
VENTURA COLLEGE

Institute for Community and Professional Development

Ventura County Economic Development Association

TRIAD

The Consortium for National Defense, Security and Disaster Preparedness

NBVC – SURVEY OF THE CIVILIAN WORKFORCE

A Survey to Obtain Information Regarding Retirement Planning

by the

Civilian Employees of Naval Base Ventura County

Presented to

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▪ EXECUTIVE SUMMARY

• Foreword

The **NBVC – Survey of the Civilian Workforce** was conducted between **October 23, 2008** and **January 30, 2009** by the Office of Research and Evaluation at Ventura College. Funding for the survey was provided by the Institute for Community and Professional Development, Ventura College. The purpose of the survey is to obtain information regarding retirement plans of non-military employees at Naval Base Ventura County. This information will be used in conjunction with other data to project future civilian workforce needs at NBVC over the next 10 to 15 years.

The *survey instrument* was rendered into **two** versions: an *electronic* version, which was accessed via the Internet, and a *hardcopy* version, which was completed by hand. A hardcopy form was required because not all of the Base employees have access to a computer at their work station/area. On **October 22, 2008**, the survey was e-mailed to all base commands by Captain David Fleisch, Chief Staff Officer, Naval Base Ventura County.

A sample survey and a copy of Captain Fleisch’s e-mail memo are appended as **Attachment A** and **Attachment B**, respectively.

• Survey Response Rate

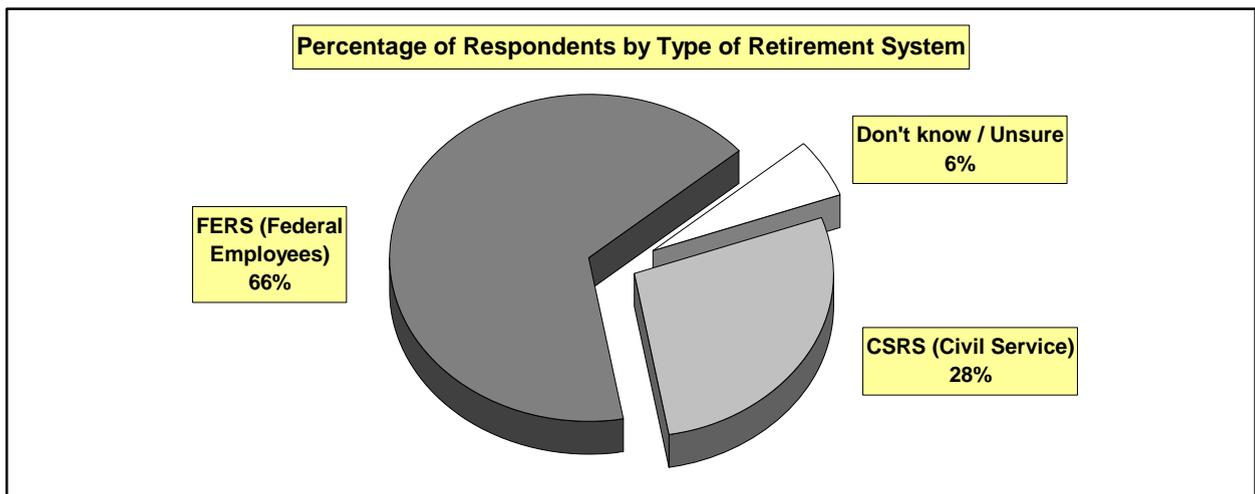
The **overall** response rate is **14%** – **451** of **3,202** civilian employees at NBVC completed an on-line survey or filled-out a hardcopy form. Most of the surveys were submitted electronically – **421 (93%)** of the **451** surveys.

• Retirement Systems

FERS is the retirement system under which the majority of respondents are covered. The data table that follows indicates the number and percentage of respondents by their retirement system.

Retirement System	Respondents	
	Number	Percentage
CSRS (Civil Service)	126	27.9%
FERS (Federal Employees)	299	66.3%
Don't know / Unsure / No Response	26	5.8%
Totals	451	100.0%

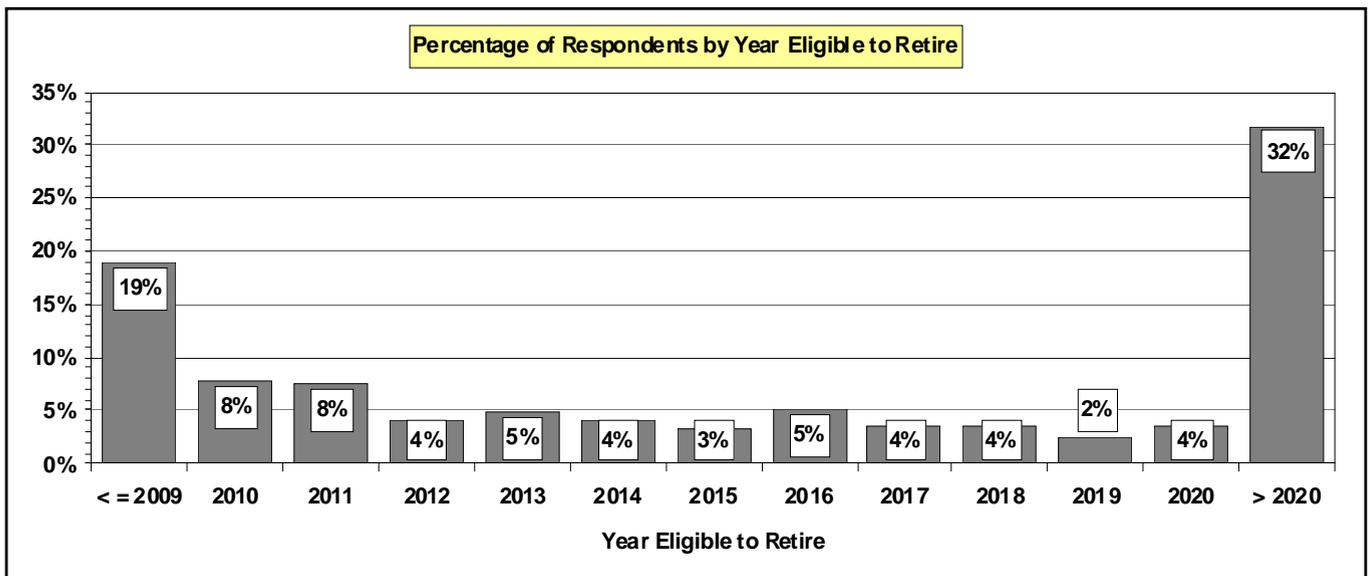
Percentages of survey respondents, by retirement system, are depicted in the chart below.



• Year Eligible to Retire

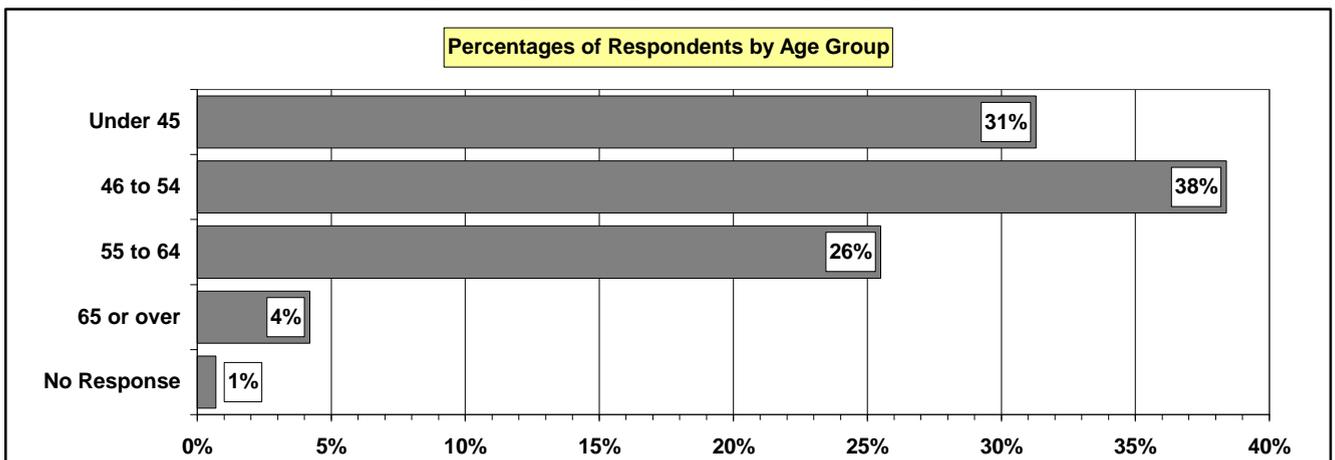
Most of the respondents (**32%**) will become eligible to retire *after 2020*. However, nearly **20%** of respondents indicated that they will become eligible to retire in **2009 or** they are currently eligible to retire. (Of the **451** total survey respondents, **51** did *not* indicate the year in which they will become eligible to retire.) In the table below, the numbers and percentages of respondents – who indicated their eligible year – are distributed by the year in which they became/will become eligible to retire. The chart depicts respondent percentages by eligible retirement year.

