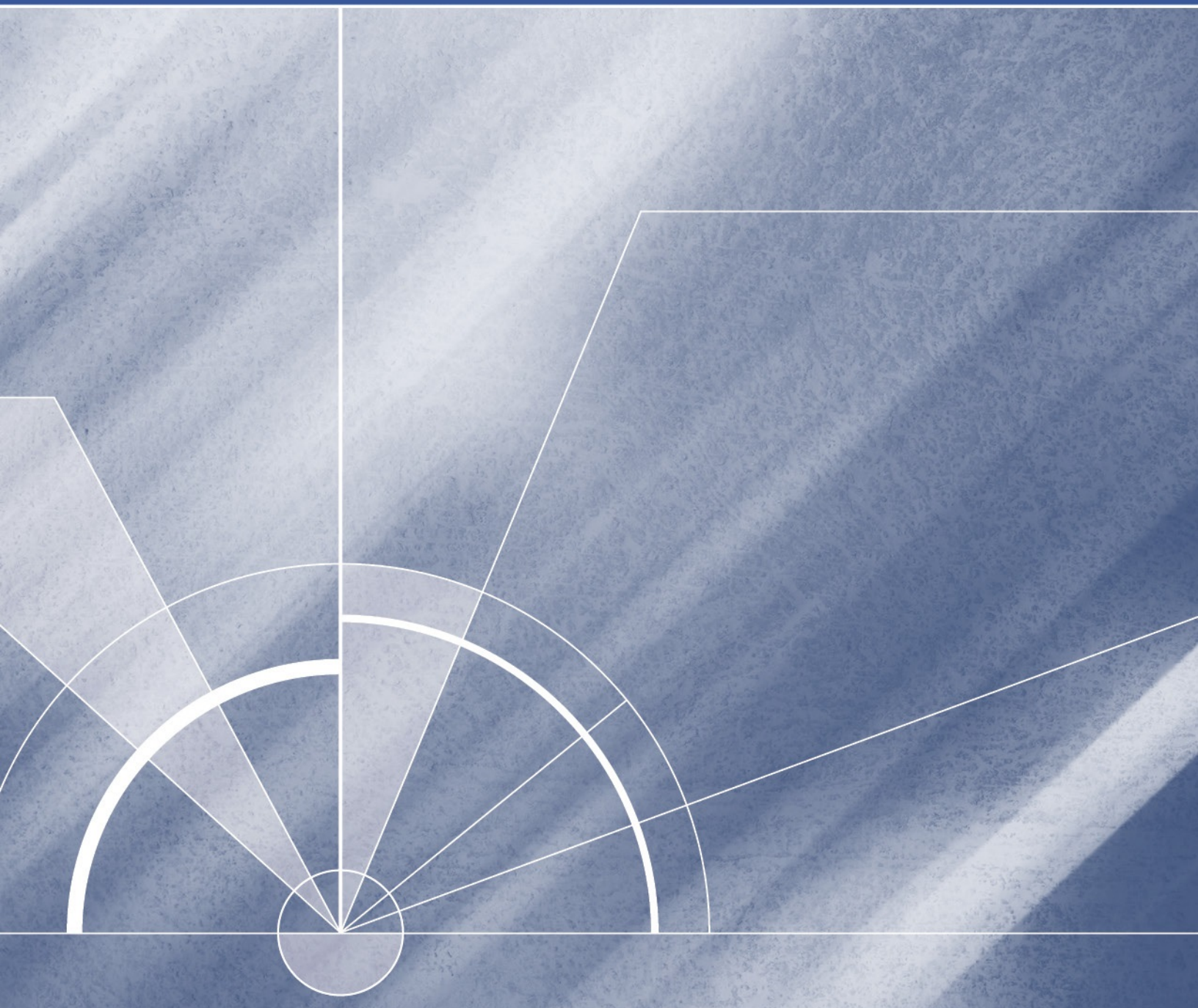


2019

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

3rd Level  
Subagency  
Comparison  
Report

Department of Health and Human Services  
TUCSON AREA



# Department of Health and Human Services

## TUCSON AREA

### *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>TUCSON AREA</b>	<b>88</b>	<b>32.6%</b>
OFFICE OF THE AREA DIRECTOR	18	64.3%
SELLS SERVICE UNIT	70	28.9%

