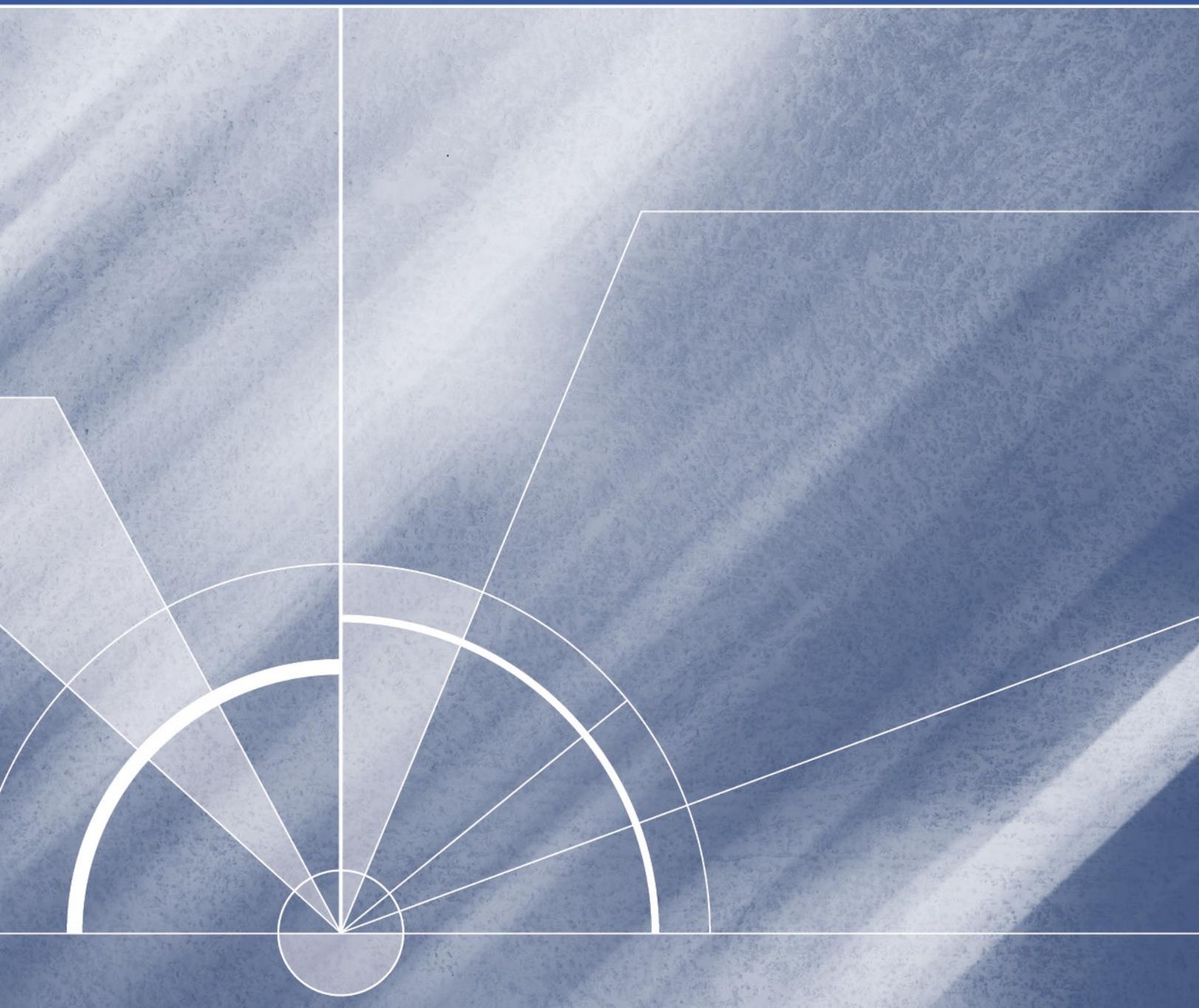


2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

5th Level
Subagency
Report

Department of Agriculture
DOMESTIC INSPECT OPERATNS OFFC



Department of Agriculture
DOMESTIC INSPECT OPERATNS OFFC
5th Level Subagency Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
MARKETING AND REGULATORY PROGRAMS (MRP)	4,618	57.0%
FEDERAL GRAIN INSPECTION SERVICE	231	53.1%
FGIS FIELD OFFICE	156	47.0%
DOMESTIC INSPECT OPERATNS OFFC	12	63.2%

Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

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Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

100.0%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
100.0%	I am constantly looking for ways to do my job better. (Q.8)
93.0%	I like the kind of work I do. (Q.5)
88.3%	Employees are protected from health and safety hazards on the job. (Q.35)
87.5%	Prohibited Personnel Practices are not tolerated. (Q.38)
82.9%	Considering everything, how satisfied are you with your pay? (Q.70)
81.4%	Employees in my work unit share job knowledge with each other. (Q.26)
81.4%	Policies and programs promote diversity in the workplace. (Q.34)
80.5%	My supervisor treats me with respect. (Q.49)
80.5%	Supervisors work well with employees of different backgrounds. (Q.55)

Highest Percent Negative

69.1%	My workload is reasonable. (Q.10)
65.4%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
57.5%	How satisfied are you with the information you receive from management on what's going on in your organization? (Q.64)
56.6%	Pay raises depend on how well employees perform their jobs. (Q.33)
49.9%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
48.0%	How satisfied are you with the recognition you receive for doing a good job? (Q.65)
42.1%	Promotions in my work unit are based on merit. (Q.22)
42.1%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
42.1%	Creativity and innovation are rewarded. (Q.32)
42.1%	Managers review and evaluate the organization's progress toward meeting its goals and objectives. (Q.57)

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Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (FGIS FIELD OFFICE) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.

