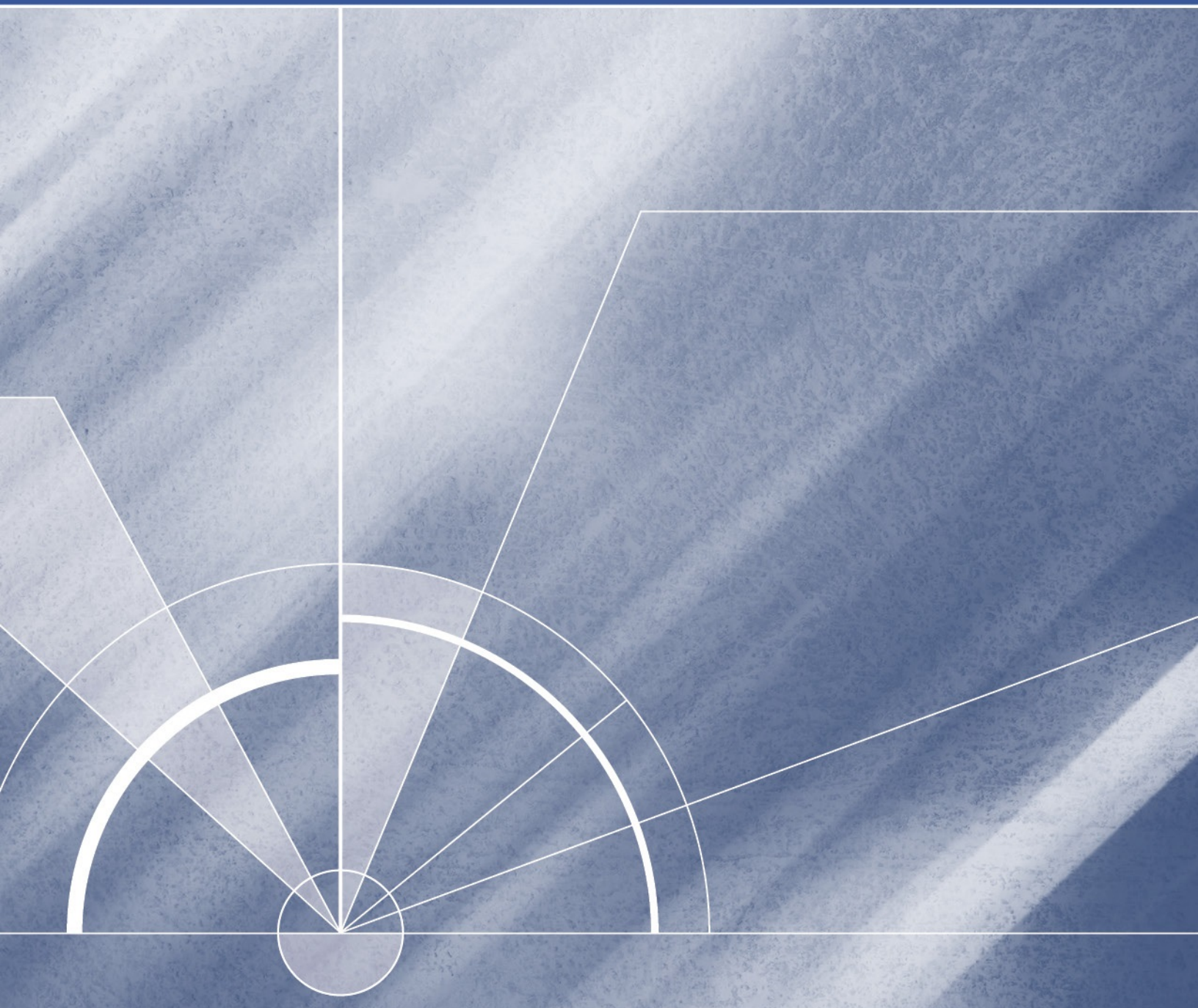


2019

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

3rd Level
Subagency
Comparison
Report

Department of Health and Human Services
BEMIDJI AREA OFFICE



Department of Health and Human Services
BEMIDJI AREA OFFICE
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%
BEMIDJI AREA OFFICE	304	59.6%
CASS LAKE HOSPITAL	81	53.3%
IPA / MOA PROVIDER GROUP	<10	--
OEH & E GROUP	25	80.6%
OFFICE OF CLINICAL SUPPORT	13	92.9%
OFFICE OF PROGRAM SUPPORT	21	91.3%
OFFICE OF THE AREA DIRECTOR	15	100.0%
REDLAKE HOSPITAL	64	47.4%
WHITE EARTH SERV UNIT	84	61.8%

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.

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

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%
BEMIDJI AREA OFFICE	303	73.1%	14.7%	12.2%
CASS LAKE HOSPITAL	80	63.9%	17.6%	18.5%
OEH & E GROUP	25	100.0%	0.0%	0.0%
OFFICE OF CLINICAL SUPPORT	13	75.6%	0.0%	24.4%
OFFICE OF PROGRAM SUPPORT	21	84.8%	5.0%	10.2%
OFFICE OF THE AREA DIRECTOR	15	79.6%	13.5%	6.9%
REDLAKE HOSPITAL	64	64.4%	23.5%	12.1%
WHITE EARTH SERV UNIT	84	75.1%	15.0%	9.9%

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%
BEMIDJI AREA OFFICE	302	75.5%	15.9%	8.6%
CASS LAKE HOSPITAL	80	74.8%	13.1%	12.1%
OEH & E GROUP	25	85.1%	14.9%	0.0%
OFFICE OF CLINICAL SUPPORT	13	74.9%	9.0%	16.2%
OFFICE OF PROGRAM SUPPORT	21	76.0%	4.7%	19.3%
OFFICE OF THE AREA DIRECTOR	15	79.7%	20.3%	0.0%
REDLAKE HOSPITAL	64	71.7%	21.7%	6.6%
WHITE EARTH SERV UNIT	83	74.9%	17.9%	7.1%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,277	69.0%	15.5%	15.5%
Indian Health Service	8,469	62.7%	19.9%	17.3%
BEMIDJI AREA OFFICE	303	71.8%	15.6%	12.6%
CASS LAKE HOSPITAL	81	64.3%	16.3%	19.3%
OEH & E GROUP	25	81.2%	15.6%	3.2%
OFFICE OF CLINICAL SUPPORT	12	66.2%	25.1%	8.7%
OFFICE OF PROGRAM SUPPORT	21	76.4%	8.9%	14.6%
OFFICE OF THE AREA DIRECTOR	15	73.2%	20.3%	6.5%
REDLAKE HOSPITAL	64	78.3%	12.7%	9.0%
WHITE EARTH SERV UNIT	84	70.1%	16.8%	13.2%

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Work Experience (continued)

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%
BEMIDJI AREA OFFICE	303	78.6%	14.5%	7.0%
CASS LAKE HOSPITAL	81	77.9%	11.4%	10.7%
OEH & E GROUP	25	88.3%	11.7%	0.0%
OFFICE OF CLINICAL SUPPORT	13	82.9%	8.2%	9.0%
OFFICE OF PROGRAM SUPPORT	21	85.4%	0.0%	14.6%
OFFICE OF THE AREA DIRECTOR	15	53.1%	34.6%	12.3%
REDLAKE HOSPITAL	64	74.5%	21.2%	4.2%
WHITE EARTH SERV UNIT	83	81.3%	14.3%	4.4%