#### 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>TUCSON AREA</b>	<b>87</b>	<b>60.1%</b>	<b>19.1%</b>	<b>20.9%</b>
OFFICE OF THE AREA DIRECTOR	17	57.2%	18.0%	24.8%
SELLS SERVICE UNIT	70	60.7%	19.3%	19.9%

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**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>TUCSON AREA</b>	<b>88</b>	<b>74.5%</b>	<b>18.4%</b>	<b>7.1%</b>
OFFICE OF THE AREA DIRECTOR	18	65.6%	28.3%	6.0%
SELLS SERVICE UNIT	70	76.7%	16.0%	7.3%

**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>TUCSON AREA</b>	<b>87</b>	<b>60.8%</b>	<b>21.9%</b>	<b>17.3%</b>
OFFICE OF THE AREA DIRECTOR	18	59.8%	23.9%	16.3%
SELLS SERVICE UNIT	69	61.0%	21.4%	17.6%

**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>TUCSON AREA</b>	<b>87</b>	<b>77.0%</b>	<b>16.1%</b>	<b>6.9%</b>
OFFICE OF THE AREA DIRECTOR	18	65.0%	16.9%	18.1%
SELLS SERVICE UNIT	69	80.0%	15.9%	4.2%

**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>TUCSON AREA</b>	<b>88</b>	<b>91.9%</b>	<b>5.9%</b>	<b>2.2%</b>
OFFICE OF THE AREA DIRECTOR	18	82.5%	17.5%	0.0%
SELLS SERVICE UNIT	70	94.2%	3.1%	2.7%

**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>TUCSON AREA</b>	<b>88</b>	<b>86.4%</b>	<b>8.9%</b>	<b>4.6%</b>
OFFICE OF THE AREA DIRECTOR	18	72.6%	22.1%	5.2%
SELLS SERVICE UNIT	70	89.8%	5.7%	4.5%

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**My Work Experience (continued)**

**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>TUCSON AREA</b>	<b>88</b>	<b>96.7%</b>	<b>3.3%</b>	<b>0.0%</b>
OFFICE OF THE AREA DIRECTOR	18	89.6%	10.4%	0.0%
SELLS SERVICE UNIT	70	98.4%	1.6%	0.0%

**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>TUCSON AREA</b>	<b>88</b>	<b>91.0%</b>	<b>8.0%</b>	<b>1.0%</b>
OFFICE OF THE AREA DIRECTOR	18	89.6%	10.4%	0.0%
SELLS SERVICE UNIT	70	91.3%	7.4%	1.3%

**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>TUCSON AREA</b>	<b>85</b>	<b>59.3%</b>	<b>10.9%</b>	<b>29.8%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR	17	60.0%	0.0%	40.0%	0
SELLS SERVICE UNIT	68	59.2%	13.5%	27.4%	0

**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>TUCSON AREA</b>	<b>86</b>	<b>66.0%</b>	<b>15.9%</b>	<b>18.1%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR	18	50.1%	23.8%	26.1%	0
SELLS SERVICE UNIT	68	70.0%	13.9%	16.1%	1

**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>TUCSON AREA</b>	<b>85</b>	<b>70.5%</b>	<b>14.0%</b>	<b>15.5%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR	17	52.2%	16.2%	31.6%	0
SELLS SERVICE UNIT	68	74.8%	13.5%	11.6%	1

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**My Work Experience (continued)**

**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>TUCSON AREA</b>	<b>85</b>	<b>85.3%</b>	<b>13.6%</b>	<b>1.1%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR	17	74.0%	26.0%	0.0%	0
SELLS SERVICE UNIT	68	88.0%	10.7%	1.4%	1

**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>TUCSON AREA</b>	<b>88</b>	<b>92.9%</b>	<b>7.1%</b>	<b>0.0%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR	18	80.9%	19.1%	0.0%	0
SELLS SERVICE UNIT	70	95.8%	4.2%	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
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>TUCSON AREA</b>	<b>88</b>	<b>64.5%</b>	<b>12.4%</b>	<b>23.1%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR	18	67.2%	12.4%	20.4%	0
SELLS SERVICE UNIT	70	63.9%	12.4%	23.7%	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>TUCSON AREA</b>	<b>85</b>	<b>69.8%</b>	<b>18.1%</b>	<b>12.2%</b>	<b>2</b>
OFFICE OF THE AREA DIRECTOR	18	82.7%	7.0%	10.2%	0
SELLS SERVICE UNIT	67	66.4%	20.9%	12.7%	2

