

2006 Federal Human Capital Survey
Department of Health and Human Services - Indian Health Service Trend Report

Number of Surveys Returned: 4839

This is a summary-by-question of your department's/agency's/subagency's response to the 2006 Federal Human Capital Survey, compared to your 2004 and/or 2002 results. This summary displays results by Positive, Neutral, Negative, and where applicable, Do Not Know or No Basis to Judge responses. As shown below, for each response scale, two responses are categorized as "Positive", one response is categorized as "Neutral", and two responses are categorized as "Negative".

<i>Positive Responses</i>		<i>Neutral Responses</i>	<i>Negative Responses</i>		<i>Do Not Know/No Basis to Judge</i>
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Do Not Know</i>
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	<i>No Basis to Judge</i>
<i>Very Good</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Very Poor</i>	

Detailed survey results for your department or agency are available on a private Website maintained by OPM. Your agency has already identified personnel who will have access to this Website.

Thank you for your support of the Federal Human Capital Survey.

Department of Health and Human Services - Indian Health Service Trend Report

Personal Work Experiences

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	75.2%	13.0%	11.8%
2004 Indian Health Service	81.4%	9.4%	9.2%
2002 Indian Health Service	72.0%	13.9%	14.1%

02 I am given a real opportunity to improve my skills in my organization.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	62.1%	18.9%	19.0%
2004 Indian Health Service	62.3%	19.9%	17.8%
2002 Indian Health Service	56.8%	23.2%	20.0%

03 I have enough information to do my job well.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	75.2%	15.1%	9.7%
2004 Indian Health Service	72.6%	16.2%	11.2%
2002 Indian Health Service	73.1%	14.3%	12.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	60.6%	21.0%	18.4%
2004 Indian Health Service	61.8%	21.2%	17.0%
2002 Indian Health Service	55.2%	21.0%	23.9%

Personal Work Experiences

05 My work gives me a feeling of personal accomplishment.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	77.9%	14.0%	8.1%
2004 Indian Health Service	82.3%	13.7%	4.0%
2002 Indian Health Service	77.5%	12.3%	10.2%

06 I like the kind of work I do.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	90.7%	7.1%	2.2%
2004 Indian Health Service	91.5%	7.6%	0.9%
2002 Indian Health Service	91.6%	6.7%	1.7%

07 I have trust and confidence in my supervisor.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	59.8%	19.8%	20.4%
2004 Indian Health Service	N/A	N/A	N/A
2002 Indian Health Service	N/A	N/A	N/A

08 I recommend my organization as a good place to work.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	65.0%	22.2%	12.8%
2004 Indian Health Service	70.8%	20.8%	8.4%
2002 Indian Health Service	61.6%	21.0%	17.0%

09 Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	56.7%	25.9%	17.5%
2004 Indian Health Service	57.9%	27.4%	14.8%
2002 Indian Health Service	51.9%	28.2%	19.9%

10 How would you rate the overall quality of work done by your work group?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	74.2%	20.7%	5.1%
2004 Indian Health Service	79.2%	18.4%	2.4%
2002 Indian Health Service	72.6%	24.2%	3.3%

Recruitment, Development, & Retention

11 The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	70.2%	19.0%	10.0%	0.9%
2004 Indian Health Service	67.9%	20.0%	10.9%	1.3%
2002 Indian Health Service	70.4%	14.1%	15.5%	0.0%

12 My supervisor supports my need to balance work and family issues.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	69.8%	15.6%	13.7%	0.9%
2004 Indian Health Service	73.0%	12.7%	13.5%	0.8%
2002 Indian Health Service	69.4%	13.2%	17.5%	0.0%

