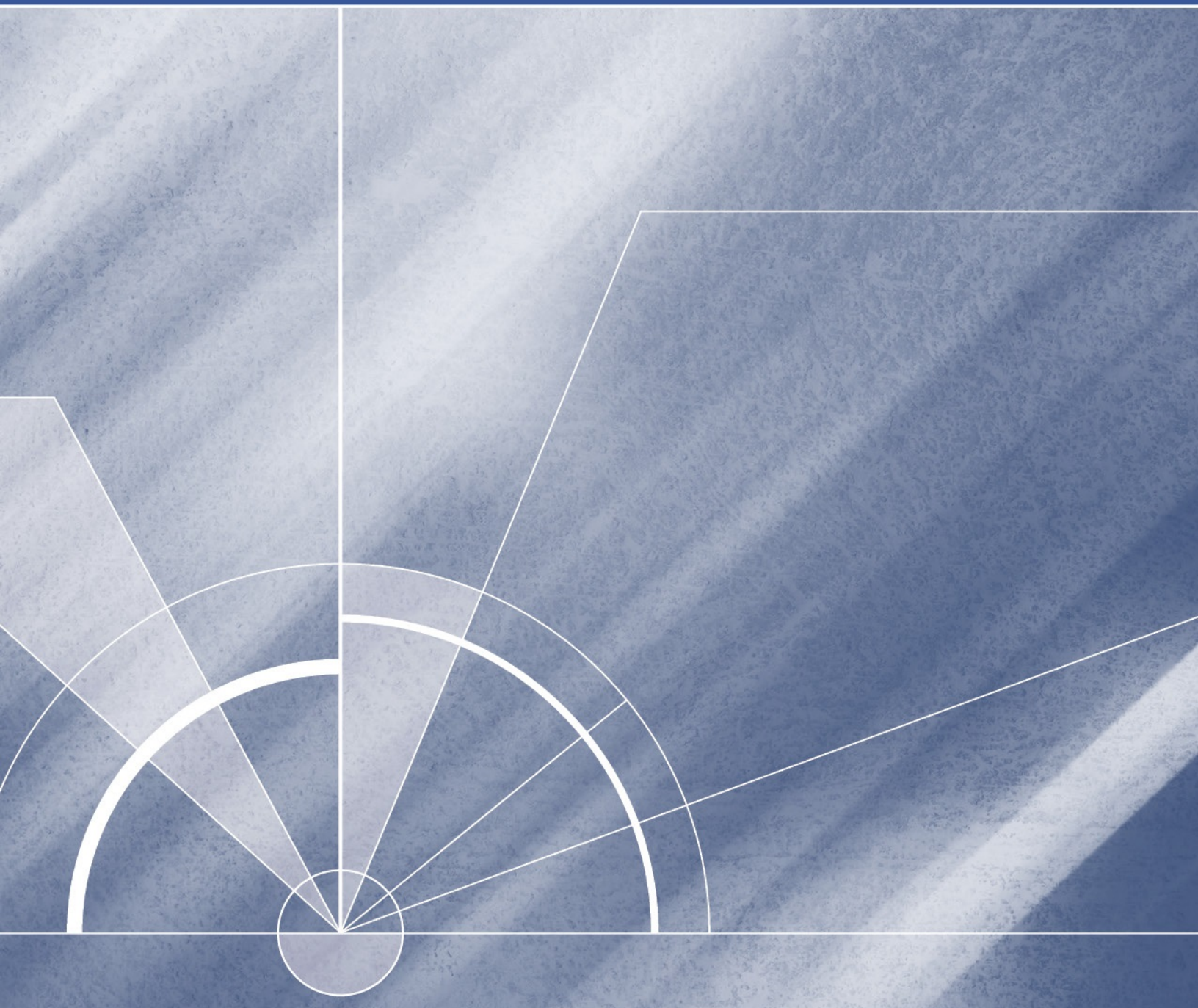


2018

  
**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 2018 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	43,029	57.2%
INDIAN HEALTH SERVICE	5,001	34.8%
<b>Tucson Area</b>	<b>69</b>	<b>20.7%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	35.5%
SELLS SERVICE UNIT	58	19.2%

#### Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, 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*, or *Unaware of Programs* 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	42,760	72.9%	13.5%	13.6%
INDIAN HEALTH SERVICE	4,949	64.8%	17.8%	17.4%
<b>Tucson Area</b>	<b>67</b>	<b>63.3%</b>	<b>24.5%</b>	<b>12.2%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	80.6%	11.1%	8.3%
SELLS SERVICE UNIT	56	60.2%	26.9%	12.9%

**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	42,821	76.0%	12.7%	11.3%
INDIAN HEALTH SERVICE	4,961	70.9%	16.5%	12.6%
<b>Tucson Area</b>	<b>69</b>	<b>68.6%</b>	<b>12.9%</b>	<b>18.5%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	72.3%	15.8%	11.9%
SELLS SERVICE UNIT	58	67.9%	12.4%	19.6%