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%
BEMIDJI AREA OFFICE	304	94.2%	3.6%	2.2%
CASS LAKE HOSPITAL	81	96.2%	1.1%	2.7%
OEH & E GROUP	25	95.9%	4.1%	0.0%
OFFICE OF CLINICAL SUPPORT	13	82.9%	0.0%	17.1%
OFFICE OF PROGRAM SUPPORT	21	90.1%	4.4%	5.5%
OFFICE OF THE AREA DIRECTOR	15	78.8%	14.4%	6.9%
REDLAKE HOSPITAL	64	95.6%	4.4%	0.0%
WHITE EARTH SERV UNIT	84	96.3%	3.7%	0.0%

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%
BEMIDJI AREA OFFICE	302	86.3%	9.3%	4.4%
CASS LAKE HOSPITAL	81	83.5%	14.0%	2.5%
OEH & E GROUP	25	93.0%	0.0%	7.0%
OFFICE OF CLINICAL SUPPORT	12	91.1%	0.0%	8.9%
OFFICE OF PROGRAM SUPPORT	21	80.4%	9.7%	9.9%
OFFICE OF THE AREA DIRECTOR	15	93.0%	7.0%	0.0%
REDLAKE HOSPITAL	64	87.8%	10.6%	1.6%
WHITE EARTH SERV UNIT	83	85.2%	8.6%	6.2%

Department of Health and Human Services
BEMIDJI AREA OFFICE
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%
BEMIDJI AREA OFFICE	303	96.9%	2.4%	0.7%
CASS LAKE HOSPITAL	81	97.2%	1.5%	1.3%
OEH & E GROUP	25	95.9%	4.1%	0.0%
OFFICE OF CLINICAL SUPPORT	13	91.8%	8.2%	0.0%
OFFICE OF PROGRAM SUPPORT	21	100.0%	0.0%	0.0%
OFFICE OF THE AREA DIRECTOR	15	87.1%	12.9%	0.0%
REDLAKE HOSPITAL	64	96.7%	1.7%	1.5%
WHITE EARTH SERV UNIT	83	98.9%	1.1%	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%
BEMIDJI AREA OFFICE	304	90.7%	8.9%	0.4%
CASS LAKE HOSPITAL	81	91.0%	7.7%	1.3%
OEH & E GROUP	25	96.0%	4.0%	0.0%
OFFICE OF CLINICAL SUPPORT	13	85.2%	14.8%	0.0%
OFFICE OF PROGRAM SUPPORT	21	90.0%	10.0%	0.0%
OFFICE OF THE AREA DIRECTOR	15	93.2%	6.8%	0.0%
REDLAKE HOSPITAL	64	90.7%	9.3%	0.0%
WHITE EARTH SERV UNIT	84	89.2%	10.8%	0.0%

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,195	58.2%	15.2%	26.6%	102
Indian Health Service	8,446	52.4%	18.4%	29.2%	26
BEMIDJI AREA OFFICE	300	58.2%	14.3%	27.5%	3
CASS LAKE HOSPITAL	81	50.2%	22.1%	27.7%	0
OEH & E GROUP	25	57.9%	11.4%	30.8%	0
OFFICE OF CLINICAL SUPPORT	12	50.6%	16.5%	32.9%	1
OFFICE OF PROGRAM SUPPORT	21	57.1%	15.6%	27.4%	0
OFFICE OF THE AREA DIRECTOR	15	74.7%	6.4%	18.8%	0
REDLAKE HOSPITAL	62	45.4%	12.8%	41.7%	2
WHITE EARTH SERV UNIT	83	73.9%	9.6%	16.5%	0

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,270	62.9%	15.1%	22.0%	58
Indian Health Service	8,477	62.7%	17.0%	20.3%	14
BEMIDJI AREA OFFICE	300	58.1%	16.8%	25.1%	1
CASS LAKE HOSPITAL	80	56.5%	16.3%	27.3%	0
OEH & E GROUP	25	53.5%	20.5%	25.9%	0
OFFICE OF CLINICAL SUPPORT	13	48.5%	7.0%	44.5%	0
OFFICE OF PROGRAM SUPPORT	21	67.1%	18.5%	14.4%	0
OFFICE OF THE AREA DIRECTOR	15	81.1%	13.5%	5.4%	0
REDLAKE HOSPITAL	62	48.4%	26.6%	25.0%	1
WHITE EARTH SERV UNIT	83	63.0%	10.6%	26.4%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,945	66.5%	15.3%	18.2%	196
Indian Health Service	8,418	70.5%	15.4%	14.1%	32
BEMIDJI AREA OFFICE	298	73.9%	16.7%	9.4%	4
CASS LAKE HOSPITAL	79	72.3%	17.5%	10.2%	1
OEH & E GROUP	25	77.5%	15.9%	6.6%	0
OFFICE OF CLINICAL SUPPORT	12	58.5%	32.6%	8.9%	1
OFFICE OF PROGRAM SUPPORT	20	69.7%	20.6%	9.7%	1
OFFICE OF THE AREA DIRECTOR	15	65.3%	21.3%	13.4%	0
REDLAKE HOSPITAL	63	77.9%	13.2%	8.9%	1
WHITE EARTH SERV UNIT	83	76.0%	14.7%	9.3%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,296	89.0%	7.2%	3.9%	127
Indian Health Service	8,490	87.3%	9.3%	3.3%	29
BEMIDJI AREA OFFICE	303	88.3%	7.2%	4.5%	0
CASS LAKE HOSPITAL	81	85.1%	7.4%	7.4%	0
OEH & E GROUP	25	96.8%	3.2%	0.0%	0
OFFICE OF CLINICAL SUPPORT	13	84.8%	0.0%	15.2%	0
OFFICE OF PROGRAM SUPPORT	21	90.3%	5.3%	4.4%	0
OFFICE OF THE AREA DIRECTOR	15	93.0%	7.0%	0.0%	0
REDLAKE HOSPITAL	64	87.9%	10.5%	1.6%	0
WHITE EARTH SERV UNIT	83	88.1%	7.4%	4.5%	0

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Work Experience (continued)

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
BEMIDJI AREA OFFICE	303	95.3%	3.1%	1.5%	0
CASS LAKE HOSPITAL	81	93.1%	4.1%	2.8%	0
OEH & E GROUP	25	100.0%	0.0%	0.0%	0
OFFICE OF CLINICAL SUPPORT	13	82.9%	9.0%	8.2%	0
OFFICE OF PROGRAM SUPPORT	21	95.6%	4.4%	0.0%	0
OFFICE OF THE AREA DIRECTOR	15	79.4%	20.6%	0.0%	0
REDLAKE HOSPITAL	64	98.5%	1.5%	0.0%	0
WHITE EARTH SERV UNIT	83	98.4%	0.0%	1.6%	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
BEMIDJI AREA OFFICE	299	68.8%	14.7%	16.5%	3
CASS LAKE HOSPITAL	81	73.4%	13.0%	13.6%	0
OEH & E GROUP	25	87.6%	12.4%	0.0%	0
OFFICE OF CLINICAL SUPPORT	12	48.9%	17.4%	33.7%	1
OFFICE OF PROGRAM SUPPORT	20	55.5%	15.1%	29.4%	1
OFFICE OF THE AREA DIRECTOR	15	73.4%	7.2%	19.4%	0
REDLAKE HOSPITAL	63	56.9%	16.7%	26.4%	1
WHITE EARTH SERV UNIT	82	72.2%	16.8%	11.0%	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
BEMIDJI AREA OFFICE	300	78.7%	8.7%	12.6%	3
CASS LAKE HOSPITAL	81	66.7%	14.3%	19.0%	0
OEH & E GROUP	24	91.2%	4.1%	4.7%	1
OFFICE OF CLINICAL SUPPORT	13	75.9%	16.0%	8.2%	0
OFFICE OF PROGRAM SUPPORT	21	89.8%	0.0%	10.2%	0
OFFICE OF THE AREA DIRECTOR	15	93.5%	6.5%	0.0%	0
REDLAKE HOSPITAL	62	78.8%	11.6%	9.6%	2
WHITE EARTH SERV UNIT	83	81.5%	3.7%	14.7%	0

