

**National Transportation Safety Board
2014 Federal Employee Viewpoint Survey Results
All Respondents**

- 1. Interpretation of Results:** The 2014 results demonstrate that employees are satisfied with their work and understand how it contributes to achieving NTSB’s mission.

The survey included 84 items. Thirty-nine 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 among items in the “My Work Experience” section was item 7, “When needed, I am willing to put in the extra effort to get a job done.” (95% marked “Strongly Agree” or “Agree”.)

Ten items in the survey had negative responses of 35% or more (e.g., “Disagree” or “Strongly Disagree”), an indicator of challenges for the organization. The item with the the highest negative response was Question 33, “Pay raises depend on how well employees perform their jobs.” (47% negative response)

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. 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.

We achieved a response rate of 63.6% in 2014, which is only slightly less than our past performance and far exceeds the government-wide response rate of 46.8%. The trend of our response rate is reflected in the table below.

Instrument	Surveys Launched	Responses	Response Rate
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%
2010 Federal Employee Viewpoint Survey	351	250	71.2%

Our goal is to use employee input to make NTSB a more effective agency and a better place to work. Ongoing initiatives to foster engagement in the workplace, including those resulting from the Managing Director’s 2014 Listening Sessions, should contribute to further progress.

- 2. How the survey was conducted:** The survey was conducted online from May 6, 2014 to June 13, 2014.
- 3. Description of sample:** 385 full-time and part-time permanent employees of the agency were surveyed.
- 4. Survey items and response choices:** See the tables on the following pages.

NATIONAL TRANSPORTATION SAFETY BOARD 2014 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		50	120	27	27	21	245	NA
	%	69.05	20.44	48.61	11.01	11.16	8.78	100.00	
2. I have enough information to do my job well.	N		39	130	34	30	10	243	NA
	%	69.66	16.13	53.53	13.73	12.19	4.42	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		54	77	38	40	27	236	NA
	%	55.62	22.47	33.15	15.98	16.63	11.77	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		90	94	31	14	15	244	NA
	%	74.91	36.77	38.14	13.05	5.82	6.22	100.00	
*5. I like the kind of work I do.	N		119	96	11	8	6	240	NA
	%	89.37	49.17	40.20	4.62	3.34	2.66	100.00	
6. I know what is expected of me on the job.	N		71	117	22	25	9	244	NA
	%	77.10	28.98	48.13	8.90	10.11	3.89	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		168	61	3	6	2	240	NA
	%	95.48	69.93	25.54	1.22	2.47	0.83	100.00	
8. I am constantly looking for ways to do my job better.	N		128	88	20	5	2	243	NA
	%	89.06	52.46	36.60	8.12	1.98	0.85	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		21	113	30	51	29	244	0
	%	55.23	8.73	46.51	12.11	20.52	12.14	100.00	
*10. My workload is reasonable.	N		25	113	34	43	27	242	0
	%	57.20	10.58	46.62	13.89	17.66	11.25	100.00	
*11. My talents are used well in the workplace.	N		41	92	32	40	29	234	1
	%	57.06	17.38	39.68	13.52	16.93	12.49	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		94	117	14	10	7	242	2
	%	87.35	38.38	48.97	5.65	4.13	2.86	100.00	