**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	42,703	68.4%	15.7%	15.9%
INDIAN HEALTH SERVICE	4,938	61.4%	19.5%	19.1%
<b>Tucson Area</b>	<b>66</b>	<b>62.6%</b>	<b>18.9%</b>	<b>18.5%</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	79.8%	12.1%	8.2%
SELLS SERVICE UNIT	56	59.8%	20.1%	20.2%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,865	78.4%	12.2%	9.4%
INDIAN HEALTH SERVICE	4,976	75.3%	14.1%	10.5%
<b>Tucson Area</b>	<b>68</b>	<b>75.3%</b>	<b>13.3%</b>	<b>11.4%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	50.6%	23.0%	26.4%
SELLS SERVICE UNIT	57	79.6%	11.6%	8.7%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,822	86.3%	9.3%	4.4%
INDIAN HEALTH SERVICE	4,961	90.0%	7.6%	2.4%
<b>Tucson Area</b>	<b>67</b>	<b>92.1%</b>	<b>7.9%</b>	<b>0.0%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	68.7%	31.3%	0.0%
SELLS SERVICE UNIT	56	96.2%	3.8%	0.0%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,829	83.2%	9.7%	7.1%
INDIAN HEALTH SERVICE	4,982	85.5%	9.0%	5.6%
<b>Tucson Area</b>	<b>69</b>	<b>89.4%</b>	<b>4.4%</b>	<b>6.2%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	88.1%	0.0%	11.9%
SELLS SERVICE UNIT	58	89.7%	5.1%	5.2%

**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	42,887	96.9%	2.2%	0.9%
INDIAN HEALTH SERVICE	4,978	95.7%	3.5%	0.8%
<b>Tucson Area</b>	<b>67</b>	<b>95.2%</b>	<b>4.8%</b>	<b>0.0%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	100.0%	0.0%	0.0%
SELLS SERVICE UNIT	56	94.4%	5.6%	0.0%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,871	92.7%	6.2%	1.1%
INDIAN HEALTH SERVICE	4,971	91.8%	7.3%	0.8%
<b>Tucson Area</b>	<b>69</b>	<b>93.5%</b>	<b>6.5%</b>	<b>0.0%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	100.0%	0.0%	0.0%
SELLS SERVICE UNIT	58	92.3%	7.7%	0.0%

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,579	56.7%	15.7%	27.6%	104
INDIAN HEALTH SERVICE	4,924	49.8%	18.7%	31.5%	21
<b>Tucson Area</b>	<b>67</b>	<b>43.7%</b>	<b>21.0%</b>	<b>35.2%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	56.8%	8.3%	34.9%	0
SELLS SERVICE UNIT	56	41.4%	23.3%	35.3%	0

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,697	62.4%	16.1%	21.5%	60
INDIAN HEALTH SERVICE	4,956	59.8%	18.5%	21.7%	11
<b>Tucson Area</b>	<b>69</b>	<b>67.3%</b>	<b>13.5%</b>	<b>19.2%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	76.2%	8.3%	15.5%	0
SELLS SERVICE UNIT	58	65.7%	14.4%	19.8%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,424	65.4%	15.8%	18.8%	142
INDIAN HEALTH SERVICE	4,920	65.9%	18.5%	15.6%	20
<b>Tucson Area</b>	<b>69</b>	<b>68.8%</b>	<b>24.2%</b>	<b>7.0%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	72.3%	0.0%	27.7%	0
SELLS SERVICE UNIT	58	68.2%	28.4%	3.5%	0

**Department of Health and Human Services**  
**Tucson Area**  
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**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	42,708	88.5%	7.5%	4.0%	89
INDIAN HEALTH SERVICE	4,952	87.2%	9.2%	3.6%	16
<b>Tucson Area</b>	<b>69</b>	<b>82.5%</b>	<b>15.7%</b>	<b>1.8%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	80.6%	7.5%	11.9%	0
SELLS SERVICE UNIT	58	82.9%	17.1%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,700	92.3%	5.7%	2.1%	93
INDIAN HEALTH SERVICE	4,964	95.3%	3.7%	0.9%	5
<b>Tucson Area</b>	<b>69</b>	<b>92.8%</b>	<b>5.4%</b>	<b>1.7%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	84.2%	15.8%	0.0%	0
SELLS SERVICE UNIT	58	94.3%	3.7%	2.0%	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	42,663	73.3%	12.5%	14.2%	196
INDIAN HEALTH SERVICE	4,964	66.9%	14.9%	18.2%	18
<b>Tucson Area</b>	<b>68</b>	<b>61.0%</b>	<b>21.2%</b>	<b>17.8%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	81.0%	0.0%	19.0%	0
SELLS SERVICE UNIT	57	57.5%	25.0%	17.6%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,514	76.0%	11.9%	12.1%	322
INDIAN HEALTH SERVICE	4,921	70.9%	14.4%	14.8%	49
<b>Tucson Area</b>	<b>66</b>	<b>69.1%</b>	<b>20.2%</b>	<b>10.7%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	78.7%	9.3%	12.0%	0
SELLS SERVICE UNIT	56	67.6%	21.9%	10.4%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,655	87.3%	9.4%	3.3%	149
INDIAN HEALTH SERVICE	4,956	81.5%	13.6%	4.9%	23
<b>Tucson Area</b>	<b>68</b>	<b>80.0%</b>	<b>16.8%</b>	<b>3.1%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	100.0%	0.0%	0.0%	0
SELLS SERVICE UNIT	57	76.5%	19.8%	3.7%	1



