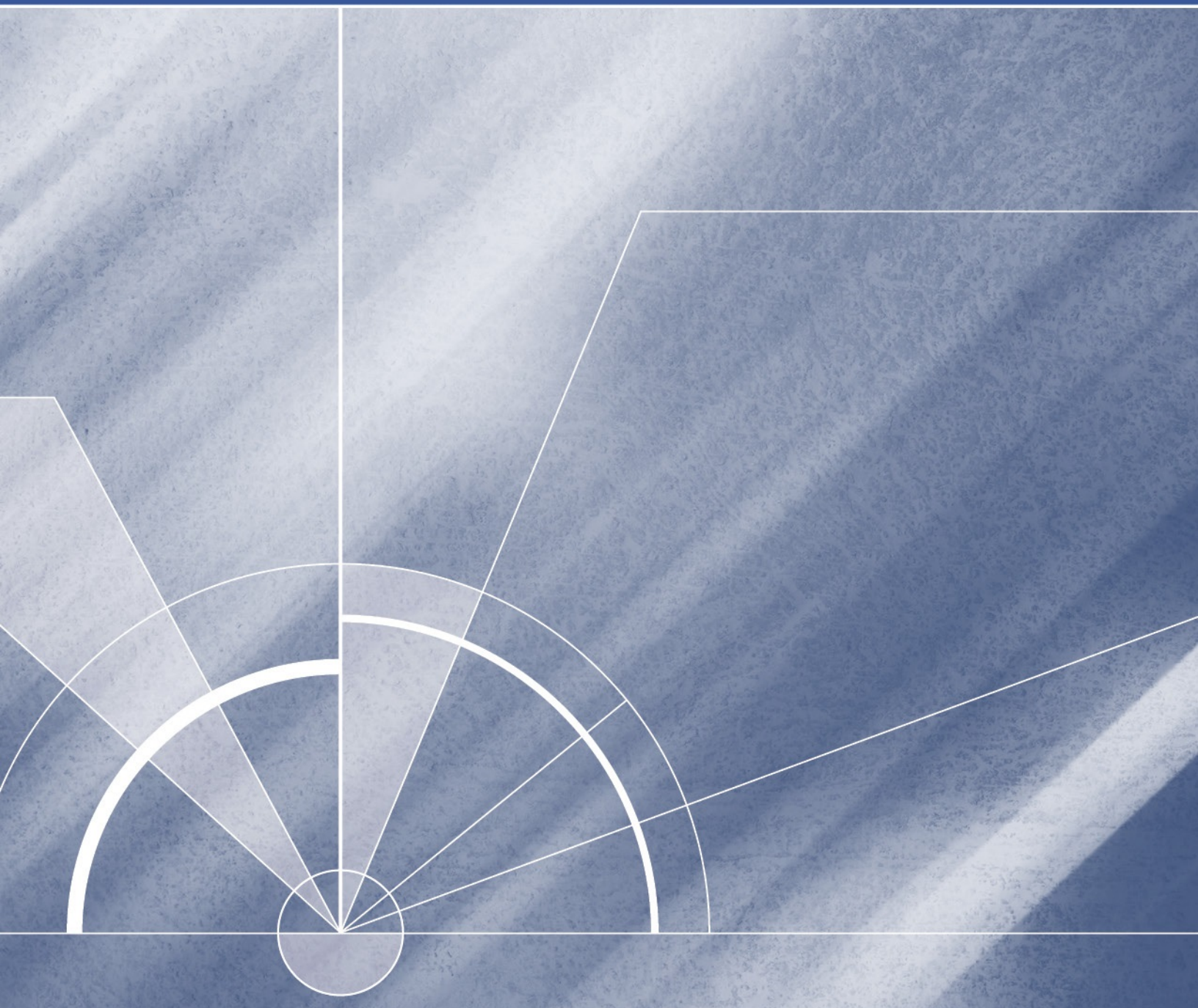


2019

Office of Personnel Management   
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

3rd Level  
Subagency  
Comparison  
Report

Department of Health and Human Services  
BILLINGS AREA INDIAN HEALTH SERVICE



# Department of Health and Human Services

## BILLINGS AREA INDIAN HEALTH SERVICE

### *3rd Level Subagency Comparison Report*

This 2019 OPM Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

#### Response Summary

	Surveys Completed	Response Rate
Department of Health and Human Services	51,703	71.9%
Indian Health Service	8,572	65.8%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>404</b>	<b>47.7%</b>
BROWNING INDIAN HOSPITAL	62	31.6%
CROW AGENCY HOSPITAL	86	42.8%
IPA / MOA PROVIDER GROUP	<10	--
MT HEALTH CLINICS	204	53.1%
OFC OF THE AREA DIRECTOR	51	82.3%

#### Your Data

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

#### Main Report Results

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

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

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

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

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

*Note:* Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

#### My Work Experience

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,414	73.6%	13.3%	13.2%
Indian Health Service	8,511	66.1%	17.2%	16.7%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>398</b>	<b>62.7%</b>	<b>20.4%</b>	<b>16.9%</b>
BROWNING INDIAN HOSPITAL	61	59.6%	22.1%	18.3%
CROW AGENCY HOSPITAL	85	67.3%	13.3%	19.4%
MT HEALTH CLINICS	201	58.5%	24.3%	17.2%
OFC OF THE AREA DIRECTOR	50	75.1%	15.3%	9.6%

**Department of Health and Human Services**  
**BILLINGS AREA INDIAN HEALTH SERVICE**  
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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,398	76.6%	12.4%	10.9%
Indian Health Service	8,503	73.0%	15.8%	11.2%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>395</b>	<b>68.7%</b>	<b>17.9%</b>	<b>13.4%</b>
BROWNING INDIAN HOSPITAL	60	63.0%	17.6%	19.5%
CROW AGENCY HOSPITAL	85	70.4%	15.3%	14.3%
MT HEALTH CLINICS	199	67.4%	20.5%	12.1%
OFC OF THE AREA DIRECTOR	50	77.5%	12.4%	10.1%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,277	69.0%	15.5%	15.5%
Indian Health Service	8,469	62.7%	19.9%	17.3%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>397</b>	<b>59.9%</b>	<b>21.0%</b>	<b>19.1%</b>
BROWNING INDIAN HOSPITAL	60	45.1%	30.7%	24.2%
CROW AGENCY HOSPITAL	86	60.0%	20.8%	19.2%
MT HEALTH CLINICS	200	60.6%	19.9%	19.5%
OFC OF THE AREA DIRECTOR	50	75.8%	12.5%	11.7%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,504	79.0%	12.0%	9.0%
Indian Health Service	8,528	76.2%	14.1%	9.7%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>401</b>	<b>75.5%</b>	<b>14.3%</b>	<b>10.3%</b>
BROWNING INDIAN HOSPITAL	61	68.0%	19.0%	13.0%
CROW AGENCY HOSPITAL	86	70.0%	15.2%	14.8%
MT HEALTH CLINICS	203	78.9%	12.0%	9.1%
OFC OF THE AREA DIRECTOR	50	79.5%	16.5%	4.0%

**5. I like the kind of work I do.**

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,491	86.9%	9.0%	4.2%
Indian Health Service	8,522	91.1%	7.0%	1.9%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>399</b>	<b>89.2%</b>	<b>9.8%</b>	<b>1.0%</b>
BROWNING INDIAN HOSPITAL	60	85.7%	14.3%	0.0%
CROW AGENCY HOSPITAL	86	89.1%	9.8%	1.1%
MT HEALTH CLINICS	202	89.7%	8.7%	1.6%
OFC OF THE AREA DIRECTOR	50	90.8%	9.2%	0.0%