Year Eligible to Retire	Respondents		Year Eligible to Retire	Respondents	
	Number	Percentage		Number	Percentage
2009 or Prior	76	19.0%	2016	20	5.0%
2010	31	7.8%	2017	14	3.5%
2011	30	7.5%	2018	14	3.5%
2012	16	4.0%	2019	10	2.4%
2013	19	4.8%	2020	14	3.5%
2014	16	4.0%	After 2020	127	31.7%
2015	13	3.3%	Totals	400	100.0%



• Age Group

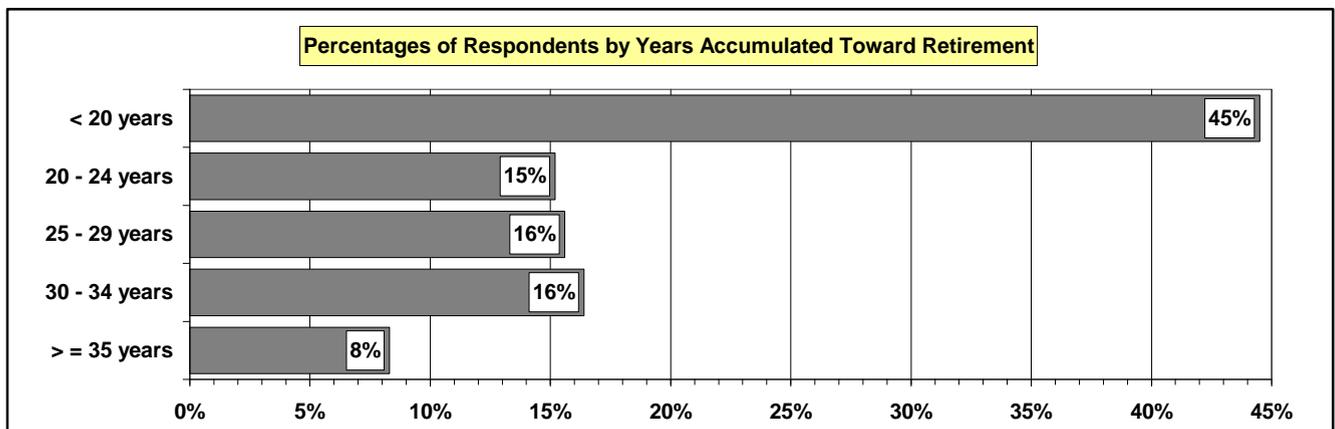
The majority of respondents (**173** or **38%**) are **46 to 54** years-of-age. Almost **one-third** (**141** respondents) are **under 45** years-of-age. The chart depicts respondent percentages by age group.



• Accumulated Years Toward Retirement

Most respondents (44%) have accumulated *less than 20 years* toward retirement; 31% have 20 – 29 years toward retirement; and 25% have 30 years or *more* toward retirement. (Of the 451 total survey respondents, 29 did *not* indicate the number of years that they have accumulated toward retirement.) The numbers and percentages of respondents by “years accumulated toward retirement” are presented in the table below. The chart depicts these percentages in a graphic format.

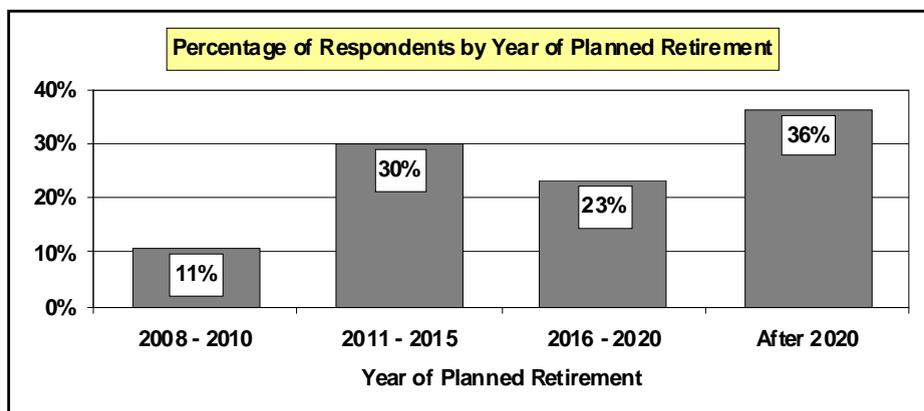
Years Accumulated Toward Retirement	Respondents		Years Accumulated Toward Retirement	Respondents	
	Number	Percentage		Number	Percentage
Less than 20	188	44.5%	30 – 34	69	16.4%
20 – 24	64	15.2%	35 or more	35	8.3%
25 – 29	66	15.6%	Totals	422	100.0%



• Year in which Plan to Retire

Most of the respondents (36%) plan to retire *after 2020*, while almost *one-third* of respondents indicated that they plan to retire between 2011 and 2015. (Of the 451 total survey respondents, 94 did *not* indicate the year in which they plan to retire.) In the table below, the numbers and percentages of respondents – who indicated their planned year of retirement – are distributed by the year in which they plan to retire. The chart depicts the percentages of respondents by the year in which they plan to retire.

Year of Planned Retirement	Respondents		Year of Planned Retirement	Respondents	
	Number	Percentage		Number	Percentage
2008 – 2010	38	10.6%	2016 – 2020	82	23.0%
2011 – 2015	107	30.0%	After 2020	130	36.4%



• Attended a Pre-Retirement Class

At least one pre-retirement class was attended by **207 (46%)** of the respondents. The table that follows shows the year in which these 207 respondents plan to retire.

Year of Planned Retirement	Respondents		Year of Planned Retirement	Respondents	
	Number	Percentage		Number	Percentage
2008 – 2010	26	12.6%	After 2020	32	15.4%
2011 – 2015	73	35.3%	Unsure	36	17.4%
2016 – 2020	40	19.3%	Totals	207	100.0%

• Legal Residence is in Ventura County

Nearly **90% (402)** of survey respondents indicated that their legal residence is in Ventura County, and **198** of the **402** (or **49%**) plan to remain in Ventura County after they retire. In the sections below, these **198** respondents are sorted by year of planned retirement and by general occupational classification.

◆ Year of Planned Retirement

Between **2008** and the end of **2015**, seventy-five (**75**) of the 198 respondents plan to retire. An additional **40** have plans to retire between **2016** and **2020** – a total of **115** by the end of 2020.

Year of Planned Retirement	Respondents		Year of Planned Retirement	Respondents	
	Number	Percentage		Number	Percentage
2008 – 2010	22	11.1%	After 2020	45	22.7%
2011 – 2015	53	26.8%	Unsure	38	19.2%
2016 – 2020	40	20.2%	Totals	198	100.0%

◆ Occupations and Year of Planned Retirement

In the table that follows, the **198** respondents were sorted by general occupational area and year of planned retirement. General occupational areas are based on the *first two digits* of the Occupational Series Number. A generic description of each occupational area was created by the author of this report.

