

Department of Commerce
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My Supervisor/Team Leader (continued)

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	657,845	65.1%	18.6%	16.3%	7,510
2012 Department of Commerce	19,227	72.4%	16.1%	11.4%	219
2012 Office of Inspector General	107	68.2%	13.6%	18.2%	1
2011 Office of Inspector General	120	63.4%	24.1%	12.5%	1
2010 Office of Inspector General	58	65.1%	24.0%	10.9%	1
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2012 Governmentwide	665,079	74.3%	13.2%	12.5%
2012 Department of Commerce	19,488	80.7%	10.7%	8.6%
2012 Office of Inspector General	109	77.8%	9.1%	13.1%
2011 Office of Inspector General	122	77.2%	11.0%	11.8%
2010 Office of Inspector General	59	76.4%	15.0%	8.7%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2012 Governmentwide	664,171	79.4%	11.1%	9.5%
2012 Department of Commerce	19,461	84.3%	8.8%	6.9%
2012 Office of Inspector General	108	79.1%	11.9%	9.0%
2011 Office of Inspector General	122	82.2%	7.9%	9.9%
2010 Office of Inspector General	58	68.7%	18.8%	12.6%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

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My Supervisor/Team Leader (continued)

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2012 Governmentwide	664,039	76.8%	10.5%	12.7%
2012 Department of Commerce	19,436	87.2%	6.9%	5.9%
2012 Office of Inspector General	109	88.3%	7.5%	4.2%
2011 Office of Inspector General	122	77.2%	11.7%	11.1%
2010 Office of Inspector General	59	67.4%	17.1%	15.5%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2012 Governmentwide	663,909	65.8%	17.2%	17.0%
2012 Department of Commerce	19,451	73.0%	14.6%	12.4%
2012 Office of Inspector General	107	70.7%	13.7%	15.5%
2011 Office of Inspector General	121	70.0%	15.6%	14.5%
2010 Office of Inspector General	59	59.2%	23.0%	17.9%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
2012 Governmentwide	663,472	68.4%	18.9%	12.6%
2012 Department of Commerce	19,458	75.5%	15.8%	8.7%
2012 Office of Inspector General	108	75.2%	14.1%	10.7%
2011 Office of Inspector General	120	73.0%	15.3%	11.7%
2010 Office of Inspector General	59	63.7%	24.0%	12.3%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

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Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	651,887	42.9%	26.2%	30.9%	6,310
2012 Department of Commerce	19,130	48.0%	26.6%	25.4%	229
2012 Office of Inspector General	107	31.3%	20.2%	48.5%	1
2011 Office of Inspector General	119	34.4%	23.2%	42.5%	0
2010 Office of Inspector General	57	48.7%	34.9%	16.4%	1
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	638,553	55.1%	23.1%	21.8%	19,203
2012 Department of Commerce	18,475	60.8%	22.6%	16.6%	863
2012 Office of Inspector General	105	46.1%	14.3%	39.6%	3
2011 Office of Inspector General	113	47.9%	25.2%	26.9%	6
2010 Office of Inspector General	55	71.1%	18.3%	10.6%	3
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	631,883	63.4%	22.2%	14.4%	24,592
2012 Department of Commerce	18,228	69.9%	20.0%	10.1%	1,065
2012 Office of Inspector General	100	51.8%	24.0%	24.2%	8
2011 Office of Inspector General	110	57.4%	29.9%	12.7%	10
2010 Office of Inspector General	54	59.2%	30.0%	10.8%	4
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

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Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	651,106	62.4%	19.9%	17.7%	5,427
2012 Department of Commerce	19,116	66.7%	18.7%	14.6%	163
2012 Office of Inspector General	105	50.7%	20.8%	28.5%	2
2011 Office of Inspector General	120	63.3%	18.6%	18.1%	0
2010 Office of Inspector General	57	63.6%	24.8%	11.5%	1
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	621,279	62.0%	23.4%	14.6%	34,259
2012 Department of Commerce	18,250	67.7%	20.8%	11.5%	1,009
2012 Office of Inspector General	104	64.6%	18.4%	17.0%	3
2011 Office of Inspector General	113	70.3%	16.0%	13.7%	6
2010 Office of Inspector General	53	67.9%	24.6%	7.5%	5
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	639,009	53.3%	23.0%	23.8%	17,366
2012 Department of Commerce	18,709	56.7%	22.8%	20.5%	592
2012 Office of Inspector General	105	36.6%	26.8%	36.6%	3
2011 Office of Inspector General	119	45.1%	24.2%	30.7%	1
2010 Office of Inspector General	55	48.2%	32.7%	19.1%	3
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

