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## **REFERENCE COPY OF TECHNICAL DOCUMENTATION FOR ACCESSIONED ELECTRONIC RECORDS (Copied: July 20, 2004)**

**Merit Principles Survey, 1989**

**Record Group 479: Records of the Merit Systems Protection Board**

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Merit Principles Survey, 1989 (Raw Data)

DOCUMENTATION

RECORD GROUP 479

Records of the U.S. Merit Systems Protection Board  
Reference page 1



May 15, 1991  
Eva Crider  
3-479-91-001  
(A-89)

## VALIDATION STATEMENT

When the National Archives acquired custody of this file, the accessioning procedures called for a manual comparison of the documentation to a printout of a portion of the records in each data set. The documentation uses data processing terms and concepts which were in current use at the time of validation. This manual comparison is referred to as a "preliminary assessment" or "validation." The number of records which were compared varied from data set to data set. However, as a general rule the comparison involved less than ten records in each data set. This is a statement of the results of the preliminary assessment or validation.

Title: Merit Principle Survey Data, 1989 (Raw Data File)

number of datasets: 1

logical record length: 80

Several minor discrepancies in the agency documentation for this file should be noted. First, the File Specification (or record layout) must be used in conjunction with a copy of the questionnaire to interpret codes. Although the documentation does not mention it, the codes are numbered in the order of answers on the questionnaire. Generally, "1" is a strong agreement with the questionnaire's statement and "6" is a strong disagreement, with 2-5 being degrees in between. Furthermore, the record layout shows that each survey result covers two successive 80 character records. Finally, we are missing the codes listings for the Job Classification Series that appears at positions 75-78 of the second record type.

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# National Archives



Washington, DC 20408

J. Nelson  
September 15, 1992

## NOTES ON DOCUMENTATION

The U.S. Merit Systems Protection Board provided this technical documentation packet consisting of a brief technical introduction, file specifications and codes, a sample survey, and file specifications and codes for the Merit Principles Survey, 1986.

Reference page 3

## DOCUMENTATION FOR THE 1989 MERIT PRINCIPLES SURVEY DATA

This survey of full-time, executive branch Federal employees was conducted by the U.S. Merit Systems Protection Board in 1989. A total of 15,939 employees responded to the survey (out of a total sample of 21,454). A copy of the survey questionnaire used can be found in Appendix 1.

Disproportionate stratified random sampling procedures were used in conducting the survey. Therefore, when analyzing the data, weighting procedures should be in effect so that results of the analyses will be representative of the Federal workforce.

Two different data files are available for this survey. One is a raw data file (this file is labeled MERIT89). Enclosed in Appendix 2 you will find:

- File specifications/layout for the raw data file;
- Table 1, which depicts the strata used in sampling;
- Table 2, which depicts the population and respondent counts for the different strata used in the survey

Again, if the raw data file is used, it is important to weight the survey results, since disproportionate sampling was used. For weighting purposes, the numbers in the matrix on Table 1 represent individual strata used in the sampling procedure (total strata = 115). Each of the 115 strata can be defined using demographic questions from the survey. For example, Stratum # 1, which includes SES employees from the Department of State, would be "defined" by selecting respondents for inclusion in the stratum using questions # 62, 44, and 59 from the survey. Once all the strata have been defined, weights can be assigned for each stratum according to Table 2.

The second data file is an SPSS<sup>1</sup> systems file (this file is labeled MPS89ZX). This file was created via an SPSS EXPORT command, so that it can be run on a variety of hardware systems; however, SPSS software will be needed to run this file. An SPSS IMPORT command will be needed to access the file. The systems file contains a data dictionary with the file layout, variable labels (i.e., survey questions), value labels (i.e., response categories for the questions), strata definitions and weights, etc. already built into the file. Therefore, after calling up the file with an IMPORT command, one can immediately begin running SPSS statistical procedures on the data.

The only documentation needed to run analyses on this file is a list of the variable names (with corresponding survey question numbers). This list can be found in Appendix 3. A copy of the SPSS statements used to define the weighting strata (using demographic questions from the survey) can also be found in Appendix 3. The SPSS systems file can be run weighted simply by inserting the following command into the SPSS analysis program:

WEIGHT BY STRATWGT

Omitting this statement will enable one to run the file unweighted; however, such analyses are not recommended.

1989 MERIT PRINCIPLES SURVEY

A copy of the report issued by the U.S. Merit Systems Protection Board based on results from this survey can be obtained from::

U.S. Merit Systems Protection Board  
Office of Policy and Evaluation  
ATTN: Dr. Jamie Carlyle  
1120 Vermont Ave., NW.  
Washington, DC 20419

You may also contact Dr. Carlyle by telephone to discuss these data files (202-653-8900).

**APPENDIX 1**



# FILE SPECIFICATIONS

MSPB: 1989 Merit Principles Survey

958

1

PR NAME

PR/TASK NO.