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Sample or Census: Census

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*13. The work I do is important.	N		135	83	12	6	3	239	0
	%	91.41	56.08	35.32	4.83	2.48	1.28	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		100	105	19	12	3	239	3
	%	86.05	41.75	44.30	7.74	4.96	1.26	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		86	96	24	10	23	239	3
	%	75.75	35.24	40.51	10.15	4.34	9.76	100.00	
16. I am held accountable for achieving results.	N		89	126	18	5	3	241	1
	%	89.26	36.58	52.67	7.39	2.15	1.20	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		69	65	41	27	24	226	16
	%	59.19	29.56	29.63	18.04	11.72	11.05	100.00	
*18. My training needs are assessed.	N		40	91	33	43	35	242	1
	%	54.16	16.08	38.08	14.08	17.08	14.67	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		72	100	24	23	23	242	3
	%	71.00	29.30	41.69	9.78	9.59	9.63	100.00	
*20. The people I work with cooperate to get the job done.	N		82	104	30	24	5	245	NA
	%	75.60	32.90	42.70	12.38	9.94	2.08	100.00	
*21. My work unit is able to recruit people with the right skills.	N		31	92	39	51	28	241	4
	%	51.30	12.68	38.62	16.00	21.04	11.66	100.00	
*22. Promotions in my work unit are based on merit.	N		31	76	50	35	31	223	18
	%	47.47	13.58	33.88	22.53	16.02	13.99	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		15	76	44	47	31	213	29
	%	42.54	6.95	35.59	20.84	22.13	14.49	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		15	79	58	43	31	226	16
	%	41.47	6.59	34.88	25.86	18.90	13.77	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
25. Awards in my work unit depend on how well employees perform their jobs.	N		29	77	48	39	31	224	19
	%	47.29	12.57	34.72	21.09	17.32	14.30	100.00	
26. Employees in my work unit share job knowledge with each other.	N		72	113	25	19	14	243	1
	%	75.42	29.24	46.18	10.66	8.06	5.85	100.00	
27. The skill level in my work unit has improved in the past year.	N		43	79	69	22	22	235	9
	%	52.08	18.14	33.94	29.02	9.41	9.49	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		131	82	25	3	3	244	NA
	%	87.03	53.17	33.86	10.23	1.42	1.32	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		60	128	28	17	7	240	3
	%	78.33	24.78	53.55	11.53	7.01	3.13	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		33	78	39	59	26	235	7
	%	47.34	14.15	33.19	16.38	24.94	11.34	100.00	
31. Employees are recognized for providing high quality products and services.	N		44	97	40	31	22	234	7
	%	60.30	19.15	41.15	16.82	13.18	9.69	100.00	
*32. Creativity and innovation are rewarded.	N		30	73	50	50	30	233	9
	%	44.53	13.06	31.47	21.37	21.12	12.98	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		13	49	50	71	30	213	26
	%	29.42	6.17	23.25	23.13	32.72	14.73	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		45	105	49	14	13	226	17
	%	66.11	19.75	46.36	21.45	6.59	5.85	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		63	139	17	17	4	240	3
	%	84.40	26.53	57.87	7.08	6.85	1.68	100.00	
*36. My organization has prepared employees for potential security threats.	N		32	118	47	23	11	231	9
	%	65.28	14.21	51.07	20.28	9.67	4.77	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		44	68	57	27	31	227	14
	%	48.84	19.27	29.57	25.13	11.87	14.16	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		59	84	48	11	15	217	25
	%	65.09	26.68	38.41	22.37	5.23	7.31	100.00	
39. My agency is successful at accomplishing its mission.	N		101	111	19	7	3	241	2
	%	87.97	41.85	46.13	7.84	2.83	1.36	100.00	
40. I recommend my organization as a good place to work.	N		66	88	49	26	14	243	NA
	%	62.64	26.38	36.25	20.46	11.01	5.90	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		29	48	64	56	31	228	15
	%	34.16	12.76	21.41	28.40	24.09	13.35	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		131	67	14	19	11	242	0
	%	81.63	53.74	27.89	6.01	7.57	4.79	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		88	81	23	29	21	242	0
	%	69.71	35.57	34.15	9.93	11.50	8.86	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		77	74	33	25	26	235	2
	%	64.26	32.50	31.76	14.13	10.52	11.10	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		77	69	46	11	11	214	28
	%	68.18	35.84	32.34	21.82	4.78	5.22	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		76	79	38	24	23	240	2
	%	64.82	31.26	33.56	15.99	9.52	9.67	100.00	
*47. Supervisors in my work unit support employee development.	N		87	85	37	15	14	238	4
	%	72.07	36.07	36.00	15.87	6.10	5.97	100.00	
48. My supervisor listens to what I have to say.	N		104	80	24	17	17	242	NA
	%	76.03	42.65	33.37	9.94	6.84	7.19	100.00	
49. My supervisor treats me with respect.	N		122	76	18	9	17	242	NA
	%	81.89	49.84	32.05	7.32	3.83	6.96	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		110	94	16	12	10	242	NA
