



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
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FEB 25 2020

MEMORANDUM FOR PROGRAM SUPPORT STRATEGIC ADVISOR, DEFENSE
ADVISORY COMMITTEE ON WOMEN IN THE SERVICES

SUBJECT: Response to Defense Advisory Committee on Women in the Services Request for
Information E-mail Dated February 20, 2020

This memorandum is in response to your request for information (RFI) via email dated
February 20, 2020:

RFI #5 – The Committee requests a written response from Defense Civilian Personnel
Advisory Service (DCPAS) on Federal Employee Viewpoint Survey (FEVS) data collected from
the Military Services, including:


- a. Provide the specific survey questions related to retention. In addition provide a
description of the responses the survey anticipated.
- b. Provide civilian retention data for each of the Military Services (including the Coast
Guard) to answer the following questions:
 - i. What are the main reasons civilian women are staying?
 - ii. How do these results differ from their civilian male counterparts?
 - iii. Are there differences in responses among civilian women of color (race and
ethnically diverse women)?
 - iv. What trends are noteworthy?

The annual FEVS collects data from civilian personnel (part/full-time, non-seasonal and
permanent employees) only. Additionally, DCPAS only has access to Appropriated Fund
civilian personnel data and cannot report on Non-Appropriated Fund, Local/Foreign National,
Defense Civilian Intelligence Personnel System, or Coast Guard personnel.

- a. Response: Question 92: Are you considering leaving your organization within the
next year, and if so, why?
 - No
 - Yes, to retire
 - Yes, to take another job within the Federal Government
 - Yes, to take another job outside the Federal Government
 - Yes, other
- b. Response:
 - Army: 83.6 percent
 - Navy: 92.1 percent
 - Air Force: 88.5 percent
 - 4th Estate: 88.6 percent

DCPAS is unable to answer questions i. through iv. with the data available to us. The DoD does not administer a standardized enterprise exit survey for Department of Defense civilian personnel.

My point of contact for Appropriated Fund civilian personnel data and FEVS response data is Mr. Darby Wiler, Director, Planning & Accountability Directorate, (571) 372-2052, darby.r.wiler.civ@mail.mil.



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