PAGE

Scanner Output

SAS, TJK, Client

7/6/89

FILE NAME/DESCRIPTION

COPIES TO

DATE

MEH

ASCII

1600

80

10:1

Unlabeled

PROJECT DIR/MGR

FORMAT - Code Type

Density

Record Length

Blocking

Other

Items: Omits = Blank

Mults = M

Grids: Omits = Blank

Mults = M

ITEM	FIELD NAME	NO. CHAR.	CHAR POSITION		VALID CODES	DESCRIPTIVE COMMENTS
			FIRST	LAST		
	Processing Number	7	1	7		
	Record #1	1	8	8	1	
	SECTION I: ALL EMPLOYEES					
	Items 1-17	1(17)	9	25	1-6	
	Items 18a-18m	1(13)	26	38	1-4	
	Items 19a-22h	1(18)	39	56	1-6	
23	Receipt of performance appraisal	1	57	57	1-3	
24	Involvement in deter. standards	1	58	58	1-6	
25	Most recent performance rating	1	59	59	1-6	
	Items 26-32	1(9)	60	68	1-6	
	Items 33a-33h	1(8)	69	76	1-2	
34	Drug abuse problem	1	77	77	1-6	
35	Changed jobs in past 3 years	1	78	78	1-2	
	Filler	2	79	80	Blank	
	Processing Number	7	1	7		
	Record #2	1	8	8	2	
	Items 36-38	1(3)	9	11	1-6	
39	Supervisory level	1	12	12	1-3	
	SECTION II: SUPERVISORS					
	Items 40a-40j	1(10)	13	22	1-6	
41	Supervision/Misconduct	1	23	23	1-5	
42	Most recent problem	1	24	24	1-3	
43A	Action Taken	7	25	31	1	Mark-All; 1 if marked, 0 if blank
43B	Effect, a-g	1(7)	32	38	1-4	
44	Senior Executive Service	1	39	39	1-2	
	SECTION III: SENIOR EXEC. SERV.					
45	Charter member of SES	1	40	40	1-2	
46	Tenure	1	41	41	1-4	
47	Type of Appointment	1	42	42	1-3	
48	Describe supervisor	1	43	43	1-4	

Reference page /





APPENDIX 2

TABLE 1.  
STRATIFICATION TABLE

<u>Agency(Stratum)</u>	<u>Substratum</u>				
	<u>SES</u>	<u>GS/GM</u> <u>13-15</u>	<u>GS</u> <u>1-12</u>	<u>WS/WL</u>	<u>WG</u>
State	1	24	47	70	93
Treasury	2	25	48	71	94
Army	3	26	49	72	95
Navy	4	27	50	73	96
Air Force	5	28	51	74	97
Other DoD	6	29	52	75	98
Justice	7	30	53	76	99
Interior	8	31	54	77	100
Agriculture	9	32	55	78	101
Commerce	10	33	56	79	102
Labor	11	34	57	80	103
HHS	12	35	58	81	104
HUD	13	36	59	82	105
DOT	14	37	60	83	106
Energy	15	38	61	84	107
Education	16	39	62	85	108
EPA	17	40	63	86	109
GSA	18	41	64	87	110
NASA	19	42	65	88	111
OPM	20	43	66	89	112
SBA	21	44	67	90	113
VA	22	45	68	91	114
All Others	23	46	69	92	115
Number of persons to be selected per substratum	ALL	300	300	70	70

1989 MERIT PRINCIPLES SURVEY

TABLE 2. COUNTS TO BE USED FOR WEIGHTING DATA

Stratum #	Number of Respondents	Total Population
0	781	*
1	61	112
2	312	516
3	209	319
4	173	440
5	128	199
6	271	422
7	125	243
8	157	267
9	226	330
10	259	395
11	89	169
12	308	546
13	55	102
14	183	353
15	294	426
16	38	66
17	146	249
18	58	117
19	332	509
0	26	55
21	21	41
22	157	219
23	617	1075
24	211	1028
25	217	22734
26	226	26772
27	153	24050
28	228	14839
29	241	8956
30	173	7274
31	237	8525
32	241	10855
33	220	6859
34	197	4291
35	206	15776
36	203	2799
37	175	22246
38	224	5934
39	240	1355
40	214	4819
41	207	2603
42	209	10213
43	206	913
44	224	1055
45	224	6623
46	223	13934
47	165	3445
48	192	120325
49	192	200895

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1989 MERIT PRINCIPLES SURVEY

Stratum #	Number of Respondents	Total Population
50	181	165911
51	211	127808
52	189	55920
53	152	35635
54	215	41550
55	241	75516
56	196	17348
57	181	12158
58	242	84103
59	188	9528
60	167	35124
61	200	8233
62	194	2668
63	190	8357
64	192	10746
65	193	10792
66	190	4161
67	197	2678
68	140	114538
69	209	26196
70	4	12
71	27	393
72	36	10792
73	26	14336
74	47	11554
75	34	1411
76	12	2148
77	38	1069
78	34	364
79	32	137
80	2	6
81	19	578
82	0	6
83	27	499
84	30	176
85	1	2
86	1	2
87	25	724
88	39	139
89	4	9
90	0	1
91	24	3906
92	23	360
93	14	93
94	16	2615
95	45	65410
96	37	86498
97	47	66099
98	37	7201
99	59	327
100	37	5588
101	32	1742

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1989 MERIT PRINCIPLES SURVEY

Stratum #	Number of Respondents	Total Population
102	47	642
103	16	40
104	40	2654
105	3	19
106	33	2593
107	46	887
108	5	9
109	16	47
110	22	4119
111	51	866
112	24	52
113	1	13
114	16	26451
115	49	1473
116	419	633**

