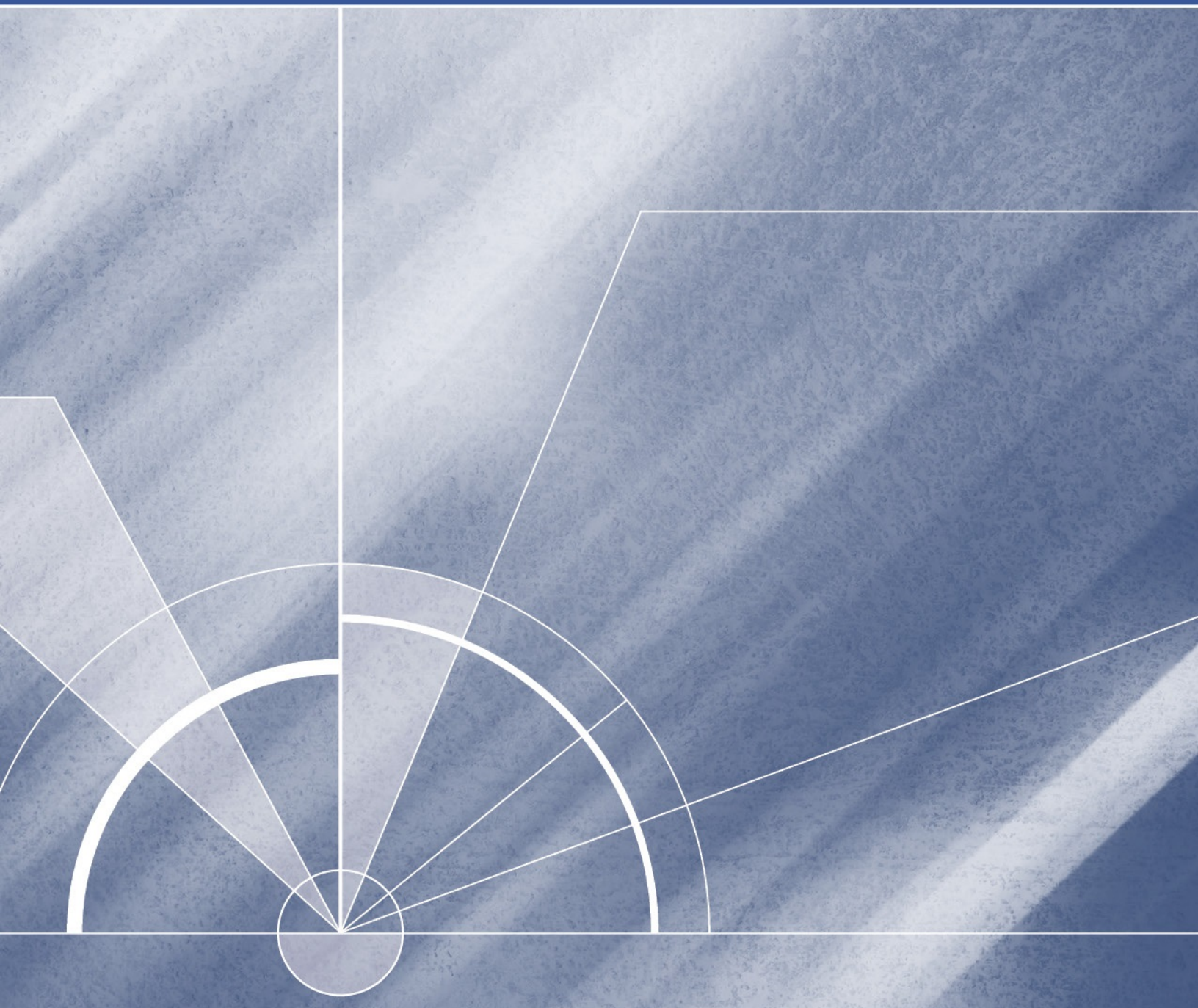


2019

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

2nd Level
Subagency
Report

Department of Health and Human Services
ALASKA AREA INDIAN HEALTH SERVICE



Department of Health and Human Services
ALASKA AREA INDIAN HEALTH SERVICE
2nd Level Subagency Report

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

Response Summary

| | Surveys Completed | Response Rate |
|--|-------------------|---------------|
| Governmentwide | 615,395 | 42.6% |
| Department of Health and Human Services | 51,703 | 71.9% |
| Indian Health Service | 8,572 | 65.8% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 82.1% |

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.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group

These sections provide high level information on how your subagency is doing.