**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>TUCSON AREA</b>	<b>87</b>	<b>75.7%</b>	<b>18.7%</b>	<b>5.6%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR	18	82.6%	12.4%	5.0%	0
SELLS SERVICE UNIT	69	74.1%	20.3%	5.7%	0

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**My Work Experience (continued)**

**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>TUCSON AREA</b>	<b>82</b>	<b>59.0%</b>	<b>23.1%</b>	<b>17.9%</b>	<b>4</b>
OFFICE OF THE AREA DIRECTOR	18	74.9%	10.2%	14.9%	0
SELLS SERVICE UNIT	64	54.7%	26.5%	18.8%	4

**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>TUCSON AREA</b>	<b>86</b>	<b>48.0%</b>	<b>30.7%</b>	<b>21.3%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR	17	53.5%	35.8%	10.7%	0
SELLS SERVICE UNIT	69	46.7%	29.6%	23.8%	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
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>TUCSON AREA</b>	<b>84</b>	<b>75.9%</b>	<b>10.5%</b>	<b>13.5%</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR	18	82.8%	10.2%	7.0%	0
SELLS SERVICE UNIT	66	74.2%	10.6%	15.2%	3

**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>TUCSON AREA</b>	<b>86</b>	<b>65.8%</b>	<b>19.1%</b>	<b>15.1%</b>
OFFICE OF THE AREA DIRECTOR	17	81.6%	12.8%	5.5%
SELLS SERVICE UNIT	69	62.1%	20.6%	17.4%

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**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>TUCSON AREA</b>	<b>83</b>	<b>46.0%</b>	<b>21.5%</b>	<b>32.5%</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR	15	39.6%	14.5%	45.9%	2
SELLS SERVICE UNIT	68	47.3%	23.0%	29.7%	1

**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>TUCSON AREA</b>	<b>73</b>	<b>34.2%</b>	<b>37.1%</b>	<b>28.6%</b>	<b>12</b>
OFFICE OF THE AREA DIRECTOR	14	57.1%	13.6%	29.3%	3
SELLS SERVICE UNIT	59	29.1%	42.4%	28.5%	9

**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>TUCSON AREA</b>	<b>77</b>	<b>34.9%</b>	<b>24.6%</b>	<b>40.5%</b>	<b>8</b>
OFFICE OF THE AREA DIRECTOR	15	40.2%	19.6%	40.1%	2
SELLS SERVICE UNIT	62	33.7%	25.7%	40.5%	6

**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>TUCSON AREA</b>	<b>79</b>	<b>39.2%</b>	<b>33.7%</b>	<b>27.1%</b>	<b>6</b>
OFFICE OF THE AREA DIRECTOR	16	49.6%	38.9%	11.6%	1
SELLS SERVICE UNIT	63	36.7%	32.5%	30.8%	5

**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>TUCSON AREA</b>	<b>78</b>	<b>43.4%</b>	<b>28.1%</b>	<b>28.5%</b>	<b>6</b>
OFFICE OF THE AREA DIRECTOR	16	62.7%	23.4%	13.9%	1
SELLS SERVICE UNIT	62	38.7%	29.2%	32.1%	5

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**My Work Unit (continued)**

**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>TUCSON AREA</b>	<b>83</b>	<b>63.8%</b>	<b>26.3%</b>	<b>9.9%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR	17	64.3%	35.7%	0.0%	0
SELLS SERVICE UNIT	66	63.7%	24.0%	12.3%	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>TUCSON AREA</b>	<b>82</b>	<b>52.9%</b>	<b>31.1%</b>	<b>15.9%</b>	<b>2</b>
OFFICE OF THE AREA DIRECTOR	17	61.0%	33.9%	5.1%	0
SELLS SERVICE UNIT	65	50.9%	30.5%	18.6%	2

**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>TUCSON AREA</b>	<b>85</b>	<b>85.3%</b>	<b>12.2%</b>	<b>2.5%</b>
OFFICE OF THE AREA DIRECTOR	17	87.0%	13.0%	0.0%
SELLS SERVICE UNIT	68	84.9%	12.0%	3.1%

**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>TUCSON AREA</b>	<b>85</b>	<b>78.6%</b>	<b>13.0%</b>	<b>8.4%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR	17	88.0%	6.4%	5.5%	0
SELLS SERVICE UNIT	68	76.4%	14.5%	9.1%	0