	%	84.03	44.91	39.13	6.54	5.20	4.23	100.00	
*51. I have trust and confidence in my supervisor.	N		97	74	23	24	23	241	NA
	%	70.89	39.55	31.33	9.59	9.87	9.64	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		107	65	37	17	16	242	NA
	%	71.15	44.20	26.95	15.24	6.89	6.71	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		22	52	56	59	51	240	2
	%	30.46	9.28	21.18	23.83	24.53	21.18	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		35	69	59	32	30	225	15
	%	45.53	15.50	30.03	26.68	14.40	13.40	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		42	97	47	12	18	216	23
	%	64.12	19.16	44.96	21.56	5.86	8.46	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		27	105	44	36	25	237	5
	%	55.98	11.59	44.40	18.35	15.31	10.35	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		24	96	45	34	21	220	20
	%	54.69	10.99	43.70	19.86	15.81	9.65	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		24	68	58	37	45	232	9
	%	40.06	10.63	29.42	24.76	15.87	19.32	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		29	81	50	38	35	233	9
	%	47.30	12.62	34.68	21.62	16.15	14.93	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		45	68	55	33	32	233	7
	%	48.84	19.16	29.68	23.43	13.82	13.91	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		27	74	60	40	40	241	0
	%	41.74	11.14	30.61	24.97	16.46	16.83	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		33	87	51	29	23	223	18
	%	53.62	14.79	38.83	23.12	12.87	10.39	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		33	87	45	50	26	241	NA
	%	49.56	13.67	35.89	19.08	20.36	11.00	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		25	85	45	56	30	241	NA
	%	45.86	10.34	35.52	18.60	23.11	12.43	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		41	85	54	41	19	240	NA
	%	52.42	16.97	35.46	22.76	16.87	7.95	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		18	63	60	63	35	239	NA
	%	33.81	7.65	26.16	25.50	25.83	14.86	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		26	59	73	42	41	241	NA
	%	35.20	10.70	24.51	29.71	17.96	17.13	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		37	110	42	32	20	241	NA
	%	60.83	15.18	45.65	17.44	13.46	8.28	100.00	
*69. Considering everything, how satisfied are you with your job?	N		62	105	36	19	16	238	NA
	%	69.93	26.02	43.91	15.29	7.94	6.84	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		65	97	42	24	13	241	NA
	%	66.49	26.38	40.12	17.76	10.05	5.70	100.00	
71. Considering everything, how satisfied are you with your organization?	N		47	105	37	31	19	239	NA
	%	63.50	19.81	43.69	15.32	13.21	7.96	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.	216	90.27
Yes, I was notified that I was not eligible to telework.	15	6.16
No, I was not notified of my telework eligibility.	6	2.74
Not sure if I was notified of my telework eligibility.	2	0.83
Total	239	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	66	26.97
I telework 1 or 2 days per week.	63	26.56
I telework, but no more than 1 or 2 days per month.	28	11.27
I telework very infrequently, on an unscheduled or short-term basis.	56	23.20
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	4	1.62
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	0.35
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.	7	3.17
I do not telework because I choose not to telework.	16	6.86
Total	241	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	144	60.04
No	92	38.04
Not available to me	5	1.92
Total	241	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	55	23.61
No	165	69.07
Not available to me	18	7.32
Total	238	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	43	19.02
No	191	80.98
Not available to me	0	0.00
Total	234	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	3	1.48
No	188	78.20
Not available to me	50	20.32
Total	241	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	3	1.51
No	193	80.10
Not available to me	45	18.39
Total	241	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		97	71	21	16	6	211	1
	%	79.99	45.80	34.20	9.46	7.63	2.92	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		90	49	2	2	0	143	1
	%	97.43	62.38	35.05	1.34	1.22	0.00	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		18	28	7	1	0	54	4
	%	85.62	32.80	52.82	12.63	1.75	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		17	23	3	0	0	43	6
	%	93.73	40.63	53.11	6.27	0.00	0.00	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		1	0	0	1	0	2	1
	%	58.04	58.04	0.00	0.00	41.96	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		2	0	0	0	0	2	1
	%	100.00	100.00	0.00	0.00	0.00	0.00	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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: 245