**Department of Health and Human Services**  
**Tucson Area**  
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**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	40,691	67.7%	17.8%	14.5%	2,129
INDIAN HEALTH SERVICE	4,871	59.6%	19.3%	21.1%	102
<b>Tucson Area</b>	<b>66</b>	<b>51.0%</b>	<b>26.8%</b>	<b>22.2%</b>	<b>2</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	75.7%	16.0%	8.3%	0
SELLS SERVICE UNIT	55	46.5%	28.8%	24.7%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,489	58.5%	21.9%	19.6%	350
INDIAN HEALTH SERVICE	4,937	53.4%	24.2%	22.3%	41
<b>Tucson Area</b>	<b>69</b>	<b>50.9%</b>	<b>25.9%</b>	<b>23.2%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	73.6%	7.5%	19.0%	0
SELLS SERVICE UNIT	58	47.0%	29.1%	24.0%	0

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

	N	Positive	Neutral	Negative	NBJ
Department of Health and Human Services	42,342	73.9%	12.3%	13.8%	575
INDIAN HEALTH SERVICE	4,910	76.0%	12.4%	11.6%	76
<b>Tucson Area</b>	<b>67</b>	<b>73.5%</b>	<b>15.0%</b>	<b>11.5%</b>	<b>2</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	78.1%	9.9%	12.0%	1
SELLS SERVICE UNIT	57	72.8%	15.8%	11.4%	1

**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	42,866	79.8%	11.2%	9.0%
INDIAN HEALTH SERVICE	4,971	63.8%	18.8%	17.5%
<b>Tucson Area</b>	<b>69</b>	<b>69.6%</b>	<b>20.9%</b>	<b>9.4%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	79.8%	11.9%	8.3%
SELLS SERVICE UNIT	58	67.9%	22.5%	9.6%

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

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,473	51.1%	23.5%	25.4%	1,380
INDIAN HEALTH SERVICE	4,891	41.9%	27.9%	30.2%	79
<b>Tucson Area</b>	<b>66</b>	<b>36.3%</b>	<b>29.6%</b>	<b>34.0%</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR Tucson	9	21.7%	59.9%	18.3%	2
SELLS SERVICE UNIT	57	38.4%	25.3%	36.3%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,434	47.5%	27.3%	25.3%	3,356
INDIAN HEALTH SERVICE	4,673	40.2%	31.7%	28.2%	298
<b>Tucson Area</b>	<b>61</b>	<b>31.6%</b>	<b>44.6%</b>	<b>23.8%</b>	<b>8</b>
OFFICE OF THE AREA DIRECTOR Tucson	9	56.3%	20.0%	23.7%	2
SELLS SERVICE UNIT	52	27.7%	48.5%	23.8%	6

**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	37,622	39.1%	29.7%	31.3%	5,204
INDIAN HEALTH SERVICE	4,736	32.1%	28.3%	39.5%	226
<b>Tucson Area</b>	<b>60</b>	<b>29.4%</b>	<b>36.6%</b>	<b>34.0%</b>	<b>9</b>
OFFICE OF THE AREA DIRECTOR Tucson	9	45.6%	30.7%	23.7%	2
SELLS SERVICE UNIT	51	26.8%	37.5%	35.7%	7

**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	39,871	45.6%	27.7%	26.7%	2,940
INDIAN HEALTH SERVICE	4,815	37.8%	29.8%	32.4%	158
<b>Tucson Area</b>	<b>63</b>	<b>30.6%</b>	<b>36.1%</b>	<b>33.3%</b>	<b>6</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	68.7%	9.9%	21.3%	1
SELLS SERVICE UNIT	53	24.2%	40.5%	35.3%	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	39,934	54.5%	23.8%	21.7%	2,858
INDIAN HEALTH SERVICE	4,769	43.9%	27.6%	28.5%	203
<b>Tucson Area</b>	<b>63</b>	<b>34.9%</b>	<b>35.2%</b>	<b>30.0%</b>	<b>6</b>
OFFICE OF THE AREA DIRECTOR Tucson	9	54.9%	21.4%	23.7%	2
SELLS SERVICE UNIT	54	31.9%	37.2%	30.9%	4

**Department of Health and Human Services**  
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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
Department of Health and Human Services	42,613	76.9%	12.5%	10.6%	224
INDIAN HEALTH SERVICE	4,944	61.5%	20.1%	18.4%	33
<b>Tucson Area</b>	<b>65</b>	<b>64.3%</b>	<b>25.3%</b>	<b>10.4%</b>	<b>4</b>
OFFICE OF THE AREA DIRECTOR Tucson	8	35.7%	52.2%	12.2%	3
SELLS SERVICE UNIT	57	67.8%	22.1%	10.1%	1

**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	41,255	62.9%	25.4%	11.7%	1,526
INDIAN HEALTH SERVICE	4,861	59.6%	26.0%	14.4%	104
<b>Tucson Area</b>	<b>64</b>	<b>57.2%</b>	<b>31.1%</b>	<b>11.6%</b>	<b>5</b>
OFFICE OF THE AREA DIRECTOR Tucson	9	47.6%	22.6%	29.8%	2
SELLS SERVICE UNIT	55	58.6%	32.3%	9.1%	3