**Department of Health and Human Services**  
**BILLINGS AREA INDIAN HEALTH SERVICE**  
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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,442	83.7%	9.4%	6.9%
Indian Health Service	8,527	86.6%	8.4%	5.1%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>403</b>	<b>81.9%</b>	<b>11.4%</b>	<b>6.7%</b>
BROWNING INDIAN HOSPITAL	62	81.4%	11.1%	7.5%
CROW AGENCY HOSPITAL	86	82.0%	8.4%	9.6%
MT HEALTH CLINICS	203	82.2%	11.5%	6.4%
OFC OF THE AREA DIRECTOR	51	81.0%	16.5%	2.4%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,508	97.0%	2.1%	0.9%
Indian Health Service	8,531	96.0%	2.9%	1.1%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>402</b>	<b>95.5%</b>	<b>3.3%</b>	<b>1.2%</b>
BROWNING INDIAN HOSPITAL	62	98.3%	1.7%	0.0%
CROW AGENCY HOSPITAL	86	95.7%	1.2%	3.1%
MT HEALTH CLINICS	203	94.9%	4.6%	0.5%
OFC OF THE AREA DIRECTOR	50	93.9%	3.6%	2.5%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,540	92.8%	6.1%	1.1%
Indian Health Service	8,543	91.9%	7.1%	1.0%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>402</b>	<b>92.0%</b>	<b>7.5%</b>	<b>0.5%</b>
BROWNING INDIAN HOSPITAL	62	96.7%	3.3%	0.0%
CROW AGENCY HOSPITAL	86	95.5%	3.5%	1.0%
MT HEALTH CLINICS	203	88.5%	11.0%	0.5%
OFC OF THE AREA DIRECTOR	50	94.2%	5.8%	0.0%

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,195	58.2%	15.2%	26.6%	102
Indian Health Service	8,446	52.4%	18.4%	29.2%	26
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>394</b>	<b>44.3%</b>	<b>17.2%</b>	<b>38.4%</b>	<b>2</b>
BROWNING INDIAN HOSPITAL	60	35.6%	16.2%	48.2%	0
CROW AGENCY HOSPITAL	82	50.0%	19.4%	30.6%	1
MT HEALTH CLINICS	201	42.8%	17.0%	40.1%	1
OFC OF THE AREA DIRECTOR	50	50.0%	16.2%	33.8%	0

**Department of Health and Human Services**  
**BILLINGS AREA INDIAN HEALTH SERVICE**  
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**My Work Experience (continued)**

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,270	62.9%	15.1%	22.0%	58
Indian Health Service	8,477	62.7%	17.0%	20.3%	14
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>396</b>	<b>54.6%</b>	<b>21.0%</b>	<b>24.4%</b>	<b>2</b>
BROWNING INDIAN HOSPITAL	61	50.5%	26.7%	22.8%	0
CROW AGENCY HOSPITAL	82	56.3%	23.8%	19.9%	1
MT HEALTH CLINICS	202	54.4%	18.8%	26.8%	1
OFC OF THE AREA DIRECTOR	50	56.5%	19.0%	24.5%	0

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,945	66.5%	15.3%	18.2%	196
Indian Health Service	8,418	70.5%	15.4%	14.1%	32
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>395</b>	<b>68.9%</b>	<b>17.0%</b>	<b>14.1%</b>	<b>1</b>
BROWNING INDIAN HOSPITAL	61	64.3%	24.5%	11.2%	0
CROW AGENCY HOSPITAL	84	69.2%	14.3%	16.5%	1
MT HEALTH CLINICS	200	67.7%	17.7%	14.6%	0
OFC OF THE AREA DIRECTOR	49	78.1%	10.0%	11.9%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,296	89.0%	7.2%	3.9%	127
Indian Health Service	8,490	87.3%	9.3%	3.3%	29
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>397</b>	<b>83.4%</b>	<b>13.6%</b>	<b>3.0%</b>	<b>3</b>
BROWNING INDIAN HOSPITAL	60	86.3%	8.9%	4.8%	1
CROW AGENCY HOSPITAL	84	82.1%	14.5%	3.4%	1
MT HEALTH CLINICS	202	81.7%	15.2%	3.1%	1
OFC OF THE AREA DIRECTOR	50	88.3%	11.7%	0.0%	0

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,324	92.7%	5.3%	2.0%	93
Indian Health Service	8,502	95.7%	3.4%	0.9%	12
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>396</b>	<b>92.9%</b>	<b>6.3%</b>	<b>0.8%</b>	<b>2</b>
BROWNING INDIAN HOSPITAL	59	96.8%	3.2%	0.0%	1
CROW AGENCY HOSPITAL	84	93.0%	4.7%	2.3%	1
MT HEALTH CLINICS	203	92.9%	6.6%	0.5%	0
OFC OF THE AREA DIRECTOR	49	88.0%	12.0%	0.0%	0

**Department of Health and Human Services**  
**BILLINGS AREA INDIAN HEALTH SERVICE**  
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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,302	73.5%	12.4%	14.1%	227
Indian Health Service	8,506	67.9%	14.9%	17.2%	30
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>399</b>	<b>64.9%</b>	<b>16.4%</b>	<b>18.7%</b>	<b>1</b>
BROWNING INDIAN HOSPITAL	61	63.0%	17.8%	19.2%	0
CROW AGENCY HOSPITAL	85	63.6%	16.7%	19.7%	0
MT HEALTH CLINICS	203	66.1%	18.0%	15.9%	1
OFC OF THE AREA DIRECTOR	49	64.1%	7.6%	28.3%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,971	76.6%	11.7%	11.7%	485
Indian Health Service	8,446	72.6%	12.9%	14.6%	73
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>392</b>	<b>71.4%</b>	<b>13.6%</b>	<b>15.1%</b>	<b>5</b>
BROWNING INDIAN HOSPITAL	59	68.0%	17.0%	15.1%	1
CROW AGENCY HOSPITAL	82	74.5%	12.4%	13.2%	2
MT HEALTH CLINICS	201	67.7%	14.5%	17.8%	2
OFC OF THE AREA DIRECTOR	49	84.5%	8.0%	7.5%	0

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,215	88.0%	8.8%	3.2%	186
Indian Health Service	8,480	82.9%	12.4%	4.7%	36
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>397</b>	<b>82.6%</b>	<b>15.2%</b>	<b>2.2%</b>	<b>2</b>
BROWNING INDIAN HOSPITAL	61	80.5%	16.4%	3.0%	0
CROW AGENCY HOSPITAL	82	88.3%	10.5%	1.2%	2
MT HEALTH CLINICS	203	80.8%	16.9%	2.4%	0
OFC OF THE AREA DIRECTOR	50	82.9%	15.3%	1.8%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	48,938	68.6%	17.4%	13.9%	2,481
Indian Health Service	8,322	59.6%	20.4%	20.0%	177
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>390</b>	<b>53.3%</b>	<b>22.6%</b>	<b>24.2%</b>	<b>8</b>
BROWNING INDIAN HOSPITAL	59	49.9%	23.4%	26.7%	2
CROW AGENCY HOSPITAL	83	51.9%	20.7%	27.3%	1
MT HEALTH CLINICS	198	55.3%	22.0%	22.7%	4
OFC OF THE AREA DIRECTOR	49	52.7%	25.1%	22.2%	1

**Department of Health and Human Services**  
**BILLINGS AREA INDIAN HEALTH SERVICE**  
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**My Work Experience (continued)**

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,030	60.0%	21.3%	18.7%	435
Indian Health Service	8,436	54.9%	24.2%	20.9%	78
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>395</b>	<b>50.2%</b>	<b>26.2%</b>	<b>23.6%</b>	<b>5</b>
BROWNING INDIAN HOSPITAL	61	42.8%	26.2%	30.9%	0
CROW AGENCY HOSPITAL	82	52.6%	24.4%	23.0%	3
MT HEALTH CLINICS	201	49.1%	28.0%	22.9%	2
OFC OF THE AREA DIRECTOR	50	60.9%	19.9%	19.2%	0

