years	235	33.4
Total	703	100.0

NATIONAL CREDIT UNION ADMINISTRATION 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	%
Less than 1 year	31	4.4
1 to 3 years	177	25.2
4 to 5 years	67	9.5
6 to 10 years	89	12.7
11 to 20 years	160	22.8
More than 20 years	179	25.5
Total	703	100.0

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

	N	%
No	539	77.2
Yes, to retire	32	4.6
Yes, to take another job within the Federal Government	80	11.5
Yes, to take another job outside the Federal Government	27	3.9
Yes, other	20	2.9
Total	698	100.0

95. I am planning to retire:

	N	%
Within one year	17	2.5
Between one and three years	51	7.4
Between three and five years	44	6.4
Five or more years	578	83.8
Total	690	100.0

**NATIONAL CREDIT UNION ADMINISTRATION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

96. Self-Identify as:	N	%
Heterosexual or Straight	563	84.5
Gay, Lesbian, Bisexual, or Transgender	20	3.0
I prefer not to say	83	12.5
Total	666	100.0

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	123	17.7
No	573	82.3
Total	696	100.0

98. Are you an individual with a disability?	N	%
Yes	67	9.6
No	630	90.4
Total	697	100.0



United States
Office of Personnel Management
Planning and Policy Analysis

1900 E Street, NW
Washington, DC 20415

www.FedView.opm.gov