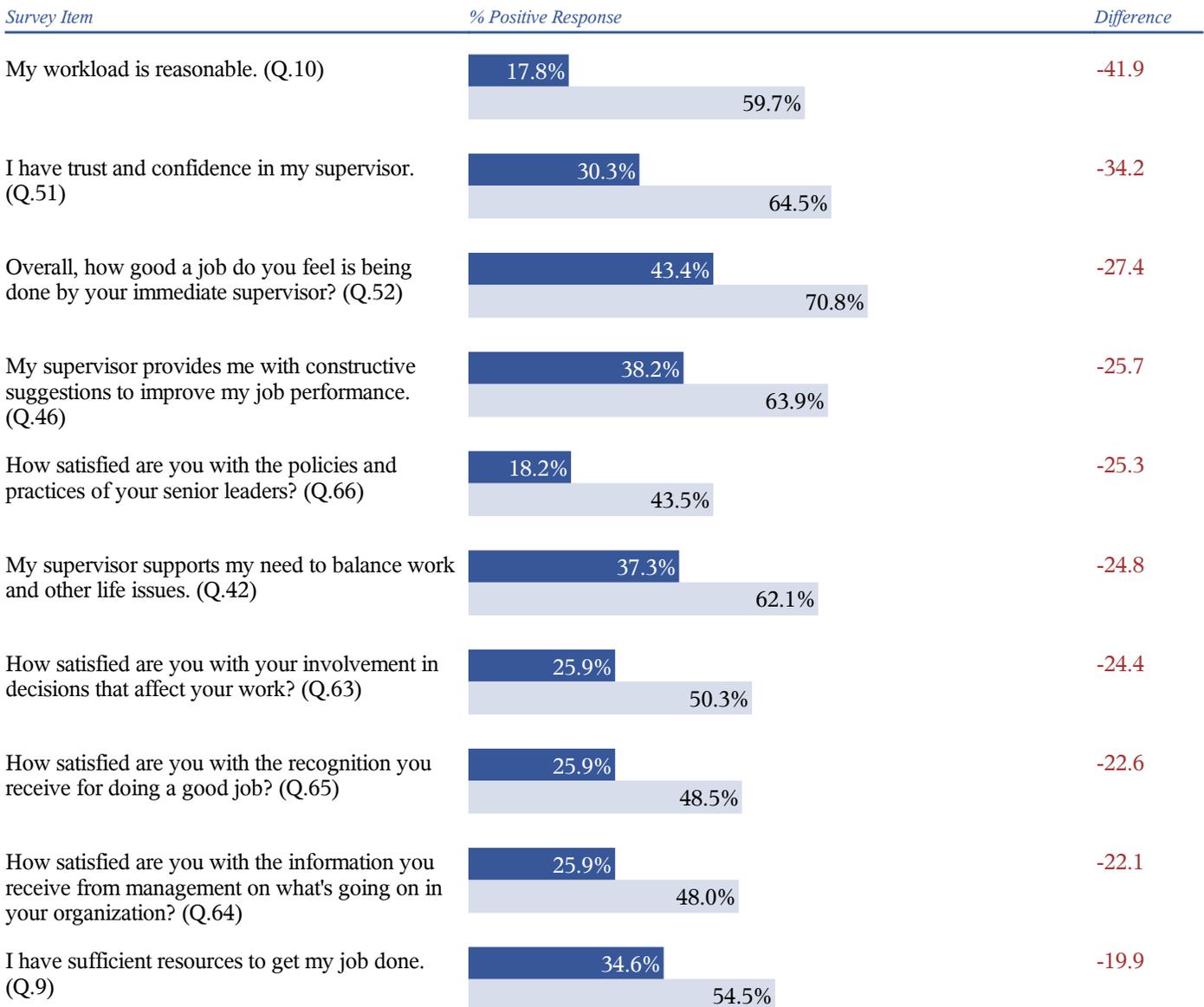


<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
Considering everything, how satisfied are you with your pay? (Q.70)	82.9%	52.1%	+30.8
Employees are protected from health and safety hazards on the job. (Q.35)	88.3%	62.1%	+26.2
Prohibited Personnel Practices are not tolerated. (Q.38)	87.5%	64.1%	+23.4
Policies and programs promote diversity in the workplace. (Q.34)	81.4%	59.2%	+22.2
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37)	72.0%	55.8%	+16.2
In my work unit, differences in performance are recognized in a meaningful way. (Q.24)	50.1%	37.4%	+12.7
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	72.8%	61.0%	+11.8
I am constantly looking for ways to do my job better. (Q.8)	100.0%	90.1%	+9.9
Employees in my work unit share job knowledge with each other. (Q.26)	81.4%	71.7%	+9.7
I believe the results of this survey will be used to make my agency a better place to work. (Q.41)	65.8%	56.8%	+9.0

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Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (FGIS FIELD OFFICE) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.