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.

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Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your OPM FEVS results.

Highest Percent Positive

| | |
|--------|---|
| 100.0% | When needed I am willing to put in the extra effort to get a job done. (Q.7) |
| 100.0% | I am constantly looking for ways to do my job better. (Q.8) |
| 95.9% | I know how my work relates to the agency's goals. (Q.12) |
| 95.9% | The work I do is important. (Q.13) |
| 90.8% | I like the kind of work I do. (Q.5) |
| 88.0% | My work gives me a feeling of personal accomplishment. (Q.4) |
| 87.7% | I know what is expected of me on the job. (Q.6) |
| 87.0% | Employees are protected from health and safety hazards on the job. (Q.35) |
| 83.7% | How would you rate the overall quality of work done by your work unit? (Q.28) |
| 82.6% | My agency is successful at accomplishing its mission. (Q.39) |

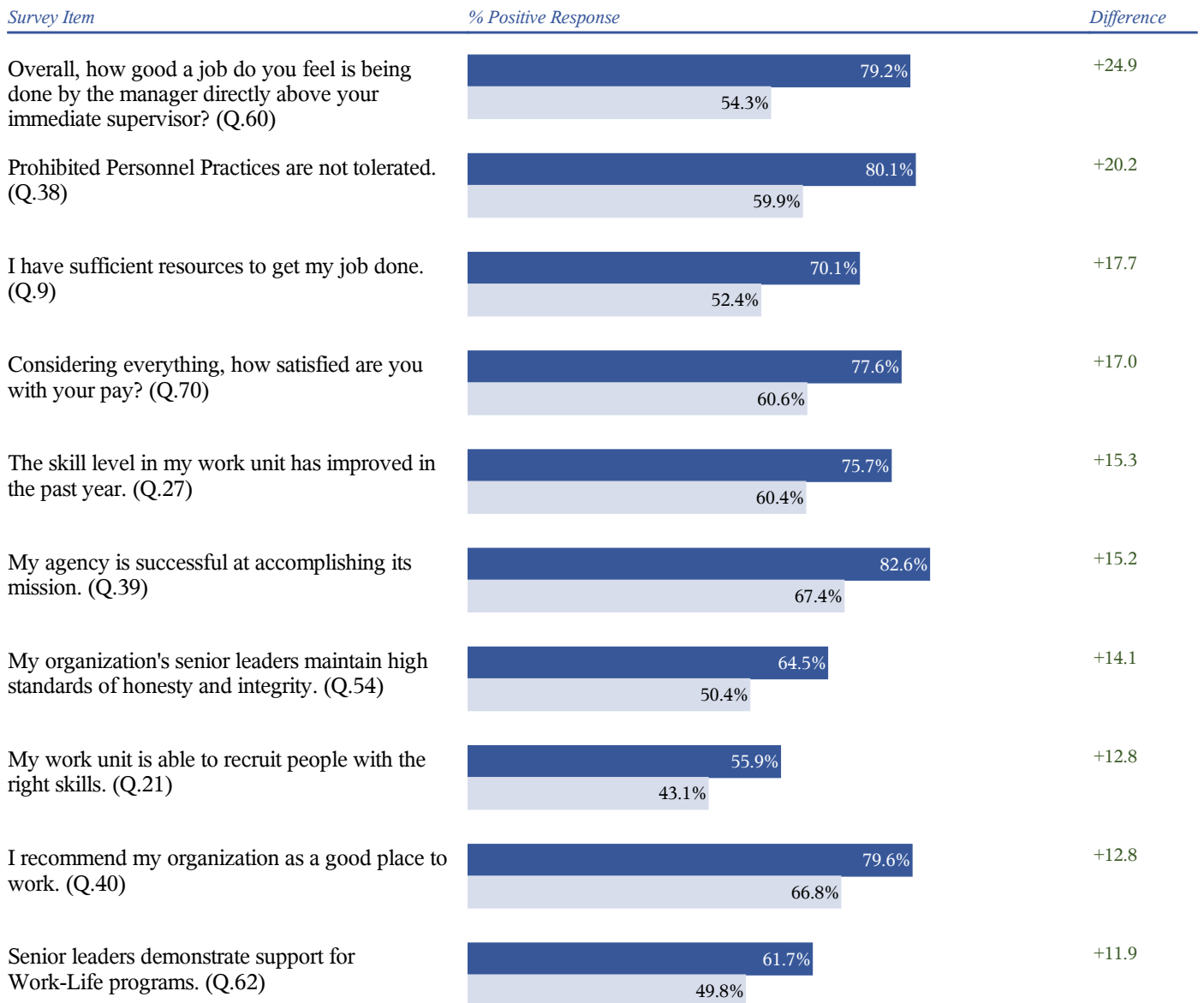
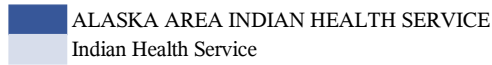
Highest Percent Negative