General Occupational Areas		Totals	Year of Planned Retirement				
			2008 – 10	2011 – 15	2016 – 20	After 2020	Unsure
00	Safety / Security	24	2	6	4	8	4
01	Social Services	9	-	2	2	1	4
02	Human Resources	10	1	3	2	3	1
03	Admin Support	22	3	7	3	3	6
04	Biology	2	1	-	-	1	-
05	Finance	6	-	2	-	2	2
06	Health / Hygiene	2	-	-	-	-	2
08	Engineering	55	6	17	11	16	5
11	Contracts /Housing	11	1	5	4	-	1
13	Physical Science	2	1	-	-	1	-
15	Computer Systems	1	-	1	-	-	-
16	Facility / Equipment	3	-	1	2	-	-
17	Education / Training	9	1	3	-	3	2
19	Quality Assurance	1	-	-	1	-	-
20	Supply Systems	9	1	1	5	-	2
21	Air Traffic	1	-	1	-	-	-
22	IT Networks	4	1	-	2	-	1
28	Electrical	1	-	-	1	-	-
99	Other	12	1	1	3	5	2
--	<i>Not Reported</i>	14	3	3	-	2	6
Total		198	22	53	40	45	38

• Occupational Area

In the table that follows, the **451** respondents were sorted by general occupational area. General occupational areas are based on the *first two digits* of the Occupational Series Number. A generic description for each occupational area was created by the author of this report. The occupational area with the most respondents is “**08 Engineering**” at **129 (29%)** followed by “**00 Safety / Security**” at **58 (13%)** and “**03 Administrative Support**” at **53 (12%)**. In the far right column, the **top five** occupational areas are indicated by their ranking.

General Occupational Areas		Respondents		Top Five
		Number	Percentage	
00	Safety / Security	58	12.9%	2
01	Social Services	20	4.4%	
02	Human Resources	13	2.9%	
03	Administrative Support	53	11.8%	3
04	Biology	4	0.9%	
05	Finance	10	2.2%	
06	Health / Hygiene	6	1.3%	
08	Engineering	129	28.6%	1
09	Legal	3	0.7%	
10	Technical Writing	1	0.2%	
11	Contracts / Housing	26	5.8%	5
13	Physical Science	6	1.3%	
15	Computer Systems	2	0.4%	
16	Facility / Equipment	6	1.3%	
17	Education / Training	14	3.1%	
18	Investigation	1	0.2%	
19	Quality Assurance	4	0.9%	
20	Supply Systems	15	3.3%	
21	Air Traffic	7	1.6%	
22	IT Networks	7	1.6%	
25	Telecommunications	1	0.2%	
28	Electrical	1	0.2%	
58	Heavy Mobile Equip.	1	0.2%	
66	Ordnance Equipment	1	0.2%	
69	Material Handling	2	0.4%	
99	Other	35	7.8%	4
--	Not Reported	25	5.5%	
Total		451	100.0%	

• Pay Plan and Pay Grade

Of the **eighteen (18) Pay Plans** from which respondents had to choose, **twelve (12)** plans were chosen by at least one respondent. Almost **91%** of respondents chose *one* of the *four* Pay Plans that are presented in the table below. **Pay Grades** range from **1** to **15** and every pay grade was chosen by at least one respondent. The **six (6) Pay Grades** appearing in the table below were chosen by nearly **66%** of all respondents.

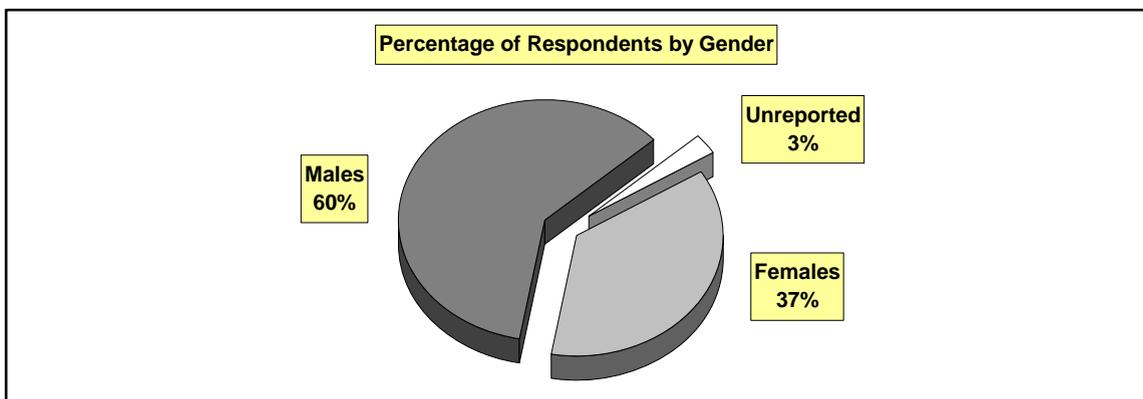
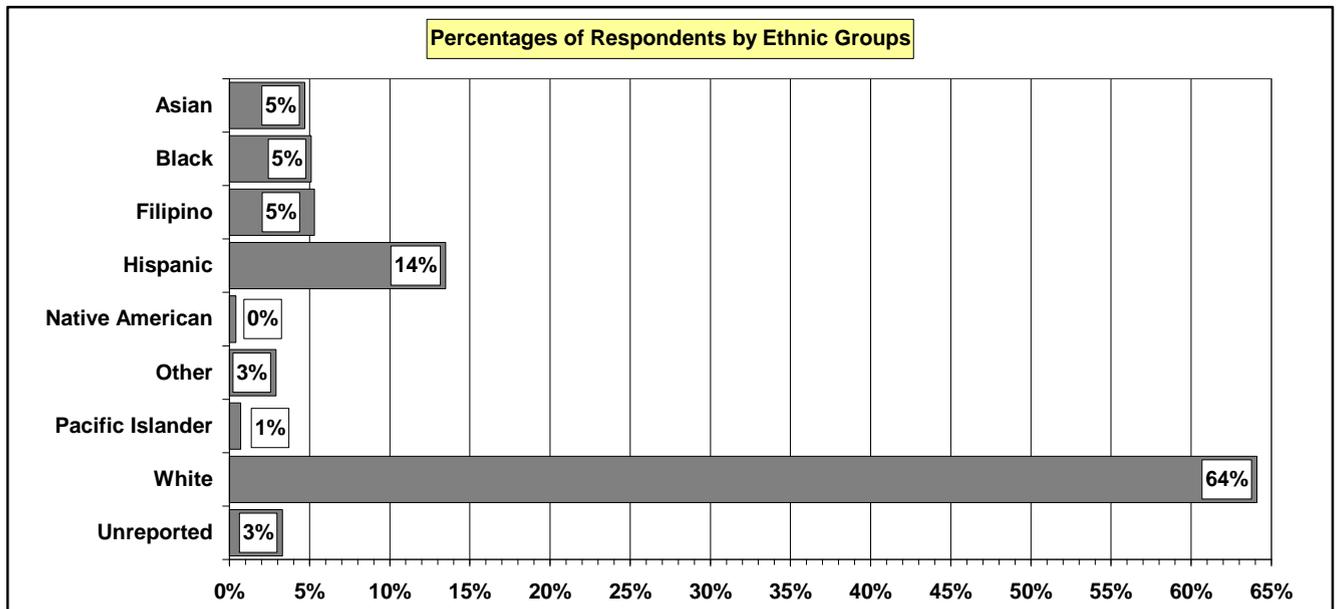
Pay Plan	Respondents	
	Number	Percentage
GS	291	64.5%
YA	69	15.3%
YC	41	9.1%
NF	9	2.0%
Total	410	90.9%

Pay Grade	Respondents	
	Number	Percentage
12	76	16.9%
11	66	14.6%
02	64	14.2%
09	39	8.6%
07	28	6.2%
05	24	5.3%
Total	297	65.8%

• Demographics

From an ethnicity perspective, most of the respondents (**64%**) are **white**. **Males** account for **60%** of respondents; **females** represent **37%** of respondents, and **3%** of survey respondents did not report their gender. **White males** comprise **43%** of all respondents [i.e., $(193 \div 451) \times 100$]. In the tabulation that follows, respondents are sorted by ethnicity and gender. Charts depicting percentage distributions by ethnicity and by gender follow the data table.

Ethnic Group	Respondents		Gender		
	Number	Percentage	Female	Male	Unreported
Asian	21	4.7%	8	13	--
Black	23	5.1%	10	12	1
Filipino	24	5.3%	10	13	1
Hispanic	61	13.5%	36	24	1
Native American	2	0.4%	1	1	--
Other, Non-White	13	2.9%	5	7	1
Pacific Islander	3	0.7%	--	2	1
White	289	64.1%	91	193	5
Unreported	15	3.3%	5	8	2
Total	451	100.0%	166	273	12
Percentage by Gender		100.0%	36.8%	60.5%	2.7%



■ INTRODUCTION

• Background

Several years ago, the Ventura County Economic Development Association (**VCEDA**) created The Consortium for National Defense, Security and Disaster Preparedness (**TRIAD**), which is committed to working with Naval Base Ventura County (NBVC) and the public and private sectors in the areas of workforce development, technology innovation and transfer, and disaster preparedness. In early 2008, the TRIAD Workforce Development Committee formed the **Current Needs Work Group** whose mission is to find creative solutions to assist NBVC in filling the on-going vacancies in the civilian workforce with Ventura County residents.