\* These respondents did not complete all of the demographic questions, and could not be assigned to any of the strata

\*\* Stratum #116 consisted of all GS/GM employees in grades 16-18

APPENDIX 3

## 1989 MERIT PRINCIPLES SURVEY

The labeling for all the questions in the 1989 Merit Principles Survey is as follows:

<u>Question Number</u>	<u>Variable Name</u>
1	Q1
2	Q2
3	Q3
4	Q4
5	Q5
6	Q6
7	Q7
8	Q8
9	Q9
10	Q10
11	Q11
12	Q12
13	Q13
14	Q14
15	Q15
16	Q16
17	Q17
18a	Q1801
18b	Q1802
18c	Q1803
18d	Q1804
18e	Q1805
18f	Q1806
18g	Q1807
18h	Q1808
18i	Q1809
18j	Q1810
18k	Q1811
18l	Q1812
18m	Q1813
19a	Q1901
19b	Q1902
19c	Q1903
19d	Q1904
20	Q20
21	Q21
22a	Q2201
22b	Q2202
22c	Q2203
22d	Q2204
22e	Q2205
22f	Q2206
22g	Q2207
22h	Q2208
23	Q23
24	Q24
25	Q25
26	Q26



1989 MERIT PRINCIPLES SURVEY

<u>Question Number</u>	<u>Variable Name</u>
27	Q27
28	Q28
29a	Q2901
29b	Q2902
29c	Q2903
30	Q30
31	Q31
32	Q32
33a	Q3301
33b	Q3302
33c	Q3303
33d	Q3304
33e	Q3305
33f	Q3306
33g	Q3307
33h	Q3308
34	Q34
35	Q35
36	Q36
37	Q37
38	Q38
39	Q39
40a	Q4001
40b	Q4002
40c	Q4003
40d	Q4004
40e	Q4005
40f	Q4006
40g	Q4007
40h	Q4008
40i	Q4009
40j	Q4010
41	Q41
42	Q42
43Aa	Q43101
43Ab	Q43102
43Ac	Q43103
43Ad	Q43104
43Ae	Q43105
43Af	Q43106
43Ag	Q43107
43Ba	Q43201
43Bb	Q43202
43Bc	Q43203
43Bd	Q43204
43Be	Q43205
43Bf	Q43206
43Bg	Q43207
44	Q44
45	Q45
46	Q46
47	Q47
48	Q48

(Response scale for questions 43Aa - 43Ag:  
1 = took action  
0 = didn't take action)

## 1989 MERIT PRINCIPLES SURVEY

<u>Question Number</u>	<u>Variable Name</u>
49	Q49
50	Q50
51a	Q5101
51b	Q5102
51c	Q5103
51d	Q5104
52a	Q5201
52b	Q5202
52c	Q5203
52d	Q5204
52e	Q5205
52f	Q5206
52g	Q5207
52h	Q5208
52i	Q5209
52j	Q5210
52k	Q5211
52l	Q5212
52m	Q5213
52n	Q5214
53	Q53
54	Q54
55	Q55
56	Q56
57	Q57
58	Q58
59	Q59
60	Q60
61	Q61
62	Q62

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NUMBERED
RUN NAME      89 MPS-FILE TO DEFINE THE WEIGHTING STRATA
FILE HANDLE   MOUT1/NAME='SCAN1',
GET FILE      MOUT1
COMPUTE       STRATA=0
IF (Q62 EQ 19 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 21 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 04 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 05 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 03 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 06 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 14 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 13 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 01 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 02 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 15 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 11 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 12 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 20 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 08 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 07 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 09 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 10 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 16 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 17 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 18 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 21 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 22 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 23 AND (Q44 EQ 1 AND Q59 EQ 4))
IF (Q62 EQ 19 AND (Q59 EQ 1 OR Q59 EQ 2) AND
(Q60 EQ 4 OR Q60 EQ 5)) STRATA=24
IF (Q62 EQ 21 AND (Q59 EQ 1 OR Q59 EQ 2) AND
(Q60 EQ 4 OR Q60 EQ 5)) STRATA=25
IF (Q62 EQ 04 AND (Q59 EQ 1 OR Q59 EQ 2) AND
(Q60 EQ 4 OR Q60 EQ 5)) STRATA=26
IF (Q62 EQ 05 AND (Q59 EQ 1 OR Q59 EQ 2) AND
(Q60 EQ 4 OR Q60 EQ 5)) STRATA=27
IF (Q62 EQ 03 AND (Q59 EQ 1 OR Q59 EQ 2) AND
(Q60 EQ 4 OR Q60 EQ 5)) STRATA=27
IF (Q62 EQ 03 AND (Q59 EQ 1 OR Q59 EQ 2) AND
(Q60 EQ 4 OR Q60 EQ 5)) STRATA=27