**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	42,824	87.8%	10.1%	2.1%
INDIAN HEALTH SERVICE	4,972	76.7%	19.2%	4.1%
<b>Tucson Area</b>	<b>68</b>	<b>82.7%</b>	<b>15.7%</b>	<b>1.7%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	88.9%	11.1%	0.0%
SELLS SERVICE UNIT	57	81.6%	16.5%	2.0%

**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	42,509	84.1%	10.2%	5.7%	340
INDIAN HEALTH SERVICE	4,929	75.4%	16.7%	7.9%	44
<b>Tucson Area</b>	<b>68</b>	<b>77.1%</b>	<b>19.7%</b>	<b>3.2%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	92.5%	7.5%	0.0%	0
SELLS SERVICE UNIT	57	74.3%	21.9%	3.8%	0



**Department of Health and Human Services**  
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**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	41,289	56.1%	22.5%	21.4%	1,150
INDIAN HEALTH SERVICE	4,799	47.4%	28.1%	24.6%	91
<b>Tucson Area</b>	<b>63</b>	<b>47.4%</b>	<b>27.9%</b>	<b>24.7%</b>	<b>2</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	50.1%	21.5%	28.5%	1
SELLS SERVICE UNIT	53	46.9%	29.0%	24.1%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,638	61.9%	19.6%	18.6%	799
INDIAN HEALTH SERVICE	4,807	45.8%	25.3%	28.9%	86
<b>Tucson Area</b>	<b>64</b>	<b>39.7%</b>	<b>32.4%</b>	<b>27.9%</b>	<b>2</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	28.9%	41.3%	29.7%	1
SELLS SERVICE UNIT	54	41.5%	30.9%	27.5%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,006	52.5%	25.9%	21.6%	1,303
INDIAN HEALTH SERVICE	4,726	36.5%	32.2%	31.3%	137
<b>Tucson Area</b>	<b>59</b>	<b>28.3%</b>	<b>40.1%</b>	<b>31.6%</b>	<b>6</b>
OFFICE OF THE AREA DIRECTOR Tucson	9	55.9%	11.0%	33.0%	2
SELLS SERVICE UNIT	50	23.8%	44.9%	31.4%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	38,364	38.2%	30.0%	31.8%	4,036
INDIAN HEALTH SERVICE	4,594	34.5%	30.1%	35.4%	291
<b>Tucson Area</b>	<b>61</b>	<b>31.3%</b>	<b>33.2%</b>	<b>35.5%</b>	<b>5</b>
OFFICE OF THE AREA DIRECTOR Tucson	9	33.4%	42.0%	24.6%	2
SELLS SERVICE UNIT	52	31.0%	31.9%	37.1%	3

**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	39,295	62.7%	24.5%	12.8%	3,126
INDIAN HEALTH SERVICE	4,629	50.3%	32.7%	17.0%	260
<b>Tucson Area</b>	<b>59</b>	<b>43.5%</b>	<b>32.1%</b>	<b>24.4%</b>	<b>7</b>
OFFICE OF THE AREA DIRECTOR Tucson	8	37.0%	23.5%	39.4%	3
SELLS SERVICE UNIT	51	44.4%	33.2%	22.4%	4

**Department of Health and Human Services**  
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**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	41,551	83.1%	11.3%	5.6%	925
INDIAN HEALTH SERVICE	4,862	75.9%	15.0%	9.1%	28
<b>Tucson Area</b>	<b>64</b>	<b>73.3%</b>	<b>19.2%</b>	<b>7.5%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	68.4%	19.5%	12.1%	1
SELLS SERVICE UNIT	54	74.1%	19.2%	6.7%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,625	78.7%	14.0%	7.4%	736
INDIAN HEALTH SERVICE	4,840	72.3%	16.8%	10.8%	40
<b>Tucson Area</b>	<b>65</b>	<b>52.7%</b>	<b>28.7%</b>	<b>18.5%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	55.5%	17.1%	27.4%	0
SELLS SERVICE UNIT	54	52.2%	30.9%	16.9%	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	39,540	61.4%	20.4%	18.3%	2,870
INDIAN HEALTH SERVICE	4,724	48.9%	24.5%	26.6%	156
<b>Tucson Area</b>	<b>61</b>	<b>47.1%</b>	<b>29.1%</b>	<b>23.8%</b>	<b>5</b>
OFFICE OF THE AREA DIRECTOR Tucson	8	76.5%	12.1%	11.4%	3
SELLS SERVICE UNIT	53	43.0%	31.5%	25.5%	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	38,275	72.0%	17.5%	10.6%	4,081
INDIAN HEALTH SERVICE	4,594	58.9%	24.1%	17.1%	278
<b>Tucson Area</b>	<b>57</b>	<b>62.7%</b>	<b>23.4%</b>	<b>13.9%</b>	<b>8</b>
OFFICE OF THE AREA DIRECTOR Tucson	8	76.5%	12.1%	11.4%	3
SELLS SERVICE UNIT	49	60.7%	25.1%	14.3%	5