| | |
|-------|--|
| 56.8% | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23) |
| 34.5% | Promotions in my work unit are based on merit. (Q.22) |
| 33.9% | Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q.58) |
| 32.0% | Creativity and innovation are rewarded. (Q.32) |
| 31.8% | How satisfied are you with your opportunity to get a better job in your organization? (Q.67) |
| 30.9% | Employees in my work unit share job knowledge with each other. (Q.26) |
| 30.0% | In my work unit, differences in performance are recognized in a meaningful way. (Q.24) |
| 29.9% | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53) |
| 29.9% | How satisfied are you with the information you receive from management on what's going on in your organization? (Q.64) |
| 29.6% | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37) |

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Leading Your Comparison Group

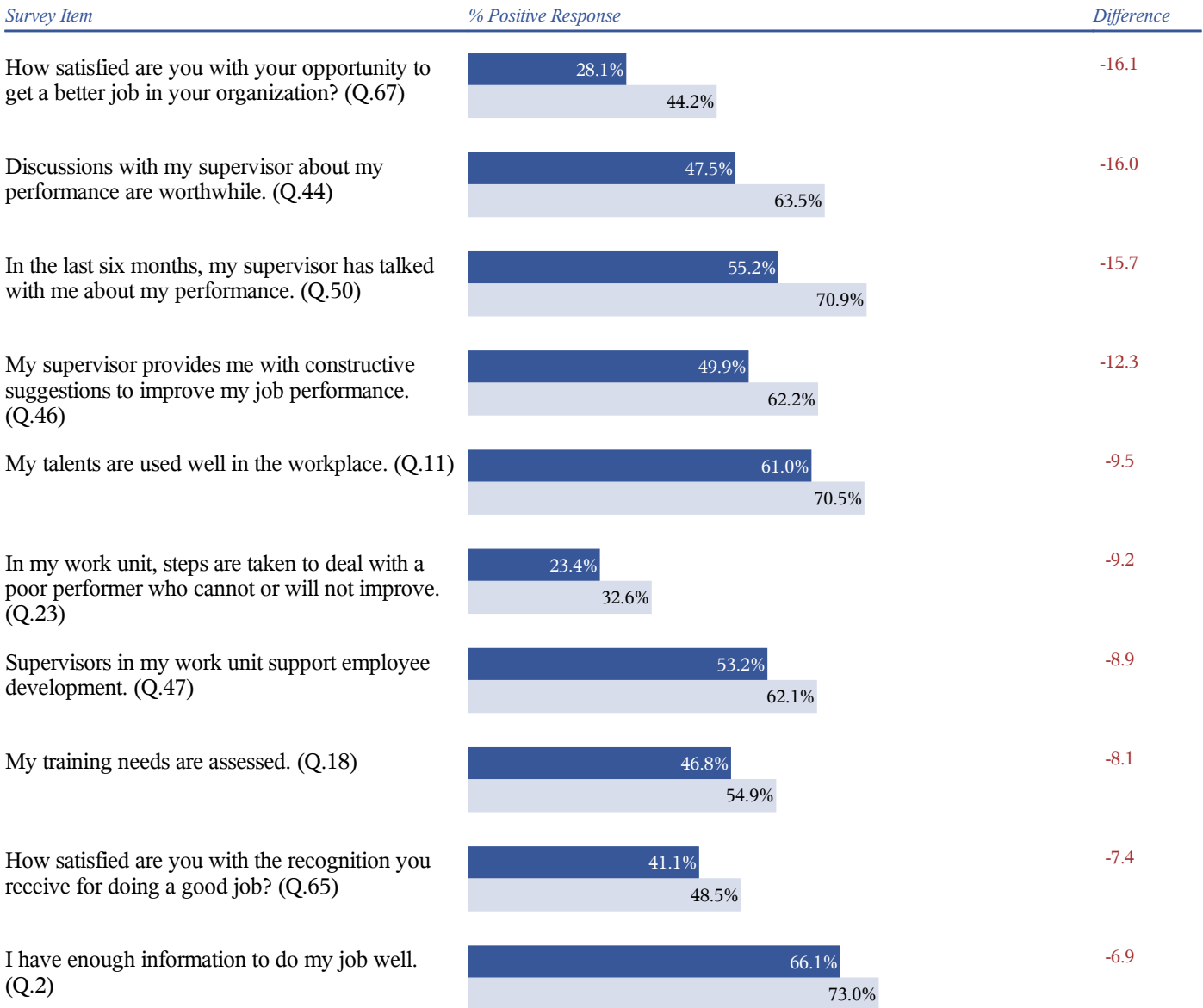
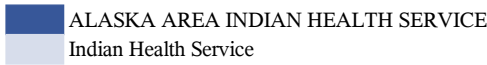
The figure below allows you to see where your subagency results are higher than your comparison group (Indian Health Service) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.