**19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).**

	N	Positive	Neutral	Negative	NBJ
Department of Health and Human Services	50,648	74.9%	11.8%	13.2%	876
Indian Health Service	8,402	76.9%	11.4%	11.7%	137
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>395</b>	<b>75.9%</b>	<b>13.0%</b>	<b>11.0%</b>	<b>6</b>
BROWNING INDIAN HOSPITAL	61	77.1%	16.6%	6.2%	0
CROW AGENCY HOSPITAL	84	77.1%	13.7%	9.2%	1
MT HEALTH CLINICS	200	72.3%	13.1%	14.6%	3
OFC OF THE AREA DIRECTOR	49	86.6%	7.7%	5.7%	2

**My Work Unit**

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,408	80.7%	10.8%	8.5%
Indian Health Service	8,504	65.2%	18.3%	16.5%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>400</b>	<b>66.5%</b>	<b>16.4%</b>	<b>17.0%</b>
BROWNING INDIAN HOSPITAL	62	74.0%	8.0%	18.0%
CROW AGENCY HOSPITAL	84	63.2%	21.4%	15.5%
MT HEALTH CLINICS	202	64.6%	17.7%	17.8%
OFC OF THE AREA DIRECTOR	51	70.2%	13.9%	15.9%

**Department of Health and Human Services**  
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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,681	53.1%	22.8%	24.1%	1,577
Indian Health Service	8,321	43.1%	27.6%	29.3%	169
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>388</b>	<b>26.4%</b>	<b>29.8%</b>	<b>43.8%</b>	<b>10</b>
BROWNING INDIAN HOSPITAL	59	17.5%	41.7%	40.8%	2
CROW AGENCY HOSPITAL	81	30.8%	30.8%	38.4%	4
MT HEALTH CLINICS	199	22.1%	29.0%	48.9%	2
OFC OF THE AREA DIRECTOR	48	46.0%	17.4%	36.7%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,319	48.5%	26.6%	24.9%	3,856
Indian Health Service	8,002	41.5%	31.7%	26.8%	470
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>369</b>	<b>36.1%</b>	<b>34.0%</b>	<b>29.9%</b>	<b>23</b>
BROWNING INDIAN HOSPITAL	53	34.9%	31.9%	33.2%	7
CROW AGENCY HOSPITAL	74	32.5%	31.6%	35.9%	7
MT HEALTH CLINICS	195	35.4%	36.3%	28.4%	6
OFC OF THE AREA DIRECTOR	46	47.2%	28.9%	23.9%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	44,892	39.5%	29.8%	30.7%	6,297
Indian Health Service	8,088	32.6%	29.1%	38.3%	398
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>382</b>	<b>24.8%</b>	<b>32.1%</b>	<b>43.1%</b>	<b>14</b>
BROWNING INDIAN HOSPITAL	51	33.7%	32.0%	34.3%	8
CROW AGENCY HOSPITAL	85	17.5%	34.2%	48.3%	0
MT HEALTH CLINICS	198	22.6%	31.9%	45.5%	3
OFC OF THE AREA DIRECTOR	47	35.4%	30.3%	34.3%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,626	46.4%	27.5%	26.1%	3,626
Indian Health Service	8,213	38.7%	29.9%	31.3%	284
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>382</b>	<b>32.0%</b>	<b>34.2%</b>	<b>33.8%</b>	<b>14</b>
BROWNING INDIAN HOSPITAL	56	35.4%	31.8%	32.8%	5
CROW AGENCY HOSPITAL	82	31.8%	35.5%	32.7%	2
MT HEALTH CLINICS	196	29.5%	33.8%	36.7%	5
OFC OF THE AREA DIRECTOR	47	37.0%	37.4%	25.6%	2



**Department of Health and Human Services**  
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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,713	55.5%	23.2%	21.2%	3,468
Indian Health Service	8,162	46.6%	26.1%	27.3%	326
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>383</b>	<b>41.4%</b>	<b>31.9%</b>	<b>26.7%</b>	<b>13</b>
BROWNING INDIAN HOSPITAL	54	39.1%	33.5%	27.5%	6
CROW AGENCY HOSPITAL	82	41.9%	28.8%	29.3%	2
MT HEALTH CLINICS	199	42.6%	30.0%	27.4%	2
OFC OF THE AREA DIRECTOR	47	36.9%	43.8%	19.3%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,988	77.8%	12.3%	10.0%	255
Indian Health Service	8,451	63.0%	19.6%	17.4%	43
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>395</b>	<b>61.8%</b>	<b>18.7%</b>	<b>19.4%</b>	<b>1</b>
BROWNING INDIAN HOSPITAL	60	64.9%	11.7%	23.5%	1
CROW AGENCY HOSPITAL	85	62.5%	16.0%	21.5%	0
MT HEALTH CLINICS	200	59.6%	22.1%	18.3%	0
OFC OF THE AREA DIRECTOR	49	65.4%	18.6%	16.0%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,215	63.4%	24.9%	11.6%	1,979
Indian Health Service	8,339	60.4%	25.7%	13.9%	137
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>391</b>	<b>55.0%</b>	<b>27.5%</b>	<b>17.5%</b>	<b>6</b>
BROWNING INDIAN HOSPITAL	60	53.7%	29.8%	16.5%	1
CROW AGENCY HOSPITAL	84	57.6%	24.2%	18.2%	1
MT HEALTH CLINICS	196	52.4%	28.5%	19.1%	4
OFC OF THE AREA DIRECTOR	50	61.2%	27.3%	11.5%	0

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,283	88.0%	9.9%	2.1%
Indian Health Service	8,502	78.0%	17.7%	4.3%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>398</b>	<b>76.2%</b>	<b>19.3%</b>	<b>4.4%</b>
BROWNING INDIAN HOSPITAL	60	69.1%	24.1%	6.9%
CROW AGENCY HOSPITAL	85	74.7%	21.0%	4.4%
MT HEALTH CLINICS	201	77.1%	19.4%	3.5%
OFC OF THE AREA DIRECTOR	51	83.3%	11.1%	5.6%

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**My Work Unit (continued)**

**29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,876	85.0%	9.7%	5.4%	429
Indian Health Service	8,433	78.3%	14.8%	6.9%	70
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>393</b>	<b>78.7%</b>	<b>13.0%</b>	<b>8.4%</b>	<b>4</b>
BROWNING INDIAN HOSPITAL	59	78.2%	8.5%	13.4%	1
CROW AGENCY HOSPITAL	85	75.9%	17.5%	6.6%	0
MT HEALTH CLINICS	198	79.7%	12.4%	7.9%	3
OFC OF THE AREA DIRECTOR	50	79.2%	12.9%	7.8%	0

**My Agency**

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,564	56.7%	22.5%	20.9%	1,310
Indian Health Service	8,254	48.4%	29.0%	22.6%	155
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>382</b>	<b>39.8%</b>	<b>34.4%</b>	<b>25.8%</b>	<b>10</b>
BROWNING INDIAN HOSPITAL	57	35.9%	30.0%	34.1%	1
CROW AGENCY HOSPITAL	83	45.4%	31.9%	22.7%	1
MT HEALTH CLINICS	192	38.9%	36.1%	25.0%	7
OFC OF THE AREA DIRECTOR	49	36.4%	38.1%	25.4%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,921	62.8%	19.2%	18.0%	971
Indian Health Service	8,286	47.6%	25.5%	26.9%	132
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>383</b>	<b>41.3%</b>	<b>29.9%</b>	<b>28.8%</b>	<b>9</b>
BROWNING INDIAN HOSPITAL	54	38.8%	25.8%	35.4%	3
CROW AGENCY HOSPITAL	82	41.5%	32.3%	26.2%	2
MT HEALTH CLINICS	196	42.0%	28.4%	29.6%	4
OFC OF THE AREA DIRECTOR	50	39.7%	36.6%	23.8%	0