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Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	637,138	56.9%	23.0%	20.1%	18,374
2012 Department of Commerce	18,681	61.8%	21.8%	16.4%	601
2012 Office of Inspector General	106	45.1%	31.6%	23.4%	2
2011 Office of Inspector General	119	54.3%	25.0%	20.7%	1
2010 Office of Inspector General	56	58.0%	33.0%	9.0%	2
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	625,622	57.9%	24.0%	18.1%	30,480
2012 Department of Commerce	17,769	64.0%	22.5%	13.6%	1,549
2012 Office of Inspector General	102	53.0%	20.8%	26.2%	5
2011 Office of Inspector General	113	50.8%	26.6%	22.6%	7
2010 Office of Inspector General	53	61.8%	32.6%	5.6%	5
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	648,951	54.1%	23.3%	22.6%	7,190
2012 Department of Commerce	18,959	57.2%	23.2%	19.6%	359
2012 Office of Inspector General	107	36.8%	26.1%	37.1%	1
2011 Office of Inspector General	118	41.7%	26.2%	32.1%	0
2010 Office of Inspector General	55	55.3%	28.5%	16.2%	2
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

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Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	598,453	54.0%	27.6%	18.4%	56,981
2012 Department of Commerce	17,314	62.7%	25.3%	12.0%	2,011
2012 Office of Inspector General	101	46.0%	20.3%	33.7%	6
2011 Office of Inspector General	111	45.1%	31.1%	23.9%	8
2010 Office of Inspector General	54	72.7%	17.5%	9.8%	2
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
2012 Governmentwide	652,744	51.6%	23.7%	24.7%
2012 Department of Commerce	19,287	56.0%	23.6%	20.4%
2012 Office of Inspector General	108	38.6%	22.3%	39.1%
2011 Office of Inspector General	120	41.7%	17.5%	40.7%
2010 Office of Inspector General	59	48.4%	30.6%	21.0%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	652,105	48.4%	24.2%	27.5%
2012 Department of Commerce	19,262	52.4%	23.3%	24.2%
2012 Office of Inspector General	108	32.9%	26.6%	40.5%
2011 Office of Inspector General	120	38.2%	14.5%	47.3%
2010 Office of Inspector General	59	48.8%	26.4%	24.9%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

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My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,832	48.0%	23.8%	28.2%
2012 Department of Commerce	19,221	56.7%	22.1%	21.2%
2012 Office of Inspector General	107	37.3%	34.6%	28.1%
2011 Office of Inspector General	119	43.9%	27.2%	28.9%
2010 Office of Inspector General	59	54.3%	26.8%	18.9%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,372	43.4%	29.3%	27.3%
2012 Department of Commerce	19,191	47.0%	29.5%	23.5%
2012 Office of Inspector General	108	31.1%	22.3%	46.6%
2011 Office of Inspector General	120	33.4%	29.6%	37.0%
2010 Office of Inspector General	59	45.6%	33.9%	20.5%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,630	36.4%	28.4%	35.1%
2012 Department of Commerce	19,236	41.8%	30.4%	27.8%
2012 Office of Inspector General	108	20.4%	34.3%	45.2%
2011 Office of Inspector General	120	20.4%	33.3%	46.3%
2010 Office of Inspector General	59	30.4%	35.8%	33.9%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