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Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Indian Health Service) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.



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My Work Experience

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|-------------|
| Governmentwide | 611,219 | 67.2% | 15.0% | 17.8% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 74.6% | 17.0% | 8.4% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 611,571 | 71.7% | 14.2% | 14.1% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 66.1% | 21.7% | 12.2% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 609,335 | 61.8% | 17.2% | 21.0% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 66.1% | 18.0% | 15.9% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|-------------|
| Governmentwide | 612,601 | 72.1% | 14.5% | 13.4% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 88.0% | 12.0% | 0.0% |

5. I like the kind of work I do.

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|-------------|-------------|
| Governmentwide | 612,232 | 82.7% | 11.2% | 6.1% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 90.8% | 9.2% | 0.0% |

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My Work Experience (continued)

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|-------------|-------------|
| Governmentwide | 612,111 | 80.6% | 10.6% | 8.8% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 87.7% | 8.4% | 3.9% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|---------------|-------------|-------------|
| Governmentwide | 612,974 | 95.6% | 2.9% | 1.6% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 100.0% | 0.0% | 0.0% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|---------------|-------------|-------------|
| Governmentwide | 613,544 | 90.9% | 7.3% | 1.8% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 100.0% | 0.0% | 0.0% |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|-------------|----------|
| Governmentwide | 608,706 | 48.9% | 15.7% | 35.3% | 1,283 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 70.1% | 21.4% | 8.4% | 0 |

10. My workload is reasonable.

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|-------------|----------|
| Governmentwide | 609,883 | 59.2% | 15.8% | 24.9% | 1,025 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 73.0% | 27.0% | 0.0% | 1 |

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My Work Experience (continued)

11. My talents are used well in the workplace.

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 605,029 | 61.1% | 16.4% | 22.5% | 2,511 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 61.0% | 26.7% | 12.2% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|-------------|-------------|----------|
| Governmentwide | 610,249 | 85.1% | 9.0% | 6.0% | 1,793 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 95.9% | 4.1% | 0.0% | 0 |

13. The work I do is important.

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|-------------|-------------|----------|
| Governmentwide | 610,355 | 90.0% | 6.8% | 3.2% | 1,426 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 95.9% | 4.1% | 0.0% | 0 |

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 |
|--|-----------|--------------|-------------|--------------|----------|
| Governmentwide | 610,747 | 66.4% | 14.0% | 19.5% | 2,784 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 69.0% | 9.4% | 21.6% | 1 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 605,420 | 71.2% | 13.8% | 14.9% | 7,312 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 73.3% | 13.5% | 13.1% | 1 |

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My Work Experience (continued)

16. I am held accountable for achieving results.

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|-------------|----------|
| Governmentwide | 609,583 | 83.1% | 11.3% | 5.6% | 2,493 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 78.3% | 17.6% | 4.1% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 589,502 | 67.2% | 16.6% | 16.2% | 23,195 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 69.1% | 17.8% | 13.1% | 1 |