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**My Agency (continued)**

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,111	53.5%	25.4%	21.1%	1,616
Indian Health Service	8,154	37.8%	32.2%	30.1%	230
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>379</b>	<b>33.6%</b>	<b>35.1%</b>	<b>31.3%</b>	<b>12</b>
BROWNING INDIAN HOSPITAL	53	30.0%	35.8%	34.2%	3
CROW AGENCY HOSPITAL	82	27.9%	38.9%	33.2%	2
MT HEALTH CLINICS	193	34.4%	34.6%	31.0%	7
OFC OF THE AREA DIRECTOR	50	41.9%	30.8%	27.3%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	46,208	38.6%	30.1%	31.3%	4,617
Indian Health Service	7,915	37.4%	30.7%	31.9%	493
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>367</b>	<b>32.9%</b>	<b>31.0%</b>	<b>36.1%</b>	<b>23</b>
BROWNING INDIAN HOSPITAL	53	27.4%	36.3%	36.3%	4
CROW AGENCY HOSPITAL	79	33.0%	29.3%	37.7%	5
MT HEALTH CLINICS	189	34.2%	29.5%	36.3%	10
OFC OF THE AREA DIRECTOR	45	35.1%	32.0%	32.9%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,279	63.2%	24.3%	12.4%	3,599
Indian Health Service	7,982	51.0%	32.7%	16.3%	436
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>364</b>	<b>44.6%</b>	<b>38.7%</b>	<b>16.7%</b>	<b>26</b>
BROWNING INDIAN HOSPITAL	53	44.2%	37.4%	18.4%	3
CROW AGENCY HOSPITAL	78	46.8%	38.9%	14.3%	5
MT HEALTH CLINICS	185	42.9%	39.4%	17.6%	15
OFC OF THE AREA DIRECTOR	47	49.5%	37.7%	12.8%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,902	83.1%	11.1%	5.8%	1,055
Indian Health Service	8,354	76.5%	14.3%	9.2%	75
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>388</b>	<b>75.6%</b>	<b>15.3%</b>	<b>9.1%</b>	<b>3</b>
BROWNING INDIAN HOSPITAL	56	64.1%	20.0%	15.9%	0
CROW AGENCY HOSPITAL	82	72.8%	16.8%	10.3%	2
MT HEALTH CLINICS	199	79.2%	12.9%	8.0%	1
OFC OF THE AREA DIRECTOR	50	78.5%	17.4%	4.2%	0

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,045	81.3%	12.4%	6.4%	757
Indian Health Service	8,322	74.3%	15.9%	9.8%	70
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>383</b>	<b>75.8%</b>	<b>15.1%</b>	<b>9.1%</b>	<b>6</b>
BROWNING INDIAN HOSPITAL	55	70.2%	18.5%	11.3%	1
CROW AGENCY HOSPITAL	82	69.4%	19.4%	11.3%	1
MT HEALTH CLINICS	196	77.1%	13.5%	9.4%	3
OFC OF THE AREA DIRECTOR	49	89.5%	8.3%	2.2%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,499	61.5%	20.3%	18.2%	3,378
Indian Health Service	8,155	48.6%	24.6%	26.8%	264
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>377</b>	<b>44.1%</b>	<b>27.7%</b>	<b>28.2%</b>	<b>13</b>
BROWNING INDIAN HOSPITAL	56	39.7%	30.7%	29.6%	0
CROW AGENCY HOSPITAL	82	34.3%	38.4%	27.3%	2
MT HEALTH CLINICS	191	47.3%	25.2%	27.5%	8
OFC OF THE AREA DIRECTOR	47	51.7%	16.3%	32.0%	3

**38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	46,084	72.6%	16.9%	10.5%	4,705
Indian Health Service	7,906	59.9%	24.2%	16.0%	487
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>364</b>	<b>54.7%</b>	<b>26.8%</b>	<b>18.5%</b>	<b>25</b>
BROWNING INDIAN HOSPITAL	51	57.3%	23.7%	19.0%	5
CROW AGENCY HOSPITAL	77	46.1%	36.4%	17.5%	5
MT HEALTH CLINICS	189	58.2%	23.2%	18.6%	11
OFC OF THE AREA DIRECTOR	46	50.3%	29.9%	19.8%	4

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,065	82.3%	13.1%	4.6%	820
Indian Health Service	8,272	67.4%	23.3%	9.3%	138
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>376</b>	<b>65.3%</b>	<b>25.4%</b>	<b>9.3%</b>	<b>13</b>
BROWNING INDIAN HOSPITAL	50	69.0%	19.8%	11.2%	5
CROW AGENCY HOSPITAL	82	61.4%	28.2%	10.5%	1
MT HEALTH CLINICS	193	64.9%	26.4%	8.7%	7
OFC OF THE AREA DIRECTOR	50	68.5%	23.4%	8.1%	0

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,914	75.8%	15.0%	9.2%
Indian Health Service	8,415	66.8%	22.1%	11.1%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>390</b>	<b>62.4%</b>	<b>23.7%</b>	<b>13.8%</b>
BROWNING INDIAN HOSPITAL	56	61.7%	29.5%	8.9%
CROW AGENCY HOSPITAL	83	57.3%	30.1%	12.6%
MT HEALTH CLINICS	199	64.6%	19.0%	16.4%
OFC OF THE AREA DIRECTOR	51	62.4%	26.2%	11.4%

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,835	55.9%	24.1%	20.0%	3,111
Indian Health Service	7,838	52.5%	25.9%	21.6%	585
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>356</b>	<b>44.6%</b>	<b>29.4%</b>	<b>26.0%</b>	<b>36</b>
BROWNING INDIAN HOSPITAL	47	46.8%	35.5%	17.8%	9
CROW AGENCY HOSPITAL	78	57.0%	17.1%	25.9%	5
MT HEALTH CLINICS	181	40.9%	32.1%	26.9%	20
OFC OF THE AREA DIRECTOR	49	37.5%	31.1%	31.4%	2

**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,652	84.5%	8.1%	7.4%	192
Indian Health Service	8,357	72.1%	13.8%	14.1%	45
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>390</b>	<b>74.8%</b>	<b>12.1%</b>	<b>13.0%</b>	<b>1</b>
BROWNING INDIAN HOSPITAL	56	73.2%	11.7%	15.1%	0
CROW AGENCY HOSPITAL	83	69.8%	16.4%	13.8%	0
MT HEALTH CLINICS	200	74.3%	11.3%	14.4%	1
OFC OF THE AREA DIRECTOR	50	86.6%	9.1%	4.3%	0

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**My Supervisor (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,557	74.7%	13.2%	12.1%	206
Indian Health Service	8,357	64.5%	19.2%	16.3%	35
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>390</b>	<b>63.8%</b>	<b>20.8%</b>	<b>15.5%</b>	<b>0</b>
BROWNING INDIAN HOSPITAL	56	51.5%	24.4%	24.0%	0
CROW AGENCY HOSPITAL	83	62.9%	21.9%	15.2%	0
MT HEALTH CLINICS	200	64.7%	21.0%	14.3%	0
OFC OF THE AREA DIRECTOR	50	74.4%	14.3%	11.2%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,348	72.1%	14.8%	13.1%	421
Indian Health Service	8,300	63.5%	19.3%	17.2%	89
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>383</b>	<b>62.0%</b>	<b>20.8%</b>	<b>17.3%</b>	<b>6</b>
BROWNING INDIAN HOSPITAL	55	59.9%	22.9%	17.1%	1
CROW AGENCY HOSPITAL	83	58.2%	26.7%	15.1%	0
MT HEALTH CLINICS	195	60.3%	20.1%	19.7%	4
OFC OF THE AREA DIRECTOR	49	76.3%	11.9%	11.8%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,304	76.0%	16.4%	7.5%	3,435
Indian Health Service	7,990	63.2%	22.9%	13.9%	401
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>364</b>	<b>62.0%</b>	<b>23.5%</b>	<b>14.5%</b>	<b>23</b>
BROWNING INDIAN HOSPITAL	53	58.8%	25.0%	16.2%	1
CROW AGENCY HOSPITAL	78	62.6%	22.6%	14.8%	4
MT HEALTH CLINICS	184	62.6%	22.0%	15.5%	16
OFC OF THE AREA DIRECTOR	48	64.3%	27.4%	8.3%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,553	70.9%	15.7%	13.4%	227
Indian Health Service	8,355	62.2%	20.0%	17.7%	42
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>387</b>	<b>61.4%</b>	<b>21.6%</b>	<b>17.0%</b>	<b>1</b>
BROWNING INDIAN HOSPITAL	55	54.3%	26.8%	18.9%	0
CROW AGENCY HOSPITAL	82	64.0%	20.8%	15.3%	0
MT HEALTH CLINICS	199	59.7%	21.7%	18.7%	1
OFC OF THE AREA DIRECTOR	50	70.7%	17.6%	11.7%	0