**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**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>TUCSON AREA</b>	<b>78</b>	<b>43.0%</b>	<b>30.2%</b>	<b>26.8%</b>	<b>4</b>
OFFICE OF THE AREA DIRECTOR	16	54.1%	19.1%	26.7%	1
SELLS SERVICE UNIT	62	40.3%	32.9%	26.8%	3

**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>TUCSON AREA</b>	<b>79</b>	<b>45.6%</b>	<b>30.4%</b>	<b>24.0%</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR	16	67.6%	12.5%	19.9%	1
SELLS SERVICE UNIT	63	40.2%	34.7%	25.0%	2

**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>TUCSON AREA</b>	<b>78</b>	<b>44.4%</b>	<b>30.5%</b>	<b>25.1%</b>	<b>4</b>
OFFICE OF THE AREA DIRECTOR	15	51.8%	28.2%	20.0%	2
SELLS SERVICE UNIT	63	42.7%	31.0%	26.3%	2

**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>TUCSON AREA</b>	<b>73</b>	<b>39.3%</b>	<b>30.8%</b>	<b>29.9%</b>	<b>9</b>
OFFICE OF THE AREA DIRECTOR	13	23.2%	46.8%	30.0%	4
SELLS SERVICE UNIT	60	42.6%	27.5%	29.9%	5

**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>TUCSON AREA</b>	<b>78</b>	<b>52.0%</b>	<b>33.0%</b>	<b>15.1%</b>	<b>4</b>
OFFICE OF THE AREA DIRECTOR	16	69.1%	18.9%	12.0%	1
SELLS SERVICE UNIT	62	47.8%	36.4%	15.8%	3

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**My Agency (continued)**

**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>TUCSON AREA</b>	<b>81</b>	<b>76.9%</b>	<b>17.0%</b>	<b>6.0%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR	17	83.3%	11.4%	5.3%	0
SELLS SERVICE UNIT	64	75.3%	18.4%	6.2%	1

**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>TUCSON AREA</b>	<b>79</b>	<b>74.4%</b>	<b>14.9%</b>	<b>10.7%</b>	<b>2</b>
OFFICE OF THE AREA DIRECTOR	15	79.7%	5.6%	14.7%	1
SELLS SERVICE UNIT	64	73.3%	17.0%	9.8%	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>TUCSON AREA</b>	<b>79</b>	<b>42.9%</b>	<b>26.7%</b>	<b>30.4%</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR	16	57.4%	18.0%	24.6%	1
SELLS SERVICE UNIT	63	39.4%	28.9%	31.8%	2

**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>TUCSON AREA</b>	<b>78</b>	<b>60.1%</b>	<b>22.1%</b>	<b>17.8%</b>	<b>4</b>
OFFICE OF THE AREA DIRECTOR	17	53.5%	28.3%	18.2%	0
SELLS SERVICE UNIT	61	61.9%	20.4%	17.7%	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>TUCSON AREA</b>	<b>80</b>	<b>64.8%</b>	<b>19.2%</b>	<b>16.0%</b>	<b>2</b>
OFFICE OF THE AREA DIRECTOR	16	55.6%	23.8%	20.6%	1
SELLS SERVICE UNIT	64	67.0%	18.2%	14.9%	1

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**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>TUCSON AREA</b>	<b>82</b>	<b>67.1%</b>	<b>24.3%</b>	<b>8.6%</b>
OFFICE OF THE AREA DIRECTOR	18	59.8%	40.2%	0.0%
SELLS SERVICE UNIT	64	69.0%	20.1%	10.9%

**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>TUCSON AREA</b>	<b>74</b>	<b>54.0%</b>	<b>26.2%</b>	<b>19.8%</b>	<b>8</b>
OFFICE OF THE AREA DIRECTOR	17	51.0%	29.6%	19.5%	1
SELLS SERVICE UNIT	57	54.9%	25.2%	19.9%	7

**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>TUCSON AREA</b>	<b>81</b>	<b>72.9%</b>	<b>15.0%</b>	<b>12.1%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR	17	84.1%	5.0%	10.9%	0
SELLS SERVICE UNIT	64	70.1%	17.5%	12.4%	0

**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>TUCSON AREA</b>	<b>80</b>	<b>63.3%</b>	<b>21.0%</b>	<b>15.7%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR	16	64.2%	24.2%	11.5%	0
SELLS SERVICE UNIT	64	63.1%	20.3%	16.6%	0

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**My Supervisor (continued)**