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61	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=28	2) AND
62	IF	(Q60 EQ 6	AND (Q59 EQ 1	OR Q59 EQ 2	AND
63	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=29	2) AND
64	IF	(Q62 EQ 14	AND (Q59 EQ 1	OR Q59 EQ 2	AND
65	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=30	2) AND
66	IF	(Q62 EQ 13	AND (Q59 EQ 1	OR Q59 EQ 2	AND
67	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=31	2) AND
68	IF	(Q62 EQ 01	AND (Q59 EQ 1	OR Q59 EQ 2	AND
69	IF	(Q62 EQ 02	AND (Q59 EQ 1	OR Q59 EQ 2	AND
70	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=32	2) AND
71	IF	(Q60 EQ 15	AND (Q59 EQ 1	OR Q59 EQ 2	AND
72	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=33	2) AND
73	IF	(Q62 EQ 11	AND (Q59 EQ 1	OR Q59 EQ 2	AND
74	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=34	2) AND
75	IF	(Q62 EQ 12	AND (Q59 EQ 1	OR Q59 EQ 2	AND
76	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=35	2) AND
77	IF	(Q62 EQ 12	AND (Q59 EQ 1	OR Q59 EQ 2	AND
78	IF	(Q62 EQ 20	AND (Q59 EQ 1	OR Q59 EQ 2	AND
79	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=36	2) AND
80	IF	(Q62 EQ 08	AND (Q59 EQ 1	OR Q59 EQ 2	AND
81	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=37	2) AND
82	IF	(Q62 EQ 07	AND (Q59 EQ 1	OR Q59 EQ 2	AND
83	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=38	2) AND
84	IF	(Q62 EQ 09	AND (Q59 EQ 1	OR Q59 EQ 2	AND
85	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=39	2) AND
86	IF	(Q62 EQ 10	AND (Q59 EQ 1	OR Q59 EQ 2	AND
87	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=40	2) AND
88	IF	(Q62 EQ 16	AND (Q59 EQ 1	OR Q59 EQ 2	AND
89	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=41	2) AND
90	IF	(Q62 EQ 17	AND (Q59 EQ 1	OR Q59 EQ 2	AND
91	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=42	2) AND
92	IF	(Q62 EQ 18	AND (Q59 EQ 1	OR Q59 EQ 2	AND
93	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=43	2) AND
94	IF	(Q62 EQ 22	AND (Q59 EQ 1	OR Q59 EQ 2	AND
95	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=44	2) AND
96	IF	(Q62 EQ 23	AND (Q59 EQ 1	OR Q59 EQ 2	AND
97	IF	(Q60 EQ 4	OR Q60 EQ 5)	STRATA=45	2) AND
98	IF	(Q62 EQ 19	AND (Q59 EQ 1	OR Q59 EQ 2	AND
99	IF	STRATA=47	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
100	IF	(Q62 EQ 21	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
101	IF	STRATA=48	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
102	IF	(Q62 EQ 04	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
103	IF	STRATA=49	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
104	IF	(Q62 EQ 05	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
105	IF	STRATA=50	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
106	IF	(Q62 EQ 03	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
107	IF	STRATA=51	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
108	IF	(Q62 EQ 06	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
109	IF	STRATA=52	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
110	IF	(Q62 EQ 14	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
111	IF	STRATA=53	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
112	IF	(Q62 EQ 13	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
113	IF	STRATA=54	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
114	IF	(Q62 EQ 01	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
115	IF	STRATA=55	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
116	IF	(Q62 EQ 02	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
117	IF	STRATA=56	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
118	IF	(Q62 EQ 15	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
119	IF	STRATA=57	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)
120	IF	(Q62 EQ 11	AND Q59 EQ 1	AND (Q60 GE 1	AND Q60 LE 3)

11 STRATA=58  
122 (Q62 EQ 12 AND Q59 EQ 1 AND (Q60 GE 1 AND Q60 LE 3))  
123 STRATA=59  
124 (Q62 EQ 20 AND Q59 EQ 1 AND (Q60 GE 1 AND Q60 LE 3))  
125 STRATA=60  
126 (Q62 EQ 08 AND Q59 EQ 1 AND (Q60 GE 1 AND Q60 LE 3))  
127 STRATA=61  
128 (Q62 EQ 07 AND Q59 EQ 1 AND (Q60 GE 1 AND Q60 LE 3))  
129 STRATA=62  
130 (Q62 EQ 09 AND Q59 EQ 1 AND (Q60 GE 1 AND Q60 LE 3))  
131 STRATA=63  
132 (Q62 EQ 10 AND Q59 EQ 1 AND (Q60 GE 1 AND Q60 LE 3))  
133 STRATA=64  
134 (Q62 EQ 16 AND Q59 EQ 1 AND (Q60 GE 1 AND Q60 LE 3))  
135 STRATA=65  
136 (Q62 EQ 17 AND Q59 EQ 1 AND (Q60 GE 1 AND Q60 LE 3))  
137 STRATA=66  
138 (Q62 EQ 18 AND Q59 EQ 1 AND (Q60 GE 1 AND Q60 LE 3))  
139 STRATA=67  
140 (Q62 EQ 22 AND Q59 EQ 1 AND (Q60 GE 1 AND Q60 LE 3))  
141 STRATA=68  
142 (Q62 EQ 23 AND Q59 EQ 1 AND (Q60 GE 1 AND Q60 LE 3))  
143 STRATA=69  
144 (Q62 EQ 19 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
145 STRATA=70  
146 (Q62 EQ 21 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
147 STRATA=71  
148 (Q62 EQ 04 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
149 STRATA=72  
150 (Q62 EQ 05 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
151 STRATA=73  
152 (Q62 EQ 03 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
153 STRATA=74  
154 (Q62 EQ 06 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
155 STRATA=75  
156 (Q62 EQ 14 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
157 STRATA=76  
158 (Q62 EQ 13 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
159 STRATA=77  
160 (Q62 EQ 01 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
161 STRATA=78  
162 (Q62 EQ 02 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
163 STRATA=79  
164 (Q62 EQ 15 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
165 STRATA=80  
166 (Q62 EQ 11 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
167 STRATA=81  
168 (Q62 EQ 12 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
169 STRATA=82  
170 (Q62 EQ 20 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
171 STRATA=83  
172 (Q62 EQ 08 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
173 STRATA=84  
174 (Q62 EQ 07 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
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178 (Q62 EQ 10 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))  
179 STRATA=87  
180 (Q62 EQ 16 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))