13 Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	54.5%	24.7%	19.7%	1.0%
2004 Indian Health Service	56.1%	23.5%	19.9%	0.6%
2002 Indian Health Service	47.3%	19.1%	32.9%	0.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	44.9%	28.2%	24.9%	2.1%
2004 Indian Health Service	47.5%	30.6%	21.2%	0.8%
2002 Indian Health Service	43.5%	25.5%	29.8%	1.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	58.3%	25.8%	14.4%	1.6%
2004 Indian Health Service	58.7%	27.6%	13.0%	0.7%
2002 Indian Health Service	61.6%	18.4%	19.2%	0.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	51.8%	20.4%	26.8%	1.1%
2004 Indian Health Service	52.3%	21.5%	25.1%	1.1%
2002 Indian Health Service	52.0%	13.6%	34.4%	0.0%

17 My workload is reasonable.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	63.5%	15.9%	20.2%	0.5%
2004 Indian Health Service	63.8%	16.4%	19.1%	0.6%
2002 Indian Health Service	63.0%	13.5%	23.5%	0.0%

18 My talents are used well in the workplace.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	70.0%	16.1%	13.1%	0.8%
2004 Indian Health Service	69.5%	17.3%	12.8%	0.3%
2002 Indian Health Service	67.7%	13.6%	18.7%	0.0%

Recruitment, Development, & Retention

19 I know how my work relates to the agency's goals and priorities.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	87.1%	8.7%	3.5%	0.7%
2004 Indian Health Service	88.6%	9.2%	2.0%	0.2%
2002 Indian Health Service	89.8%	6.8%	3.0%	0.4%

20 The work I do is important.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	96.0%	3.2%	0.6%	0.2%
2004 Indian Health Service	95.9%	3.5%	0.6%	0.0%
2002 Indian Health Service	96.9%	2.3%	0.8%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	70.0%	14.3%	15.0%	0.7%
2004 Indian Health Service	70.2%	15.4%	13.9%	0.5%
2002 Indian Health Service	68.9%	12.3%	18.8%	0.0%

Performance Culture

22 Promotions in my work unit are based on merit.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	32.0%	28.8%	30.6%	8.6%
2004 Indian Health Service	34.2%	27.5%	29.7%	8.6%
2002 Indian Health Service	34.9%	26.4%	32.1%	6.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	32.0%	24.9%	38.4%	4.7%
2004 Indian Health Service	30.1%	23.1%	41.2%	5.6%
2002 Indian Health Service	25.5%	18.8%	50.7%	5.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	42.1%	31.1%	23.7%	3.1%
2004 Indian Health Service	39.6%	31.2%	26.6%	2.6%
2002 Indian Health Service	32.1%	27.5%	39.1%	1.3%

25 Employees are rewarded for providing high quality products and services to customers.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	33.6%	24.8%	39.4%	2.3%
2004 Indian Health Service	29.0%	25.4%	41.6%	4.1%
2002 Indian Health Service	34.9%	22.2%	41.2%	1.7%

26 Creativity and innovation are rewarded.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	28.4%	30.3%	38.0%	3.3%
2004 Indian Health Service	25.2%	29.9%	40.7%	4.2%
2002 Indian Health Service	28.0%	24.9%	44.6%	2.6%

27 Pay raises depend on how well employees perform their jobs.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	26.6%	25.9%	41.3%	6.2%
2004 Indian Health Service	N/A	N/A	N/A	N/A
2002 Indian Health Service	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	34.3%	24.1%	36.5%	5.1%
2004 Indian Health Service	33.1%	23.8%	37.1%	6.0%
2002 Indian Health Service	47.6%	16.6%	33.0%	2.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	28.5%	29.8%	37.5%	4.2%
2004 Indian Health Service	26.4%	30.7%	36.6%	6.3%
2002 Indian Health Service	N/A	N/A	N/A	N/A

Performance Culture

30 My performance appraisal is a fair reflection of my performance.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	62.4%	21.8%	13.9%	1.9%
2004 Indian Health Service	64.4%	20.9%	13.0%	1.7%
2002 Indian Health Service	65.1%	19.3%	13.2%	2.5%