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,781	81.8%	13.5%	4.7%	664
INDIAN HEALTH SERVICE	4,806	64.8%	24.8%	10.4%	78
<b>Tucson Area</b>	<b>62</b>	<b>68.2%</b>	<b>25.3%</b>	<b>6.5%</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR Tucson	9	52.1%	28.2%	19.7%	2
SELLS SERVICE UNIT	53	70.7%	24.9%	4.4%	1

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,415	75.1%	15.8%	9.1%
INDIAN HEALTH SERVICE	4,867	64.3%	24.0%	11.7%
<b>Tucson Area</b>	<b>66</b>	<b>69.2%</b>	<b>23.0%</b>	<b>7.8%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	84.2%	8.3%	7.5%
SELLS SERVICE UNIT	55	66.5%	25.7%	7.8%

**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	39,657	54.8%	25.3%	19.9%	2,791
INDIAN HEALTH SERVICE	4,477	48.4%	28.2%	23.4%	393
<b>Tucson Area</b>	<b>59</b>	<b>48.0%</b>	<b>32.3%</b>	<b>19.7%</b>	<b>7</b>
OFFICE OF THE AREA DIRECTOR Tucson	8	52.9%	36.4%	10.7%	3
SELLS SERVICE UNIT	51	47.4%	31.7%	21.0%	4

**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	42,174	83.9%	8.3%	7.7%	184
INDIAN HEALTH SERVICE	4,821	71.1%	14.0%	15.0%	30
<b>Tucson Area</b>	<b>65</b>	<b>58.4%</b>	<b>26.9%</b>	<b>14.7%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	72.5%	16.9%	10.7%	0
SELLS SERVICE UNIT	54	55.8%	28.8%	15.4%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,140	73.8%	13.6%	12.5%	191
INDIAN HEALTH SERVICE	4,819	63.7%	19.1%	17.2%	32
<b>Tucson Area</b>	<b>66</b>	<b>57.5%</b>	<b>28.0%</b>	<b>14.5%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	58.1%	31.3%	10.7%	0
SELLS SERVICE UNIT	55	57.4%	27.4%	15.2%	0

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**My Supervisor (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,972	71.0%	15.2%	13.7%	339
INDIAN HEALTH SERVICE	4,798	62.2%	19.7%	18.1%	45
<b>Tucson Area</b>	<b>66</b>	<b>55.6%</b>	<b>31.3%</b>	<b>13.1%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	70.0%	19.4%	10.7%	0
SELLS SERVICE UNIT	55	53.0%	33.4%	13.6%	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	39,337	75.1%	17.1%	7.8%	2,951
INDIAN HEALTH SERVICE	4,621	61.5%	23.7%	14.8%	226
<b>Tucson Area</b>	<b>61</b>	<b>57.2%</b>	<b>28.6%</b>	<b>14.2%</b>	<b>5</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	79.6%	8.9%	11.5%	1
SELLS SERVICE UNIT	51	53.1%	32.2%	14.7%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,097	69.6%	16.5%	14.0%	218
INDIAN HEALTH SERVICE	4,816	60.2%	20.7%	19.1%	30
<b>Tucson Area</b>	<b>66</b>	<b>56.4%</b>	<b>26.3%</b>	<b>17.3%</b>	<b>0</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	81.0%	8.3%	10.7%	0
SELLS SERVICE UNIT	55	51.9%	29.6%	18.6%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,714	74.6%	14.2%	11.2%	601
INDIAN HEALTH SERVICE	4,783	61.3%	20.1%	18.7%	67
<b>Tucson Area</b>	<b>65</b>	<b>60.1%</b>	<b>22.1%</b>	<b>17.8%</b>	<b>1</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	81.0%	8.3%	10.7%	0
SELLS SERVICE UNIT	54	56.1%	24.7%	19.2%	1

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,258	80.9%	10.2%	9.0%
INDIAN HEALTH SERVICE	4,826	69.2%	16.5%	14.4%
<b>Tucson Area</b>	<b>65</b>	<b>76.3%</b>	<b>13.7%</b>	<b>10.0%</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	88.0%	12.0%	0.0%
SELLS SERVICE UNIT	55	74.4%	14.0%	11.6%

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**My Supervisor (continued)**

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,230	84.3%	8.4%	7.3%
INDIAN HEALTH SERVICE	4,829	74.2%	13.7%	12.1%
<b>Tucson Area</b>	<b>65</b>	<b>76.5%</b>	<b>14.7%</b>	<b>8.8%</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	78.7%	21.3%	0.0%
SELLS SERVICE UNIT	55	76.1%	13.6%	10.3%

**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	42,245	82.2%	9.2%	8.6%
INDIAN HEALTH SERVICE	4,825	69.7%	16.1%	14.2%
<b>Tucson Area</b>	<b>65</b>	<b>70.5%</b>	<b>19.0%</b>	<b>10.5%</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	88.0%	0.0%	12.0%
SELLS SERVICE UNIT	55	67.6%	22.1%	10.3%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,222	73.7%	13.6%	12.6%
INDIAN HEALTH SERVICE	4,832	62.8%	18.6%	18.7%
<b>Tucson Area</b>	<b>65</b>	<b>66.7%</b>	<b>16.0%</b>	<b>17.3%</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	78.7%	21.3%	0.0%
SELLS SERVICE UNIT	55	64.7%	15.1%	20.2%