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Work Experience (continued)

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
BEMIDJI AREA OFFICE	302	85.1%	10.4%	4.5%	1
CASS LAKE HOSPITAL	81	79.1%	17.7%	3.2%	0
OEH & E GROUP	25	88.0%	12.0%	0.0%	0
OFFICE OF CLINICAL SUPPORT	13	75.9%	16.0%	8.2%	0
OFFICE OF PROGRAM SUPPORT	21	85.4%	0.0%	14.6%	0
OFFICE OF THE AREA DIRECTOR	15	72.4%	27.6%	0.0%	0
REDLAKE HOSPITAL	63	88.0%	5.9%	6.1%	1
WHITE EARTH SERV UNIT	83	91.6%	4.7%	3.7%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	48,938	68.6%	17.4%	13.9%	2,481
Indian Health Service	8,322	59.6%	20.4%	20.0%	177
BEMIDJI AREA OFFICE	296	66.4%	18.9%	14.7%	7
CASS LAKE HOSPITAL	76	66.0%	19.6%	14.4%	5
OEH & E GROUP	24	83.9%	12.9%	3.3%	1
OFFICE OF CLINICAL SUPPORT	13	60.5%	23.3%	16.2%	0
OFFICE OF PROGRAM SUPPORT	21	71.8%	8.6%	19.6%	0
OFFICE OF THE AREA DIRECTOR	15	49.2%	50.8%	0.0%	0
REDLAKE HOSPITAL	64	61.6%	18.5%	20.0%	0
WHITE EARTH SERV UNIT	82	67.4%	16.5%	16.1%	1

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
BEMIDJI AREA OFFICE	298	57.3%	26.3%	16.4%	4
CASS LAKE HOSPITAL	80	55.4%	25.7%	19.0%	1
OEH & E GROUP	25	77.0%	19.8%	3.2%	0
OFFICE OF CLINICAL SUPPORT	12	36.1%	31.8%	32.2%	1
OFFICE OF PROGRAM SUPPORT	20	65.4%	14.6%	20.0%	1
OFFICE OF THE AREA DIRECTOR	15	52.9%	27.8%	19.3%	0
REDLAKE HOSPITAL	63	50.0%	30.2%	19.8%	1
WHITE EARTH SERV UNIT	82	59.9%	28.1%	12.0%	0

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Work Experience (continued)

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
BEMIDJI AREA OFFICE	298	75.8%	12.5%	11.8%	5
CASS LAKE HOSPITAL	81	64.9%	15.5%	19.6%	0
OEH & E GROUP	23	92.4%	3.4%	4.2%	2
OFFICE OF CLINICAL SUPPORT	12	81.4%	9.8%	8.9%	0
OFFICE OF PROGRAM SUPPORT	20	74.9%	14.4%	10.8%	1
OFFICE OF THE AREA DIRECTOR	14	86.4%	13.6%	0.0%	1
REDLAKE HOSPITAL	64	83.0%	10.8%	6.2%	0
WHITE EARTH SERV UNIT	83	73.3%	13.3%	13.4%	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	51,408	80.7%	10.8%	8.5%
Indian Health Service	8,504	65.2%	18.3%	16.5%
BEMIDJI AREA OFFICE	304	75.5%	11.1%	13.5%
CASS LAKE HOSPITAL	81	72.5%	15.2%	12.3%
OEH & E GROUP	25	95.9%	0.0%	4.1%
OFFICE OF CLINICAL SUPPORT	13	60.9%	14.0%	25.1%
OFFICE OF PROGRAM SUPPORT	21	90.1%	9.9%	0.0%
OFFICE OF THE AREA DIRECTOR	15	73.8%	12.7%	13.5%
REDLAKE HOSPITAL	64	67.3%	14.7%	18.0%
WHITE EARTH SERV UNIT	84	76.7%	7.4%	15.9%

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
BEMIDJI AREA OFFICE	300	36.5%	28.9%	34.6%	3
CASS LAKE HOSPITAL	78	35.0%	29.3%	35.7%	2
OEH & E GROUP	25	28.5%	33.4%	38.2%	0
OFFICE OF CLINICAL SUPPORT	12	33.7%	23.7%	42.6%	1
OFFICE OF PROGRAM SUPPORT	21	28.1%	45.0%	27.0%	0
OFFICE OF THE AREA DIRECTOR	15	23.5%	27.4%	49.1%	0
REDLAKE HOSPITAL	64	34.3%	21.7%	44.0%	0
WHITE EARTH SERV UNIT	84	46.4%	30.0%	23.7%	0

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Work Unit (continued)

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
BEMIDJI AREA OFFICE	289	41.9%	31.2%	26.9%	13
CASS LAKE HOSPITAL	78	41.5%	25.7%	32.8%	2
OEH & E GROUP	24	42.3%	31.0%	26.7%	1
OFFICE OF CLINICAL SUPPORT	12	8.5%	40.7%	50.7%	1
OFFICE OF PROGRAM SUPPORT	21	61.5%	18.9%	19.6%	0
OFFICE OF THE AREA DIRECTOR	14	34.9%	36.3%	28.8%	1
REDLAKE HOSPITAL	62	51.7%	29.1%	19.2%	2
WHITE EARTH SERV UNIT	77	36.2%	38.8%	25.0%	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	44,892	39.5%	29.8%	30.7%	6,297
Indian Health Service	8,088	32.6%	29.1%	38.3%	398
BEMIDJI AREA OFFICE	295	32.1%	30.6%	37.3%	8
CASS LAKE HOSPITAL	77	26.5%	30.1%	43.4%	3
OEH & E GROUP	23	31.7%	39.3%	29.0%	2
OFFICE OF CLINICAL SUPPORT	13	0.0%	38.9%	61.1%	0
OFFICE OF PROGRAM SUPPORT	21	41.5%	43.9%	14.6%	0
OFFICE OF THE AREA DIRECTOR	14	34.5%	28.9%	36.6%	1
REDLAKE HOSPITAL	62	26.3%	27.4%	46.4%	2
WHITE EARTH SERV UNIT	84	44.6%	25.7%	29.7%	0

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
BEMIDJI AREA OFFICE	293	41.4%	29.2%	29.4%	10
CASS LAKE HOSPITAL	76	38.0%	25.3%	36.6%	4
OEH & E GROUP	23	47.8%	31.7%	20.5%	2
OFFICE OF CLINICAL SUPPORT	11	17.8%	35.1%	47.1%	2
OFFICE OF PROGRAM SUPPORT	21	56.8%	28.0%	15.2%	0
OFFICE OF THE AREA DIRECTOR	15	51.8%	34.8%	13.4%	0
REDLAKE HOSPITAL	62	40.6%	32.6%	26.9%	2
WHITE EARTH SERV UNIT	84	41.1%	28.4%	30.6%	0