At the March 3, 2008 meeting of the Work Group, it was decided to investigate the possibility of conducting a survey of existing NBVC civilian employees regarding their future retirement plans. On April 29, 2008, at the next Work Group meeting, attendees decided to proceed with the necessary planning to conduct a survey. An initial meeting of the Survey Planning Group was held on May 23, 2008 at Ventura College's Institute for Community and Professional Development (ICPD). Subsequent meetings of the Survey Planning Group were also held at ICPD. The result of these meetings was the creation of the **NBVC – Survey of the Civilian Workforce**.

The survey was funded through the Institute for Community and Professional Development, Ventura College.

• Purpose

The purpose of the survey is to obtain information regarding retirement plans of non-military employees at Naval Base Ventura County for use in projecting future civilian workforce needs at NBVC over the next 10 to 15 years.

• Survey Instrument

The survey instrument was created by Michael Callahan based on meetings with the following members of the Survey Planning Group:

Dr. Kay Faulconer Boger	Dean of Economic Development and Off-Campus Programs, Ventura College
Captain David Fleisch	Chief Staff Officer, Naval Base Ventura County,
Mr. Edward Vicuna	Human Resources Director, Naval Base Ventura County
Mr. Michael Weaver	Vice President, Weaver Research and Consulting Group of Ojai
Mr. Michael Callahan	Institutional Research Officer, Ventura College

Because not all civilian employees at NBVC have access to a computer at their workstation, two versions of the survey instrument were required: an **electronic** version and a **hardcopy** version. Both formats consisted of the same **thirteen (13)** questions or items. Respondents who utilized the electronic version were provided with check-off buttons **or** a dropdown menu to answer each question. To answer a question on the hardcopy form, a respondent had to either write-in his/her response **or** check-off one of the response choices appearing on the survey. A copy of the hardcopy survey instrument is appended as **Attachment A**.

■ SURVEY ADMINISTRATION

• Survey Distribution and Collection

The survey was distributed on **October 22, 2008** via an e-mail memo from Captain David Fleisch to all NBVC commands. The e-mail contained a link to the electronic version of the survey (on SurveyMonkey) and an attached pdf file for printing the survey in a hardcopy format. In the e-mail, Captain Fleisch explained the purpose of the survey and assured the recipients that the survey was completely anonymous. He requested that his e-mail be sent to all non-contract civilian employees in all NBVC commands. A copy of the e-mail is appended as **Attachment B**.

Responses to on-line surveys were downloaded from SurveyMonkey in early February 2009. Hardcopy surveys were forwarded to the VC of Research and Evaluation by the NBVC Human Resources Department.

• Survey Population

All civilian employees of Naval Base Ventura County, excluding NAVAIR (NAWC/WD), constituted the survey population. In early 2008, the civilian workforce by NBVC commands was as follows:

<u>Command</u>	<u>Employees</u>
Naval Base Ventura County	270
NAVFAC Expeditionary Logistics Center	378
NAVFAC Engineering Service Center	446
NSWC (Naval Surface Warfare Center)	1,913
All Other Commands	<u>195</u>
Survey Population	3,202

• Response Rate

The response rate was **14%**. Between **October 23, 2008** and **January 30, 2009** – the survey period – **451** of the **3,202** civilian employees at NBVC completed an on-line survey or filled-out a hardcopy form. Most of the surveys were submitted electronically via SurveyMonkey. The number of respondents by each type of survey is:

<u>Survey Version</u>	<u>Number</u>	<u>Percentage</u>
Electronic	421	93%
Hardcopy	<u>30</u>	<u>7%</u>
Total	451	100%

▪ DATA TABLES

Data tables are organized into three groups. The first group, **Survey Questions**, consists of response distributions for each of the **12** questions (Note: Because Question 10 has two parts, 10a and 10b, there are 13 data tables). Each table is labeled to correspond with the associated survey question. The second group, **Pay Plans and Pay Groups**, consists of four data tables. Tables in this group present cross-tabulations of responses to “Pay Plan / Pay Grade” (Questions 10a / 10b) and responses to another survey question, such as “year of planned retirement” (Question 4). The third group, **Occupations**, consists of four data tables which are cross-tabulations of responses to “occupation” (Question 9) and responses to other survey questions, such as “year of planned retirement” (Question 4). The same questions that were cross-tabulated to “Pay Plans and Pay Grades” were also cross-tabulated to “Occupations.” The data tables and associated page numbers are indicated below.

<u>Data Group</u>	<u>Page</u>
Survey Questions	
Tables 1 through 12	9 – 12
Pay Plans and Pay Grades – Cross-Tabulated to:	
Table A-1. Age Group	13
Table A-2. Year of Planned Retirement	14
Table A-3. Year Eligible to Retire and No Year of Planned Retirement	15
Table A-4. Reside in Ventura County and Plan to Retire in the County	15
Occupations – Cross-Tabulated to:	
Table B-1. Age Group	16
Table B-2. Year of Planned Retirement	18
Table B-3. Year Eligible to Retire and No Year of Planned Retirement	20
Table B-4. Reside in Ventura County and Plan to Retire in the County	21

Table 1. Retirement system

Retirement System	Respondents	
	Number	Percentage
CSRS (Civil Service)	126	27.9%
FERS (Federal Employees)	299	66.3%
Don't know / Unsure / No response	26	5.8%
Total	451	100.0%

Table 2. Year eligible to retire

Year Eligible to Retire	Respondents	
	Number	Percentage
Before 2000	3	0.7%
2000	2	0.4%
2001	1	0.2%
2002	2	0.4%
2004	5	1.1%
2005	10	2.2%
2006	5	1.1%
2007	9	2.0%
2008	16	3.5%
2009	23	5.1%
2010	31	6.9%
2011	30	6.7%
2012	16	3.5%
2013	19	4.2%
2014	16	3.5%
2015	13	2.9%
2016	20	4.4%
2017	14	3.1%
2018	14	3.1%
2019	10	2.2%
2020	14	3.1%
After 2020	127	28.2%
Don't know / Unsure / No response	51	11.3%
Total	451	100.0%

Table 3. Accumulated years of service toward retirement

Accumulated Years of Service Towards Retirement	Respondents	
	Number	Percentage
Less than 20	188	41.7%
20	2	0.4%
21	29	6.4%
22	13	2.9%
23	10	2.2%
24	10	2.2%
25	18	4.0%
26	13	2.9%
27	9	2.0%
28	15	3.3%
29	11	2.4%
30	27	6.0%
31	11	2.4%
32	8	1.8%
33	15	3.3%
34	8	1.8%
35	7	1.6%
More than 35	28	6.2%
Don't know / Unsure / No response	29	6.4%
Total	451	100.0%

Table 4. Year in which plan to retire

Year in which Plan to Retire	Respondents	
	Number	Percentage
2008	6	1.3%
2009	15	3.3%
2010	17	3.8%
2011	21	4.7%
2012	23	5.1%
2013	16	3.5%
2014	22	4.9%
2015	25	5.5%
2016	21	4.7%
2017	10	2.2%
2018	19	4.2%
2019	10	2.2%
2020	22	4.9%
After 2020	130	28.8%
Don't know / Unsure / No response	94	20.8%
Total	451	100.0%

Table 5. Attended a pre-retirement class or classes

Attended a Pre-retirement Class or Classes	Respondents	
	Number	Percentage
Yes	207	45.9%
No	227	50.3%
Don't know / Unsure / No response	17	3.8%
Total	451	100.0%

Table 6. Legal residence is in Ventura County

Legal Residence is in Ventura County	Respondents	
	Number	Percentage
Yes	402	89.1%
No	40	8.9%
Don't know / Unsure / No response	9	2.0%
Total	451	100.0%

Table 7. If legal residence is in Ventura County, plan on remaining in the county after retirement

Plan to Remain in Ventura County after Retirement	Respondents	
	Number	Percentage
Yes	198	49.3%
No	60	14.9%
Don't know / Unsure / No response	144	35.8%
Total	402	100.0%

Note: Of the 451 respondents, 402 indicated that their legal residence is in Ventura County.