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**My Supervisor** (continued)

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,103	75.4%	13.7%	10.9%	691
Indian Health Service	8,275	62.1%	20.1%	17.8%	112
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>383</b>	<b>62.6%</b>	<b>19.6%</b>	<b>17.9%</b>	<b>6</b>
BROWNING INDIAN HOSPITAL	56	54.5%	25.0%	20.5%	0
CROW AGENCY HOSPITAL	82	60.5%	22.0%	17.5%	0
MT HEALTH CLINICS	196	62.8%	17.9%	19.3%	4
OFC OF THE AREA DIRECTOR	48	73.7%	16.4%	9.9%	2

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,699	81.5%	9.9%	8.6%
Indian Health Service	8,384	70.0%	16.3%	13.7%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>390</b>	<b>71.5%</b>	<b>17.5%</b>	<b>11.0%</b>
BROWNING INDIAN HOSPITAL	56	72.1%	16.3%	11.6%
CROW AGENCY HOSPITAL	82	73.2%	16.2%	10.6%
MT HEALTH CLINICS	201	69.0%	19.5%	11.5%
OFC OF THE AREA DIRECTOR	50	77.1%	13.5%	9.4%

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,694	84.8%	8.4%	6.8%
Indian Health Service	8,385	74.7%	14.8%	10.5%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>389</b>	<b>74.8%</b>	<b>14.4%</b>	<b>10.8%</b>
BROWNING INDIAN HOSPITAL	56	75.9%	15.5%	8.6%
CROW AGENCY HOSPITAL	82	72.2%	18.9%	8.9%
MT HEALTH CLINICS	200	74.4%	12.6%	13.0%
OFC OF THE AREA DIRECTOR	50	79.2%	12.8%	8.0%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,686	82.7%	9.0%	8.2%
Indian Health Service	8,387	70.9%	15.6%	13.5%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>389</b>	<b>68.5%</b>	<b>17.3%</b>	<b>14.2%</b>
BROWNING INDIAN HOSPITAL	56	71.8%	14.1%	14.1%
CROW AGENCY HOSPITAL	82	62.8%	24.6%	12.6%
MT HEALTH CLINICS	200	69.6%	16.6%	13.9%
OFC OF THE AREA DIRECTOR	50	69.3%	11.9%	18.8%

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**My Supervisor (continued)**

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,658	74.6%	13.2%	12.1%
Indian Health Service	8,388	63.8%	18.3%	17.9%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>389</b>	<b>66.0%</b>	<b>16.1%</b>	<b>17.9%</b>
BROWNING INDIAN HOSPITAL	56	65.6%	17.2%	17.2%
CROW AGENCY HOSPITAL	82	68.6%	14.0%	17.3%
MT HEALTH CLINICS	201	63.8%	18.3%	18.0%
OFC OF THE AREA DIRECTOR	49	70.5%	9.9%	19.6%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,686	77.1%	14.2%	8.7%
Indian Health Service	8,394	64.7%	20.5%	14.9%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>389</b>	<b>65.3%</b>	<b>21.9%</b>	<b>12.8%</b>
BROWNING INDIAN HOSPITAL	56	65.6%	22.8%	11.6%
CROW AGENCY HOSPITAL	82	63.4%	22.6%	14.0%
MT HEALTH CLINICS	200	63.5%	23.0%	13.5%
OFC OF THE AREA DIRECTOR	50	75.0%	15.7%	9.4%

**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,300	54.8%	23.1%	22.2%	1,184
Indian Health Service	8,144	44.7%	27.5%	27.7%	195
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>374</b>	<b>41.4%</b>	<b>26.8%</b>	<b>31.9%</b>	<b>12</b>
BROWNING INDIAN HOSPITAL	50	41.0%	29.9%	29.1%	5
CROW AGENCY HOSPITAL	80	48.8%	19.8%	31.4%	1
MT HEALTH CLINICS	194	41.5%	27.9%	30.7%	5
OFC OF THE AREA DIRECTOR	49	30.2%	28.9%	40.9%	1



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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,480	62.9%	22.0%	15.1%	2,961
Indian Health Service	8,012	50.4%	28.2%	21.3%	328
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>371</b>	<b>46.6%</b>	<b>30.5%</b>	<b>22.9%</b>	<b>16</b>
BROWNING INDIAN HOSPITAL	51	51.8%	29.1%	19.1%	4
CROW AGENCY HOSPITAL	78	42.5%	31.7%	25.9%	3
MT HEALTH CLINICS	193	49.6%	30.1%	20.3%	7
OFC OF THE AREA DIRECTOR	48	37.3%	29.5%	33.2%	2

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,861	72.6%	17.4%	10.0%	2,441
Indian Health Service	8,014	59.9%	24.8%	15.3%	291
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>361</b>	<b>59.9%</b>	<b>27.3%</b>	<b>12.8%</b>	<b>20</b>
BROWNING INDIAN HOSPITAL	49	66.6%	19.1%	14.2%	4
CROW AGENCY HOSPITAL	77	58.0%	26.8%	15.2%	3
MT HEALTH CLINICS	188	59.9%	27.6%	12.5%	9
OFC OF THE AREA DIRECTOR	46	54.5%	36.4%	9.0%	4

**56. Managers communicate the goals of the organization.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,577	70.0%	17.2%	12.7%	771
Indian Health Service	8,139	57.0%	24.7%	18.2%	180
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>377</b>	<b>53.6%</b>	<b>25.9%</b>	<b>20.5%</b>	<b>8</b>
BROWNING INDIAN HOSPITAL	53	50.7%	19.4%	29.9%	2
CROW AGENCY HOSPITAL	80	56.4%	24.4%	19.3%	1
MT HEALTH CLINICS	194	56.1%	26.4%	17.4%	4
OFC OF THE AREA DIRECTOR	49	43.6%	31.2%	25.3%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,761	69.4%	19.5%	11.1%	2,644
Indian Health Service	7,939	57.2%	26.8%	16.0%	390
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>362</b>	<b>54.2%</b>	<b>27.5%</b>	<b>18.4%</b>	<b>22</b>
BROWNING INDIAN HOSPITAL	52	54.4%	22.6%	23.0%	2
CROW AGENCY HOSPITAL	76	55.9%	26.3%	17.8%	5
MT HEALTH CLINICS	185	55.2%	28.5%	16.4%	13
OFC OF THE AREA DIRECTOR	48	48.6%	28.8%	22.5%	2