**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>TUCSON AREA</b>	<b>80</b>	<b>59.1%</b>	<b>26.4%</b>	<b>14.6%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR	17	72.9%	16.2%	10.9%	0
SELLS SERVICE UNIT	63	55.5%	29.0%	15.5%	0

**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>TUCSON AREA</b>	<b>76</b>	<b>60.6%</b>	<b>29.3%</b>	<b>10.1%</b>	<b>4</b>
OFFICE OF THE AREA DIRECTOR	16	77.2%	16.9%	5.8%	1
SELLS SERVICE UNIT	60	56.4%	32.5%	11.2%	3

**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>TUCSON AREA</b>	<b>80</b>	<b>58.0%</b>	<b>25.1%</b>	<b>16.9%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR	17	66.7%	22.6%	10.7%	0
SELLS SERVICE UNIT	63	55.8%	25.7%	18.6%	0

**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>TUCSON AREA</b>	<b>79</b>	<b>55.5%</b>	<b>30.6%</b>	<b>13.9%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR	17	69.3%	25.1%	5.5%	0
SELLS SERVICE UNIT	62	51.9%	32.0%	16.1%	0

**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>TUCSON AREA</b>	<b>80</b>	<b>71.7%</b>	<b>16.0%</b>	<b>12.4%</b>
OFFICE OF THE AREA DIRECTOR	17	84.1%	5.0%	10.9%
SELLS SERVICE UNIT	63	68.5%	18.8%	12.7%

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**My Supervisor (continued)**

**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>TUCSON AREA</b>	<b>80</b>	<b>85.3%</b>	<b>11.1%</b>	<b>3.6%</b>
OFFICE OF THE AREA DIRECTOR	17	94.7%	5.3%	0.0%
SELLS SERVICE UNIT	63	82.9%	12.5%	4.6%

**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>TUCSON AREA</b>	<b>80</b>	<b>68.7%</b>	<b>19.2%</b>	<b>12.1%</b>
OFFICE OF THE AREA DIRECTOR	17	70.4%	24.4%	5.1%
SELLS SERVICE UNIT	63	68.2%	17.9%	13.9%

**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>TUCSON AREA</b>	<b>80</b>	<b>65.2%</b>	<b>20.7%</b>	<b>14.1%</b>
OFFICE OF THE AREA DIRECTOR	17	76.6%	23.4%	0.0%
SELLS SERVICE UNIT	63	62.3%	20.0%	17.7%

**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>TUCSON AREA</b>	<b>80</b>	<b>68.1%</b>	<b>17.9%</b>	<b>14.0%</b>
OFFICE OF THE AREA DIRECTOR	17	84.1%	15.9%	0.0%
SELLS SERVICE UNIT	63	64.0%	18.5%	17.6%

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**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>TUCSON AREA</b>	<b>72</b>	<b>36.2%</b>	<b>29.6%</b>	<b>34.2%</b>	<b>5</b>
OFFICE OF THE AREA DIRECTOR	17	34.8%	21.9%	43.4%	0
SELLS SERVICE UNIT	55	36.6%	31.9%	31.5%	5

**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>TUCSON AREA</b>	<b>72</b>	<b>46.0%</b>	<b>30.3%</b>	<b>23.7%</b>	<b>6</b>
OFFICE OF THE AREA DIRECTOR	16	62.4%	26.1%	11.5%	1
SELLS SERVICE UNIT	56	41.6%	31.4%	27.0%	5

**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>TUCSON AREA</b>	<b>74</b>	<b>65.0%</b>	<b>19.6%</b>	<b>15.4%</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR	15	66.8%	24.7%	8.6%	1
SELLS SERVICE UNIT	59	64.6%	18.4%	17.1%	2

**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>TUCSON AREA</b>	<b>74</b>	<b>54.0%</b>	<b>26.5%</b>	<b>19.5%</b>	<b>2</b>
OFFICE OF THE AREA DIRECTOR	17	63.0%	23.0%	13.9%	0
SELLS SERVICE UNIT	57	51.4%	27.5%	21.1%	2

**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>TUCSON AREA</b>	<b>76</b>	<b>45.3%</b>	<b>34.8%</b>	<b>19.9%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR	17	52.9%	28.0%	19.1%	0
SELLS SERVICE UNIT	59	43.2%	36.7%	20.1%	1