Table 8. Age group

Age Group	Respondents	
	Number	Percentage
Under 45 years of age	141	31.3%
46 to 54 years of age	173	38.4%
55 to 64 years of age	115	25.5%
65 years of age or over	19	4.2%
No response	3	0.7%
Total	451	100.0%

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Table 9. Occupational Series Number and Title (Continued on next page)

Occupational Series Number Title		Respondents	
		Number	Percentage
18	Safety & Occupational Health Specialist	15	3.3%
28	Environmental Protect Specialist	6	1.3%
29	Environmental Protection Assistant	1	0.2%
80	Supervisory Security Specialist	4	0.9%
81	Lead Firefighter/Fire Protection Inspector	21	4.7%
83	Detective / Lead Police/Police Officer	10	2.2%
86	Security Assistant (OA) & Assistant	1	0.2%
101	Family Advocacy Case Manager & Misc	9	2.0%
132	Supervisory Admin / Technical Specialist	1	0.2%
150	Geographer	2	0.4%
185	Lead New Parent Support Specialist	1	0.2%
187	Social Work Associate	2	0.4%
188	Supv Recreation Specialist	2	0.4%
189	Recreation Assistant/Recreation Aid	3	0.7%
201	Supv Human Resources Spec	6	1.3%
203	Human Resources Tech	4	0.9%
260	Admin/Technical Specialist	3	0.7%
301	Administrative Analyst (Legal)	5	1.1%
303	Administrative Support	15	3.3%
318	Secretary	6	1.3%
326	Office Automation Clerk	2	0.4%
340	Program Manager	3	0.7%
341	Supv Management Services Spec	3	0.7%
343	Supv Management Analyst	15	3.3%
346	Logistics Management Specialist & Supv	2	0.4%
391	Telecommunications Specialist	2	0.4%
401	Biologist/Natural Resources Spec/Marine/Envir/Supv	4	0.9%
501	Supv Financial Management Analyst	3	0.7%
503	Financial Tech	3	0.7%
560	Budget Analyst & Supv	4	0.9%
610	Clinical Nurse	1	0.2%
640	Health Technician (Industrial Hygiene)	2	0.4%
690	Industrial Hygienist	3	0.7%
801	General Engineer	19	4.2%
802	Engineering Tech (Civil)	30	6.7%
808	Architect	2	0.4%
810	Supv Civil Engineer	13	2.9%
819	Environmental Engineer	24	5.3%
830	Supv Mechanical Engineer	21	4.7%
850	Electrical Engineer	5	1.1%
854	Computer Engineer	4	0.9%
855	Supv Electronics Engineer & Electronics	2	0.4%
856	Electronics Tech	1	0.2%
861	Supv Aerospace Engineer	5	1.1%
871	Architect	1	0.2%
893	Chemical Engineer/Supv	2	0.4%
905	Supv Attorney (General)/Attorney	2	0.4%
986	Legal Assistant	1	0.2%
1083	Technical Editor	1	0.2%
1101	Program Manager	8	1.8%
1102	Contract Spec (Procurement Analyst)	9	2.0%
1106	Procurement Technician	1	0.2%
1152	Production Controller	2	0.4%
1173	Housing Manager/Housing Management Assistant/Supv	5	1.1%
1176	Building Management Specialist	1	0.2%
1301	Physical Scientist	4	0.9%
1311	Physical Scientist Technician	1	0.2%
1350	Geologist	1	0.2%
1515	Operations Research Analyst	1	0.2%

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Table 9. Occupational Series Number and Title (Continued from previous page)

Occupational Series Number Title		Respondents	
		Number	Percentage
1550	Supv Computer Scientist	1	0.2%
1640	Facility Management Spec	3	0.7%
1670	Equipment Specialist	3	0.7%
1702	Education & Training Tech	6	1.3%
1712	Training Instructor (Equipment Operator & Blast/Quarry)	6	1.3%
1750	Supv Instructional System Specialist	2	0.4%
1801	Investigator	1	0.2%
1910	Quality Assurance Specialist	4	0.9%
2001	General Supply Specialist	3	0.7%
2003	Supply Systems Analyst & Management	3	0.7%
2005	Supply Tech	4	0.9%
2010	Inventory Management Spec	5	1.1%
2150	Airfield Management Specialist/Supv Transportation	2	0.4%
2152	Air Traffic Control Specialist (Terminal)	5	1.1%
2210	It Specialist (Custpt) & (Network)	7	1.6%
2502	Telecommunication Mechanic	1	0.2%
2805	Electrician	1	0.2%
5803	Hvy Mobile Equip RPR Insp Supv	1	0.2%
6641	Ordnance Equipment Mechanic	1	0.2%
6907	Material Handler	2	0.4%
9999	Other	35	7.8%
	Not Reported	25	5.5%
Total		451	100.0%

Table 10a. Pay Plan Code

Pay Plan Code	Respondents	
	Number	Percent
DP	4	0.9%
GS	291	64.5%
NA	3	0.7%
ND	3	0.7%
NF	9	2.0%
WD	1	0.2%
WG	3	0.7%
WL	1	0.2%
YA	69	15.3%
YB	1	0.2%
YC	41	9.1%
YP	2	0.4%
Don't know/Unsure/No Response	23	5.1%
Total	451	100.0%

Table 10b. Pay Grade

Pay Grade	Respondents	
	Number	Percent
01	21	4.7%
02	64	14.2%
03	19	4.2%
04	12	2.7%
05	24	5.3%
06	9	2.0%
07	28	6.2%
08	10	2.2%
09	39	8.6%
10	4	0.9%
11	66	14.6%
12	76	16.9%
13	45	10.0%
14	13	2.9%
15	1	0.2%
Don't know/Unsure/No Response	20	4.4%
Total	451	100.0%

Table 11. Gender

Gender	Respondents	
	Number	Percentage
Female	166	36.8%
Male	273	60.5%
No response	12	2.7%
Total	451	100.0%

Table 12. Ethnic Group

Ethnic Group	Respondents	
	Number	Percentage
Asian	21	4.7%
Black	23	5.1%
Filipino	24	5.3%
Hispanic	61	13.5%
Native American	2	0.4%
Other, Non-White	13	2.9%
Pacific Islander	3	0.7%
White	289	64.1%
No response	15	3.3%
Total	451	100.0%

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Table A-1. Age Group

Pay Plan & Grade	Total	Age Groups in Years				Did Not Respond
		45 or Less	46 to 54	55 to 64	65 or Over	
DP 03	2	1	1			
DP 04	2		2			
GS ??	2		2			
GS 02	1			1		
GS 03	1	1				
GS 04	7	3	2	1	1	
GS 05	20	11	7	2		
GS 06	7	1	2	4		
GS 07	26	9	10	6	1	
GS 08	9	2	5	2		
GS 09	36	15	8	11	2	
GS 10	4		2	2		
GS 11	63	12	15	27	9	
GS 12	71	26	28	16		1
GS 13	34	6	18	9	1	
GS 14	9		7	1	1	
GS 15	1		1			
NA 01	1	1				
NA 03	1		1			
NA 04	1				1	
ND 01	1	1				
ND 04	1	1				
ND 14	1		1			
NF 01	2	1		1		
NF 03	5	3		2		
NF 04	1		1			
NF 09	1		1			
WD 01	1	1				
WG 06	2	2				
WG 08	1	1				
WL 07	1	1				
YA ??	2		2			
YA 01	11	8	3			
YA 02	39	11	18	7	3	
YA 03	3		2	1		
YA 05	3	1	1	1		
YA 07	1	1				
YA 09	2	1	1			
YA 11	1	1				
YA 12	2		2			
YA 13	2	1	1			
YA 14	3		2	1		
YB 01	1			1		
YC ??	1			1		
YC 02	22	6	12	4		
YC 03	7	2	4	1		
YC 12	3		1	2		
YC 13	8	1	3	4		
YP 01	2	2				
ZZ ??	15	5	5	4		1
ZZ 01	2	1				1
ZZ 02	2		1	1		
ZZ 05	1	1				
ZZ 11	2		1	1		
ZZ 13	1			1		
Totals	451	141	173	115	19	3