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My Work Experience

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,612	69.2%	14.6%	16.2%
FEDERAL GRAIN INSPECTION SERVICE	230	62.7%	15.4%	21.9%
FGIS FIELD OFFICE	155	61.5%	15.8%	22.6%
DOMESTIC INSPECT OPERATNS OFFC	12	57.7%	23.6%	18.6%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,596	75.2%	12.6%	12.2%
FEDERAL GRAIN INSPECTION SERVICE	228	74.5%	11.5%	14.0%
FGIS FIELD OFFICE	153	72.8%	13.5%	13.7%
DOMESTIC INSPECT OPERATNS OFFC	12	73.5%	7.9%	18.6%

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,580	63.9%	17.3%	18.8%
FEDERAL GRAIN INSPECTION SERVICE	228	60.6%	18.0%	21.4%
FGIS FIELD OFFICE	154	53.7%	19.7%	26.6%
DOMESTIC INSPECT OPERATNS OFFC	12	51.3%	21.4%	27.2%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,599	74.2%	14.1%	11.7%
FEDERAL GRAIN INSPECTION SERVICE	231	71.7%	14.0%	14.4%
FGIS FIELD OFFICE	156	70.6%	15.2%	14.2%
DOMESTIC INSPECT OPERATNS OFFC	12	72.8%	0.0%	27.2%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,585	85.9%	9.6%	4.5%
FEDERAL GRAIN INSPECTION SERVICE	229	87.9%	6.5%	5.6%
FGIS FIELD OFFICE	154	90.8%	4.5%	4.7%
DOMESTIC INSPECT OPERATNS OFFC	12	93.0%	0.0%	7.0%

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My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,577	82.8%	9.6%	7.6%
FEDERAL GRAIN INSPECTION SERVICE	227	77.8%	12.9%	9.3%
FGIS FIELD OFFICE	152	79.8%	12.4%	7.7%
DOMESTIC INSPECT OPERATNS OFFC	12	79.7%	8.6%	11.7%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,595	96.7%	2.0%	1.4%
FEDERAL GRAIN INSPECTION SERVICE	230	96.6%	1.5%	2.0%
FGIS FIELD OFFICE	155	96.0%	2.1%	1.9%
DOMESTIC INSPECT OPERATNS OFFC	12	100.0%	0.0%	0.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,589	91.4%	7.1%	1.5%
FEDERAL GRAIN INSPECTION SERVICE	228	90.7%	7.3%	2.0%
FGIS FIELD OFFICE	154	90.1%	8.1%	1.9%
DOMESTIC INSPECT OPERATNS OFFC	12	100.0%	0.0%	0.0%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,603	56.9%	15.8%	27.3%	9
FEDERAL GRAIN INSPECTION SERVICE	230	54.4%	16.7%	28.9%	0
FGIS FIELD OFFICE	155	54.5%	17.1%	28.4%	0
DOMESTIC INSPECT OPERATNS OFFC	12	34.6%	0.0%	65.4%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,595	64.7%	14.3%	21.1%	7
FEDERAL GRAIN INSPECTION SERVICE	228	60.8%	14.4%	24.8%	1
FGIS FIELD OFFICE	153	59.7%	14.0%	26.3%	1
DOMESTIC INSPECT OPERATNS OFFC	12	17.8%	13.1%	69.1%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,522	62.2%	16.3%	21.5%	23
FEDERAL GRAIN INSPECTION SERVICE	228	62.5%	18.8%	18.7%	2
FGIS FIELD OFFICE	153	63.9%	17.6%	18.5%	2
DOMESTIC INSPECT OPERATNS OFFC	12	58.3%	6.6%	35.1%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,580	86.5%	8.1%	5.4%	14
FEDERAL GRAIN INSPECTION SERVICE	227	85.1%	9.2%	5.6%	2
FGIS FIELD OFFICE	152	83.0%	9.3%	7.7%	2
DOMESTIC INSPECT OPERATNS OFFC	12	72.8%	8.6%	18.6%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,561	91.1%	6.5%	2.4%	10
FEDERAL GRAIN INSPECTION SERVICE	229	92.2%	4.1%	3.7%	1
FGIS FIELD OFFICE	154	92.5%	2.7%	4.8%	1
DOMESTIC INSPECT OPERATNS OFFC	12	79.7%	0.0%	20.3%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,575	75.8%	12.8%	11.4%	29
FEDERAL GRAIN INSPECTION SERVICE	231	63.9%	16.6%	19.5%	0
FGIS FIELD OFFICE	156	58.5%	18.8%	22.7%	0
DOMESTIC INSPECT OPERATNS OFFC	12	58.7%	7.0%	34.4%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,568	73.6%	12.2%	14.2%	34
FEDERAL GRAIN INSPECTION SERVICE	227	60.9%	14.7%	24.4%	3
FGIS FIELD OFFICE	154	56.1%	14.1%	29.8%	2
DOMESTIC INSPECT OPERATNS OFFC	11	55.2%	14.8%	30.0%	1

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,574	85.7%	9.8%	4.4%	18
FEDERAL GRAIN INSPECTION SERVICE	227	83.5%	10.4%	6.1%	1
FGIS FIELD OFFICE	155	81.9%	10.4%	7.7%	0
DOMESTIC INSPECT OPERATNS OFFC	12	72.8%	7.0%	20.3%	0