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My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,514	53.7%	23.5%	22.8%
2012 Department of Commerce	19,219	57.5%	23.9%	18.6%
2012 Office of Inspector General	107	40.7%	17.9%	41.4%
2011 Office of Inspector General	120	34.1%	23.6%	42.3%
2010 Office of Inspector General	59	61.5%	29.2%	9.3%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,211	68.0%	17.3%	14.7%
2012 Department of Commerce	19,227	71.7%	15.8%	12.5%
2012 Office of Inspector General	108	45.8%	23.9%	30.4%
2011 Office of Inspector General	119	49.4%	18.0%	32.5%
2010 Office of Inspector General	59	60.0%	21.1%	18.9%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,947	58.8%	17.2%	24.0%
2012 Department of Commerce	19,247	65.1%	16.6%	18.2%
2012 Office of Inspector General	107	59.8%	22.6%	17.7%
2011 Office of Inspector General	120	63.7%	26.2%	10.0%
2010 Office of Inspector General	59	68.8%	17.3%	13.9%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2012 Governmentwide	651,064	58.9%	21.6%	19.5%
2012 Department of Commerce	19,229	65.1%	19.6%	15.3%
2012 Office of Inspector General	107	37.3%	21.4%	41.3%
2011 Office of Inspector General	120	42.7%	20.6%	36.7%
2010 Office of Inspector General	59	53.5%	31.8%	14.6%
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

Work/Life

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	No	Not Sure
2012 Governmentwide	651,238	36.2%	57.9%	5.9%
2012 Department of Commerce	19,237	70.8%	25.2%	4.0%
2012 Office of Inspector General	108	93.6%	4.5%	1.9%
2011 Office of Inspector General	120	95.1%	4.9%	0.0%
2010 Office of Inspector General	--	--	--	--
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2012 Governmentwide	631,985	2.6%	7.7%	3.8%	9.6%
2012 Department of Commerce	19,061	13.2%	17.7%	7.7%	16.7%
2012 Office of Inspector General	108	3.3%	42.0%	12.8%	28.0%
2011 Office of Inspector General	120	0.9%	31.4%	16.3%	34.9%
2010 Office of Inspector General	--	--	--	--	--
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

(continued)

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Work/Life (continued)

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

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
2012 Governmentwide	631,985	35.0%	6.2%	22.2%	12.9%
2012 Department of Commerce	19,061	11.5%	5.5%	13.4%	14.3%
2012 Office of Inspector General	108	0.7%	0.0%	3.8%	9.4%
2011 Office of Inspector General	120	1.7%	0.0%	4.2%	10.6%
2010 Office of Inspector General	--	--	--	--	--
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

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

	N	Yes	No	Not Available To Me
2012 Department of Commerce	19,215	55.4%	37.0%	7.6%
2012 Office of Inspector General	106	43.5%	49.5%	6.9%
2011 Office of Inspector General	120	45.2%	40.8%	14.0%
2010 Office of Inspector General	--	--	--	--
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

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

	N	Yes	No	Not Available To Me
2012 Department of Commerce	19,138	28.9%	63.9%	7.3%
2012 Office of Inspector General	106	12.9%	72.6%	14.5%
2011 Office of Inspector General	119	19.9%	66.7%	13.4%
2010 Office of Inspector General	--	--	--	--
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

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Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2012 Governmentwide	645,355	14.0%	80.0%	6.0%
2012 Department of Commerce	19,072	12.3%	84.3%	3.4%
2012 Office of Inspector General	107	13.8%	82.5%	3.7%
2011 Office of Inspector General	119	4.1%	90.7%	5.2%
2010 Office of Inspector General	--	--	--	--
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

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

	N	Yes	No	Not Available To Me
2012 Governmentwide	648,002	3.7%	79.1%	17.2%
2012 Department of Commerce	19,164	4.0%	84.8%	11.2%
2012 Office of Inspector General	107	0.0%	87.2%	12.8%
2011 Office of Inspector General	118	0.9%	85.5%	13.6%
2010 Office of Inspector General	--	--	--	--
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

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

	N	Yes	No	Not Available To Me
2012 Governmentwide	647,966	2.5%	80.0%	17.6%
2012 Department of Commerce	19,136	2.9%	85.3%	11.8%
2012 Office of Inspector General	105	0.0%	86.3%	13.7%
2011 Office of Inspector General	119	0.9%	84.2%	14.9%
2010 Office of Inspector General	--	--	--	--
2008 Office of Inspector General	--	--	--	--
2006 Office of Inspector General	--	--	--	--

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Work/Life (continued)

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	187,559	72.8%	17.5%	9.7%	21,200
2012 Department of Commerce	11,156	82.6%	10.4%	7.0%	276
2012 Office of Inspector General	90	62.3%	16.7%	21.0%	2
2011 Office of Inspector General	100	82.7%	13.6%	3.7%	0
2010 Office of Inspector General	--	--	--	--	--
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	228,200	88.5%	8.0%	3.5%	5,463
2012 Department of Commerce	10,795	93.9%	4.4%	1.7%	133
2012 Office of Inspector General	43	79.2%	4.5%	16.4%	2
2011 Office of Inspector General	54	92.0%	6.1%	1.9%	0
2010 Office of Inspector General	--	--	--	--	--
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

