

4-1d
Satisfaction with Fairness

Question	Employee Results	
	Count	Percent
Prohibited Personnel Practices (e.g., 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.		
strongly agree	7982	25%
agree	12772	40%
neither agree nor disagree	5747	18%
disagree	2554	8%
strongly disagree	2554	8%
totals	31929	99%
Recently retired military are often selected over fully qualified civilian candidates.		
strongly agree	3600	14%
agree	5656	22%
neither agree nor disagree	10027	39%
disagree	4371	17%
strongly disagree	2057	8%
totals	25711	100%
Employees at this installation/activity are treated fairly with regard to grievances.		
strongly agree	2018	8%
agree	7819	31%
neither agree nor disagree	9332	37%
disagree	3279	13%
strongly disagree	2774	11%
totals	25221	100%
Employees at this installation/activity are treated fairly with regard to appeals.		
strongly agree	1844	8%
agree	6684	29%
neither agree nor disagree	10142	44%
disagree	2305	10%
strongly disagree	2074	9%
totals	23049	100%

Supervisor Results	
Count	Percent
3240	43%
2938	39%
678	9%
377	5%
301	4%
7534	100%
1071	16%
1473	22%
2209	33%
1406	21%
536	8%
6694	100%
1184	18%
3157	48%
1513	23%
460	7%
263	4%
6577	100%
1102	18%
2755	45%
1714	28%
306	5%
245	4%
6123	100%

**4-1d (Cont.)
Satisfaction with Fairness**

Question	Employee Results	
	Count	Percent
If I complained of discrimination, it would be held against me.		
strongly agree	3632	13%
agree	5868	21%
neither agree nor disagree	9500	34%
disagree	5868	21%
strongly disagree	3074	11%
totals	27941	100%
Compared to non-minority employees, minority employees are treated...		
Much Better	3224	9%
Somewhat Better	6173	17%
Equally	23282	65%
Somewhat Worse	2788	8%
Much Worse	589	2%
totals	36056	100%
Compared to male employees, female employees are treated...		
Much Better	2588	7%
Somewhat Better	5432	15%
Equally	22379	62%
Somewhat Worse	4942	14%
Much Worse	733	2%
totals	36074	100%
Compared to younger employees, older employees are treated...		
Much Better	946	3%
Somewhat Better	4494	12%
Equally	24494	68%
Somewhat Worse	5040	14%
Much Worse	1074	3%
totals	36048	100%

Supervisor Results	
Count	Percent
543	8%
1085	16%
2102	31%
1899	28%
1085	16%
6782	99%
512	7%
1298	17%
5476	71%
418	5%
54	1%
7758	100%
394	5%
1095	14%
5290	68%
862	11%
111	1%
7752	100%
95	1%
772	10%
5927	76%
841	11%
121	2%
7756	100%

4-1d (Cont.)
Satisfaction with Fairness

Question	Employee Results	
	Count	Percent
Compared with non-disabled employees, disabled employees are treated..		
Much Better	1023	3%
Somewhat Better	3863	11%
Equally	28280	79%
Somewhat Worse	2104	6%
Much Worse	408	1%
totals	35678	100%
Composite - 4-1d Satisfaction with Fairness		
strongly agree	4510	13%
agree	9713	28%
neither agree nor disagree	11448	33%
disagree	5204	15%
strongly disagree	3816	11%
totals	34690	100%

Supervisor Results	
Count	Percent
181	2%
918	12%
6179	80%
387	5%
40	1%
7705	100%
1626	21%
2787	36%
1936	25%
852	11%
542	7%
7742	100%

**4-1d (Cont.)
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MACOM Breakout

MACOM	Employee Results	
	Count	Percent
AMC	7891	38%
FORSCOM	527	40%
MEDCOM	3638	39%
TRADOC	3151	45%
USACE	6633	43%
USAREUR	413	46%
OTHER	12437	41%
TOTAL ARMY	34690	41%

Supervisor Results	
Count	Percent
1080	58%
135	53%
728	55%
673	56%
1168	64%
197	53%
3761	56%
7742	57%