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,409	64.6%	17.2%	18.1%	183
FEDERAL GRAIN INSPECTION SERVICE	219	64.7%	17.7%	17.7%	10
FGIS FIELD OFFICE	151	64.9%	16.1%	19.0%	4
DOMESTIC INSPECT OPERATNS OFFC	12	72.8%	8.6%	18.6%	0

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,566	58.1%	21.5%	20.4%	36
FEDERAL GRAIN INSPECTION SERVICE	228	53.4%	27.0%	19.6%	3
FGIS FIELD OFFICE	154	54.3%	27.8%	17.9%	2
DOMESTIC INSPECT OPERATNS OFFC	12	51.3%	22.2%	26.5%	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	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	4,560	73.1%	11.6%	15.3%	53
FEDERAL GRAIN INSPECTION SERVICE	228	67.2%	8.0%	24.8%	2
FGIS FIELD OFFICE	153	66.2%	9.4%	24.4%	2
DOMESTIC INSPECT OPERATNS OFFC	12	66.9%	0.0%	33.1%	0

My Work Unit

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,602	77.8%	12.3%	10.0%
FEDERAL GRAIN INSPECTION SERVICE	231	71.1%	18.6%	10.3%
FGIS FIELD OFFICE	156	68.4%	21.0%	10.5%
DOMESTIC INSPECT OPERATNS OFFC	12	71.3%	21.7%	7.0%

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My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	45.4%	24.7%	29.9%	135
FEDERAL GRAIN INSPECTION SERVICE	226	37.0%	26.2%	36.8%	4
FGIS FIELD OFFICE	151	34.9%	29.3%	35.8%	4
DOMESTIC INSPECT OPERATNS OFFC	12	43.4%	14.8%	41.7%	0

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,291	38.9%	27.2%	33.9%	299
FEDERAL GRAIN INSPECTION SERVICE	223	32.9%	26.1%	41.0%	8
FGIS FIELD OFFICE	151	29.8%	30.3%	39.8%	5
DOMESTIC INSPECT OPERATNS OFFC	12	37.0%	21.0%	42.1%	0

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,217	33.3%	27.7%	39.0%	374
FEDERAL GRAIN INSPECTION SERVICE	222	37.5%	22.6%	39.9%	6
FGIS FIELD OFFICE	151	33.6%	25.2%	41.1%	2
DOMESTIC INSPECT OPERATNS OFFC	12	39.4%	22.3%	38.3%	0

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,339	40.6%	26.8%	32.5%	269
FEDERAL GRAIN INSPECTION SERVICE	229	41.8%	22.6%	35.6%	2
FGIS FIELD OFFICE	155	37.4%	26.7%	35.8%	1
DOMESTIC INSPECT OPERATNS OFFC	12	50.1%	7.9%	42.1%	0

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,301	49.9%	22.1%	28.0%	287
FEDERAL GRAIN INSPECTION SERVICE	224	47.7%	18.4%	33.9%	5
FGIS FIELD OFFICE	153	43.6%	20.0%	36.4%	3
DOMESTIC INSPECT OPERATNS OFFC	12	50.1%	0.0%	49.9%	0

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My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,575	75.5%	13.6%	11.0%	18
FEDERAL GRAIN INSPECTION SERVICE	231	71.3%	20.2%	8.5%	0
FGIS FIELD OFFICE	156	71.7%	20.7%	7.6%	0
DOMESTIC INSPECT OPERATNS OFFC	12	81.4%	7.0%	11.7%	0

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	57.8%	26.4%	15.8%	144
FEDERAL GRAIN INSPECTION SERVICE	224	57.1%	24.0%	18.8%	6
FGIS FIELD OFFICE	150	53.1%	26.6%	20.3%	5
DOMESTIC INSPECT OPERATNS OFFC	11	44.3%	26.1%	29.6%	1

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,604	86.8%	10.6%	2.6%
FEDERAL GRAIN INSPECTION SERVICE	231	84.4%	12.0%	3.6%
FGIS FIELD OFFICE	156	82.3%	13.0%	4.6%
DOMESTIC INSPECT OPERATNS OFFC	12	79.7%	8.6%	11.7%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	75.4%	14.4%	10.2%	73
FEDERAL GRAIN INSPECTION SERVICE	226	72.6%	15.0%	12.4%	3
FGIS FIELD OFFICE	152	70.5%	15.4%	14.2%	3
DOMESTIC INSPECT OPERATNS OFFC	12	64.9%	14.8%	20.3%	0

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,438	52.0%	24.3%	23.6%	112
FEDERAL GRAIN INSPECTION SERVICE	222	46.8%	27.0%	26.2%	6
FGIS FIELD OFFICE	149	44.8%	29.1%	26.2%	5
DOMESTIC INSPECT OPERATNS OFFC	12	40.8%	25.0%	34.2%	0

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My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,439	55.7%	22.0%	22.3%	92
FEDERAL GRAIN INSPECTION SERVICE	227	51.9%	22.3%	25.8%	2
FGIS FIELD OFFICE	153	49.2%	26.1%	24.7%	2
DOMESTIC INSPECT OPERATNS OFFC	12	57.9%	7.9%	34.2%	0