Reference page 21

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81 STRATA=88
82 (Q62 EQ 17 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))
83 STRATA=89
84 (Q62 EQ 18 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))
85 STRATA=90
86 (Q62 EQ 22 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))
87 STRATA=91
88 (Q62 EQ 23 AND Q59 EQ 3 AND (Q39 EQ 2 OR Q39 EQ 3))
89 STRATA=92
90 (Q62 EQ 19 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=93
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92 (Q62 EQ 04 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=95
93 (Q62 EQ 05 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=96
94 (Q62 EQ 03 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=97
95 (Q62 EQ 06 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=98
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99 (Q62 EQ 02 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=102
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101 (Q62 EQ 11 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=104
102 (Q62 EQ 12 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=105
103 (Q62 EQ 20 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=106
104 (Q62 EQ 08 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=107
105 (Q62 EQ 07 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=108
106 (Q62 EQ 09 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=109
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112 (Q62 EQ 06 AND Q59 EQ 3 AND Q39 EQ 1) STRATA=115
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114 STRATA EQ 116
115 FILE HANDLE MOUT2/NAME='SCAN2'
116 SAVE OUTFILE=MOUT2

```



U.S. MERIT SYSTEMS PROTECTION BOARD  
Washington, D.C. 20419

Dear Federal Co-worker:

We need your help with this survey of Federal pay and working conditions. You're part of a relatively small group of Federal employees selected randomly to represent the views of over 2 million Federal employees. Results from this survey will be reported to Congress and the President and made available to the public. **Your answers are important.**

The U.S. Merit Systems Protection Board (MSPB) is an independent Federal agency created by Congress in 1978. One of our tasks is to monitor the health of the Federal personnel system. One way we do that is by periodically conducting surveys of the employees in that system. In developing this questionnaire, we received assistance from national Federal employee unions, professional associations, and other interested groups.

This survey gives you an opportunity to share your opinions and experiences concerning your job, your supervisor, your co-workers, performance appraisal, and other subjects. You may complete it at your work site or in the privacy of your own home. Please base your answers on your own experiences and opinions. **We will keep your answers confidential.** Please do not put your name anywhere on this questionnaire.

Please return the completed questionnaire in the enclosed postage paid envelope within 5 days after you receive it. If you would like a copy of the report(s) published as a result of this survey, you may write to us at the address shown on the next page.

Thank you for your assistance.

Sincerely,

Evangeline W. Swift  
Director, Policy and Evaluation

U. S. Merit Systems Protection Board

Reference page **1989 MERIT PRINCIPLES SURVEY**

REPRODUCED AT THE NATIONAL ARCHIVES



U. S. MERIT SYSTEMS PROTECTION BOARD  
WASHINGTON, D. C. 20419

## 1989 MERIT PRINCIPLES SURVEY

This survey asks Federal employees to share their opinions and experiences on a variety of personnel issues. The questionnaire is divided into the following four broad sections:

- Section I, which applies to all employees. It covers a wide range of areas, including your job; the personnel practices in your work group; issues concerning pay; and individual and organizational performance.
- Section II, completed by supervisors, which is concerned with managing people.
- Section III, completed by members of the Senior Executive Service, which addresses issues specifically relevant to the SES.
- Section IV, completed by all employees, which covers personal and job information.

You may not have to answer every question in this survey. Instructions will tell you what questions to skip. Also, please use the last page of this questionnaire to write any additional responses or comments you may wish to make.

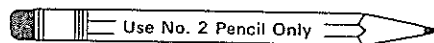
### MARKING INSTRUCTIONS

- DON'T use ink or ballpoint pens.
- Erase completely and cleanly any answer you wish to change.
- Don't make any stray marks in this booklet.

CORRECT MARK:



INCORRECT MARKS:



### PRIVACY ACT NOTICE

Collection of the requested information is authorized by the Civil Service Reform Act of 1978 (P.L. 95-454). Your participation in this survey is completely voluntary and none of the information you choose to supply will be associated with you individually.

### REPORT REQUEST ADDRESS

If you would like a copy of the reports published as a result of this survey, please address your request to:

U. S. Merit Systems Protection Board  
Office of Policy and Evaluation  
1120 Vermont Avenue, N.W.  
Washington, D.C. 20419

Reference page 23



**SECTION I: ALL EMPLOYEES**

To what extent do you agree or disagree with each of the following statements?

Don't know/Can't judge  
 Strongly disagree  
 Disagree  
 Neither agree nor disagree  
 Agree  
 Strongly agree

1. The work I do on my job is meaningful to me .....○○○○○
2. During the next year, I will actively look for a new Federal Government job outside of this work group .....○○○○○
3. During the next year, I will actively look for a new job outside the Federal Government.....○○○○○
4. My present job makes good use of my skills and abilities .....○○○○○
5. A portion of my pay should be based on how well I perform .....○○○○○
6. A portion of my pay, as well as that of my co-workers, should be based on the performance of my entire work group .....○○○○○