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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	48,966	63.5%	19.3%	17.2%	1,477
Indian Health Service	8,084	50.6%	26.6%	22.8%	250
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>367</b>	<b>48.0%</b>	<b>27.7%</b>	<b>24.2%</b>	<b>18</b>
BROWNING INDIAN HOSPITAL	51	46.1%	27.0%	26.9%	3
CROW AGENCY HOSPITAL	77	50.9%	25.1%	24.0%	4
MT HEALTH CLINICS	191	47.9%	30.5%	21.5%	8
OFC OF THE AREA DIRECTOR	47	44.5%	22.1%	33.4%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	48,792	67.5%	18.3%	14.3%	1,439
Indian Health Service	7,979	52.6%	26.9%	20.5%	283
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>359</b>	<b>48.6%</b>	<b>29.7%</b>	<b>21.7%</b>	<b>21</b>
BROWNING INDIAN HOSPITAL	51	46.3%	30.6%	23.1%	4
CROW AGENCY HOSPITAL	77	50.9%	24.9%	24.2%	4
MT HEALTH CLINICS	182	48.5%	32.9%	18.6%	11
OFC OF THE AREA DIRECTOR	48	46.3%	24.9%	28.8%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,853	68.1%	19.6%	12.2%	2,589
Indian Health Service	7,770	54.3%	26.7%	19.0%	565
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>362</b>	<b>52.1%</b>	<b>26.3%</b>	<b>21.6%</b>	<b>25</b>
BROWNING INDIAN HOSPITAL	47	34.8%	40.2%	25.0%	8
CROW AGENCY HOSPITAL	75	52.7%	28.5%	18.8%	6
MT HEALTH CLINICS	191	54.2%	24.2%	21.5%	9
OFC OF THE AREA DIRECTOR	48	60.6%	15.6%	23.8%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,636	66.2%	20.1%	13.7%	754
Indian Health Service	8,149	57.7%	25.6%	16.7%	175
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>379</b>	<b>53.9%</b>	<b>26.4%</b>	<b>19.7%</b>	<b>4</b>
BROWNING INDIAN HOSPITAL	51	56.8%	30.0%	13.2%	2
CROW AGENCY HOSPITAL	81	54.9%	21.6%	23.5%	0
MT HEALTH CLINICS	197	54.3%	26.8%	19.0%	1
OFC OF THE AREA DIRECTOR	49	46.4%	29.7%	23.9%	1

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**Leadership** (continued)

**62. Senior leaders demonstrate support for Work-Life programs.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	46,786	66.7%	20.8%	12.5%	3,596
Indian Health Service	7,609	49.8%	31.4%	18.8%	707
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>344</b>	<b>44.3%</b>	<b>36.4%</b>	<b>19.3%</b>	<b>40</b>
BROWNING INDIAN HOSPITAL	46	49.4%	36.0%	14.6%	8
CROW AGENCY HOSPITAL	72	40.4%	41.2%	18.4%	9
MT HEALTH CLINICS	179	44.9%	34.3%	20.7%	19
OFC OF THE AREA DIRECTOR	46	41.5%	38.3%	20.2%	4

**My Satisfaction**

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,229	60.7%	20.4%	18.8%
Indian Health Service	8,296	56.2%	24.7%	19.1%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>382</b>	<b>50.9%</b>	<b>29.9%</b>	<b>19.2%</b>
BROWNING INDIAN HOSPITAL	54	50.2%	33.8%	16.0%
CROW AGENCY HOSPITAL	80	51.3%	31.5%	17.2%
MT HEALTH CLINICS	198	49.6%	29.0%	21.3%
OFC OF THE AREA DIRECTOR	49	54.6%	27.7%	17.7%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,254	58.7%	21.6%	19.7%
Indian Health Service	8,297	49.8%	27.6%	22.6%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>382</b>	<b>46.5%</b>	<b>29.4%</b>	<b>24.0%</b>
BROWNING INDIAN HOSPITAL	54	41.3%	35.5%	23.2%
CROW AGENCY HOSPITAL	80	47.7%	29.5%	22.8%
MT HEALTH CLINICS	198	49.0%	28.1%	22.9%
OFC OF THE AREA DIRECTOR	49	38.7%	29.0%	32.3%

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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,279	60.6%	20.7%	18.7%
Indian Health Service	8,304	48.5%	25.8%	25.7%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>379</b>	<b>44.2%</b>	<b>29.5%</b>	<b>26.3%</b>
BROWNING INDIAN HOSPITAL	54	38.6%	31.2%	30.2%
CROW AGENCY HOSPITAL	79	45.3%	27.4%	27.4%
MT HEALTH CLINICS	196	44.2%	29.6%	26.1%
OFC OF THE AREA DIRECTOR	49	47.3%	31.1%	21.6%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,164	54.4%	27.5%	18.1%
Indian Health Service	8,291	47.6%	32.0%	20.3%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>379</b>	<b>44.2%</b>	<b>35.3%</b>	<b>20.5%</b>
BROWNING INDIAN HOSPITAL	54	40.2%	42.2%	17.6%
CROW AGENCY HOSPITAL	80	43.6%	36.1%	20.3%
MT HEALTH CLINICS	196	46.3%	34.3%	19.4%
OFC OF THE AREA DIRECTOR	48	42.1%	28.8%	29.1%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,169	45.1%	28.5%	26.4%
Indian Health Service	8,289	44.2%	32.2%	23.6%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>379</b>	<b>39.2%</b>	<b>33.8%</b>	<b>27.0%</b>
BROWNING INDIAN HOSPITAL	54	39.5%	38.6%	22.0%
CROW AGENCY HOSPITAL	80	39.2%	36.1%	24.6%
MT HEALTH CLINICS	197	38.9%	30.1%	31.0%
OFC OF THE AREA DIRECTOR	47	40.7%	38.3%	21.0%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,198	63.3%	21.8%	15.0%
Indian Health Service	8,302	54.5%	25.4%	20.1%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>377</b>	<b>53.9%</b>	<b>25.9%</b>	<b>20.2%</b>
BROWNING INDIAN HOSPITAL	54	49.1%	24.2%	26.7%
CROW AGENCY HOSPITAL	80	61.6%	22.6%	15.8%
MT HEALTH CLINICS	195	49.7%	28.2%	22.1%
OFC OF THE AREA DIRECTOR	47	62.5%	24.2%	13.3%

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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,225	74.3%	14.9%	10.7%
Indian Health Service	8,306	71.4%	18.0%	10.5%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>379</b>	<b>67.6%</b>	<b>21.5%</b>	<b>10.8%</b>
BROWNING INDIAN HOSPITAL	54	62.8%	23.1%	14.1%
CROW AGENCY HOSPITAL	79	68.5%	25.0%	6.4%
MT HEALTH CLINICS	197	65.1%	21.0%	13.9%
OFC OF THE AREA DIRECTOR	48	81.1%	16.9%	2.0%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,189	66.3%	16.1%	17.5%
Indian Health Service	8,282	60.6%	19.0%	20.4%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>377</b>	<b>58.3%</b>	<b>20.1%</b>	<b>21.7%</b>
BROWNING INDIAN HOSPITAL	54	61.4%	20.9%	17.7%
CROW AGENCY HOSPITAL	78	51.1%	23.8%	25.1%
MT HEALTH CLINICS	196	56.3%	18.9%	24.9%
OFC OF THE AREA DIRECTOR	48	73.5%	18.3%	8.2%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,031	70.3%	17.8%	11.9%
Indian Health Service	8,228	60.3%	24.9%	14.8%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>373</b>	<b>53.3%</b>	<b>30.4%</b>	<b>16.3%</b>
BROWNING INDIAN HOSPITAL	54	50.5%	35.1%	14.5%
CROW AGENCY HOSPITAL	79	52.6%	30.7%	16.8%
MT HEALTH CLINICS	191	50.7%	30.5%	18.8%
OFC OF THE AREA DIRECTOR	48	66.6%	25.5%	7.9%

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**Performance**

**72. Currently, in my work unit poor performers usually:**

	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-perform	Leave Work Unit - Removed or Transferred	Leave Work Unit - Quit	No Poor Performers In Work Unit	Do Not Know
Department of Health and Human Services	37,857	20.1%	48.0%	9.1%	2.6%	20.2%	12,400
Indian Health Service	6,729	19.2%	58.5%	6.3%	3.0%	13.0%	1,584
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>317</b>	<b>14.6%</b>	<b>62.5%</b>	<b>7.1%</b>	<b>2.7%</b>	<b>13.1%</b>	<b>62</b>
BROWNING INDIAN HOSPITAL	44	24.1%	54.1%	4.1%	1.9%	15.8%	10
CROW AGENCY HOSPITAL	63	10.1%	70.3%	7.7%	4.5%	7.3%	16
MT HEALTH CLINICS	169	14.6%	63.0%	5.9%	2.3%	14.2%	28
OFC OF THE AREA DIRECTOR	40	11.5%	58.7%	12.0%	2.6%	15.2%	8