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	Positive	Neutral	Negative	NBJ
2012 Governmentwide	184,051	80.0%	16.6%	3.4%	12,511
2012 Department of Commerce	5,391	85.8%	12.1%	2.1%	319
2012 Office of Inspector General	14	72.4%	13.2%	14.4%	3
2011 Office of Inspector General	19	84.8%	15.2%	0.0%	4
2010 Office of Inspector General	--	--	--	--	--
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

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Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	88,192	75.6%	20.6%	3.8%	11,655
2012 Department of Commerce	2,348	78.3%	17.0%	4.8%	281
2012 Office of Inspector General	13	84.9%	0.0%	15.1%	3
2011 Office of Inspector General	5	60.9%	39.1%	0.0%	1
2010 Office of Inspector General	--	--	--	--	--
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

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	Positive	Neutral	Negative	NBJ
2012 Governmentwide	18,627	72.0%	24.3%	3.7%	6,929
2012 Department of Commerce	704	73.4%	24.3%	2.4%	232
2012 Office of Inspector General	0	--	--	--	1
2011 Office of Inspector General	1	0.0%	0.0%	100.0%	2
2010 Office of Inspector General	--	--	--	--	--
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	12,577	67.9%	30.0%	2.2%	5,846
2012 Department of Commerce	525	71.6%	26.6%	1.8%	216
2012 Office of Inspector General	0	--	--	--	3
2011 Office of Inspector General	2	49.3%	0.0%	50.7%	0
2010 Office of Inspector General	--	--	--	--	--
2008 Office of Inspector General	--	--	--	--	--
2006 Office of Inspector General	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

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Demographic Questions

85. Where do you work?

	N	%
Headquarters	72	67.9%
Field	34	32.1%

86. What is your supervisory status?

	N	%
Non-Supervisor	62	59.6%
Team Leader	7	6.7%
Supervisor	23	22.1%
Manager	6	5.8%
Executive	6	5.8%

87. Are you:

	N	%
Male	47	46.5%
Female	54	53.5%

88. Are you Hispanic or Latino?

	N	%
Yes	6	6.0%
No	94	94.0%

89. Race

	N	%
American Indian or Alaska Native	4	4.3%
Asian	8	8.6%
Black or African American	22	23.7%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	59	63.4%
Two or more races (Not Hispanic or Latino)	0	0.0%

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Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	3	3.1%
26-29	7	7.2%
30-39	23	23.7%
40-49	36	37.1%
50-59	27	27.8%
60 or older	1	1.0%

91. What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	23	22.8%
GS 13-15	71	70.3%
Senior Executive Service	4	4.0%
Senior Level (SL) or Scientific or Professional (ST)	2	2.0%
Other	1	1.0%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	30	30.6%
4 to 5 years	3	3.1%
6 to 10 years	14	14.3%
11 to 14 years	16	16.3%
15 to 20 years	9	9.2%
More than 20 years	26	26.5%

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

	N	%
Less than 1 year	1	1.0%
1 to 3 years	52	52.5%
4 to 5 years	2	2.0%
6 to 10 years	17	17.2%
11 to 20 years	14	14.1%
More than 20 years	13	13.1%

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Demographic Questions (continued)

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

	N	%
No	46	43.8%
Yes, to retire	2	1.9%
Yes, to take another job within the Federal Government	45	42.9%
Yes, to take another job outside the Federal Government	8	7.6%
Yes, other	4	3.8%

95. I am planning to retire:

	N	%
Within one year	1	1.0%
Between one and three years	5	5.1%
Between three and five years	1	1.0%
Five or more years	92	92.9%

96. Self-Identify as:

	N	%
Heterosexual or Straight	84	84.8%
Gay, Lesbian, Bisexual, or Transgender	4	4.0%
I prefer not to say	11	11.1%

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	11	10.6%
No	93	89.4%

98. Are you an individual with a disability?

	N	%
Yes	3	2.9%
No	102	97.1%