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,713	55.5%	23.2%	21.2%	3,468
Indian Health Service	8,162	46.6%	26.1%	27.3%	326
BEMIDJI AREA OFFICE	293	48.5%	28.1%	23.4%	10
CASS LAKE HOSPITAL	74	40.2%	32.6%	27.2%	6
OEH & E GROUP	25	64.9%	23.7%	11.4%	0
OFFICE OF CLINICAL SUPPORT	12	40.6%	23.7%	35.7%	1
OFFICE OF PROGRAM SUPPORT	21	62.0%	9.3%	28.7%	0
OFFICE OF THE AREA DIRECTOR	15	54.6%	19.6%	25.8%	0
REDLAKE HOSPITAL	61	49.6%	33.7%	16.6%	3
WHITE EARTH SERV UNIT	84	47.2%	27.3%	25.5%	0

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
BEMIDJI AREA OFFICE	301	73.0%	16.6%	10.4%	2
CASS LAKE HOSPITAL	80	73.5%	17.8%	8.7%	0
OEH & E GROUP	25	84.8%	11.7%	3.4%	0
OFFICE OF CLINICAL SUPPORT	12	48.5%	24.2%	27.4%	1
OFFICE OF PROGRAM SUPPORT	21	66.3%	19.4%	14.3%	0
OFFICE OF THE AREA DIRECTOR	15	67.9%	25.2%	6.9%	0
REDLAKE HOSPITAL	63	70.8%	13.9%	15.3%	1
WHITE EARTH SERV UNIT	84	76.4%	15.8%	7.8%	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
BEMIDJI AREA OFFICE	301	62.7%	27.4%	10.0%	1
CASS LAKE HOSPITAL	80	60.4%	27.3%	12.3%	0
OEH & E GROUP	25	67.2%	32.8%	0.0%	0
OFFICE OF CLINICAL SUPPORT	13	22.3%	44.3%	33.4%	0
OFFICE OF PROGRAM SUPPORT	21	70.1%	20.8%	9.1%	0
OFFICE OF THE AREA DIRECTOR	14	62.7%	22.4%	14.9%	1
REDLAKE HOSPITAL	64	58.2%	30.5%	11.3%	0
WHITE EARTH SERV UNIT	83	71.2%	23.3%	5.5%	0

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Work Unit (continued)

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%
BEMIDJI AREA OFFICE	302	88.8%	7.9%	3.3%
CASS LAKE HOSPITAL	80	88.8%	8.7%	2.6%
OEH & E GROUP	25	93.4%	6.6%	0.0%
OFFICE OF CLINICAL SUPPORT	13	67.9%	24.0%	8.2%
OFFICE OF PROGRAM SUPPORT	21	90.1%	0.0%	9.9%
OFFICE OF THE AREA DIRECTOR	15	78.8%	21.2%	0.0%
REDLAKE HOSPITAL	63	83.0%	12.4%	4.6%
WHITE EARTH SERV UNIT	84	96.6%	1.2%	2.2%

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
BEMIDJI AREA OFFICE	301	86.4%	9.7%	3.9%	2
CASS LAKE HOSPITAL	80	85.2%	12.2%	2.6%	0
OEH & E GROUP	25	96.1%	3.9%	0.0%	0
OFFICE OF CLINICAL SUPPORT	13	60.2%	16.7%	23.2%	0
OFFICE OF PROGRAM SUPPORT	21	90.1%	0.0%	9.9%	0
OFFICE OF THE AREA DIRECTOR	15	71.7%	28.3%	0.0%	0
REDLAKE HOSPITAL	62	83.8%	13.0%	3.2%	2
WHITE EARTH SERV UNIT	84	92.2%	4.6%	3.2%	0

My Agency

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,564	56.7%	22.5%	20.9%	1,310
Indian Health Service	8,254	48.4%	29.0%	22.6%	155
BEMIDJI AREA OFFICE	292	52.2%	29.2%	18.6%	3
CASS LAKE HOSPITAL	79	45.8%	26.3%	27.9%	0
OEH & E GROUP	25	85.0%	11.8%	3.2%	0
OFFICE OF CLINICAL SUPPORT	12	32.8%	41.9%	25.3%	1
OFFICE OF PROGRAM SUPPORT	21	71.2%	14.2%	14.6%	0
OFFICE OF THE AREA DIRECTOR	15	37.7%	48.3%	13.9%	0
REDLAKE HOSPITAL	61	51.1%	31.3%	17.6%	1
WHITE EARTH SERV UNIT	78	48.5%	35.4%	16.1%	1

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Agency (continued)

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
BEMIDJI AREA OFFICE	291	52.5%	27.6%	19.9%	4
CASS LAKE HOSPITAL	79	41.6%	27.2%	31.3%	1
OEH & E GROUP	24	75.3%	12.3%	12.4%	0
OFFICE OF CLINICAL SUPPORT	11	34.9%	36.6%	28.6%	2
OFFICE OF PROGRAM SUPPORT	20	68.8%	15.6%	15.5%	0
OFFICE OF THE AREA DIRECTOR	15	54.0%	33.7%	12.3%	0
REDLAKE HOSPITAL	60	52.2%	31.9%	15.9%	1
WHITE EARTH SERV UNIT	81	54.9%	29.5%	15.6%	0

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
BEMIDJI AREA OFFICE	289	43.0%	35.6%	21.4%	6
CASS LAKE HOSPITAL	78	32.5%	39.8%	27.7%	1
OEH & E GROUP	22	60.3%	34.5%	5.1%	2
OFFICE OF CLINICAL SUPPORT	11	16.4%	26.0%	57.5%	2
OFFICE OF PROGRAM SUPPORT	21	61.7%	19.1%	19.1%	0
OFFICE OF THE AREA DIRECTOR	14	33.4%	53.5%	13.1%	0
REDLAKE HOSPITAL	61	41.8%	36.4%	21.8%	1
WHITE EARTH SERV UNIT	81	50.3%	32.8%	16.9%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	46,208	38.6%	30.1%	31.3%	4,617
Indian Health Service	7,915	37.4%	30.7%	31.9%	493
BEMIDJI AREA OFFICE	280	36.7%	29.8%	33.5%	15
CASS LAKE HOSPITAL	75	31.2%	30.7%	38.1%	3
OEH & E GROUP	22	51.3%	26.8%	21.9%	3
OFFICE OF CLINICAL SUPPORT	11	17.3%	44.8%	37.9%	2
OFFICE OF PROGRAM SUPPORT	21	52.7%	18.1%	29.2%	0
OFFICE OF THE AREA DIRECTOR	14	27.6%	26.6%	45.8%	0
REDLAKE HOSPITAL	59	41.3%	27.2%	31.5%	3
WHITE EARTH SERV UNIT	77	34.7%	32.5%	32.8%	4

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Agency (continued)

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
BEMIDJI AREA OFFICE	283	52.9%	31.5%	15.6%	15
CASS LAKE HOSPITAL	78	46.4%	36.6%	17.0%	2
OEH & E GROUP	23	66.4%	29.9%	3.7%	2
OFFICE OF CLINICAL SUPPORT	11	36.8%	26.6%	36.6%	2
OFFICE OF PROGRAM SUPPORT	21	60.8%	20.7%	18.5%	0
OFFICE OF THE AREA DIRECTOR	13	48.0%	29.9%	22.2%	2
REDLAKE HOSPITAL	58	53.2%	35.3%	11.6%	4
WHITE EARTH SERV UNIT	78	56.8%	28.2%	15.0%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,902	83.1%	11.1%	5.8%	1,055
Indian Health Service	8,354	76.5%	14.3%	9.2%	75
BEMIDJI AREA OFFICE	296	87.9%	7.5%	4.6%	1
CASS LAKE HOSPITAL	80	90.3%	5.3%	4.4%	0
OEH & E GROUP	25	88.0%	8.8%	3.2%	0
OFFICE OF CLINICAL SUPPORT	12	74.7%	16.4%	8.9%	1
OFFICE OF PROGRAM SUPPORT	21	81.7%	4.3%	14.0%	0
OFFICE OF THE AREA DIRECTOR	15	73.4%	19.4%	7.2%	0
REDLAKE HOSPITAL	62	89.7%	6.8%	3.5%	0
WHITE EARTH SERV UNIT	80	90.3%	7.1%	2.6%	0