31 Discussions with my supervisor/team leader about my performance are worthwhile.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	54.9%	24.6%	19.0%	1.6%
2004 Indian Health Service	57.3%	24.2%	16.7%	1.7%
2002 Indian Health Service	57.1%	19.7%	23.1%	0.1%

32 I am held accountable for achieving results.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	74.5%	17.6%	6.5%	1.5%
2004 Indian Health Service	77.0%	15.4%	5.1%	2.6%
2002 Indian Health Service	76.3%	17.6%	5.7%	0.5%

33 Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	44.2%	31.5%	18.6%	5.7%
2004 Indian Health Service	47.6%	29.5%	16.9%	5.9%
2002 Indian Health Service	45.9%	28.8%	22.2%	3.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	45.0%	30.5%	18.5%	6.0%
2004 Indian Health Service	50.7%	25.4%	17.1%	6.7%
2002 Indian Health Service	46.1%	26.1%	23.8%	4.0%

35 Managers/supervisors/team leaders work well with employees of different backgrounds.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	51.3%	25.7%	19.7%	3.3%
2004 Indian Health Service	51.9%	27.5%	17.3%	3.2%
2002 Indian Health Service	52.3%	22.1%	23.9%	1.8%

Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	54.1%	23.3%	21.7%	0.9%
2004 Indian Health Service	56.2%	24.1%	18.3%	1.4%
2002 Indian Health Service	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	39.1%	29.2%	30.1%	1.6%
2004 Indian Health Service	40.1%	25.8%	32.3%	1.9%
2002 Indian Health Service	36.0%	20.9%	42.7%	0.4%

38 My organization's leaders maintain high standards of honesty and integrity.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	43.2%	28.5%	25.3%	3.1%
2004 Indian Health Service	46.5%	28.1%	23.3%	2.1%
2002 Indian Health Service	44.2%	25.4%	30.4%	0.0%

39 Managers communicate the goals and priorities of the organization.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	51.9%	25.1%	21.3%	1.7%
2004 Indian Health Service	51.9%	26.9%	19.5%	1.6%
2002 Indian Health Service	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	52.5%	26.9%	16.6%	4.0%
2004 Indian Health Service	53.6%	25.7%	16.6%	4.1%
2002 Indian Health Service	61.4%	15.9%	19.8%	2.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	77.1%	13.1%	9.1%	0.7%
2004 Indian Health Service	80.1%	13.3%	5.4%	1.2%
2002 Indian Health Service	N/A	N/A	N/A	N/A

42 My organization has prepared employees for potential security threats.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	70.0%	17.7%	10.3%	2.0%
2004 Indian Health Service	68.8%	16.5%	12.4%	2.3%
2002 Indian Health Service	N/A	N/A	N/A	N/A

43 Complaints, disputes or grievances are resolved fairly in my work unit.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	35.6%	26.7%	31.4%	6.4%
2004 Indian Health Service	34.5%	27.7%	32.3%	5.5%
2002 Indian Health Service	37.3%	24.7%	34.9%	3.1%

Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	37.3%	25.7%	31.4%	5.6%
2004 Indian Health Service	36.2%	28.3%	29.4%	6.1%
2002 Indian Health Service	37.0%	28.0%	30.5%	4.6%

45 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.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	49.1%	24.5%	17.8%	8.7%
2004 Indian Health Service	50.0%	24.1%	17.8%	8.1%
2002 Indian Health Service	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	38.1%	27.4%	27.2%	7.2%
2004 Indian Health Service	38.8%	28.9%	26.6%	5.7%
2002 Indian Health Service	39.2%	22.2%	32.3%	6.4%

Learning (Knowledge Management)

47 Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	52.7%	24.1%	22.0%	1.2%
2004 Indian Health Service	50.6%	25.0%	22.3%	2.1%
2002 Indian Health Service	N/A	N/A	N/A	N/A

48 Supervisors/team leaders in my work unit support employee development.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	56.2%	22.0%	20.7%	1.1%
2004 Indian Health Service	58.1%	21.9%	19.1%	0.8%
2002 Indian Health Service	56.0%	18.6%	25.5%	0.0%