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**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>TUCSON AREA</b>	<b>74</b>	<b>48.6%</b>	<b>28.0%</b>	<b>23.4%</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR	17	53.1%	22.1%	24.8%	0
SELLS SERVICE UNIT	57	47.4%	29.7%	23.0%	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>TUCSON AREA</b>	<b>73</b>	<b>46.7%</b>	<b>32.2%</b>	<b>21.1%</b>	<b>4</b>
OFFICE OF THE AREA DIRECTOR	16	63.4%	22.8%	13.7%	1
SELLS SERVICE UNIT	57	42.2%	34.7%	23.0%	3

**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>TUCSON AREA</b>	<b>69</b>	<b>50.1%</b>	<b>25.3%</b>	<b>24.6%</b>	<b>9</b>
OFFICE OF THE AREA DIRECTOR	16	50.2%	44.2%	5.7%	1
SELLS SERVICE UNIT	53	50.1%	19.9%	30.0%	8

**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>TUCSON AREA</b>	<b>76</b>	<b>49.8%</b>	<b>28.8%</b>	<b>21.4%</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR	17	63.6%	24.6%	11.8%	1
SELLS SERVICE UNIT	59	46.0%	29.9%	24.0%	2

**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>TUCSON AREA</b>	<b>70</b>	<b>42.8%</b>	<b>34.3%</b>	<b>22.9%</b>	<b>8</b>
OFFICE OF THE AREA DIRECTOR	15	45.9%	20.2%	33.9%	2
SELLS SERVICE UNIT	55	42.0%	37.9%	20.0%	6

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**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>TUCSON AREA</b>	<b>77</b>	<b>50.5%</b>	<b>35.3%</b>	<b>14.1%</b>
OFFICE OF THE AREA DIRECTOR	17	58.0%	30.0%	12.0%
SELLS SERVICE UNIT	60	48.5%	36.8%	14.7%

**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>TUCSON AREA</b>	<b>78</b>	<b>48.5%</b>	<b>36.0%</b>	<b>15.4%</b>
OFFICE OF THE AREA DIRECTOR	17	57.7%	23.0%	19.3%
SELLS SERVICE UNIT	61	46.1%	39.5%	14.4%

**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>TUCSON AREA</b>	<b>78</b>	<b>43.5%</b>	<b>35.2%</b>	<b>21.2%</b>
OFFICE OF THE AREA DIRECTOR	17	64.9%	24.2%	10.9%
SELLS SERVICE UNIT	61	37.9%	38.2%	24.0%

**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>TUCSON AREA</b>	<b>78</b>	<b>34.0%</b>	<b>39.0%</b>	<b>27.0%</b>
OFFICE OF THE AREA DIRECTOR	17	47.4%	28.8%	23.8%
SELLS SERVICE UNIT	61	30.4%	41.7%	27.8%

**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>TUCSON AREA</b>	<b>78</b>	<b>28.1%</b>	<b>45.5%</b>	<b>26.4%</b>
OFFICE OF THE AREA DIRECTOR	17	27.6%	41.2%	31.2%
SELLS SERVICE UNIT	61	28.3%	46.7%	25.1%



**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**My Satisfaction (continued)**

**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>TUCSON AREA</b>	<b>77</b>	<b>45.7%</b>	<b>30.9%</b>	<b>23.4%</b>
OFFICE OF THE AREA DIRECTOR	17	46.2%	34.6%	19.3%
SELLS SERVICE UNIT	60	45.5%	29.9%	24.6%

**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>TUCSON AREA</b>	<b>78</b>	<b>67.6%</b>	<b>24.8%</b>	<b>7.6%</b>
OFFICE OF THE AREA DIRECTOR	17	68.6%	25.0%	6.4%
SELLS SERVICE UNIT	61	67.3%	24.8%	7.9%

**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>TUCSON AREA</b>	<b>77</b>	<b>60.2%</b>	<b>21.4%</b>	<b>18.4%</b>
OFFICE OF THE AREA DIRECTOR	17	77.4%	5.7%	16.9%
SELLS SERVICE UNIT	60	55.6%	25.7%	18.8%

**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>TUCSON AREA</b>	<b>77</b>	<b>56.5%</b>	<b>23.2%</b>	<b>20.3%</b>
OFFICE OF THE AREA DIRECTOR	17	63.0%	12.1%	24.8%
SELLS SERVICE UNIT	60	54.8%	26.1%	19.1%