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
BEMIDJI AREA OFFICE	294	81.7%	10.8%	7.5%	2
CASS LAKE HOSPITAL	79	81.2%	9.6%	9.2%	0
OEH & E GROUP	24	88.2%	4.5%	7.3%	0
OFFICE OF CLINICAL SUPPORT	12	49.1%	33.3%	17.6%	1
OFFICE OF PROGRAM SUPPORT	21	85.7%	4.3%	10.0%	0
OFFICE OF THE AREA DIRECTOR	15	51.1%	27.0%	22.0%	0
REDLAKE HOSPITAL	61	79.5%	14.9%	5.6%	1
WHITE EARTH SERV UNIT	81	92.6%	4.8%	2.6%	0

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Agency (continued)

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
BEMIDJI AREA OFFICE	288	55.0%	21.3%	23.6%	10
CASS LAKE HOSPITAL	78	53.1%	20.5%	26.4%	2
OEH & E GROUP	24	68.1%	19.4%	12.5%	1
OFFICE OF CLINICAL SUPPORT	12	40.8%	7.6%	51.5%	1
OFFICE OF PROGRAM SUPPORT	21	39.5%	40.9%	19.6%	0
OFFICE OF THE AREA DIRECTOR	13	33.6%	29.0%	37.4%	2
REDLAKE HOSPITAL	60	60.2%	16.8%	22.9%	2
WHITE EARTH SERV UNIT	79	58.2%	22.2%	19.7%	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
BEMIDJI AREA OFFICE	280	69.4%	18.1%	12.5%	16
CASS LAKE HOSPITAL	77	65.3%	24.3%	10.4%	3
OEH & E GROUP	24	92.0%	0.0%	8.0%	1
OFFICE OF CLINICAL SUPPORT	11	45.3%	16.9%	37.8%	2
OFFICE OF PROGRAM SUPPORT	21	71.0%	9.4%	19.6%	0
OFFICE OF THE AREA DIRECTOR	12	43.6%	34.2%	22.2%	3
REDLAKE HOSPITAL	56	76.0%	14.1%	9.9%	5
WHITE EARTH SERV UNIT	78	67.8%	21.1%	11.2%	2

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
BEMIDJI AREA OFFICE	293	74.8%	18.8%	6.4%	5
CASS LAKE HOSPITAL	79	66.6%	27.8%	5.6%	1
OEH & E GROUP	25	85.2%	14.8%	0.0%	0
OFFICE OF CLINICAL SUPPORT	11	72.0%	8.5%	19.5%	2
OFFICE OF PROGRAM SUPPORT	21	70.4%	19.4%	10.2%	0
OFFICE OF THE AREA DIRECTOR	15	74.2%	25.8%	0.0%	0
REDLAKE HOSPITAL	61	72.7%	16.8%	10.5%	1
WHITE EARTH SERV UNIT	80	82.6%	12.9%	4.5%	1

Department of Health and Human Services
BEMIDJI AREA OFFICE
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%
BEMIDJI AREA OFFICE	297	75.1%	16.0%	9.0%
CASS LAKE HOSPITAL	80	76.3%	16.7%	6.9%
OEH & E GROUP	25	92.5%	3.4%	4.1%
OFFICE OF CLINICAL SUPPORT	13	59.9%	31.9%	8.2%
OFFICE OF PROGRAM SUPPORT	21	71.3%	14.1%	14.6%
OFFICE OF THE AREA DIRECTOR	15	72.4%	27.6%	0.0%
REDLAKE HOSPITAL	62	69.5%	19.6%	10.9%
WHITE EARTH SERV UNIT	80	76.0%	12.4%	11.6%

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
BEMIDJI AREA OFFICE	282	48.4%	27.5%	24.1%	16
CASS LAKE HOSPITAL	76	43.6%	28.1%	28.3%	4
OEH & E GROUP	23	44.5%	26.5%	29.0%	2
OFFICE OF CLINICAL SUPPORT	12	32.8%	25.5%	41.6%	1
OFFICE OF PROGRAM SUPPORT	21	60.8%	19.9%	19.3%	0
OFFICE OF THE AREA DIRECTOR	14	33.7%	22.6%	43.7%	1
REDLAKE HOSPITAL	58	55.8%	27.5%	16.7%	4
WHITE EARTH SERV UNIT	77	51.5%	29.6%	18.9%	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	50,652	84.5%	8.1%	7.4%	192
Indian Health Service	8,357	72.1%	13.8%	14.1%	45
BEMIDJI AREA OFFICE	295	81.5%	10.4%	8.1%	2
CASS LAKE HOSPITAL	79	73.1%	15.4%	11.5%	0
OEH & E GROUP	25	92.2%	4.3%	3.4%	0
OFFICE OF CLINICAL SUPPORT	12	83.5%	7.6%	8.9%	1
OFFICE OF PROGRAM SUPPORT	21	100.0%	0.0%	0.0%	0
OFFICE OF THE AREA DIRECTOR	15	100.0%	0.0%	0.0%	0
REDLAKE HOSPITAL	61	78.1%	10.6%	11.3%	1
WHITE EARTH SERV UNIT	81	79.9%	12.7%	7.4%	0

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,557	74.7%	13.2%	12.1%	206
Indian Health Service	8,357	64.5%	19.2%	16.3%	35
BEMIDJI AREA OFFICE	294	72.0%	17.7%	10.3%	3
CASS LAKE HOSPITAL	78	60.3%	23.4%	16.3%	1
OEH & E GROUP	25	90.8%	9.2%	0.0%	0
OFFICE OF CLINICAL SUPPORT	12	50.1%	32.2%	17.6%	1
OFFICE OF PROGRAM SUPPORT	21	80.4%	0.0%	19.6%	0
OFFICE OF THE AREA DIRECTOR	15	93.0%	7.0%	0.0%	0
REDLAKE HOSPITAL	61	73.9%	16.8%	9.3%	1
WHITE EARTH SERV UNIT	81	72.8%	20.1%	7.1%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,348	72.1%	14.8%	13.1%	421
Indian Health Service	8,300	63.5%	19.3%	17.2%	89
BEMIDJI AREA OFFICE	295	72.2%	15.4%	12.4%	2
CASS LAKE HOSPITAL	79	56.1%	23.7%	20.2%	0
OEH & E GROUP	25	83.4%	16.6%	0.0%	0
OFFICE OF CLINICAL SUPPORT	12	66.5%	17.4%	16.1%	1
OFFICE OF PROGRAM SUPPORT	21	71.1%	9.2%	19.6%	0
OFFICE OF THE AREA DIRECTOR	15	100.0%	0.0%	0.0%	0
REDLAKE HOSPITAL	61	73.2%	17.6%	9.2%	1
WHITE EARTH SERV UNIT	81	79.3%	9.6%	11.1%	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
BEMIDJI AREA OFFICE	277	71.0%	18.1%	10.8%	19
CASS LAKE HOSPITAL	71	68.1%	14.2%	17.7%	7
OEH & E GROUP	25	76.3%	23.7%	0.0%	0
OFFICE OF CLINICAL SUPPORT	10	60.4%	28.9%	10.7%	3
OFFICE OF PROGRAM SUPPORT	21	75.9%	9.4%	14.6%	0
OFFICE OF THE AREA DIRECTOR	14	86.3%	6.3%	7.4%	1
REDLAKE HOSPITAL	60	68.3%	20.7%	11.0%	2
WHITE EARTH SERV UNIT	75	72.3%	20.1%	7.6%	6