49 Employees have electronic access to learning and training programs readily available at their desk.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	64.8%	17.8%	14.7%	2.6%
2004 Indian Health Service	49.2%	19.2%	26.6%	5.0%
2002 Indian Health Service	49.9%	11.1%	34.8%	4.2%

50 My training needs are assessed.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	47.7%	25.8%	24.8%	1.7%
2004 Indian Health Service	46.7%	24.1%	28.1%	1.0%
2002 Indian Health Service	42.7%	19.9%	36.6%	0.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	45.8%	26.9%	24.1%	3.2%
2004 Indian Health Service	43.2%	29.6%	23.8%	3.4%
2002 Indian Health Service	40.0%	25.2%	33.7%	1.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	61.7%	18.4%	19.4%	0.5%
2004 Indian Health Service	67.3%	15.5%	15.9%	1.3%
2002 Indian Health Service	59.1%	18.8%	21.7%	0.5%

53 Employees use information technology (for example, intranet, shared networks) to perform work.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Indian Health Service	75.5%	15.2%	7.8%	1.6%
2004 Indian Health Service	74.6%	16.0%	7.6%	1.9%
2002 Indian Health Service	N/A	N/A	N/A	N/A

Job Satisfaction

54 How satisfied are you with your involvement in decisions that affect your work?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	54.8%	23.8%	21.4%
2004 Indian Health Service	49.7%	26.5%	23.8%
2002 Indian Health Service	50.6%	27.6%	21.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	43.7%	26.7%	29.6%
2004 Indian Health Service	41.1%	29.6%	29.4%
2002 Indian Health Service	34.8%	27.9%	37.3%

56 How satisfied are you with the recognition you receive for doing a good job?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	40.0%	25.6%	34.5%
2004 Indian Health Service	35.1%	29.8%	35.1%
2002 Indian Health Service	32.9%	31.1%	36.0%

57 How satisfied are you with the policies and practices of your senior leaders?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	40.6%	31.5%	28.0%
2004 Indian Health Service	41.6%	30.2%	28.2%
2002 Indian Health Service	N/A	N/A	N/A

58 How satisfied are you with your opportunity to get a better job in your organization?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	39.1%	31.9%	29.0%
2004 Indian Health Service	40.2%	31.9%	27.8%
2002 Indian Health Service	34.0%	31.2%	34.8%

59 How satisfied are you with the training you receive for your present job?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	51.0%	25.5%	23.6%
2004 Indian Health Service	51.1%	27.5%	21.4%
2002 Indian Health Service	50.1%	24.1%	25.8%

60 Considering everything, how satisfied are you with your job?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	71.8%	17.1%	11.0%
2004 Indian Health Service	72.8%	17.7%	9.5%
2002 Indian Health Service	69.8%	20.2%	10.1%

61 Considering everything, how satisfied are you with your pay?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	59.2%	19.0%	21.9%
2004 Indian Health Service	64.2%	17.4%	18.4%
2002 Indian Health Service	66.1%	16.0%	18.0%

Job Satisfaction

62 Considering everything, how satisfied are you with your organization?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	55.1%	26.0%	18.9%
2004 Indian Health Service	61.0%	24.8%	14.2%
2002 Indian Health Service	60.7%	18.6%	20.8%

Satisfaction with Benefits

63 How satisfied are you with retirement benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Indian Health Service	63.6%	20.7%	8.1%	7.6%
2004 Indian Health Service	74.0%	18.4%	7.6%	N/A
2002 Indian Health Service	68.7%	21.5%	9.8%	N/A

64 How satisfied are you with health insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Indian Health Service	54.8%	21.4%	13.9%	9.9%
2004 Indian Health Service	56.7%	29.9%	13.4%	N/A
2002 Indian Health Service	48.1%	30.5%	21.4%	N/A