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**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>TUCSON AREA</b>	<b>63</b>	<b>20.0%</b>	<b>57.4%</b>	<b>6.6%</b>	<b>0.0%</b>	<b>16.0%</b>	<b>15</b>
OFFICE OF THE AREA DIRECTOR	11	26.9%	53.9%	10.0%	0.0%	9.2%	6
SELLS SERVICE UNIT	52	18.6%	58.1%	5.9%	0.0%	17.3%	9

**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>TUCSON AREA</b>	<b>78</b>	<b>19.3%</b>	<b>4.1%</b>	<b>9.8%</b>	<b>36.7%</b>	<b>30.0%</b>
OFFICE OF THE AREA DIRECTOR	18	16.1%	18.5%	21.3%	32.5%	11.7%
SELLS SERVICE UNIT	60	20.3%	0.0%	6.6%	37.9%	35.3%

**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>TUCSON AREA</b>	<b>77</b>	<b>23.9%</b>	<b>15.7%</b>	<b>19.7%</b>	<b>24.9%</b>	<b>15.8%</b>
OFFICE OF THE AREA DIRECTOR	17	11.6%	5.7%	30.9%	29.5%	22.3%
SELLS SERVICE UNIT	60	27.2%	18.4%	16.7%	23.6%	14.1%

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**Partial Government Shutdown (continued)**

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

	N	Unmanage-able Workload	Missed Deadlines	Unrecover-able 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>TUCSON AREA</b>	<b>58</b>	<b>10.0%</b>	<b>24.0%</b>	<b>20.3%</b>	<b>30.2%</b>	<b>37.6%</b>
OFFICE OF THE AREA DIRECTOR	15	12.7%	32.9%	32.7%	39.5%	67.5%
SELLS SERVICE UNIT	43	9.1%	21.0%	16.1%	27.1%	27.6%

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>TUCSON AREA</b>	<b>58</b>	<b>27.8%</b>	<b>13.9%</b>	<b>27.1%</b>	<b>8.4%</b>	<b>45.0%</b>
OFFICE OF THE AREA DIRECTOR	15	26.1%	13.9%	45.4%	6.7%	27.2%
SELLS SERVICE UNIT	43	28.3%	13.8%	20.9%	8.9%	50.9%

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
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>TUCSON AREA</b>	<b>77</b>	<b>3.9%</b>	<b>11.6%</b>	<b>23.7%</b>	<b>60.8%</b>
OFFICE OF THE AREA DIRECTOR	18	0.0%	16.8%	35.2%	48.0%
SELLS SERVICE UNIT	59	5.0%	10.1%	20.4%	64.5%

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**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
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>TUCSON AREA</b>	<b>74</b>	<b>20.3%</b>	<b>41.8%</b>	<b>21.6%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR	18	27.6%	33.4%	28.8%	5.2%	5.0%	0
SELLS SERVICE UNIT	56	18.1%	44.4%	19.3%	9.1%	9.0%	3

**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
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>TUCSON AREA</b>	<b>77</b>	<b>3.0%</b>	<b>2.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>4.1%</b>
OFFICE OF THE AREA DIRECTOR	18	6.1%	0.0%	0.0%	0.0%	0.0%
SELLS SERVICE UNIT	59	2.1%	3.4%	0.0%	0.0%	5.2%

(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
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>TUCSON AREA</b>	<b>77</b>	<b>44.7%</b>	<b>2.4%</b>	<b>17.8%</b>	<b>25.4%</b>
OFFICE OF THE AREA DIRECTOR	18	22.9%	5.0%	50.1%	16.0%
SELLS SERVICE UNIT	59	51.0%	1.7%	8.4%	28.2%

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**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
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>TUCSON AREA</b>	<b>21</b>	<b>34.9%</b>	<b>27.8%</b>	<b>37.3%</b>	<b>7</b>	<b>38</b>	<b>12</b>
OFFICE OF THE AREA DIRECTOR	6	16.6%	0.0%	83.4%	2	7	3
SELLS SERVICE UNIT	15	41.9%	38.4%	19.7%	5	31	9

**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>TUCSON AREA</b>	<b>77</b>	<b>23.7%</b>	<b>29.6%</b>	<b>9.2%</b>	<b>2.6%</b>	<b>0.0%</b>	<b>49.3%</b>
OFFICE OF THE AREA DIRECTOR	18	22.1%	16.3%	5.5%	11.7%	0.0%	55.3%
SELLS SERVICE UNIT	59	24.1%	33.4%	10.2%	0.0%	0.0%	47.6%