7. It is important to me to have a voice in decisions which affect my work ....○○○○○
8. In general, I am satisfied with my job...○○○○○
9. If I had a choice, I would choose to be put under a pay-for-performance system (i.e., salary increases based on my supervisor's judgment of my job performance) .....○○○○○
10. Overall, I am satisfied with my current pay .....○○○○○
11. I would recommend the Federal Government as a place to work.....○○○○○
12. Salaries for people in my occupation and at my grade level should vary according to geographic location rather than being based on a single salary schedule nationwide .....○○○○○
13. Current Federal outside employment and post-employment restrictions to assure an ethical Government are fair.....○○○○○

Reference page 21

Don't know/Can't judge  
 Strongly disagree  
 Disagree  
 Neither agree nor disagree  
 Agree  
 Strongly agree

14. My most recent performance rating presented an accurate picture of my actual job performance .....○○○○○
15. I understand the performance standards for my job .....○○○○○
16. I have the skills I need to do my job... ○○○○○
17. I would like to be able legally to be more active in partisan political activities .....○○○○○
18. Please indicate how each of the following affects your decision to stay with or leave the Federal Government.
 

	No basis to judge
	Reason for leaving the Government
	Neither a reason to stay nor leave
	Reason for staying in Government

  - a. Public image of Federal workers .....○○○○
  - b. Opportunity to have an impact on public affairs .....○○○○
  - c. The work itself, the duties you perform ... ○○○○
  - d. The retirement system you are under .....○○○○
  - e. Current health insurance benefits .....○○○○
  - f. Current annual and sick leave benefits.... ○○○○
  - g. Salary .....○○○○
  - h. Promotion opportunities .....○○○○
  - i. Job security .....○○○○
  - j. Current private sector job opportunities ... ○○○○
  - k. Flexible work schedule.....○○○○
  - l. Monetary incentives to perform well (e.g., cash awards, bonuses, quality step increases) .....○○○○
  - m. The physical environment where you work .....○○○○

19. In the past 2 years, to what extent do you believe you have been treated fairly in regard to the following?

No basis to judge  
To no extent  
To a little extent  
To some extent  
To a considerable extent  
To a very great extent

- a. Promotions ..... O O O O O O
b. Awards ..... O O O O O O
c. Training ..... O O O O O O
d. Job assignments ..... O O O O O O

20. To what extent should each of the following be allowed to provide input into your performance appraisal rating?

- a. Yourself ..... O O O O O O
b. Your coworkers ..... O O O O O O
c. Your immediate supervisor ..... O O O O O O
d. Your second-level supervisor ..... O O O O O O

21. If the people in your work group stayed the same, to what extent do you think:

- a. the amount of work done in your area could be increased? ..... O O O O O O
b. the quality of work done in your area could be increased? ..... O O O O O O

22. To what extent do you agree or disagree with the following statements concerning your immediate supervisor?

Don't know/Can't judge  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

- a. There is effective two-way communication between my immediate supervisor and me ..... O O O O O O
b. My immediate supervisor treats me fairly ..... O O O O O O
c. My immediate supervisor has good technical skills ..... O O O O O O
d. My immediate supervisor has good leadership skills ..... O O O O O O
e. My immediate supervisor encourages me to offer ideas and suggestions to improve productivity and/or quality of work ..... O O O O O O
f. My immediate supervisor has organized our work group effectively to get the work done ..... O O O O O O
g. My immediate supervisor encourages my participation in making decisions affecting my work ..... O O O O O O
h. I have trust and confidence in my immediate supervisor ..... O O O O O O

Reference page 25

23. Have you received a written performance appraisal in the past 12 months?
O Yes
O No
O No, but have not been in job long enough to be appraised.

24. To what extent were you involved in determining your performance elements and standards?
O To a very great extent
O To a considerable extent
O To some extent
O To a little extent
O To no extent
O Don't have elements and standards

25. My most recent performance rating was:
O Level 1 (Unacceptable or Unsatisfactory)
O Level 2 (Minimally Successful or Minimally Satisfactory)
O Level 3 (Fully Successful)
O Level 4 (Exceeds Fully Satisfactory or Exceeds Fully Successful)
O Level 5 (Outstanding)
O Have not had a rating

Don't know/Can't judge
Strongly disagree
Disagree
Neither agree nor disagree
Agree
Strongly agree

26. I would like to see the existing 5-level performance rating system changed to a simple "pass/fail" system ..... O O O O O O

27. Through the performance rating system, my supervisor should have greater control over my compensation ..... O O O O O O

28. The performance appraisal process should be changed to put a limit on the number of high ratings ..... O O O O O O

29. If you perform better in your present job, how likely is it that you will:
No basis to judge
Very unlikely
Somewhat unlikely
Neither likely nor unlikely
Somewhat likely
Very likely

- a. Receive more pay (e.g., bonus, promotion, cash award)? ..... O O O O O O
b. Receive nonpay rewards (e.g., letter of recognition)? ..... O O O O O O
c. Receive informal recognition (e.g., being told you do good work)? ..... O O O O O O

Not applicable/Don't know  
 Poor  
 Below average  
 Average  
 Above average  
 Outstanding

30. Overall, how would you rate the quality of your current coworkers in your immediate work group? .....

31. Overall, how would you rate the quality of people who have joined your immediate work group from outside the Government in the past 4 years (or since you've been in your work group if less than 4 years)? .....