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,398	45.7%	27.5%	26.9%	137
FEDERAL GRAIN INSPECTION SERVICE	225	41.7%	25.9%	32.5%	4
FGIS FIELD OFFICE	152	41.9%	23.7%	34.5%	3
DOMESTIC INSPECT OPERATNS OFFC	12	37.0%	21.0%	42.1%	0

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,201	23.0%	28.8%	48.2%	316
FEDERAL GRAIN INSPECTION SERVICE	214	25.5%	22.0%	52.5%	11
FGIS FIELD OFFICE	144	24.7%	24.0%	51.2%	8
DOMESTIC INSPECT OPERATNS OFFC	12	22.5%	21.0%	56.6%	0

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,357	67.4%	21.7%	10.9%	188
FEDERAL GRAIN INSPECTION SERVICE	221	63.4%	18.8%	17.8%	8
FGIS FIELD OFFICE	151	59.2%	21.6%	19.2%	4
DOMESTIC INSPECT OPERATNS OFFC	12	81.4%	0.0%	18.6%	0

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,487	79.5%	12.5%	8.1%	59
FEDERAL GRAIN INSPECTION SERVICE	228	72.0%	12.1%	15.8%	0
FGIS FIELD OFFICE	154	62.1%	16.4%	21.4%	0
DOMESTIC INSPECT OPERATNS OFFC	12	88.3%	0.0%	11.7%	0

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My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,465	78.1%	13.6%	8.3%	51
FEDERAL GRAIN INSPECTION SERVICE	227	73.3%	16.7%	10.0%	0
FGIS FIELD OFFICE	154	67.3%	19.5%	13.3%	0
DOMESTIC INSPECT OPERATNS OFFC	12	73.5%	7.9%	18.6%	0

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,286	59.4%	19.4%	21.2%	240
FEDERAL GRAIN INSPECTION SERVICE	216	56.4%	20.9%	22.6%	13
FGIS FIELD OFFICE	146	55.8%	21.8%	22.4%	9
DOMESTIC INSPECT OPERATNS OFFC	11	72.0%	7.6%	20.4%	1

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	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,177	72.4%	15.4%	12.3%	332
FEDERAL GRAIN INSPECTION SERVICE	205	65.6%	17.3%	17.1%	18
FGIS FIELD OFFICE	139	64.1%	16.8%	19.1%	11
DOMESTIC INSPECT OPERATNS OFFC	11	87.5%	0.0%	12.5%	0

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,462	82.5%	12.2%	5.3%	71
FEDERAL GRAIN INSPECTION SERVICE	225	79.5%	13.0%	7.5%	2
FGIS FIELD OFFICE	152	75.2%	15.3%	9.5%	2
DOMESTIC INSPECT OPERATNS OFFC	12	65.8%	15.6%	18.6%	0

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,532	71.1%	17.4%	11.5%
FEDERAL GRAIN INSPECTION SERVICE	228	65.6%	19.2%	15.1%
FGIS FIELD OFFICE	155	65.3%	19.8%	15.0%
DOMESTIC INSPECT OPERATNS OFFC	12	65.6%	15.8%	18.6%

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My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,178	50.5%	25.1%	24.3%	362
FEDERAL GRAIN INSPECTION SERVICE	202	53.4%	18.6%	28.1%	25
FGIS FIELD OFFICE	138	56.8%	18.7%	24.5%	17
DOMESTIC INSPECT OPERATNS OFFC	12	65.8%	7.0%	27.2%	0

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,522	84.3%	8.3%	7.3%	13
FEDERAL GRAIN INSPECTION SERVICE	226	71.6%	13.5%	14.9%	1
FGIS FIELD OFFICE	154	62.1%	17.6%	20.3%	0
DOMESTIC INSPECT OPERATNS OFFC	12	37.3%	27.9%	34.8%	0

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,513	72.2%	15.3%	12.5%	16
FEDERAL GRAIN INSPECTION SERVICE	226	71.6%	14.9%	13.5%	1
FGIS FIELD OFFICE	154	68.6%	15.4%	15.9%	0
DOMESTIC INSPECT OPERATNS OFFC	12	72.8%	7.0%	20.3%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,486	69.4%	16.0%	14.6%	26
FEDERAL GRAIN INSPECTION SERVICE	224	64.8%	14.4%	20.8%	3
FGIS FIELD OFFICE	153	61.2%	15.2%	23.5%	1
DOMESTIC INSPECT OPERATNS OFFC	11	47.5%	16.2%	36.2%	1

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,233	75.1%	17.8%	7.1%	278
FEDERAL GRAIN INSPECTION SERVICE	211	68.7%	18.8%	12.6%	15
FGIS FIELD OFFICE	149	66.3%	16.9%	16.8%	6
DOMESTIC INSPECT OPERATNS OFFC	12	66.5%	14.8%	18.6%	0

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My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,495	69.1%	17.0%	13.9%	17
FEDERAL GRAIN INSPECTION SERVICE	225	66.9%	16.1%	17.1%	2
FGIS FIELD OFFICE	154	63.9%	17.5%	18.5%	0
DOMESTIC INSPECT OPERATNS OFFC	12	38.2%	34.6%	27.2%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,475	72.7%	15.1%	12.1%	48
FEDERAL GRAIN INSPECTION SERVICE	226	66.2%	17.7%	16.1%	2
FGIS FIELD OFFICE	154	62.0%	18.4%	19.6%	1
DOMESTIC INSPECT OPERATNS OFFC	12	64.9%	0.0%	35.1%	0