**Partial Government Shutdown**

**73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?**

	N	No Impact On Working/Pay Status	No Work And No Pay Until After Shutdown	Worked Some But No Pay Until After Shutdown	Worked Entire Shutdown But No Pay Until After	Other
Department of Health and Human Services	50,202	68.2%	10.8%	4.6%	8.5%	7.8%
Indian Health Service	8,295	43.9%	5.4%	4.5%	27.2%	19.0%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>376</b>	<b>46.4%</b>	<b>4.5%</b>	<b>3.4%</b>	<b>26.4%</b>	<b>19.3%</b>
BROWNING INDIAN HOSPITAL	54	54.2%	5.2%	3.7%	25.0%	12.0%
CROW AGENCY HOSPITAL	76	39.4%	0.0%	1.1%	30.8%	28.7%
MT HEALTH CLINICS	197	53.1%	0.5%	2.5%	27.1%	16.9%
OFC OF THE AREA DIRECTOR	48	22.6%	27.3%	10.3%	16.6%	23.2%

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**Partial Government Shutdown (continued)**

**74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?**

	N	No Impact	Slightly Negative Impact	Moderately Negative Impact	Very Negative Impact	Extremely Negative Impact
Department of Health and Human Services	49,757	43.9%	21.1%	17.7%	10.4%	6.9%
Indian Health Service	8,273	28.7%	21.9%	22.1%	15.4%	11.9%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>376</b>	<b>33.0%</b>	<b>18.7%</b>	<b>24.7%</b>	<b>12.8%</b>	<b>10.8%</b>
BROWNING INDIAN HOSPITAL	54	44.3%	14.9%	26.3%	7.1%	7.4%
CROW AGENCY HOSPITAL	77	29.7%	17.7%	25.6%	11.1%	15.9%
MT HEALTH CLINICS	196	35.4%	19.8%	20.1%	15.6%	9.1%
OFC OF THE AREA DIRECTOR	48	16.8%	18.2%	40.8%	10.9%	13.3%

**75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)**

	N	Unmanageable Workload	Missed Deadlines	Unrecoverable Loss of Work	Reduced Customer Service	Delayed Work
Department of Health and Human Services	27,319	20.8%	37.1%	15.1%	40.6%	63.2%
Indian Health Service	5,793	19.6%	32.2%	13.0%	40.2%	44.4%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>241</b>	<b>19.6%</b>	<b>32.3%</b>	<b>12.9%</b>	<b>43.5%</b>	<b>42.9%</b>
BROWNING INDIAN HOSPITAL	29	6.8%	34.7%	10.0%	49.2%	45.3%
CROW AGENCY HOSPITAL	53	25.4%	33.8%	8.9%	42.2%	28.4%
MT HEALTH CLINICS	118	17.1%	23.5%	9.8%	38.9%	38.3%
OFC OF THE AREA DIRECTOR	40	29.2%	55.1%	29.8%	53.1%	75.3%

If the response to item 74 was "It had no impact", item 75 was skipped.

(continued)

**75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply) (continued)**

	N	Reduced Work Quality	Cutback Of Critical Work	Time Lost Restarting Work	Unmet Statutory Requirements	Other
Department of Health and Human Services	27,319	23.2%	22.6%	35.6%	9.4%	29.3%
Indian Health Service	5,793	32.2%	22.6%	23.5%	11.1%	40.0%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>241</b>	<b>28.9%</b>	<b>22.4%</b>	<b>22.6%</b>	<b>8.8%</b>	<b>35.0%</b>
BROWNING INDIAN HOSPITAL	29	19.1%	14.2%	17.8%	13.4%	32.7%
CROW AGENCY HOSPITAL	53	38.8%	23.0%	13.6%	11.4%	44.5%
MT HEALTH CLINICS	118	26.9%	16.9%	17.9%	8.0%	37.9%
OFC OF THE AREA DIRECTOR	40	29.8%	44.6%	52.6%	4.7%	13.4%

If the response to item 74 was "It had no impact", item 75 was skipped.

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**Partial Government Shutdown (continued)**

**76. Are you looking for another job because of the partial government shutdown?**

	N	Looking Specifically Because Of Shutdown	Looking But Shutdown Is Only One Of The Reasons	Looking But Shutdown Had No Influence	Not Looking Currently
Department of Health and Human Services	49,832	1.3%	5.8%	16.7%	76.2%
Indian Health Service	8,272	1.9%	7.0%	13.7%	77.4%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>374</b>	<b>2.0%</b>	<b>6.4%</b>	<b>16.9%</b>	<b>74.7%</b>
BROWNING INDIAN HOSPITAL	53	3.6%	0.0%	18.9%	77.5%
CROW AGENCY HOSPITAL	77	1.6%	6.9%	15.5%	76.1%
MT HEALTH CLINICS	195	2.3%	7.5%	19.4%	70.9%
OFC OF THE AREA DIRECTOR	48	0.0%	8.1%	7.7%	84.2%

**77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.**

	N	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Support Required
Department of Health and Human Services	39,221	29.9%	44.2%	18.0%	5.0%	3.0%	10,820
Indian Health Service	7,985	27.9%	43.9%	18.9%	5.4%	3.9%	294
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>365</b>	<b>22.2%</b>	<b>48.8%</b>	<b>19.2%</b>	<b>6.4%</b>	<b>3.3%</b>	<b>10</b>
BROWNING INDIAN HOSPITAL	52	28.7%	46.3%	19.0%	3.8%	2.3%	1
CROW AGENCY HOSPITAL	76	27.1%	39.5%	21.9%	9.1%	2.4%	2
MT HEALTH CLINICS	189	20.5%	50.9%	18.6%	6.3%	3.6%	6
OFC OF THE AREA DIRECTOR	48	14.4%	58.1%	17.6%	5.7%	4.2%	0



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**Work-Life**

**78. Please select the response below that BEST describes your current teleworking schedule.**

	Telework					
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Department of Health and Human Services	49,931	13.2%	6.9%	37.5%	8.5%	3.4%
Indian Health Service	8,119	3.7%	1.0%	2.6%	1.2%	3.7%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>367</b>	<b>4.0%</b>	<b>0.8%</b>	<b>1.6%</b>	<b>0.6%</b>	<b>2.2%</b>
BROWNING INDIAN HOSPITAL	53	4.1%	0.0%	0.0%	4.2%	2.0%
CROW AGENCY HOSPITAL	75	2.9%	1.3%	2.5%	0.0%	4.9%
MT HEALTH CLINICS	191	3.8%	1.1%	1.5%	0.0%	1.7%
OFC OF THE AREA DIRECTOR	47	7.0%	0.0%	2.6%	0.0%	0.0%

(continued)

**78. Please select the response below that BEST describes your current teleworking schedule. (continued)**

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Department of Health and Human Services	49,931	13.4%	1.7%	5.8%	9.5%
Indian Health Service	8,119	45.4%	4.6%	16.5%	21.4%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>367</b>	<b>45.6%</b>	<b>8.1%</b>	<b>17.9%</b>	<b>19.1%</b>
BROWNING INDIAN HOSPITAL	53	52.9%	8.1%	10.9%	17.9%
CROW AGENCY HOSPITAL	75	53.0%	8.9%	12.2%	14.4%
MT HEALTH CLINICS	191	49.1%	5.6%	15.7%	21.4%
OFC OF THE AREA DIRECTOR	47	12.5%	14.3%	44.6%	19.1%