18. My training needs are assessed.

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 607,831 | 56.5% | 22.0% | 21.4% | 5,336 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 46.8% | 23.9% | 29.3% | 1 |

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 |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 601,212 | 72.0% | 12.7% | 15.3% | 11,466 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 21 | 75.6% | 14.4% | 10.0% | 2 |

My Work Unit

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 611,209 | 77.3% | 12.1% | 10.6% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 60.1% | 19.3% | 20.5% |

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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 |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 587,463 | 43.9% | 25.2% | 30.8% | 20,037 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 55.9% | 22.0% | 22.1% | 1 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 568,300 | 39.2% | 27.7% | 33.1% | 38,099 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 20 | 45.3% | 20.2% | 34.5% | 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 |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 548,546 | 33.7% | 28.1% | 38.2% | 58,203 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 20 | 23.4% | 19.8% | 56.8% | 3 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 571,950 | 39.2% | 28.0% | 32.8% | 35,377 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 20 | 38.9% | 31.1% | 30.0% | 3 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 568,785 | 47.8% | 24.3% | 28.0% | 38,317 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 19 | 58.1% | 27.5% | 14.4% | 4 |

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My Work Unit (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 605,075 | 76.9% | 12.4% | 10.6% | 2,503 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 56.9% | 12.2% | 30.9% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 584,115 | 57.6% | 27.0% | 15.4% | 22,586 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 21 | 75.7% | 14.2% | 10.0% | 1 |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|-------------|
| Governmentwide | 606,946 | 84.0% | 12.9% | 3.1% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 83.7% | 12.2% | 4.1% |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|-------------|----------|
| Governmentwide | 602,007 | 80.6% | 11.9% | 7.5% | 5,196 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 77.5% | 13.9% | 8.7% | 1 |

My Agency

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 585,857 | 49.8% | 23.7% | 26.4% | 12,699 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 21 | 54.5% | 23.3% | 22.2% | 2 |

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My Agency (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 587,391 | 54.4% | 21.2% | 24.5% | 11,018 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 21 | 44.0% | 27.0% | 29.0% | 2 |

32. Creativity and innovation are rewarded.

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 577,843 | 44.3% | 27.4% | 28.2% | 17,984 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 21 | 39.6% | 28.4% | 32.0% | 2 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 557,080 | 27.8% | 28.7% | 43.5% | 40,868 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 21 | 42.4% | 34.5% | 23.1% | 2 |

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 |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 553,893 | 58.7% | 27.2% | 14.2% | 44,578 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 46.3% | 40.7% | 13.0% | 1 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|-------------|-------------|----------|
| Governmentwide | 590,760 | 76.7% | 13.0% | 10.4% | 8,514 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 87.0% | 8.8% | 4.2% | 1 |

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My Agency (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 591,468 | 79.9% | 12.2% | 7.9% | 5,683 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 69.7% | 17.1% | 13.2% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 566,071 | 56.2% | 21.2% | 22.5% | 32,457 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 49.2% | 21.3% | 29.6% | 0 |

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 |
|--|-----------|--------------|--------------|-------------|----------|
| Governmentwide | 548,380 | 70.3% | 17.5% | 12.1% | 48,839 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 20 | 80.1% | 15.5% | 4.4% | 3 |

39. My agency is successful at accomplishing its mission.

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|-------------|----------|
| Governmentwide | 589,036 | 77.3% | 15.2% | 7.4% | 9,565 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 82.6% | 13.1% | 4.3% | 1 |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|-------------|--------------|
| Governmentwide | 598,080 | 66.8% | 18.8% | 14.4% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 79.6% | 4.1% | 16.3% |

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My Agency (continued)

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 |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 556,743 | 41.3% | 26.9% | 31.7% | 41,714 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 49.8% | 24.7% | 25.6% | 1 |

My Supervisor

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 593,388 | 82.1% | 9.0% | 8.9% | 2,930 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 70.1% | 13.7% | 16.3% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 592,721 | 70.9% | 15.1% | 14.0% | 3,093 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 70.3% | 12.5% | 17.2% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 589,625 | 68.1% | 16.2% | 15.7% | 5,679 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 47.5% | 34.0% | 18.5% | 1 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 552,306 | 71.9% | 19.5% | 8.6% | 43,178 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 19 | 59.4% | 29.4% | 11.2% | 4 |