**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
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>TUCSON AREA</b>	<b>45</b>	<b>56.2%</b>	<b>30.3%</b>	<b>13.4%</b>	<b>5</b>	<b>20</b>	<b>7</b>
OFFICE OF THE AREA DIRECTOR	8	38.7%	23.7%	37.6%	2	5	3
SELLS SERVICE UNIT	37	59.9%	31.7%	8.4%	3	15	4

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**Work-Life (continued)**

**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>TUCSON AREA</b>	<b>54</b>	<b>58.7%</b>	<b>34.1%</b>	<b>7.2%</b>	<b>6</b>	<b>11</b>	<b>6</b>
OFFICE OF THE AREA DIRECTOR	10	61.7%	28.6%	9.7%	2	5	1
SELLS SERVICE UNIT	44	58.1%	35.3%	6.6%	4	6	5

**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>TUCSON AREA</b>	<b>41</b>	<b>40.6%</b>	<b>52.5%</b>	<b>6.9%</b>	<b>20</b>	<b>4</b>	<b>12</b>
OFFICE OF THE AREA DIRECTOR	10	40.6%	49.7%	9.7%	5	0	3
SELLS SERVICE UNIT	31	40.6%	53.3%	6.1%	15	4	9

**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>TUCSON AREA</b>	<b>22</b>	<b>22.9%</b>	<b>68.8%</b>	<b>8.3%</b>	<b>13</b>	<b>22</b>	<b>20</b>
OFFICE OF THE AREA DIRECTOR	5	43.0%	57.0%	0.0%	4	5	4
SELLS SERVICE UNIT	17	17.3%	72.1%	10.7%	9	17	16

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**Work-Life (continued)**

**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>TUCSON AREA</b>	<b>23</b>	<b>21.5%</b>	<b>70.5%</b>	<b>8.0%</b>	<b>12</b>	<b>20</b>	<b>21</b>
OFFICE OF THE AREA DIRECTOR	5	0.0%	80.5%	19.5%	3	5	5
SELLS SERVICE UNIT	18	27.0%	68.0%	5.0%	9	15	16

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**My Employment Demographics**

***Where do you work?***

	%
Headquarters	4.1%
Field	95.9%

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

	%
Senior Leader	6.5%
Manager	5.2%
Supervisor	15.6%
Team Leader	13.0%
Non-Supervisor	59.7%

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

	%
Federal Wage System	7.7%
GS 1-6	23.1%
GS 7-12	48.7%
GS 13-15	12.8%
Senior Executive Service	1.3%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	6.4%

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

	%
No Prior Military Service	92.0%
Currently in National Guard or Reserves	1.3%
Retired	1.3%
Separated or Discharged	5.3%

Note: Percentages for demographic questions are unweighted.



**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**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	1.3%
4 to 5 years	6.4%
6 to 10 years	16.7%
11 to 14 years	15.4%
15 to 20 years	29.5%
More than 20 years	30.8%

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

	%
Less than 1 year	2.6%
1 to 3 years	1.3%
4 to 5 years	7.8%
6 to 10 years	20.8%
11 to 14 years	15.6%
15 to 20 years	29.9%
More than 20 years	22.1%

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

	%
No	59.0%
Yes, to retire	9.0%
Yes, to take another job within the Federal Government	21.8%
Yes, to take another job outside the Federal Government	5.1%
Yes, other	5.1%

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

	%
Within one year	2.6%
Between one and three years	22.4%
Between three and five years	7.9%
Five or more years	67.1%

Note: Percentages for demographic questions are unweighted.

**Department of Health and Human Services**  
**TUCSON AREA**  
**3rd Level Subagency Comparison Report**

**My Personal Demographics**

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

	%
Yes	10.4%
No	89.6%

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

	%
White	19.7%
Black or African American	0.0%
All other races	80.3%

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

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

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

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

	%
Less than High School/ High School Diploma/ GED	11.7%
Certification/ Some College/ Associate's Degree	39.0%
Bachelor's Degree	27.3%
Advanced Degrees (Post Bachelor's Degree)	22.1%

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

	%
Yes	--
No	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

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.

Department of Health and Human Services  
TUCSON AREA  
*3rd Level Subagency Comparison Report*

**My Personal Demographics** (continued)

<i>Are you:</i>	
	%
Male	31.2%
Female	68.8%

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.