Note: Pay Plan & Grade items with “??” for the Pay Grade: Respondents did not enter a Pay Grade
Pay Plan & Grade items with “ZZ” for the Pay Plan: Respondents did not enter a Pay Plan
Pay Plan & Grade is “ZZ ??”: Respondents did not enter a Pay Plan or a Pay Grade

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Table A-2. Year of Planned Retirement

Pay Plan & Grade	Total	Year of Planned Retirement														D'nt knw
		'08	'09	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	>'20	
DP 03	2										1				1	
DP 04	2								1						1	
GS ??	2					1				1						
GS 02	1				1											
GS 03	1														1	
GS 04	7					1		1				2		1	2	
GS 05	20							2				1		1	11	5
GS 06	7							2			1	1				3
GS 07	26		1	1	2	1		2	4	2		1		1	7	4
GS 08	9				1			3	1	1		1	1	1		
GS 09	36	1			2	3	1	2	1	3			1	2	10	10
GS 10	4		2				1		1							
GS 11	63	2		7	2	6	2	7	2	3	2		2	1	16	11
GS 12	71		3	3	1	3		2	4	5	2	3		3	27	15
GS 13	34		3	1	1	2	2	4	4		1	1	2	2	7	4
GS 14	9		1		2				1	2		1			2	
GS 15	1												1			
NA 01	1														1	
NA 03	1														1	
NA 04	1															1
ND 01	1														1	
ND 04	1														1	
ND 14	1								1							
NF 01	2															2
NF 03	5					1							1		2	1
NF 04	1															1
NF 09	1								1							
WD 01	1															1
WG 06	2														2	
WG 08	1														1	
WL 07	1															1
YA ??	2				1										1	
YA 01	11											1		2	8	
YA 02	39	1			1	2	2	1	1	4	1	3	1	4	7	11
YA 03	3		1								1				1	
YA 05	3	1														2
YA 07	1														1	
YA 09	2														1	1
YA 11	1														1	
YA 12	2														2	
YA 13	2		1												1	
YA 14	3		1			1			1							
YB 01	1															1
YC ??	1															1
YC 02	22		1	1	3		1		1		2	1		1	5	6
YC 03	7			1				1		1				2		2
YC 12	3	1										1	1			
YC 13	8			1	2	1			1			1		1	1	
YP 01	2														2	
ZZ ??	15		1	2	1										6	5
ZZ 01	2														2	
ZZ 02	2					1										1
ZZ 05	1															1
ZZ 11	2							1							1	
ZZ 13	1				1											
Totals	451	6	15	17	21	23	16	22	25	21	10	19	10	22	130	94

Note: Pay Plan & Grade items with "??": Respondents did not enter a Pay Grade
 Pay Plan & Grade items with "ZZ": Respondents did not enter a Pay Plan
 Pay Plan & Grade is "ZZ ??": Respondents did not enter a Pay Plan or a Pay Grade

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Table A-3. Year Eligible to Retire and No Year of Planned Retirement

Pay Plan & Grade	Total	Pre-'00	Year Eligible to Retire															After 2020
			'00	'02	'04	'05	'06	'07	'08	'09	'10	'11	'12	'13	'15	'18	'19	
GS 04	2															1		1
GS 05	1																	1
GS 06	2										1							1
GS 07	2															1		1
GS 09	7		1					4	1							1		1
GS 11	9						1		1	1		1		2	1			2
GS 12	9							1	1	1	3	1					1	1
GS 13	2		1			1												
NF 03	1								1									
YA 02	7	1		1						1		3	1					
YB 01	1					1												
YC ??	1				1													
YC 02	6					1						1	1				1	2
YC 03	2															1		1
ZZ ??	2																	2
ZZ 02	1																	1
ZZ 05	1															1		
Totals	56	1	2	1	1	3	1	5	4	4	3	5	2	3	2	3	2	14

Table A-4. Reside in Ventura County and Plan to Retire in the County

Pay Plan & Grade	Total	Year of Planned Retirement																
		'08	'09	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	>'20			
DP 03	1											1						1
DP 04	1																	
GS 02	1				1													
GS 05	5							1									1	3
GS 06	3							2					1					
GS 07	15		1	1	2	1		1	3	1							1	4
GS 08	2							1									1	
GS 09	12	1			1	1			1		3					1	1	3
GS 10	1							1										
GS 11	21	1		4	2			1	5	2	1	1						4
GS 12	20		2	1	1	2				2	2		3					7
GS 13	13		1		1	2	2	2	2		1			1				3
GS 14	4				1					1	2							
GS 15	1															1		
ND 14	1									1								
NF 03	3					1										1		1
YA ??	2				1													1
YA 01	4												1					3
YA 02	15	1			1			2			4	1	2	1				3
YA 03	1																	1
YA 05	1	1																
YA 09	1																	1
YA 12	1																	1
YA 13	1																	1
YA 14	2		1							1								
YC 02	10		1	1	1							1	1				1	4
YC 03	3			1					1		1							
YC 12	3	1												1	1			
YC 13	3			1	1									1				
YP 01	2																	2
ZZ ??	4		1	1	1													1
ZZ 01	1																	1
ZZ 02	1						1											
ZZ 11	1								1									
Totals	160	5	7	10	14	8	10	11	10	14	4	11	7	4	45			

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Table B-1. Age Group (Continued on next page)

Occupational Series and Title	Total	Age Groups in Years				Did Not Respond
		45 or Less	46 to 54	55 to 64	65 or Over	
0018 Safety & Occpational Health Specialist	15	2	4	5	4	
0028 Environmental Protect Spec	6	2	3	1		
0029 Environmental Protection Assistant	1				1	
0080 Supv Security Spec	4		2	2		
0081 Lead Firefighter/Fire Protection Inspector	21	10	11			
0083 Detective/Lead Police/Police Officer	10	5	4	1		
0086 Security Assistant (OA) & Assistant	1		1			
0101 Family Advocacy Case Manager & Misc	9	2	1	5	1	
0132 Supervisory Admin/Technical Specialist	1			1		
0150 Geographer	2	1	1			
0185 Lead New Parent Support Specialist	1			1		
0187 Social Work Associate	2	1	1			
0188 Supv Recreation Specialist	2	1		1		
0189 Recreation Assistant/Recreation Aid	3	2		1		
0201 Supv Human Resources Spec	6	3	3			
0203 Human Resources Tech	4	1		2		1
0260 Admin/Technical Specialist	3		2	1		
0301 Adminstrative Analyst (Legal)	5	1	2	1	1	
0303 Adminstrative Support	15	5	3	6	1	
0318 Secretary	6	1	2	3		
0326 Office Automation Clerk	2	1		1		
0340 Program Manager	3	1	2			
0341 Supv Management Services Spec	3	1	2			
0343 Supv Management Analyst	15	4	8	3		
0346 Logistics Management Specialist & Supv	2	1	1			
0391 Telecommunications Specialist	2		2			
0401 Biologist/Natural Resources Spec/Marine/Envir	4	2		1	1	
0501 Supv Financial Management Analyst	3	1	1	1		
0503 Financial Tech	3		2	1		
0560 Budget Analyst & Supv	4	2	2			
0610 Clinical Nurse	1		1			
0640 Health Technician (Industrial Hygiene)	2		1	1		
0690 Industrial Hygienist	3		2	1		
0801 General Engineer	19	7	8	4		
0802 Engineering Tech (Civil)	30	8	7	13	2	
0808 Architect	2		1	1		
0810 Supv Civil Engineer	13	5	7	1		
0819 Environmental Engineer	24	9	11	4		
0830 Supv Mechanical Engineer	21	10	9	2		
0850 Electrical Engineer	5	1	1	2	1	
0854 Computer Engineer	4	2	2			

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Table B-1. Age Group (Continued from previous page)