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Supervisor (continued)

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
BEMIDJI AREA OFFICE	294	70.6%	15.3%	14.2%	3
CASS LAKE HOSPITAL	78	60.1%	15.5%	24.4%	1
OEH & E GROUP	25	88.4%	11.6%	0.0%	0
OFFICE OF CLINICAL SUPPORT	12	58.9%	25.0%	16.1%	1
OFFICE OF PROGRAM SUPPORT	21	75.7%	9.7%	14.6%	0
OFFICE OF THE AREA DIRECTOR	15	85.2%	7.9%	6.9%	0
REDLAKE HOSPITAL	61	74.9%	11.0%	14.1%	1
WHITE EARTH SERV UNIT	81	68.9%	21.1%	10.0%	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
BEMIDJI AREA OFFICE	295	68.6%	16.8%	14.6%	2
CASS LAKE HOSPITAL	79	61.4%	17.3%	21.3%	0
OEH & E GROUP	25	92.5%	7.5%	0.0%	0
OFFICE OF CLINICAL SUPPORT	12	57.8%	24.6%	17.6%	1
OFFICE OF PROGRAM SUPPORT	21	80.4%	5.0%	14.6%	0
OFFICE OF THE AREA DIRECTOR	15	79.6%	7.0%	13.4%	0
REDLAKE HOSPITAL	61	60.4%	20.9%	18.7%	1
WHITE EARTH SERV UNIT	81	70.2%	20.2%	9.6%	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%
BEMIDJI AREA OFFICE	295	78.8%	14.3%	6.9%
CASS LAKE HOSPITAL	78	69.5%	21.9%	8.6%
OEH & E GROUP	25	87.7%	12.3%	0.0%
OFFICE OF CLINICAL SUPPORT	13	67.6%	24.2%	8.2%
OFFICE OF PROGRAM SUPPORT	21	85.4%	0.0%	14.6%
OFFICE OF THE AREA DIRECTOR	15	93.1%	6.9%	0.0%
REDLAKE HOSPITAL	61	71.4%	20.7%	7.8%
WHITE EARTH SERV UNIT	81	87.9%	6.2%	6.0%

Department of Health and Human Services
BEMIDJI AREA OFFICE
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%
BEMIDJI AREA OFFICE	293	82.4%	10.2%	7.3%
CASS LAKE HOSPITAL	77	74.4%	13.1%	12.5%
OEH & E GROUP	25	96.6%	3.4%	0.0%
OFFICE OF CLINICAL SUPPORT	13	84.8%	7.0%	8.2%
OFFICE OF PROGRAM SUPPORT	21	85.4%	4.4%	10.2%
OFFICE OF THE AREA DIRECTOR	15	100.0%	0.0%	0.0%
REDLAKE HOSPITAL	61	70.6%	19.9%	9.5%
WHITE EARTH SERV UNIT	80	89.9%	6.4%	3.7%

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%
BEMIDJI AREA OFFICE	295	75.8%	12.9%	11.3%
CASS LAKE HOSPITAL	78	70.2%	15.6%	14.2%
OEH & E GROUP	25	92.7%	3.9%	3.4%
OFFICE OF CLINICAL SUPPORT	13	68.4%	23.4%	8.2%
OFFICE OF PROGRAM SUPPORT	21	71.1%	14.0%	14.9%
OFFICE OF THE AREA DIRECTOR	15	72.6%	19.3%	8.1%
REDLAKE HOSPITAL	61	79.3%	11.0%	9.7%
WHITE EARTH SERV UNIT	81	75.9%	11.5%	12.6%

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%
BEMIDJI AREA OFFICE	295	71.0%	16.6%	12.4%
CASS LAKE HOSPITAL	78	58.6%	23.5%	17.9%
OEH & E GROUP	25	89.1%	10.9%	0.0%
OFFICE OF CLINICAL SUPPORT	13	60.6%	31.2%	8.2%
OFFICE OF PROGRAM SUPPORT	21	80.4%	0.0%	19.6%
OFFICE OF THE AREA DIRECTOR	15	100.0%	0.0%	0.0%
REDLAKE HOSPITAL	61	57.9%	24.0%	18.1%
WHITE EARTH SERV UNIT	81	80.7%	11.1%	8.2%

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Supervisor (continued)

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%
BEMIDJI AREA OFFICE	296	70.9%	19.1%	10.0%
CASS LAKE HOSPITAL	79	62.4%	24.4%	13.2%
OEH & E GROUP	25	87.6%	12.4%	0.0%
OFFICE OF CLINICAL SUPPORT	13	75.9%	9.0%	15.2%
OFFICE OF PROGRAM SUPPORT	21	81.0%	4.4%	14.6%
OFFICE OF THE AREA DIRECTOR	15	86.3%	13.7%	0.0%
REDLAKE HOSPITAL	61	61.4%	26.0%	12.6%
WHITE EARTH SERV UNIT	81	74.4%	17.4%	8.2%

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
BEMIDJI AREA OFFICE	283	44.8%	30.8%	24.4%	11
CASS LAKE HOSPITAL	77	39.5%	33.3%	27.2%	2
OEH & E GROUP	24	46.6%	28.6%	24.8%	1
OFFICE OF CLINICAL SUPPORT	12	18.7%	24.2%	57.2%	1
OFFICE OF PROGRAM SUPPORT	21	44.2%	21.8%	34.0%	0
OFFICE OF THE AREA DIRECTOR	15	33.4%	40.8%	25.8%	0
REDLAKE HOSPITAL	57	53.7%	29.9%	16.4%	2
WHITE EARTH SERV UNIT	76	49.0%	31.8%	19.2%	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
BEMIDJI AREA OFFICE	284	55.2%	27.0%	17.8%	10
CASS LAKE HOSPITAL	78	45.3%	31.4%	23.2%	1
OEH & E GROUP	22	73.8%	26.2%	0.0%	3
OFFICE OF CLINICAL SUPPORT	12	32.2%	41.5%	26.3%	1
OFFICE OF PROGRAM SUPPORT	21	52.7%	27.7%	19.6%	0
OFFICE OF THE AREA DIRECTOR	14	66.5%	26.6%	6.9%	0
REDLAKE HOSPITAL	57	60.2%	20.9%	19.0%	3
WHITE EARTH SERV UNIT	79	57.4%	25.3%	17.3%	2

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

Leadership (continued)

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
BEMIDJI AREA OFFICE	281	68.1%	23.5%	8.4%	13
CASS LAKE HOSPITAL	77	65.0%	26.4%	8.6%	2
OEH & E GROUP	24	88.0%	12.0%	0.0%	1
OFFICE OF CLINICAL SUPPORT	12	58.7%	32.4%	8.9%	1
OFFICE OF PROGRAM SUPPORT	21	67.4%	18.0%	14.6%	0
OFFICE OF THE AREA DIRECTOR	13	55.6%	28.9%	15.5%	2
REDLAKE HOSPITAL	57	63.5%	29.0%	7.5%	2
WHITE EARTH SERV UNIT	76	71.5%	19.7%	8.8%	5