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,523	81.2%	10.2%	8.6%
FEDERAL GRAIN INSPECTION SERVICE	228	79.9%	13.4%	6.7%
FGIS FIELD OFFICE	155	75.4%	16.1%	8.5%
DOMESTIC INSPECT OPERATNS OFFC	12	73.1%	15.2%	11.7%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,510	85.1%	8.0%	6.8%
FEDERAL GRAIN INSPECTION SERVICE	226	85.9%	7.0%	7.1%
FGIS FIELD OFFICE	154	84.4%	6.7%	8.9%
DOMESTIC INSPECT OPERATNS OFFC	12	80.5%	7.9%	11.7%

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,509	89.5%	5.4%	5.1%
FEDERAL GRAIN INSPECTION SERVICE	228	79.2%	8.2%	12.7%
FGIS FIELD OFFICE	155	75.4%	8.6%	16.0%
DOMESTIC INSPECT OPERATNS OFFC	12	71.9%	7.9%	20.3%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,511	72.9%	13.0%	14.1%
FEDERAL GRAIN INSPECTION SERVICE	228	68.0%	16.2%	15.8%
FGIS FIELD OFFICE	155	64.5%	16.8%	18.7%
DOMESTIC INSPECT OPERATNS OFFC	12	30.3%	28.7%	41.0%

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,519	75.3%	15.3%	9.4%
FEDERAL GRAIN INSPECTION SERVICE	227	73.1%	15.6%	11.3%
FGIS FIELD OFFICE	155	70.8%	15.2%	14.1%
DOMESTIC INSPECT OPERATNS OFFC	12	43.4%	22.2%	34.4%

Leadership

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

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,325	44.0%	26.5%	29.4%	173
FEDERAL GRAIN INSPECTION SERVICE	218	42.9%	25.9%	31.2%	10
FGIS FIELD OFFICE	147	46.4%	27.8%	25.8%	8
DOMESTIC INSPECT OPERATNS OFFC	12	51.3%	14.5%	34.2%	0

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

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,130	54.3%	24.9%	20.8%	371
FEDERAL GRAIN INSPECTION SERVICE	206	58.3%	17.2%	24.5%	20
FGIS FIELD OFFICE	139	61.0%	18.7%	20.3%	14
DOMESTIC INSPECT OPERATNS OFFC	12	72.8%	8.6%	18.6%	0

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,275	72.4%	17.0%	10.6%	203
FEDERAL GRAIN INSPECTION SERVICE	219	77.4%	11.9%	10.7%	8
FGIS FIELD OFFICE	151	79.2%	9.8%	10.9%	3
DOMESTIC INSPECT OPERATNS OFFC	12	80.5%	7.9%	11.7%	0

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,393	65.7%	18.2%	16.1%	92
FEDERAL GRAIN INSPECTION SERVICE	219	62.0%	18.6%	19.3%	7
FGIS FIELD OFFICE	150	64.0%	17.9%	18.2%	4
DOMESTIC INSPECT OPERATNS OFFC	12	57.9%	8.6%	33.5%	0

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

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,089	63.9%	22.7%	13.4%	389
FEDERAL GRAIN INSPECTION SERVICE	212	60.9%	25.7%	13.3%	16
FGIS FIELD OFFICE	145	58.6%	27.8%	13.6%	10
DOMESTIC INSPECT OPERATNS OFFC	12	57.9%	0.0%	42.1%	0

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

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,280	57.7%	21.1%	21.2%	203
FEDERAL GRAIN INSPECTION SERVICE	220	54.8%	20.6%	24.5%	6
FGIS FIELD OFFICE	149	57.3%	19.8%	22.9%	4
DOMESTIC INSPECT OPERATNS OFFC	12	64.9%	0.0%	35.1%	0

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

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,277	60.8%	20.9%	18.3%	204
FEDERAL GRAIN INSPECTION SERVICE	214	57.8%	21.1%	21.1%	13
FGIS FIELD OFFICE	145	60.7%	19.9%	19.4%	9
DOMESTIC INSPECT OPERATNS OFFC	12	57.0%	23.4%	19.5%	0

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

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,212	63.0%	20.5%	16.6%	275
FEDERAL GRAIN INSPECTION SERVICE	212	56.5%	21.8%	21.7%	13
FGIS FIELD OFFICE	147	59.2%	18.6%	22.2%	6
DOMESTIC INSPECT OPERATNS OFFC	10	57.7%	18.5%	23.8%	1

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,392	57.0%	22.1%	20.9%	99
FEDERAL GRAIN INSPECTION SERVICE	219	56.1%	22.6%	21.3%	7
FGIS FIELD OFFICE	148	60.3%	20.8%	18.9%	6
DOMESTIC INSPECT OPERATNS OFFC	11	52.0%	16.7%	31.3%	0

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

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,020	62.8%	24.6%	12.6%	473
FEDERAL GRAIN INSPECTION SERVICE	200	56.1%	21.2%	22.7%	25
FGIS FIELD OFFICE	138	52.9%	21.4%	25.6%	16
DOMESTIC INSPECT OPERATNS OFFC	10	36.4%	39.2%	24.4%	1