**79. How satisfied are you with the Telework program in your agency?**

					Choose Not to Participate	Not Available to Me	Unaware of Programs
	N	Positive	Neutral	Negative			
Department of Health and Human Services	39,985	77.2%	13.3%	9.5%	1,843	6,392	1,839
Indian Health Service	2,275	38.1%	41.4%	20.5%	326	3,942	1,673
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>114</b>	<b>22.6%</b>	<b>59.6%</b>	<b>17.8%</b>	<b>15</b>	<b>159</b>	<b>85</b>
BROWNING INDIAN HOSPITAL	15	19.9%	58.9%	21.2%	3	22	13
CROW AGENCY HOSPITAL	25	25.2%	63.5%	11.4%	2	40	11
MT HEALTH CLINICS	54	23.0%	59.4%	17.6%	5	81	53
OFC OF THE AREA DIRECTOR	20	20.6%	55.8%	23.5%	5	15	8

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**Work-Life (continued)**

**80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):**

	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Department of Health and Human Services	49,733	38.4%	38.5%	7.1%	4.0%	0.9%	36.8%
Indian Health Service	8,190	26.8%	35.7%	6.1%	0.9%	0.5%	46.2%
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>374</b>	<b>34.6%</b>	<b>31.6%</b>	<b>4.6%</b>	<b>0.6%</b>	<b>0.8%</b>	<b>43.1%</b>
BROWNING INDIAN HOSPITAL	52	17.7%	51.5%	7.7%	2.1%	0.0%	41.3%
CROW AGENCY HOSPITAL	77	28.7%	29.4%	6.0%	0.0%	1.2%	49.9%
MT HEALTH CLINICS	196	34.2%	28.1%	3.6%	0.0%	1.0%	46.0%
OFC OF THE AREA DIRECTOR	48	64.4%	26.2%	3.3%	2.6%	0.0%	22.9%

**81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	32,415	78.0%	16.6%	5.3%	8,982	6,189	2,159
Indian Health Service	4,747	61.3%	27.9%	10.7%	458	2,111	889
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>246</b>	<b>68.0%</b>	<b>26.1%</b>	<b>5.9%</b>	<b>20</b>	<b>67</b>	<b>39</b>
BROWNING INDIAN HOSPITAL	27	58.0%	37.9%	4.2%	0	16	10
CROW AGENCY HOSPITAL	45	69.2%	30.8%	0.0%	4	19	10
MT HEALTH CLINICS	133	61.4%	28.6%	10.1%	14	27	18
OFC OF THE AREA DIRECTOR	41	95.0%	5.0%	0.0%	2	4	1

**82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	38,580	78.6%	18.0%	3.4%	7,136	1,832	2,065
Indian Health Service	6,549	68.1%	25.5%	6.4%	424	627	604
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>294</b>	<b>65.8%</b>	<b>28.2%</b>	<b>6.1%</b>	<b>14</b>	<b>33</b>	<b>28</b>
BROWNING INDIAN HOSPITAL	46	78.6%	18.9%	2.5%	3	1	3
CROW AGENCY HOSPITAL	62	61.4%	31.8%	6.8%	2	6	8
MT HEALTH CLINICS	151	60.3%	32.8%	6.9%	4	21	14
OFC OF THE AREA DIRECTOR	34	79.3%	14.8%	5.9%	5	5	3

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**Work-Life (continued)**

**83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	22,813	49.8%	45.5%	4.7%	20,453	1,113	5,014
Indian Health Service	4,577	40.7%	53.0%	6.3%	1,938	475	1,181
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>197</b>	<b>30.9%</b>	<b>62.6%</b>	<b>6.5%</b>	<b>79</b>	<b>24</b>	<b>67</b>
BROWNING INDIAN HOSPITAL	28	33.4%	51.7%	14.9%	9	3	13
CROW AGENCY HOSPITAL	38	32.5%	64.9%	2.6%	16	8	16
MT HEALTH CLINICS	103	26.9%	66.7%	6.4%	39	11	35
OFC OF THE AREA DIRECTOR	27	38.3%	57.8%	3.9%	15	2	3

**84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	16,347	38.2%	55.9%	5.9%	23,300	4,668	5,045
Indian Health Service	2,800	23.3%	68.4%	8.3%	1,613	1,866	1,899
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>120</b>	<b>14.1%</b>	<b>75.8%</b>	<b>10.1%</b>	<b>57</b>	<b>97</b>	<b>94</b>
BROWNING INDIAN HOSPITAL	18	11.0%	65.8%	23.2%	8	14	14
CROW AGENCY HOSPITAL	26	10.5%	81.7%	7.8%	7	20	25
MT HEALTH CLINICS	68	14.8%	76.5%	8.7%	30	50	40
OFC OF THE AREA DIRECTOR	8	27.2%	72.8%	0.0%	12	12	15

**85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	13,352	28.6%	67.7%	3.7%	23,530	4,053	8,285
Indian Health Service	2,709	23.0%	69.8%	7.2%	1,517	1,753	2,173
<b>BILLINGS AREA INDIAN HEALTH SERVICE</b>	<b>111</b>	<b>10.7%</b>	<b>77.5%</b>	<b>11.8%</b>	<b>54</b>	<b>94</b>	<b>108</b>
BROWNING INDIAN HOSPITAL	17	11.6%	52.8%	35.5%	5	15	17
CROW AGENCY HOSPITAL	23	8.5%	83.3%	8.2%	7	22	26
MT HEALTH CLINICS	62	11.2%	80.7%	8.1%	30	44	51
OFC OF THE AREA DIRECTOR	9	11.6%	88.4%	0.0%	12	12	14

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**My Employment Demographics**

***Where do you work?***

	%
Headquarters	6.5%
Field	93.5%

***What is your supervisory status?***

	%
Senior Leader	2.4%
Manager	7.6%
Supervisor	15.9%
Team Leader	10.0%
Non-Supervisor	64.1%

***What is your pay category/grade?***

	%
Federal Wage System	2.7%
GS 1-6	24.9%
GS 7-12	54.6%
GS 13-15	11.1%
Senior Executive Service	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0.3%
Other	6.5%

***What is your US military service status?***

	%
No Prior Military Service	89.1%
Currently in National Guard or Reserves	0.8%
Retired	1.6%
Separated or Discharged	8.5%

Note: Percentages for demographic questions are unweighted.

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**My Employment Demographics (continued)**

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

	%
Less than 1 year	1.6%
1 to 3 years	17.4%
4 to 5 years	10.6%
6 to 10 years	19.8%
11 to 14 years	12.8%
15 to 20 years	16.6%
More than 20 years	21.2%

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

	%
Less than 1 year	4.3%
1 to 3 years	20.4%
4 to 5 years	12.8%
6 to 10 years	17.7%
11 to 14 years	11.7%
15 to 20 years	13.6%
More than 20 years	19.6%

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

	%
No	65.5%
Yes, to retire	5.2%
Yes, to take another job within the Federal Government	13.9%
Yes, to take another job outside the Federal Government	6.0%
Yes, other	9.5%

***I am planning to retire:***

	%
Within one year	3.0%
Between one and three years	10.4%
Between three and five years	9.0%
Five or more years	77.7%

Note: Percentages for demographic questions are unweighted.

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**My Personal Demographics**

***Are you of Hispanic, Latino, or Spanish origin?***

	%
Yes	2.2%
No	97.8%

***Please select the racial category or categories with which you most closely identify.***

	%
White	29.2%
Black or African American	1.7%
All other races	69.1%

***What is your age group?***

	%
29 years and under	5.4%
30-39 years old	17.4%
40-49 years old	25.9%
50-59 years old	33.8%
60 years or older	17.4%

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

	%
Less than High School/ High School Diploma/ GED	8.4%
Certification/ Some College/ Associate's Degree	40.5%
Bachelor's Degree	23.6%
Advanced Degrees (Post Bachelor's Degree)	27.4%

***Are you an individual with a disability?***

	%
Yes	5.7%
No	94.3%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

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**My Personal Demographics** (continued)

<i>Are you:</i>	%
Male	26.7%
Female	73.3%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.