32. Overall, how would you rate the quality of people who have left the Federal Government from your immediate work group in the past 4 years? .....

33. In the past 2 years, have any of the following practices happened to you? Were you: (Mark ONE response for each practice.)

Yes, it happened to me.  
 No, it did not happen to me.

a. Influenced to withdraw from competition for a Federal job in order to help another person's chances for getting a job? .....

b. Denied a job or job reward as a result of another person's selection based on his/her family relationship? .....

c. Denied a job or job reward as a result of another person's selection based on the "buddy system" without regard to merit? .....

d. Denied a job or job reward based on race, color, religion, sex, age, national origin, handicapping condition or marital status? .....

e. Pressured to resign or transfer on account of political affiliation? .....

f. Denied a job or job reward as a result of political affiliation? .....

g. Asked by someone of authority over you to provide a political contribution or service? .....

h. Asked by someone of authority over you to provide a political contribution or service? .....

Reference page 26

34. To what extent do you believe there is a drug abuse problem among employees in your work unit?  
 To a very great extent       To a little extent  
 To a considerable extent       To no extent  
 To some extent       Don't know/Can't judge

35. Have you changed jobs in the past 3 years (e.g., transfer, reassignment, promotion)?  
 Yes       No

Not applicable/Can't judge  
 Strongly disagree  
 Disagree  
 Neither agree nor disagree  
 Agree  
 Strongly agree

36. The nature of the work I perform has changed substantially over the past 3 years .....

37. I have received the training I needed to keep pace with my job as it has changed .....

38. I am being trained on new technology as it is brought into my office .....

39. Are you a:  
 Nonsupervisor? — Skip to question 44 on page 6.  
 First-level supervisor (i.e., do you sign performance appraisals for other employees?)?  
 Second- or higher-level supervisor?

**SECTION II: SUPERVISORS**

40. In the past 4 years, has the quality of applicants for vacancies in your work group improved or worsened? (Mark ONE response for each type of position vacancy.)

No basis to judge  
 Greatly worsened  
 Somewhat worsened  
 Remained the same  
 Somewhat improved  
 Greatly improved

Position Vacancies

- a. Wage Grade (trades and crafts) .....
- b. GS 1 through 5 clerical or secretarial ..
- c. GS 6 and above clerical or secretarial ..
- d. GS 1 through 5 technical (e.g., engineering, biological or medical technician or aide).....
- e. GS 6 and above technical .....
- f. GS 5 through 7 entry-level professional or administrative .....
- g. GS 9 through 12 mid-level professional or administrative .....
- h. GS or GM 13 through 15 senior-level professional or administrative ...
- i. SES or GS 16 through 18 .....
- j. Other .....

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41. During the past 2 years have you supervised employees with poor performance or misconduct problems?

- Yes, poor performance     No  
 Yes, misconduct             Not sure } Skip to question 44.  
 Yes, poor performance and misconduct

Please continue with Item 42.

42. Which of these problems did you have to deal with most recently?

- Poor performance  
 Misconduct  
 Mixed (both)

Please continue with Item 43A.

43A. For the problem referred to in question 42, what did you do?

(Mark the oval in this column after each action you took.)

ACTION TAKEN

- a. I counseled the employee and worked with him/her informally .....
- b. I referred the employee to a counseling service provided by my agency .....
- c. I gave the employee a less than satisfactory performance rating .....
- d. I placed the employee on a Performance Improvement Plan .....
- e. I initiated formal action against him/her .....
- f. I took no action .....
- g. I have not decided yet what to do .....

I took this action

MARK HERE THE EFFECT OF YOUR ACTION ON THE EMPLOYEE'S PERFORMANCE OR CONDUCT

	Made Things Worse	Made No Difference	Made Things Better	No Basis To Judge
a. I counseled the employee and worked with him/her informally .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I referred the employee to a counseling service provided by my agency .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I gave the employee a less than satisfactory performance rating .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I placed the employee on a Performance Improvement Plan .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I initiated formal action against him/her .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I took no action .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I have not decided yet what to do .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Did you remember to answer 43B?

44. Are you a member of the Senior Executive Service (SES)?

- Yes     No — Skip to question 53 on page 7.

**SECTION III: SENIOR EXECUTIVE SERVICE**

45. Were you converted into the SES in 1979 when the SES first started (i.e., are you a charter member)?

- Yes     No

46. How long have you been in the SES?

- Less than 1 year  
 1 to less than 2 years  
 2 to less than 5 years  
 5 years or more

47. Which type of SES appointment do you have?

- Career                       Limited  
 Noncareer

48. Which of the following best describes your immediate supervisor?

- Political executive             Military officer  
 Career executive               Other

49. Do you supervise SES employees?

- Yes                               No

50. Have you received an SES performance or rank award within the past 2 years?

- Yes                               No

51. To what extent do you agree with the following statements about the SES?

(Mark ONE response for each statement.)

- No basis to judge  
 Strongly disagree  