65 How satisfied are you with life insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Indian Health Service	63.5%	22.8%	6.4%	7.4%
2004 Indian Health Service	69.1%	24.9%	6.0%	N/A
2002 Indian Health Service	58.4%	32.9%	8.7%	N/A

66 How satisfied are you with long term care insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Indian Health Service	35.4%	33.2%	7.3%	24.2%
2004 Indian Health Service	35.2%	55.6%	9.2%	N/A
2002 Indian Health Service	25.7%	61.6%	12.7%	N/A

67 How satisfied are you with the flexible spending account (FSA) program?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Indian Health Service	30.5%	34.6%	3.7%	31.2%
2004 Indian Health Service	30.4%	62.6%	7.1%	N/A
2002 Indian Health Service	N/A	N/A	N/A	N/A

68 How satisfied are you with paid vacation time?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	77.7%	14.7%	7.7%
2004 Indian Health Service	76.9%	16.9%	6.2%
2002 Indian Health Service	79.1%	13.2%	7.7%

69 How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Indian Health Service	81.7%	11.1%	7.3%
2004 Indian Health Service	83.2%	12.7%	4.1%
2002 Indian Health Service	N/A	N/A	N/A

Satisfaction with Benefits

70 How satisfied are you with child care subsidies?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Indian Health Service	11.1%	29.3%	6.9%	52.7%
2004 Indian Health Service	17.4%	70.7%	11.9%	N/A
2002 Indian Health Service	11.8%	67.7%	20.6%	N/A

71 How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Indian Health Service	33.1%	29.7%	9.8%	27.5%
2004 Indian Health Service	40.2%	48.0%	11.8%	N/A
2002 Indian Health Service	N/A	N/A	N/A	N/A

72 How satisfied are you with telework/telecommuting?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Indian Health Service	31.4%	27.9%	9.2%	31.5%
2004 Indian Health Service	35.0%	51.9%	13.2%	N/A
2002 Indian Health Service	28.8%	55.0%	16.2%	N/A

73 How satisfied are you with alternative work schedules?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Indian Health Service	41.4%	22.4%	13.5%	22.7%
2004 Indian Health Service	43.5%	38.7%	17.9%	N/A
2002 Indian Health Service	41.5%	35.4%	23.0%	N/A

Demographics

74. Where do you work?

Headquarters	12%
Field	88%

75. What is your supervisory status?

Non-Supervisor	62%
Team Leader	16%
Supervisor	15%
Manager	6%
Executive	1%

76. Are you:

Male	25%
Female	75%

77. Are you Hispanic or Latino?

Yes	3%
No	97%

78. Are you:

White	18%
Black or African American	1%
Native Hawaiian or Other Pacific Islander	2%
Asian	1%
American Indian or Alaska Native	75%
Two or more races (Not Hispanic or Latino)	3%

79. What is your age group?

25 and under	2%
26 - 29	4%
30 - 39	19%
40 - 49	32%
50 - 59	35%
60 or older	9%

80. What is your pay category/grade?

Federal Wage System	6%
GS 1-6	34%
GS 7-12	47%
GS 13-15	11%
Senior Executive Service	0%
Senior Level (SL) or Scientific or Professional (ST)	0%
Other	1%

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

Less than 1 year	3%
1 to 3 years	14%
4 to 5 years	10%
6 to 10 years	17%
11 to 20 years	29%
More than 20 years	27%

82. How long have you been with your current agency?

Less than 1 year	4%
1 to 3 years	18%
4 to 5 years	12%
6 to 10 years	18%
11 to 20 years	27%
More than 20 years	21%

83. Are you considering leaving your organization within the next year?

No	70%
Yes, to retire	5%
Yes, to take another job in the Federal Government	14%
Yes, to take another job outside the Federal Government	4%
Yes, other	7%

84. I am planning to retire:

Within one year	3%
Between one and three years	9%
Between three and five years	9%
Five or more years	79%