Number of surveys administered: 385

Response Rate: 63.6%

NATIONAL TRANSPORTATION SAFETY BOARD 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Where do you work?	N	%
Headquarters	183	76.25
Field	57	23.75
Total	240	100.00

*What is your supervisory status?	N	%
Non-Supervisor	167	70.17
Team Leader	20	8.40
Supervisor	30	12.61
Manager	10	4.20
Senior Leader	11	4.62
Total	238	100.00

*Are you:	N	%
Male	143	60.08
Female	95	39.92
Total	238	100.00

*Are you Hispanic or Latino?	N	%
Yes	9	3.90
No	222	96.10
Total	231	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014
 Percentages are weighted to represent the Agency's population.
 * AES prescribed items

Sample or Census: Census
 Number of surveys completed: 245
 Number of surveys administered: 385
 Response Rate: 63.6%

NATIONAL TRANSPORTATION SAFETY BOARD 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

*Please select the racial category or categories with which you most closely identify.

	N	%
American Indian or Alaska Native	3	1.33
Asian	7	3.10
Black or African American	20	8.85
Native Hawaiian or Other Pacific Islander	2	0.88
White	191	84.51
Two or more races	3	1.33
Total	226	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	7	2.94
Trade or Technical Certificate	1	0.42
Some College (no degree)	23	9.66
Associate's Degree (e.g., AA, AS)	3	1.26
Bachelor's Degree (e.g., BA, BS)	83	34.87
Master's Degree (e.g., MA, MS, MBA)	80	33.61
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	41	17.23
Total	238	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014
 Percentages are weighted to represent the Agency's population.
 * AES prescribed items

Sample or Census: Census
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**NATIONAL TRANSPORTATION SAFETY BOARD
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	1	0.42
GS 1-6	0	0.00
GS 7-12	26	10.92
GS 13-15	194	81.51
Senior Executive Service	9	3.78
Senior Level (SL) or Scientific or Professional (ST)	4	1.68
Other	4	1.68
Total	238	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	0	0.00
1 to 3 years	17	7.08
4 to 5 years	15	6.25
6 to 10 years	49	20.42
11 to 14 years	35	14.58
15 to 20 years	44	18.33
More than 20 years	80	33.33
Total	240	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014
Percentages are weighted to represent the Agency's population.

Sample or Census: Census
Number of surveys completed: 245
Number of surveys administered: 385
Response Rate: 63.6%

NATIONAL TRANSPORTATION SAFETY BOARD 2014 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	1	0.42
1 to 3 years	46	19.41
4 to 5 years	21	8.86
6 to 10 years	46	19.41
11 to 20 years	81	34.18
More than 20 years	42	17.72
Total	237	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	160	67.80
Yes, to retire	11	4.66
Yes, to take another job within the Federal Government	44	18.64
Yes, to take another job outside the Federal Government	9	3.81
Yes, other	12	5.08
Total	236	100.00

I am planning to retire:	N	%
Within one year	4	1.71
Between one and three years	24	10.26
Between three and five years	26	11.11
Five or more years	180	76.92
Total	234	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014
Percentages are weighted to represent the Agency's population.

Sample or Census: Census
Number of surveys completed: 245
Number of surveys administered: 385
Response Rate: 63.6%

NATIONAL TRANSPORTATION SAFETY BOARD 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Self-Identify as:	N	%
Heterosexual or Straight	176	80.37
Gay, Lesbian, Bisexual, or Transgender	12	5.48
I prefer not to say	31	14.16
Total	219	100.00

What is your US military service status?	N	%
No Prior Military Service	181	77.35
Currently in National Guard or Reserves	4	1.71
Retired	25	10.68
Separated or Discharged	24	10.26
Total	234	100.00

Are you an individual with a disability?	N	%
Yes	9	3.86
No	224	96.14
Total	233	100.00

What is your age group?	N	%
25 and under	2	0.82
26-29	4	1.63
30-39	32	13.06
40-49	80	32.65
50-59	83	33.88
60 or older	44	17.96
Total	245	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014
Percentages are weighted to represent the Agency's population.

Sample or Census: Census
Number of surveys completed: 245
Number of surveys administered: 385
Response Rate: 63.6%