**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	42,203	76.2%	14.6%	9.2%
INDIAN HEALTH SERVICE	4,835	63.5%	21.1%	15.4%
<b>Tucson Area</b>	<b>66</b>	<b>66.6%</b>	<b>22.4%</b>	<b>11.0%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	81.0%	19.0%	0.0%
SELLS SERVICE UNIT	55	63.9%	23.0%	13.0%

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**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	40,991	54.0%	23.6%	22.5%	1,035
INDIAN HEALTH SERVICE	4,676	43.0%	28.9%	28.2%	111
<b>Tucson Area</b>	<b>62</b>	<b>34.4%</b>	<b>41.1%</b>	<b>24.5%</b>	<b>4</b>
OFFICE OF THE AREA DIRECTOR Tucson	9	32.1%	20.0%	47.9%	2
SELLS SERVICE UNIT	53	34.8%	44.3%	20.9%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,371	61.8%	22.5%	15.7%	2,659
INDIAN HEALTH SERVICE	4,588	48.2%	28.7%	23.1%	213
<b>Tucson Area</b>	<b>57</b>	<b>41.7%</b>	<b>35.2%</b>	<b>23.1%</b>	<b>9</b>
OFFICE OF THE AREA DIRECTOR Tucson	8	50.7%	26.2%	23.2%	3
SELLS SERVICE UNIT	49	40.5%	36.4%	23.1%	6

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,867	72.0%	17.8%	10.2%	2,051
INDIAN HEALTH SERVICE	4,587	58.6%	25.3%	16.1%	185
<b>Tucson Area</b>	<b>62</b>	<b>60.5%</b>	<b>26.3%</b>	<b>13.2%</b>	<b>4</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	90.7%	0.0%	9.3%	1
SELLS SERVICE UNIT	52	55.3%	30.8%	13.9%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,299	68.8%	17.7%	13.4%	676
INDIAN HEALTH SERVICE	4,674	54.9%	25.7%	19.4%	113
<b>Tucson Area</b>	<b>63</b>	<b>42.5%</b>	<b>40.3%</b>	<b>17.2%</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	48.8%	21.8%	29.4%	1
SELLS SERVICE UNIT	53	41.4%	43.5%	15.1%	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	39,561	68.5%	19.9%	11.7%	2,439
INDIAN HEALTH SERVICE	4,571	55.6%	26.8%	17.6%	216
<b>Tucson Area</b>	<b>62</b>	<b>56.4%</b>	<b>29.0%</b>	<b>14.5%</b>	<b>4</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	70.6%	0.0%	29.4%	1
SELLS SERVICE UNIT	52	54.0%	34.1%	12.0%	3



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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	40,756	63.0%	19.5%	17.6%	1,298
INDIAN HEALTH SERVICE	4,631	49.4%	26.5%	24.1%	162
<b>Tucson Area</b>	<b>62</b>	<b>40.1%</b>	<b>39.8%</b>	<b>20.1%</b>	<b>4</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	62.2%	8.4%	29.4%	1
SELLS SERVICE UNIT	52	36.3%	45.2%	18.5%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	40,629	66.7%	18.7%	14.6%	1,189
INDIAN HEALTH SERVICE	4,593	51.3%	27.3%	21.4%	156
<b>Tucson Area</b>	<b>63</b>	<b>38.1%</b>	<b>44.8%</b>	<b>17.2%</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	62.2%	8.1%	29.7%	1
SELLS SERVICE UNIT	53	34.0%	51.0%	15.0%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,793	67.8%	19.7%	12.5%	2,181
INDIAN HEALTH SERVICE	4,421	52.9%	27.5%	19.6%	366
<b>Tucson Area</b>	<b>58</b>	<b>49.2%</b>	<b>24.9%</b>	<b>25.9%</b>	<b>8</b>
OFFICE OF THE AREA DIRECTOR Tucson	9	55.9%	33.7%	10.4%	2
SELLS SERVICE UNIT	49	48.1%	23.5%	28.5%	6

**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	41,284	65.7%	20.4%	14.0%	645
INDIAN HEALTH SERVICE	4,658	56.8%	25.3%	18.0%	122
<b>Tucson Area</b>	<b>64</b>	<b>51.5%</b>	<b>32.4%</b>	<b>16.1%</b>	<b>2</b>
OFFICE OF THE AREA DIRECTOR Tucson	10	56.9%	34.7%	8.4%	1
SELLS SERVICE UNIT	54	50.6%	32.0%	17.4%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	38,629	66.9%	21.6%	11.5%	3,323
INDIAN HEALTH SERVICE	4,312	48.1%	32.8%	19.2%	463
<b>Tucson Area</b>	<b>49</b>	<b>45.0%</b>	<b>41.0%</b>	<b>14.0%</b>	<b>16</b>
OFFICE OF THE AREA DIRECTOR Tucson	7	56.6%	31.1%	12.3%	4
SELLS SERVICE UNIT	42	43.3%	42.4%	14.3%	12

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**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	41,867	60.4%	20.6%	19.0%
INDIAN HEALTH SERVICE	4,772	53.3%	26.7%	20.0%
<b>Tucson Area</b>	<b>65</b>	<b>48.4%</b>	<b>32.8%</b>	<b>18.8%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	64.7%	17.1%	18.2%
SELLS SERVICE UNIT	54	45.3%	35.7%	18.9%