My Satisfaction

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,485	57.2%	21.0%	21.8%
FEDERAL GRAIN INSPECTION SERVICE	225	52.6%	22.3%	25.1%
FGIS FIELD OFFICE	153	50.3%	22.5%	27.2%
DOMESTIC INSPECT OPERATNS OFFC	11	25.9%	33.8%	40.4%

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,480	54.3%	22.7%	23.0%
FEDERAL GRAIN INSPECTION SERVICE	226	49.3%	23.0%	27.7%
FGIS FIELD OFFICE	154	48.0%	22.8%	29.2%
DOMESTIC INSPECT OPERATNS OFFC	11	25.9%	16.7%	57.5%

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,467	56.0%	21.1%	22.9%
FEDERAL GRAIN INSPECTION SERVICE	224	50.0%	18.6%	31.4%
FGIS FIELD OFFICE	152	48.5%	19.6%	31.9%
DOMESTIC INSPECT OPERATNS OFFC	11	25.9%	26.1%	48.0%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,457	45.7%	30.7%	23.6%
FEDERAL GRAIN INSPECTION SERVICE	225	42.9%	28.7%	28.4%
FGIS FIELD OFFICE	154	43.5%	28.5%	28.0%
DOMESTIC INSPECT OPERATNS OFFC	11	18.2%	41.4%	40.4%

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,471	39.3%	26.4%	34.3%
FEDERAL GRAIN INSPECTION SERVICE	225	43.3%	22.7%	34.0%
FGIS FIELD OFFICE	153	41.8%	28.6%	29.6%
DOMESTIC INSPECT OPERATNS OFFC	11	42.5%	36.0%	21.4%

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,470	61.4%	20.6%	18.0%
FEDERAL GRAIN INSPECTION SERVICE	222	56.2%	19.3%	24.4%
FGIS FIELD OFFICE	151	53.3%	19.7%	27.0%
DOMESTIC INSPECT OPERATNS OFFC	11	52.0%	7.6%	40.4%

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,475	73.1%	14.8%	12.1%
FEDERAL GRAIN INSPECTION SERVICE	226	66.3%	19.2%	14.4%
FGIS FIELD OFFICE	154	66.2%	17.8%	16.0%
DOMESTIC INSPECT OPERATNS OFFC	11	60.4%	18.1%	21.4%

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	61.6%	15.4%	23.1%
FEDERAL GRAIN INSPECTION SERVICE	226	54.8%	19.7%	25.5%
FGIS FIELD OFFICE	154	52.1%	23.0%	25.0%
DOMESTIC INSPECT OPERATNS OFFC	11	82.9%	8.0%	9.1%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,468	64.9%	19.4%	15.7%
FEDERAL GRAIN INSPECTION SERVICE	223	55.1%	23.2%	21.7%
FGIS FIELD OFFICE	151	53.7%	27.0%	19.3%
DOMESTIC INSPECT OPERATNS OFFC	11	50.5%	18.1%	31.3%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
MARKETING AND REGULATORY PROGRAMS (MRP)	4,457	75.2%	17.3%	4.1%	3.5%
FEDERAL GRAIN INSPECTION SERVICE	222	34.7%	50.4%	7.4%	7.5%
FGIS FIELD OFFICE	151	20.9%	59.8%	10.1%	9.1%
DOMESTIC INSPECT OPERATNS OFFC	11	24.3%	67.7%	0.0%	8.0%

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
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	17.5%	21.7%	5.5%	16.2%
FEDERAL GRAIN INSPECTION SERVICE	224	0.6%	11.1%	5.1%	14.8%
FGIS FIELD OFFICE	152	0.9%	4.1%	4.1%	6.9%
DOMESTIC INSPECT OPERATNS OFFC	11	0.0%	7.6%	0.0%	0.0%

(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	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	20.8%	1.9%	5.9%	10.5%
FEDERAL GRAIN INSPECTION SERVICE	224	46.9%	4.9%	9.6%	6.9%
FGIS FIELD OFFICE	152	60.7%	4.3%	10.9%	8.0%
DOMESTIC INSPECT OPERATNS OFFC	11	54.3%	21.4%	0.0%	16.7%

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

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,461	32.4%	53.5%	14.1%
FEDERAL GRAIN INSPECTION SERVICE	225	40.8%	40.5%	18.7%
FGIS FIELD OFFICE	154	24.3%	50.6%	25.1%
DOMESTIC INSPECT OPERATNS OFFC	11	38.1%	44.4%	17.5%

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
MARKETING AND REGULATORY PROGRAMS (MRP)	4,437	21.7%	68.0%	10.3%
FEDERAL GRAIN INSPECTION SERVICE	222	15.1%	72.1%	12.8%
FGIS FIELD OFFICE	150	17.1%	66.8%	16.0%
DOMESTIC INSPECT OPERATNS OFFC	11	0.0%	77.5%	22.5%

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

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,431	17.8%	78.5%	3.8%
FEDERAL GRAIN INSPECTION SERVICE	221	15.1%	79.2%	5.7%
FGIS FIELD OFFICE	152	16.3%	76.2%	7.5%
DOMESTIC INSPECT OPERATNS OFFC	11	13.4%	86.6%	0.0%

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Work/Life (continued)

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
MARKETING AND REGULATORY PROGRAMS (MRP)	4,455	1.7%	82.1%	16.3%
FEDERAL GRAIN INSPECTION SERVICE	225	2.5%	75.4%	22.1%
FGIS FIELD OFFICE	154	3.5%	72.0%	24.4%
DOMESTIC INSPECT OPERATNS OFFC	11	0.0%	69.5%	30.5%