 Disagree  
 Neither agree nor disagree  
 Agree  
 Strongly agree

Statement

- a. The bonus/rank award system is a strong incentive for me to do my best .....
- b. There are enough bonuses so that if I perform well I have a good chance of receiving one .....
- c. Scientists and technical experts should not be part of the current SES system, but rather should have their own comparable system...
- d. The SES performance appraisal process has improved organizational effectiveness .....

Reference page 27

52. The objectives for the SES listed below are taken directly from the law. How successful is your agency in meeting these objectives?

- Don't know/Can't judge  
Completely unsuccessful  
Somewhat unsuccessful  
Neither successful nor unsuccessful  
Somewhat successful  
Completely successful

- a. Basing compensation, retention and tenure on executive success measured in terms of individual and organizational performance .....
- b. Assuring that senior executives are accountable and responsible for the effectiveness and productivity of employees under them .....
- c. Recognizing exceptional accomplishment .....
- d. Enabling the head of an agency to reassign senior executives to best accomplish the agency's mission ....
- e. Providing severance pay, early retirement, and placement assistance for senior executives who are removed from the SES for nondisciplinary reasons .....
- f. Protecting senior executives from arbitrary or capricious actions .....
- g. Providing for program continuity and policy advocacy in the management of public programs ....
- h. Ensuring accountability for honest, economical and efficient Government .....
- i. Providing for the initial and continuing systematic development of highly competent senior executives .....
- j. Providing for an executive system which is guided by the public interest and free from improper political interference .....
- k. Providing a compensation system designed to attract and retain highly competent senior executives .....
- l. Maintaining a merit personnel system free of prohibited personnel practices .....
- m. Ensuring compliance with all applicable civil service rules and regulations, including those related to equal employment opportunity, political activity and conflicts of interest .....
- n. Appointing career executives to fill SES positions to the extent practicable, consistent with the effective and efficient implementation of agency policy and responsibilities ...

Reference page 28

**SECTION IV: PERSONAL AND JOB INFORMATION (ALL EMPLOYEES)**

- 53. How many years have you been a Federal Government employee (excluding military service)?
  - Less than 1 year
  - 1 through 5 years
  - 6 through 10 years
  - 11 through 15 years
  - 16 through 20 years
  - 21 through 25 years
  - 26 through 30 years
  - 31 years or more
- 54. Do you work at headquarters or in the field?
  - Headquarters
  - Field location (e.g., regional office, field office, state office)
- 55. How many years of full-time employment have you had outside of the Federal Government within the past 5 years?
  - None
  - Less than 1 year
  - 1-3 years
  - 4-5 years
- 56. Are you:
  - Male
  - Female
- 57. What is your age?
  - Under 20
  - 20-29
  - 30-39
  - 40-49
  - 50-54
  - 55-59
  - 60-64
  - 65 or older
- 58. What is your highest education level? (Mark only ONE)
  - Less than high school diploma
  - High school diploma or GED
  - High school diploma or GED plus some college or technical training
  - 2-year college degree (AA, AS)
  - 4-year college degree (BA, BS, or other bachelors degree)
  - Some graduate school
  - Graduate or professional degree
- 59. What is your pay category?
  - General schedule or similar (GS, GG, GW)
  - GM
  - Wage system (WG, WS, WL, WD, WN)
  - Executive (ST, EX, SES) or equivalent
  - Other
- 60. What is your current pay grade?
  - 1-4
  - 5-8
  - 9-12
  - 13-14
  - 15
  - 16-18
  - ES-1, ES-2, ES-3, ES-4 (SES only)
  - ES-5, ES-6 (SES only)
  - Other

REF ID: A71111

61. To which retirement system do you belong?
- Civil Service Retirement System (CSRS)
  - Federal Employees Retirement System (FERS)
62. Where do you work?
- 1 Agriculture
  - 2 Commerce
  - Defense:
    - 3 Air Force
    - 4 Army
    - 5 Navy
    - 6 Other DoD
  - 7 Education
  - 8 Energy
  - 9 Environmental Protection Agency
  - 10 General Services Administration
  - 11 Health and Human Services
  - 12 Housing and Urban Development
  - 13 Interior
  - 14 Justice
  - 15 Labor
  - 16 National Aeronautics and Space Administration
  - 17 Office of Personnel Management
  - 18 Small Business Administration
  - 19 State
  - 20 Transportation
  - 21 Treasury
  - 22 Veterans Affairs
  - 23 Other

Please continue with Item 63.

63. What is your job classification series (e.g., 334 for computer specialists, 318 for secretaries, 810 for civil engineers, or 610 for nurses)? Please indicate your job classification series below, placing 0's in front of the number, if necessary, to make it four digits long. For example, if you are a computer specialist with the job classification series number 334, you would mark it as follows:

Example

0	3	3	4
<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Your job series classification number

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### COMMENTS

Please briefly describe why you would or would not want to be under a pay-for-performance system.

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Other comments (Please use the space below for any other comments you may wish to offer about Federal personnel issues. Attach additional pages if you need more space.)

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This completes the survey. Please use the enclosed postage-paid envelope to return the survey. If a postage-paid envelope is not provided, please return to MSPB Survey Processing Center, Questar Data Systems, Inc., 2905 West Service Road, Eagan, MN 55121. Thank you for your cooperation.

Reference page 29