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My Supervisor (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 592,663 | 67.1% | 17.3% | 15.6% | 3,241 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 49.9% | 32.9% | 17.2% | 0 |

47. Supervisors in my work unit support employee development.

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 587,801 | 71.0% | 15.6% | 13.4% | 8,065 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 53.2% | 30.8% | 15.9% | 0 |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|-------------|--------------|
| Governmentwide | 594,429 | 79.6% | 10.5% | 9.9% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 78.1% | 4.1% | 17.8% |

49. My supervisor treats me with respect.

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|-------------|--------------|
| Governmentwide | 594,280 | 84.3% | 8.5% | 7.1% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 74.1% | 8.1% | 17.8% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 594,433 | 82.0% | 8.6% | 9.4% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 55.2% | 32.2% | 12.5% |

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 594,262 | 72.0% | 14.2% | 13.8% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 66.0% | 16.5% | 17.4% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 594,144 | 74.1% | 15.8% | 10.1% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 74.7% | 11.9% | 13.5% |

Leadership

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 576,889 | 45.0% | 24.0% | 31.1% | 13,376 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 47.7% | 22.4% | 29.9% | 1 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|-------------|----------|
| Governmentwide | 553,779 | 56.1% | 23.1% | 20.8% | 36,043 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 64.5% | 26.7% | 8.8% | 1 |

55. Supervisors work well with employees of different backgrounds.

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 558,822 | 70.2% | 18.6% | 11.2% | 28,605 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 20 | 65.8% | 18.6% | 15.7% | 3 |

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Leadership (continued)

56. Managers communicate the goals of the organization.

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 580,748 | 64.6% | 18.6% | 16.8% | 7,863 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 21 | 62.5% | 19.4% | 18.1% | 2 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|-------------|----------|
| Governmentwide | 553,057 | 63.9% | 21.6% | 14.5% | 36,249 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 19 | 54.0% | 36.2% | 9.8% | 4 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 570,161 | 57.7% | 20.5% | 21.8% | 19,711 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 46.7% | 19.4% | 33.9% | 1 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 566,154 | 61.3% | 20.3% | 18.4% | 20,010 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 21 | 53.1% | 20.3% | 26.6% | 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 |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 557,336 | 62.5% | 21.4% | 16.1% | 31,586 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 18 | 79.2% | 10.2% | 10.6% | 5 |

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Leadership (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 579,632 | 57.2% | 22.6% | 20.2% | 8,840 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 61.8% | 21.5% | 16.7% | 0 |

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

| | N | Positive | Neutral | Negative | DNK |
|--|-----------|--------------|--------------|--------------|----------|
| Governmentwide | 541,505 | 58.8% | 24.0% | 17.2% | 46,639 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 20 | 61.7% | 15.0% | 23.3% | 3 |

My Satisfaction

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 585,087 | 54.8% | 21.9% | 23.3% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 56.8% | 21.3% | 21.8% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 584,983 | 52.3% | 22.4% | 25.3% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 49.9% | 20.2% | 29.9% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 584,700 | 53.4% | 22.5% | 24.1% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 41.1% | 46.6% | 12.3% |

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My Satisfaction (continued)

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 584,390 | 46.8% | 28.4% | 24.8% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 46.9% | 40.6% | 12.4% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 584,169 | 40.7% | 27.0% | 32.3% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 28.1% | 40.1% | 31.8% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 584,592 | 56.7% | 22.3% | 21.1% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 50.0% | 29.7% | 20.2% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|-------------|
| Governmentwide | 584,624 | 68.6% | 16.5% | 14.9% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 74.5% | 21.5% | 4.0% |

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 584,219 | 63.3% | 16.2% | 20.5% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 77.6% | 10.4% | 12.0% |

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My Satisfaction (continued)

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

| | N | Positive | Neutral | Negative |
|--|-----------|--------------|--------------|--------------|
| Governmentwide | 581,919 | 61.0% | 20.1% | 18.9% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 58.1% | 29.7% | 12.2% |