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
MARKETING AND REGULATORY PROGRAMS (MRP)	4,454	1.9%	83.2%	14.9%
FEDERAL GRAIN INSPECTION SERVICE	225	1.8%	78.0%	20.2%
FGIS FIELD OFFICE	153	2.7%	76.4%	20.9%
DOMESTIC INSPECT OPERATNS OFFC	11	0.0%	69.5%	30.5%

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

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	2,786	83.3%	10.5%	6.2%	54
FEDERAL GRAIN INSPECTION SERVICE	77	71.2%	21.5%	7.4%	3
FGIS FIELD OFFICE	27	73.2%	22.6%	4.2%	2
DOMESTIC INSPECT OPERATNS OFFC	1	100.0%	0.0%	0.0%	0

**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
MARKETING AND REGULATORY PROGRAMS (MRP)	1,449	91.2%	6.5%	2.3%	27
FEDERAL GRAIN INSPECTION SERVICE	92	78.5%	13.4%	8.1%	2
FGIS FIELD OFFICE	37	53.4%	27.4%	19.3%	0
DOMESTIC INSPECT OPERATNS OFFC	4	64.8%	35.2%	0.0%	0

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

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Work/Life (continued)

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
MARKETING AND REGULATORY PROGRAMS (MRP)	936	80.0%	17.9%	2.1%	65
FEDERAL GRAIN INSPECTION SERVICE	31	68.9%	28.0%	3.1%	3
FGIS FIELD OFFICE	25	60.4%	35.7%	3.9%	3
DOMESTIC INSPECT OPERATNS OFFC	0	--	--	--	0

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

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

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	782	81.3%	14.5%	4.1%	55
FEDERAL GRAIN INSPECTION SERVICE	32	71.8%	28.2%	0.0%	2
FGIS FIELD OFFICE	22	65.1%	34.9%	0.0%	2
DOMESTIC INSPECT OPERATNS OFFC	1	100.0%	0.0%	0.0%	0

**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
MARKETING AND REGULATORY PROGRAMS (MRP)	66	71.4%	28.6%	0.0%	36
FEDERAL GRAIN INSPECTION SERVICE	3	66.7%	33.3%	0.0%	1
FGIS FIELD OFFICE	3	66.7%	33.3%	0.0%	0
DOMESTIC INSPECT OPERATNS OFFC	0	--	--	--	0

**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
MARKETING AND REGULATORY PROGRAMS (MRP)	74	79.1%	17.6%	3.3%	42
FEDERAL GRAIN INSPECTION SERVICE	3	66.7%	33.3%	0.0%	1
FGIS FIELD OFFICE	3	66.7%	33.3%	0.0%	1
DOMESTIC INSPECT OPERATNS OFFC	0	--	--	--	0

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

Department of Agriculture
DOMESTIC INSPECT OPERATNS OFFC
5th Level Subagency Report

Demographic Questions

Where do you work?

	N	%
Headquarters	2	18.2%
Field	9	81.8%

What is your supervisory status?

	N	%
Non-Supervisor	4	36.4%
Team Leader	3	27.3%
Supervisor	2	18.2%
Manager	2	18.2%
Senior Leader	0	0.0%

Are you:

	N	%
Male	11	100.0%
Female	0	0.0%

Are you Hispanic or Latino?

	N	%
Yes	2	18.2%
No	9	81.8%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	0	0.0%
Black or African American	0	0.0%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	10	100.0%
Two or more races	0	0.0%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	1	9.1%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	3	27.3%
Associate's Degree (e.g., AA, AS)	0	0.0%
Bachelor's Degree (e.g., BA, BS)	7	63.6%
Master's Degree (e.g., MA, MS, MBA)	0	0.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	0	0.0%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	9	81.8%
GS 13-15	2	18.2%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	1	9.1%
1 to 3 years	3	27.3%
4 to 5 years	0	0.0%
6 to 10 years	4	36.4%
11 to 14 years	0	0.0%
15 to 20 years	0	0.0%
More than 20 years	3	27.3%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	N	%
Less than 1 year	1	9.1%
1 to 3 years	4	36.4%
4 to 5 years	0	0.0%
6 to 10 years	3	27.3%
11 to 20 years	0	0.0%
More than 20 years	3	27.3%

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

	N	%
No	6	54.5%
Yes, to retire	1	9.1%
Yes, to take another job within the Federal Government	3	27.3%
Yes, to take another job outside the Federal Government	1	9.1%
Yes, other	0	0.0%

I am planning to retire:

	N	%
Within one year	1	9.1%
Between one and three years	3	27.3%
Between three and five years	0	0.0%
Five or more years	7	63.6%

What is your US military service status?

	N	%
No Prior Military Service	9	90.0%
Currently in National Guard or Reserves	0	0.0%
Retired	0	0.0%
Separated or Discharged	1	10.0%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	0	0.0%
No	11	100.0%

What is your age group?

	N	%
25 and under	1	8.3%
26-29	1	8.3%
30-39	3	25.0%
40-49	2	16.7%
50-59	2	16.7%
60 or older	3	25.0%

Note: Percentages for demographic questions are unweighted.