Occupational Series and Title	Total	Age Groups in Years				Did Not Respond
		45 or Less	46 to 54	55 to 64	65 or Over	
0855 Supv Electronics Engineer & Electronics	2		2			
0856 Electronics Tech	1		1			
0861 Supv Aerospace Engineer	5		5			
0871 Architect	1			1		
0893 Chemical Engineer/Supv	2		2			
0905 Supv Attorney (General)/Attorney	2	2				
0986 Legal Assistant	1			1		
1083 Technical Editor	1			1		
1101 Program Manager	8	1	4	3		
1102 Contract Spec (Procurement Analyst)	9	1	5	2		1
1106 Procurement Technician	1		1			
1152 Production Controller	2		1	1		
1173 Housing Manager/Housing Mngt Assistant/Supv	5	2	2	1		
1176 Building Management Specialist	1			1		
1301 Physical Scientist	4	3	1			
1311 Physical Scientist Technician	1				1	
1350 Geologist	1		1			
1515 Operations Research Analyst	1	1				
1550 Supv Computer Scientist	1			1		
1640 Facility Management Spec	3		3			
1670 Equipment Specialist	3		1	2		
1702 Education & Training Tech	6	1	2	3		
1712 Training Instructor (Eq Operator & Blast/Quarry)	6	4	1	1		
1750 Supv Instructional System Specialist	2		1	1		
1801 Investigator	1	1				
1910 Quality Assurance Specialist	4	1	2	1		
2001 General Supply Specialist	3		2	1		
2003 Supply Systems Analyst & Management	3		1	2		
2005 Supply Tech	4	2	1	1		
2010 Inventory Management Spec	5		1	2	2	
2150 Airfield Management Specialist/Supv Transport	2		2			
2152 Air Traffic Control Specialist (Terminal)	5	4	1			
2210 It Specialist (Custpt) & (Network)	7	2	2	2	1	
2502 Telecommunication Mechanic	1	1				
2805 Electrician	1		1			
5803 Hvy Mobile Equip RPR Insp Supv	1		1			
6641 Ordnance Equipment Mechanic	1	1				
6907 Material Handler	2	2				
9998 Other	35	15	11	8	1	
9999 Not Reported	25	5	5	12	2	1
Totals	451	141	173	115	19	3

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Table B-2. Year of Planned Retirement (Continued on next page)

Occupational Series and Title	Total	Year of Planned Retirement													D'nt knw	
		'08	'09	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20		>'20
0018 Safety & Occupational Health Specialist	15			2		4	1		2			1			3	2
0028 Environmental Protect Spec	6		1	1					1			1			2	
0029 Environmental Protection Assistant	1															1
0080 Supv Security Spec	4			1		1						1				1
0081 Lead Firefighter/Fire Protection Inspector	21		2		2		1	1	3			2	1	2	5	2
0083 Detective/Lead Police/Police Officer	10				1		2					1		1	4	1
0086 Security Assistant (OA) & Assistant	1											1				
0101 Family Advocacy Case Manager & Misc	9				1								1		3	4
0132 Supervisory Admin/Technical Specialist	1				1											
0150 Geographer	2													1		1
0185 Lead New Parent Support Specialist	1															1
0187 Social Work Associate	2									1						1
0188 Supv Recreation Specialist	2					1										1
0189 Recreation Assistant/Recreation Aid	3														1	2
0201 Supv Human Resources Spec	6			1						1					3	1
0203 Human Resources Tech	4				1	1										2
0260 Admin/Technical Specialist	3				2								1			
0301 Administrative Analyst (Legal)	5					1				1			1			2
0303 Administrative Support	15	1					1	2	1		1	1			2	6
0318 Secretary	6						2	1							1	2
0326 Office Automation Clerk	2						1								1	
0340 Program Manager	3														2	1
0341 Supv Management Services Spec	3				1					1					1	
0343 Supv Management Analyst	15			3		1	2				1			2	4	2
0346 Logistics Management Specialist & Supv	2									1					1	
0391 Telecommunications Specialist	2									1				1		
0401 Biologist/Natural Resources Spec/Marine/Envir	4		2												2	
0501 Supv Financial Management Analyst	3				1											2
0503 Financial Tech	3															3
0560 Budget Analyst & Supv	4				1			1							2	
0610 Clinical Nurse	1									1						
0640 Health Technician (Industrial Hygiene)	2					1										1
0690 Industrial Hygienist	3															3
0801 General Engineer	19		1	2	2	2			2	2		1			6	1
0802 Engineering Tech (Civil)	30	1	2	3	1	2	1	4		1		1		1	9	4
0808 Architect	2			1						1						
0810 Supv Civil Engineer	13		1		1				1	1			1	1	5	2
0819 Environmental Engineer	24		1	1		2		1	1	1	1	1	1	1	11	2
0830 Supv Mechanical Engineer	21		1				1	1	1		1			1	14	1
0850 Electrical Engineer	5				1			1			1				1	1
0854 Computer Engineer	4											1			2	1

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Table B-2. Year of Planned Retirement (Continued from previous page)

Occupational Series and Title	Total	Year of Planned Retirement														D'nt knw
		'08	'09	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	>'20	
0855 Supv Electronics Engineer & Electronics	2								1					1		
0856 Electronics Tech	1														1	
0861 Supv Aerospace Engineer	5								1			2			2	
0871 Architect	1								1							
0893 Chemical Engineer/Supv	2							1				1				
0905 Supv Attorney (General)/Attorney	2														2	
0986 Legal Assistant	1														1	
1083 Technical Editor	1														1	
1101 Program Manager	8				1	1		1		2					2	
1102 Contract Spec (Procurement Analyst)	9		1			2					1			1	1	
1106 Procurement Technician	1											1				
1152 Production Controller	2					1			1							
1173 Housing Manager/Housing Management Assist	5			1		1						1			2	
1176 Building Management Specialist	1														1	
1301 Physical Scientist	4														3	
1311 Physical Scientist Technician	1		1													
1350 Geologist	1													1		
1515 Operations Research Analyst	1														1	
1550 Supv Computer Scientist	1						1									
1640 Facility Management Spec	3								1	1					1	
1670 Equipment Specialist	3				1			1							1	
1702 Education & Training Tech	6	1			1			2						1	1	
1712 Training Instructor (Eq Operator & Blast/Quarry)	6							1							2	
1750 Supv Instructional System Specialist	2														1	
1801 Investigator	1														1	
1910 Quality Assurance Specialist	4								3			1				
2001 General Supply Specialist	3								1	1		1				
2003 Supply Systems Analyst & Management	3									1					2	
2005 Supply Tech	4							1						1	2	
2010 Inventory Management Spec	5	1				1				1					2	
2150 Airfield Management Specialist/Supv Transport	2				1		1									
2152 Air Traffic Control Specialist (Terminal)	5										1				2	
2210 It Specialist (Custpt) & (Network)	7	1										1		2	1	
2502 Telecommunication Mechanic	1										1					
2805 Electrician	1											1				
5803 Hvy Mobile Equip RPR Insp Supv	1														1	
6641 Ordnance Equipment Mechanic	1														1	
6907 Material Handler	2														1	
9998 Other	35			1	1		1		1	2	2	1	1	1	14	
9999 Not Reported	25	1	2			1	1	3	2	1				3	3	
Totals	451	6	15	17	21	23	16	22	25	21	10	19	10	22	130	

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Table B-3. Year Eligible to Retire and No Year of Planned Retirement

Occupational Series and Title	To- tal	Prior 2000	Year Eligible to Retire														After 2020	
			'00	'02	'04	'05	'06	'07	'08	'09	'10	'11	'12	'13	'15	'18		'19
0018 Safety & Occupational Health Sp	2									1				1				
0029 Environmental Protection Assist	1		1															
0080 Supv Security Spec	1														1			
0083 Detective/Lead Police/Police Off	1									1								
0101 Family Advocacy Case Mngr	4							1		1				1		1		
0150 Geographer	1																1	
0201 Supv Human Resources Spec	1											1						
0301 Administrative Analyst (Legal)	2	1															1	
0303 Administrative Support	2						1											
0318 Secretary	1																1	
0340 Program Manager	1															1		
0343 Supv Management Analyst	2											1					1	
0501 Supv Financial Mngt Analyst	1																1	
0503 Financial Tech	1																1	
0640 Health Tech (Indust Hygiene)	1						1											
0690 Industrial Hygienist	3										1	1	1					
0802 Engineering Tech (Civil)	3									1			1			1		
0810 Supv Civil Engineer	1																1	
0819 Environmental Engineer	1												1					
0830 Supv Mechanical Engineer	1											1						
0850 Electrical Engineer	1		1															
0905 Supv Attorney (General)	1																1	
0986 Legal Assistant	1										1							
1101 Program Manager	1								1									
1102 Contract Spec / Procure Analyst	2											1				1		
1176 Building Management Specialist	1											1						
1712 Training Instructor /Eq Operator	1																1	
2003 Supply Systems Analyst & Mngt	2						1		1									
2005 Supply Tech	1																1	
2010 Inventory Management Spec	1								1									
2210 It Specialist (Custpf &Network)	2								2									
9998 Other	5			1													4	
9999 Not Reported	6				1					2			1	1		1		
Totals	56	1	2	1	1	3	1	5	4	4	3	5	2	3	2	3	2	14

The **56** respondents represented in this table indicated the year in which they became/will become eligible to retire, **but** did **not** indicate the year in which they plan to retire. **Twenty-two (22)** of them are currently eligible to retire or will become eligible to retire in **2009**.