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 |
|--|-----------|---|---|--|------------------------|---------------------------------|-------------|
| Governmentwide | 461,560 | 17.1% | 55.5% | 8.1% | 2.1% | 17.1% | 123,151 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 16 | 17.4% | 71.1% | 0.0% | 5.7% | 5.7% | 7 |

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 |
|--|-----------|---------------------------------|---|---|---|--------------|
| Governmentwide | 583,875 | 53.7% | 18.2% | 6.7% | 17.3% | 4.1% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 21.5% | 34.5% | 4.1% | 13.5% | 26.4% |

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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 |
|--|-----------|--------------|--------------------------|----------------------------|----------------------|---------------------------|
| Governmentwide | 576,262 | 44.9% | 16.0% | 16.7% | 12.1% | 10.3% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 21 | 22.7% | 18.8% | 26.2% | 19.1% | 13.1% |

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 |
|--|-----------|-----------------------|------------------|----------------------------|--------------------------|--------------|
| Governmentwide | 324,309 | 29.6% | 45.8% | 20.7% | 47.9% | 66.7% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 16 | 38.0% | 62.5% | 16.9% | 79.5% | 78.2% |

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 |
|--|-----------|----------------------|--------------------------|---------------------------|------------------------------|--------------|
| Governmentwide | 324,309 | 31.9% | 25.4% | 42.0% | 12.4% | 27.3% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 16 | 17.2% | 23.4% | 55.5% | 0.0% | 13.4% |

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

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 |
|--|-----------|--|---|---------------------------------------|-----------------------|
| Governmentwide | 579,912 | 1.5% | 8.0% | 19.8% | 70.7% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 0.0% | 0.0% | 14.0% | 86.0% |

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Partial Government Shutdown (continued)

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 |
|--|-----------|----------------|--------------|----------------------------|-------------|-------------------|---------------------|
| Governmentwide | 464,251 | 23.9% | 40.3% | 22.0% | 7.7% | 6.1% | 117,730 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 20.9% | 57.4% | 12.4% | 9.3% | 0.0% | 0 |

Work-Life

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

| | N | Telework | | | | |
|--|-----------|-------------------|-------------------------|-------------------|-------------------|----------------|
| | | Very Infrequently | Only 1-2 Days Per Month | 1-2 Days Per Week | 3-4 Days Per Week | Every Work Day |
| Governmentwide | 579,351 | 14.5% | 5.9% | 15.9% | 5.2% | 2.0% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 14.6% | 4.1% | 4.5% | 0.0% | 4.2% |

(continued)

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

| | N | Do Not Telework | | | |
|--|-----------|----------------------------|------------------|--------------------------|------------------------|
| | | Must Be Physically Present | Technical Issues | Not Approved To Telework | Choose Not To Telework |
| Governmentwide | 579,351 | 27.0% | 3.5% | 13.5% | 12.5% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 22 | 0.0% | 0.0% | 44.8% | 27.8% |

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Work-Life (continued)

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

| | N | Positive | Neutral | Negative | Choose Not to Participate | Not Available to Me | Unaware of Programs |
|--|-----------|--------------|--------------|--------------|---------------------------|---------------------|---------------------|
| Governmentwide | 380,622 | 60.1% | 20.8% | 19.1% | 32,942 | 144,715 | 22,910 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 12 | 32.7% | 33.7% | 33.6% | 3 | 6 | 1 |

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 |
|--|-----------|----------------------------|------------------------------|-----------------------------------|---------------------|---------------------|--------------|
| Governmentwide | 577,815 | 45.1% | 27.7% | 7.0% | 3.2% | 0.4% | 39.5% |
| 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% |
| ALASKA AREA INDIAN HEALTH SERVICE | 23 | 38.2% | 44.9% | 0.0% | 0.0% | 0.0% | 34.6% |

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 |
|--|-----------|--------------|--------------|-------------|---------------------------|---------------------|---------------------|
| Governmentwide | 410,019 | 77.9% | 15.2% | 6.9% | 71,628 | 75,146 | 22,071 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 18 | 59.7% | 40.3% | 0.0% | 3 | 2 | 0 |

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 |
|--|-----------|--------------|--------------|-------------|---------------------------|---------------------|---------------------|
| Governmentwide | 387,606 | 65.8% | 26.8% | 7.4% | 98,937 | 44,796 | 45,335 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 17 | 64.5% | 28.4% | 7.1% | 2 | 2 | 2 |