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
BEMIDJI AREA OFFICE	287	65.0%	21.0%	13.9%	6
CASS LAKE HOSPITAL	77	59.3%	22.3%	18.4%	0
OEH & E GROUP	25	80.0%	20.0%	0.0%	0
OFFICE OF CLINICAL SUPPORT	12	42.4%	24.7%	32.9%	1
OFFICE OF PROGRAM SUPPORT	21	66.3%	9.4%	24.3%	0
OFFICE OF THE AREA DIRECTOR	15	48.8%	25.1%	26.0%	0
REDLAKE HOSPITAL	58	67.9%	24.7%	7.4%	2
WHITE EARTH SERV UNIT	78	69.4%	19.3%	11.2%	3

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
BEMIDJI AREA OFFICE	280	67.1%	23.4%	9.5%	14
CASS LAKE HOSPITAL	77	62.6%	26.4%	11.0%	2
OEH & E GROUP	24	92.1%	7.9%	0.0%	1
OFFICE OF CLINICAL SUPPORT	11	35.6%	27.8%	36.6%	2
OFFICE OF PROGRAM SUPPORT	21	71.0%	14.7%	14.3%	0
OFFICE OF THE AREA DIRECTOR	13	30.2%	48.0%	21.8%	2
REDLAKE HOSPITAL	57	61.2%	34.2%	4.7%	3
WHITE EARTH SERV UNIT	76	77.5%	15.1%	7.3%	4

Department of Health and Human Services
BEMIDJI AREA OFFICE
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
BEMIDJI AREA OFFICE	288	56.3%	25.9%	17.8%	7
CASS LAKE HOSPITAL	79	50.6%	27.2%	22.1%	0
OEH & E GROUP	25	80.5%	19.5%	0.0%	0
OFFICE OF CLINICAL SUPPORT	12	35.2%	16.0%	48.8%	1
OFFICE OF PROGRAM SUPPORT	21	66.0%	9.7%	24.3%	0
OFFICE OF THE AREA DIRECTOR	15	27.7%	39.4%	32.8%	0
REDLAKE HOSPITAL	56	48.0%	42.1%	9.8%	4
WHITE EARTH SERV UNIT	79	65.7%	18.4%	15.9%	2

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
BEMIDJI AREA OFFICE	282	57.2%	25.2%	17.5%	11
CASS LAKE HOSPITAL	78	45.9%	32.9%	21.1%	1
OEH & E GROUP	24	75.3%	24.7%	0.0%	1
OFFICE OF CLINICAL SUPPORT	12	50.4%	16.0%	33.5%	1
OFFICE OF PROGRAM SUPPORT	21	71.0%	0.0%	29.0%	0
OFFICE OF THE AREA DIRECTOR	15	42.0%	32.4%	25.6%	0
REDLAKE HOSPITAL	56	50.2%	34.5%	15.3%	4
WHITE EARTH SERV UNIT	75	68.4%	17.6%	14.0%	4

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
BEMIDJI AREA OFFICE	273	59.5%	26.8%	13.6%	22
CASS LAKE HOSPITAL	72	57.4%	29.6%	13.0%	7
OEH & E GROUP	24	88.1%	11.9%	0.0%	1
OFFICE OF CLINICAL SUPPORT	12	35.0%	31.3%	33.7%	1
OFFICE OF PROGRAM SUPPORT	20	49.9%	24.8%	25.3%	1
OFFICE OF THE AREA DIRECTOR	15	74.8%	18.7%	6.5%	0
REDLAKE HOSPITAL	54	52.1%	35.8%	12.2%	6
WHITE EARTH SERV UNIT	75	61.5%	23.3%	15.2%	6

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

Leadership (continued)

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
BEMIDJI AREA OFFICE	288	58.9%	27.1%	14.0%	6
CASS LAKE HOSPITAL	78	51.3%	29.2%	19.5%	1
OEH & E GROUP	24	79.1%	12.7%	8.2%	1
OFFICE OF CLINICAL SUPPORT	12	42.2%	24.1%	33.7%	1
OFFICE OF PROGRAM SUPPORT	21	53.5%	27.3%	19.3%	0
OFFICE OF THE AREA DIRECTOR	15	74.2%	25.8%	0.0%	0
REDLAKE HOSPITAL	58	61.4%	28.9%	9.7%	1
WHITE EARTH SERV UNIT	79	58.5%	29.5%	12.0%	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
BEMIDJI AREA OFFICE	271	53.3%	33.6%	13.1%	24
CASS LAKE HOSPITAL	71	50.7%	32.1%	17.2%	8
OEH & E GROUP	21	67.6%	32.4%	0.0%	4
OFFICE OF CLINICAL SUPPORT	11	36.1%	45.0%	18.9%	2
OFFICE OF PROGRAM SUPPORT	21	57.0%	24.0%	19.0%	0
OFFICE OF THE AREA DIRECTOR	14	65.0%	21.4%	13.6%	1
REDLAKE HOSPITAL	55	58.4%	36.1%	5.5%	5
WHITE EARTH SERV UNIT	77	46.6%	37.1%	16.3%	4

My Satisfaction

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,229	60.7%	20.4%	18.8%
Indian Health Service	8,296	56.2%	24.7%	19.1%
BEMIDJI AREA OFFICE	291	63.6%	21.3%	15.1%
CASS LAKE HOSPITAL	79	56.9%	21.0%	22.1%
OEH & E GROUP	25	84.3%	11.4%	4.3%
OFFICE OF CLINICAL SUPPORT	12	59.0%	25.0%	16.1%
OFFICE OF PROGRAM SUPPORT	21	76.0%	5.0%	19.0%
OFFICE OF THE AREA DIRECTOR	15	59.5%	33.6%	6.9%
REDLAKE HOSPITAL	58	61.3%	28.3%	10.4%
WHITE EARTH SERV UNIT	80	62.9%	21.4%	15.7%

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Satisfaction (continued)

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%
BEMIDJI AREA OFFICE	293	52.9%	25.9%	21.3%
CASS LAKE HOSPITAL	79	45.6%	29.1%	25.3%
OEH & E GROUP	25	72.5%	23.2%	4.3%
OFFICE OF CLINICAL SUPPORT	13	16.0%	31.1%	52.9%
OFFICE OF PROGRAM SUPPORT	21	61.7%	19.0%	19.3%
OFFICE OF THE AREA DIRECTOR	15	59.5%	20.2%	20.4%
REDLAKE HOSPITAL	58	45.5%	27.7%	26.8%
WHITE EARTH SERV UNIT	81	61.1%	24.5%	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%
BEMIDJI AREA OFFICE	293	53.3%	23.6%	23.1%
CASS LAKE HOSPITAL	79	47.0%	22.4%	30.6%
OEH & E GROUP	25	60.4%	24.2%	15.4%
OFFICE OF CLINICAL SUPPORT	13	38.1%	23.0%	38.9%
OFFICE OF PROGRAM SUPPORT	21	61.9%	23.5%	14.6%
OFFICE OF THE AREA DIRECTOR	15	33.2%	54.5%	12.3%
REDLAKE HOSPITAL	58	54.1%	27.2%	18.7%
WHITE EARTH SERV UNIT	81	60.2%	16.6%	23.2%

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%
BEMIDJI AREA OFFICE	292	54.1%	27.8%	18.2%
CASS LAKE HOSPITAL	78	50.3%	29.8%	19.9%
OEH & E GROUP	25	70.3%	25.6%	4.1%
OFFICE OF CLINICAL SUPPORT	13	8.2%	47.1%	44.7%
OFFICE OF PROGRAM SUPPORT	21	44.2%	22.5%	33.3%
OFFICE OF THE AREA DIRECTOR	15	55.2%	44.8%	0.0%
REDLAKE HOSPITAL	58	51.8%	28.3%	19.9%
WHITE EARTH SERV UNIT	81	63.6%	21.2%	15.1%