**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	41,871	57.8%	21.7%	20.5%
INDIAN HEALTH SERVICE	4,763	47.0%	27.2%	25.8%
<b>Tucson Area</b>	<b>65</b>	<b>33.7%</b>	<b>40.6%</b>	<b>25.7%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	34.6%	35.4%	30.1%
SELLS SERVICE UNIT	54	33.5%	41.6%	24.9%

**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	41,832	59.9%	20.6%	19.5%
INDIAN HEALTH SERVICE	4,767	45.5%	27.2%	27.2%
<b>Tucson Area</b>	<b>65</b>	<b>34.0%</b>	<b>42.7%</b>	<b>23.3%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	34.6%	46.5%	19.0%
SELLS SERVICE UNIT	54	33.9%	42.0%	24.1%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,774	53.5%	28.2%	18.3%
INDIAN HEALTH SERVICE	4,764	45.6%	32.3%	22.1%
<b>Tucson Area</b>	<b>65</b>	<b>38.3%</b>	<b>47.9%</b>	<b>13.8%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	34.6%	37.8%	27.7%
SELLS SERVICE UNIT	54	38.9%	49.8%	11.2%

**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	41,793	43.3%	29.2%	27.5%
INDIAN HEALTH SERVICE	4,757	41.5%	33.1%	25.5%
<b>Tucson Area</b>	<b>65</b>	<b>35.0%</b>	<b>40.2%</b>	<b>24.8%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	41.7%	19.9%	38.4%
SELLS SERVICE UNIT	54	33.7%	44.0%	22.3%

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**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	41,795	62.1%	22.1%	15.8%
INDIAN HEALTH SERVICE	4,761	52.7%	26.1%	21.3%
<b>Tucson Area</b>	<b>65</b>	<b>44.4%</b>	<b>40.9%</b>	<b>14.8%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	47.6%	26.0%	26.4%
SELLS SERVICE UNIT	54	43.8%	43.6%	12.6%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,819	74.1%	14.9%	10.9%
INDIAN HEALTH SERVICE	4,760	70.8%	18.7%	10.5%
<b>Tucson Area</b>	<b>65</b>	<b>73.2%</b>	<b>24.0%</b>	<b>2.8%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	52.8%	47.2%	0.0%
SELLS SERVICE UNIT	54	77.0%	19.7%	3.3%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,785	65.6%	16.6%	17.8%
INDIAN HEALTH SERVICE	4,749	59.0%	19.6%	21.4%
<b>Tucson Area</b>	<b>65</b>	<b>64.4%</b>	<b>17.9%</b>	<b>17.8%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	52.8%	19.9%	27.3%
SELLS SERVICE UNIT	54	66.5%	17.5%	16.0%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,703	70.0%	17.9%	12.1%
INDIAN HEALTH SERVICE	4,728	59.4%	24.6%	16.0%
<b>Tucson Area</b>	<b>65</b>	<b>57.8%</b>	<b>28.1%</b>	<b>14.1%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	41.7%	31.8%	26.4%
SELLS SERVICE UNIT	54	60.7%	27.5%	11.8%

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**Work/Life**

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

	Telework					
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Department of Health and Human Services	41,700	14.6%	7.3%	37.1%	7.6%	3.2%
INDIAN HEALTH SERVICE	4,673	5.1%	1.4%	3.3%	1.6%	4.4%
<b>Tucson Area</b>	<b>62</b>	<b>6.2%</b>	<b>0.0%</b>	<b>1.8%</b>	<b>0.0%</b>	<b>8.0%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	11.9%	0.0%	0.0%	0.0%	0.0%
SELLS SERVICE UNIT	51	5.1%	0.0%	2.2%	0.0%	9.6%

(continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Department of Health and Human Services	41,700	14.0%	1.9%	6.0%	8.3%
INDIAN HEALTH SERVICE	4,673	45.7%	5.0%	17.8%	15.7%
<b>Tucson Area</b>	<b>62</b>	<b>45.5%</b>	<b>7.4%</b>	<b>17.5%</b>	<b>13.5%</b>
OFFICE OF THE AREA DIRECTOR Tucson	11	33.5%	10.7%	24.1%	19.9%
SELLS SERVICE UNIT	51	47.9%	6.8%	16.2%	12.3%

**73. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	33,959	78.7%	13.8%	7.5%	1,867	4,679	609
INDIAN HEALTH SERVICE	1,660	35.8%	47.3%	16.8%	263	2,232	476
<b>Tucson Area</b>	<b>18</b>	<b>25.1%</b>	<b>51.0%</b>	<b>23.9%</b>	<b>6</b>	<b>35</b>	<b>2</b>
OFFICE OF THE AREA DIRECTOR Tucson	2	0.0%	100.0%	0.0%	3	6	0
SELLS SERVICE UNIT	16	28.5%	44.4%	27.1%	3	29	2