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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 |
|--|-----------|--------------|--------------|-------------|---------------------------|---------------------|---------------------|
| Governmentwide | 282,014 | 45.4% | 49.0% | 5.7% | 221,222 | 15,633 | 56,971 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 18 | 50.6% | 49.4% | 0.0% | 5 | 0 | 0 |

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 |
|--|-----------|--------------|--------------|-------------|---------------------------|---------------------|---------------------|
| Governmentwide | 190,221 | 31.2% | 62.6% | 6.2% | 248,558 | 65,987 | 70,671 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 10 | 18.7% | 81.3% | 0.0% | 9 | 2 | 2 |

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 |
|--|----------|-------------|---------------|-------------|---------------------------|---------------------|---------------------|
| Governmentwide | 158,590 | 21.6% | 74.1% | 4.3% | 244,230 | 59,125 | 111,402 |
| 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 |
| ALASKA AREA INDIAN HEALTH SERVICE | 8 | 0.0% | 100.0% | 0.0% | 9 | 2 | 4 |

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My Employment Demographics

Where do you work?

| | % |
|--------------|-------|
| Headquarters | 4.3% |
| Field | 95.7% |

What is your supervisory status?

| | % |
|----------------|-------|
| Senior Leader | 4.3% |
| Manager | 8.7% |
| Supervisor | 17.4% |
| Team Leader | 4.3% |
| Non-Supervisor | 65.2% |

What is your pay category/grade?

| | % |
|--|-------|
| Federal Wage System | 0.0% |
| GS 1-6 | 4.3% |
| GS 7-12 | 52.2% |
| GS 13-15 | 30.4% |
| Senior Executive Service | 4.3% |
| Senior Level (SL) or Scientific or Professional (ST) | 0.0% |
| Other | 8.7% |

What is your US military service status?

| | % |
|---|-------|
| No Prior Military Service | 87.0% |
| Currently in National Guard or Reserves | 4.3% |
| Retired | 0.0% |
| Separated or Discharged | 8.7% |

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 | 0.0% |
| 1 to 3 years | 9.1% |
| 4 to 5 years | 9.1% |
| 6 to 10 years | 18.2% |
| 11 to 14 years | 9.1% |
| 15 to 20 years | 9.1% |
| More than 20 years | 45.5% |

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

| | % |
|--------------------|-------|
| Less than 1 year | 4.5% |
| 1 to 3 years | 22.7% |
| 4 to 5 years | 9.1% |
| 6 to 10 years | 18.2% |
| 11 to 14 years | 0.0% |
| 15 to 20 years | 9.1% |
| More than 20 years | 36.4% |

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

| | % |
|---|-------|
| No | 77.3% |
| Yes, to retire | 9.1% |
| Yes, to take another job within the Federal Government | 13.6% |
| Yes, to take another job outside the Federal Government | 0.0% |
| Yes, other | 0.0% |

I am planning to retire:

| | % |
|------------------------------|-------|
| Within one year | 4.5% |
| Between one and three years | 9.1% |
| Between three and five years | 9.1% |
| Five or more years | 77.3% |

Note: Percentages for demographic questions are unweighted.

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My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

| | % |
|-----|--------|
| Yes | 0.0% |
| No | 100.0% |

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

| | % |
|---------------------------|-------|
| White | -- |
| Black or African American | -- |
| All other races | 82.6% |

Note: Results are suppressed for each demographic category with fewer than 4 responses.

What is your age group?

| | % |
|--------------------|-------|
| 29 years and under | -- |
| 30-39 years old | -- |
| 40-49 years old | 21.7% |
| 50-59 years old | 43.5% |
| 60 years or older | 17.4% |

Note: Results are suppressed for each demographic category with fewer than 4 responses.

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

| | % |
|---|-------|
| Less than High School/ High School Diploma/ GED | 0.0% |
| Certification/ Some College/ Associate's Degree | 26.1% |
| Bachelor's Degree | 30.4% |
| Advanced Degrees (Post Bachelor's Degree) | 43.5% |

Are you an individual with a disability?

| | % |
|-----|-------|
| Yes | 18.2% |
| No | 81.8% |

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 | 40.9% |
| Female | 59.1% |

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.