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Table B-4. Reside in Ventura County and Plan to Retire in the County (Continued on next page)

Occupational Series and Title	To- tal	Year of Planned Retirement													
		'08	'09	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	>'20
0018 Safety & Occupational Health Specialist	7			1					2			1			3
0028 Environmental Protect Spec	3								1						2
0080 Supv Security Spec	2			1								1			
0081 Lead Firefighter/Fire Protection Inspector	4								2				1	1	
0083 Detective/Lead Police/Police Officer	4				1										3
0101 Family Advocacy Case Manager & Misc	2				1								1		
0187 Social Work Associate	2									1					1
0188 Supv Recreation Specialist	1					1									
0201 Supv Human Resources Spec	3			1						1					1
0203 Human Resources Tech	3				1										2
0260 Admin/Technical Specialist	3				2								1		
0303 Administrative Support	4	1						1	1			1			
0318 Secretary	2						2								
0326 Office Automation Clerk	1						1								
0341 Supv Management Services Spec	2				1					1					
0343 Supv Management Analyst	6			2			1								3
0391 Telecommunications Specialist	1									1					
0401 Biologist/Natural Resources Spec/Marine/Envir	2		1												1
0501 Supv Financial Management Analyst	1				1										
0560 Budget Analyst & Supv	3				1										2
0801 General Engineer	10			1	2	2			1	2					2
0802 Engineering Tech (Civil)	11		1	1	1		1	3				1			3
0808 Architect	1			1											
0810 Supv Civil Engineer	2									1			1		
0819 Environmental Engineer	8		1			1		1			1		1		3
0830 Supv Mechanical Engineer	10		1				1	1	1		1				5
0850 Electrical Engineer	2				1										1
0854 Computer Engineer	1												1		
0855 Supv Electronics Engineer & Electronics	1														1
0861 Supv Aerospace Engineer	4								1			2			1
1101 Program Manager	3							1		2					
1102 Contract Spec (Procurement Analyst)	2					2									
1106 Procurement Technician	1											1			
1152 Production Controller	1					1									
1173 Housing Manager/Housing Mngtt Assistant/Supv	3			1		1							1		
1301 Physical Scientist	1														1
1311 Physical Scientist Technician	1		1												
1550 Supv Computer Scientist	1						1								

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Table B-4. Reside in Ventura County and Plan to Retire in the County (Continued from previous page)

Occupational Series and Title	To- tal	Year of Planned Retirement													
		'08	'09	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	>'20
1640 Facility Management Spec	2									1				1	
1670 Equipment Specialist	1				1										
1702 Education & Training Tech	4	1			1			1							1
1712 Training Instructor (Eq Operator & Blast/Quarry)	2							1							1
1750 Supv Instructional System Specialist	1														1
1910 Quality Assurance Specialist	1											1			
2001 General Supply Specialist	2									1		1			
2003 Supply Systems Analyst & Management	1									1					
2005 Supply Tech	2							1						1	
2010 Inventory Management Spec	2	1								1					
2150 Airfield Management Specialist/Supv Transport	1						1								
2210 It Specialist (Custpt) & (Network)	3	1										1		1	
2805 Electrician	1											1			
9998 Other	10			1			1			1	2				5
9999 Not Reported	8	1	2				1	1	1						2
Totals	160	5	7	10	14	8	10	11	10	14	4	11	7	4	45

■ ATTACHMENTS

- Attachment A. NBVC – Survey of Civilian Workforce
- Attachment B. E-mail Memo from Captain David Fleisch

Survey of the Civilian Workforce
Conducted by Ventura College

Please take 5 minutes to answer the following 12 questions.

1. Please check-off (✓) the retirement system under which you are covered.
 - (a) ___ CSRS (Civil Service)
 - (b) ___ FERS (Federal Employees)
 - (c) ___ Don't know or unsure
2. If you know the **year** in which you **will become** eligible to retire, **or** the year in which you **became** eligible to retire, please write it on the line below.
|_____|
3. If you know your accumulated years of service toward retirement, please write it on the line below.
|_____|
4. If you know the year in which you plan to retire, please write it on the line below.
|_____|
5. Have you attended any pre-retirement classes? Please check-off (✓) your answer.
 - (a) ___ Yes
 - (b) ___ No
 - (c) ___ Unsure
6. Is your legal residence in Ventura County? Please check-off (✓) your answer.
 - (a) ___ Yes
 - (b) ___ No
 - (c) ___ Unsure
7. If your legal residence is in Ventura County, do you plan on remaining in the county after you retire? Please check-off (✓) your answer.
 - (a) ___ Yes
 - (b) ___ No
 - (c) ___ Unsure
8. Please check-off (✓) the age group to which you belong.
 - (a) ___ Under 45 years of age
 - (b) ___ 46 to 54 years of age
 - (c) ___ 55 to 64 years of age
 - (d) ___ 65 years of age or over
9. Please write your Occupational Series Number on the line below.
|_____|
10. Please write your Pay Plan Code and Pay Grade on the lines below.
 - (a) |_____| Pay Plan Code
 - (b) |_____| Pay Grade
11. Please check-off (✓) your gender.
 - (a) ___ Male
 - (b) ___ Female
12. Please check-off (✓) the ethnic group to which you belong.
 - (a) ___ Asian
 - (b) ___ Black
 - (c) ___ Filipino
 - (d) ___ Hispanic
 - (e) ___ White
 - (f) ___ Native American
 - (g) ___ Pacific Islander
 - (h) ___ Other, Non-White

From: Fleisch, David L CAPT NAVBASE Ventura County
Sent: Wednesday, October 22, 2008 17:19

All,

Recently in conjunction with Ventura College, Naval Base Ventura County has developed an anonymous survey to be administered to all civilian employees, at all commands. The goal of the survey is to assist all Department of the Navy assets within Ventura County to forecast the retirement and separation plans of its employees in order to develop strategic hiring plans for the future needs of all organizations.

Further, as part of our community outreach in Ventura County, NBVC has been approached by leaders from educational and business entities about attracting civil servants for second careers in teaching or other private sector opportunities. By conducting this survey we hope to better understand and meet the growing needs of NBVC and the greater community in Ventura County.

We are conducting this survey both online, as well as on paper, to help give every employee the opportunity to be part of strengthening our organization. This survey is completely voluntary and employees are not required to identify themselves by name at any point. We are, however, encouraging all civilian employees to complete this survey so that we can develop and forecast from the most complete and accurate information available.

This is an anonymous Survey and is NOT associated with BRAC, Reduction in Force, or any other personnel actions.

Please distribute this to ALL of your non-contract civilian employees (GS, NSPS, NAF, etc.):

Survey Instructions:

1) Click on the link below to complete the survey (this can be done from any computer. A PDF file is attached that you can print out and <<TRIAD - NBVC Survey REVISED 09-25-08.pdf>> provide to employees without computer access.

http://www.surveymonkey.com/s.aspx?sm=hcWdgJra7GjE9B_2blVJ5H7A_3d_3d
<http://www.surveymonkey.com/s.aspx?sm=hcWdgJra7GjE9B_2blVJ5H7A_3d_3d>

2) Remind all employees that this survey is voluntary

3) Complete question 1-12 and then click submit survey

4) Tell employees to only submit the completed survey once

5) Commands who handed out paper surveys collect them and put them in a manila envelope and bring it to the NBVC HRO Building 41 second floor within 30 days from receipt of this email

Thank you for your assistance and cooperation in completing this survey.

Sincerely,

D. L. Fleisch
CAPT, CEC, USN
Chief Staff Officer
Naval Base Ventura County