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**Work/Life (continued)**

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	27,464	76.3%	17.0%	6.7%	7,207	5,300	1,253
INDIAN HEALTH SERVICE	2,781	59.5%	26.2%	14.3%	271	1,274	318
Tucson Area	<b>39</b>	<b>58.6%</b>	<b>39.0%</b>	<b>2.3%</b>	<b>6</b>	<b>16</b>	<b>3</b>
OFFICE OF THE AREA DIRECTOR Tucson	4	73.1%	26.9%	0.0%	3	4	0
SELLS SERVICE UNIT	35	56.9%	40.4%	2.6%	3	12	3

**75. 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	35,973	77.5%	17.4%	5.2%	3,203	1,406	1,050
INDIAN HEALTH SERVICE	4,038	64.8%	24.9%	10.2%	114	347	216
Tucson Area	<b>51</b>	<b>63.6%</b>	<b>27.6%</b>	<b>8.8%</b>	<b>3</b>	<b>8</b>	<b>2</b>
OFFICE OF THE AREA DIRECTOR Tucson	7	57.2%	29.6%	13.2%	2	2	0
SELLS SERVICE UNIT	44	64.5%	27.4%	8.1%	1	6	2

**76. 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	25,148	56.8%	38.3%	4.9%	11,779	696	4,023
INDIAN HEALTH SERVICE	3,322	47.1%	45.2%	7.7%	624	219	569
Tucson Area	<b>46</b>	<b>47.2%</b>	<b>48.2%</b>	<b>4.6%</b>	<b>8</b>	<b>3</b>	<b>7</b>
OFFICE OF THE AREA DIRECTOR Tucson	8	45.8%	54.2%	0.0%	2	0	1
SELLS SERVICE UNIT	38	47.5%	47.0%	5.5%	6	3	6

**Department of Health and Human Services**  
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**Work/Life (continued)**

**77. 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, flexible spending account)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	17,227	41.0%	51.2%	7.9%	16,540	3,800	4,102
INDIAN HEALTH SERVICE	1,855	23.6%	62.0%	14.3%	640	1,210	1,027
<b>Tucson Area</b>	<b>29</b>	<b>24.0%</b>	<b>63.1%</b>	<b>12.9%</b>	<b>6</b>	<b>18</b>	<b>11</b>
OFFICE OF THE AREA DIRECTOR Tucson	3	0.0%	68.1%	31.9%	2	4	2
SELLS SERVICE UNIT	26	26.4%	62.6%	10.9%	4	14	9

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	14,131	34.1%	60.5%	5.5%	16,603	3,316	7,576
INDIAN HEALTH SERVICE	1,772	24.4%	62.8%	12.8%	584	1,121	1,246
<b>Tucson Area</b>	<b>30</b>	<b>32.8%</b>	<b>57.6%</b>	<b>9.6%</b>	<b>6</b>	<b>14</b>	<b>14</b>
OFFICE OF THE AREA DIRECTOR Tucson	2	0.0%	100.0%	0.0%	2	4	3
SELLS SERVICE UNIT	28	34.9%	54.9%	10.2%	4	10	11



**Department of Health and Human Services**  
**Tucson Area**  
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**Demographic Questions**

***Where do you work?***

	%
Headquarters	9.7%
Field	90.3%

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

	%
Non-Supervisor	--
Team Leader	--
Supervisor	--
Manager	--
Senior Leader	--

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

***Are you:***

	%
Male	35.4%
Female	64.6%

***Are you Hispanic or Latino?***

	%
Yes	16.4%
No	83.6%

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

	%
American Indian or Alaska Native	66.7%
Asian	--
Black or African American	0.0%
Native Hawaiian or Other Pacific Islander	--
White	28.3%
Two or more races	--

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

Note: Percentages for demographic questions are unweighted.

**Department of Health and Human Services**  
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**Demographic Questions** (continued)

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

	%
Less than High School	0.0%
High School Diploma/GED or equivalent	9.2%
Trade or Technical Certificate	15.4%
Some College (no degree)	20.0%
Associate's Degree (e.g., AA, AS)	9.2%
Bachelor's Degree (e.g., BA, BS)	24.6%
Master's Degree (e.g., MA, MS, MBA)	10.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	10.8%

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

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

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

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

	%
Less than 1 year	--
1 to 3 years	--
4 to 5 years	--
6 to 10 years	--
11 to 14 years	--
15 to 20 years	--
More than 20 years	--

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

Note: Percentages for demographic questions are unweighted.

**Department of Health and Human Services**  
**Tucson Area**  
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**Demographic Questions (continued)**

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

	%
Less than 1 year	--
1 to 3 years	--
4 to 5 years	--
6 to 10 years	--
11 to 20 years	--
More than 20 years	--

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

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

	%
No	56.3%
Yes, to retire	12.5%
Yes, to take another job within the Federal Government	26.6%
Yes, to take another job outside the Federal Government	--
Yes, other	--

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

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

	%
Within one year	9.4%
Between one and three years	9.4%
Between three and five years	9.4%
Five or more years	71.9%

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

	%
No Prior Military Service	--
Currently in National Guard or Reserves	--
Retired	--
Separated or Discharged	--

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

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions** (continued)

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

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	%
Yes	6.6%
No	93.4%

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

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	%
25 and under	0.0%
26-29	0.0%
30-39	6.3%
40-49	28.6%
50-59	38.1%
60 or older	27.0%

Note: Percentages for demographic questions are unweighted.