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Satisfaction (continued)

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%
BEMIDJI AREA OFFICE	292	51.4%	27.1%	21.6%
CASS LAKE HOSPITAL	78	50.5%	22.0%	27.5%
OEH & E GROUP	25	48.2%	40.0%	11.8%
OFFICE OF CLINICAL SUPPORT	13	24.3%	67.5%	8.2%
OFFICE OF PROGRAM SUPPORT	21	66.7%	4.3%	29.0%
OFFICE OF THE AREA DIRECTOR	15	39.3%	39.5%	21.2%
REDLAKE HOSPITAL	58	46.6%	31.6%	21.8%
WHITE EARTH SERV UNIT	81	59.0%	21.5%	19.5%

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%
BEMIDJI AREA OFFICE	293	63.9%	19.0%	17.1%
CASS LAKE HOSPITAL	79	56.6%	22.4%	21.0%
OEH & E GROUP	25	83.6%	12.5%	3.9%
OFFICE OF CLINICAL SUPPORT	13	38.7%	30.4%	30.9%
OFFICE OF PROGRAM SUPPORT	21	66.0%	9.4%	24.6%
OFFICE OF THE AREA DIRECTOR	15	79.6%	13.5%	6.9%
REDLAKE HOSPITAL	58	55.1%	21.7%	23.2%
WHITE EARTH SERV UNIT	81	71.3%	17.8%	10.9%

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%
BEMIDJI AREA OFFICE	292	75.3%	14.6%	10.1%
CASS LAKE HOSPITAL	78	75.0%	10.7%	14.3%
OEH & E GROUP	25	84.6%	11.4%	4.1%
OFFICE OF CLINICAL SUPPORT	13	60.6%	22.2%	17.1%
OFFICE OF PROGRAM SUPPORT	21	66.6%	22.9%	10.5%
OFFICE OF THE AREA DIRECTOR	15	78.8%	14.4%	6.9%
REDLAKE HOSPITAL	58	71.3%	16.4%	12.3%
WHITE EARTH SERV UNIT	81	79.3%	14.9%	5.8%

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Satisfaction (continued)

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%
BEMIDJI AREA OFFICE	291	62.9%	18.3%	18.8%
CASS LAKE HOSPITAL	78	65.5%	16.7%	17.8%
OEH & E GROUP	25	62.6%	24.5%	12.8%
OFFICE OF CLINICAL SUPPORT	13	69.6%	15.3%	15.2%
OFFICE OF PROGRAM SUPPORT	21	76.0%	9.7%	14.3%
OFFICE OF THE AREA DIRECTOR	15	63.4%	21.6%	15.0%
REDLAKE HOSPITAL	58	55.0%	23.5%	21.5%
WHITE EARTH SERV UNIT	80	61.1%	16.3%	22.6%

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%
BEMIDJI AREA OFFICE	290	64.2%	23.7%	12.1%
CASS LAKE HOSPITAL	79	60.9%	24.1%	15.0%
OEH & E GROUP	25	80.1%	15.9%	4.1%
OFFICE OF CLINICAL SUPPORT	13	43.9%	39.9%	16.2%
OFFICE OF PROGRAM SUPPORT	21	71.4%	9.0%	19.6%
OFFICE OF THE AREA DIRECTOR	15	72.8%	27.2%	0.0%
REDLAKE HOSPITAL	58	51.9%	31.5%	16.6%
WHITE EARTH SERV UNIT	78	71.0%	20.8%	8.3%

Department of Health and Human Services
BEMIDJI AREA OFFICE
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
BEMIDJI AREA OFFICE	249	15.5%	54.8%	5.0%	8.4%	16.4%	44
CASS LAKE HOSPITAL	70	19.7%	65.4%	0.0%	6.7%	8.2%	8
OEH & E GROUP	18	6.2%	44.4%	4.8%	21.5%	23.1%	7
OFFICE OF CLINICAL SUPPORT	11	0.0%	83.8%	0.0%	8.3%	7.9%	2
OFFICE OF PROGRAM SUPPORT	17	24.9%	35.2%	11.2%	5.3%	23.4%	4
OFFICE OF THE AREA DIRECTOR	13	28.6%	55.6%	0.0%	0.0%	15.7%	2
REDLAKE HOSPITAL	53	9.9%	61.1%	7.3%	3.6%	18.1%	6
WHITE EARTH SERV UNIT	66	14.4%	41.8%	8.8%	12.7%	22.2%	15

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%
BEMIDJI AREA OFFICE	292	70.1%	7.6%	3.9%	7.3%	11.0%
CASS LAKE HOSPITAL	78	94.2%	0.0%	0.0%	0.0%	5.8%
OEH & E GROUP	25	15.1%	28.4%	20.9%	19.8%	15.8%
OFFICE OF CLINICAL SUPPORT	13	16.1%	22.9%	0.0%	14.0%	47.0%
OFFICE OF PROGRAM SUPPORT	21	18.3%	25.6%	23.6%	22.4%	10.2%
OFFICE OF THE AREA DIRECTOR	15	32.5%	34.9%	6.8%	14.0%	11.8%
REDLAKE HOSPITAL	59	91.2%	0.0%	0.0%	5.3%	3.6%
WHITE EARTH SERV UNIT	80	80.1%	1.4%	0.0%	4.2%	14.3%

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

Partial Government Shutdown (continued)

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

	N	No Impact	Slightly Negative Impact	Moderately Negative Impact	Very Negative Impact	Extremely Negative Impact
Department of Health and Human Services	49,757	43.9%	21.1%	17.7%	10.4%	6.9%
Indian Health Service	8,273	28.7%	21.9%	22.1%	15.4%	11.9%
BEMIDJI AREA OFFICE	291	40.2%	17.3%	21.7%	16.6%	4.3%
CASS LAKE HOSPITAL	78	53.8%	12.7%	18.3%	14.0%	1.2%
OEH & E GROUP	25	6.8%	7.8%	34.0%	40.5%	10.9%
OFFICE OF CLINICAL SUPPORT	13	8.2%	7.0%	38.0%	38.7%	8.2%
OFFICE OF PROGRAM SUPPORT	21	19.1%	15.7%	13.9%	33.8%	17.4%
OFFICE OF THE AREA DIRECTOR	14	26.5%	24.0%	14.3%	29.4%	5.8%
REDLAKE HOSPITAL	59	46.6%	24.9%	18.2%	8.7%	1.6%
WHITE EARTH SERV UNIT	80	47.1%	20.7%	23.0%	6.4%	2.8%

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

	N	Unmanageable Workload	Missed Deadlines	Unrecoverable Loss of Work	Reduced Customer Service	Delayed Work
Department of Health and Human Services	27,319	20.8%	37.1%	15.1%	40.6%	63.2%
Indian Health Service	5,793	19.6%	32.2%	13.0%	40.2%	44.4%
BEMIDJI AREA OFFICE	168	17.7%	43.5%	13.3%	55.5%	60.4%
CASS LAKE HOSPITAL	34	7.0%	27.1%	3.1%	48.0%	47.4%
OEH & E GROUP	23	25.5%	51.1%	20.9%	65.1%	81.7%
OFFICE OF CLINICAL SUPPORT	12	17.1%	57.4%	40.0%	84.0%	65.1%
OFFICE OF PROGRAM SUPPORT	17	41.0%	87.9%	27.6%	75.0%	87.3%
OFFICE OF THE AREA DIRECTOR	10	31.4%	80.0%	20.2%	57.9%	69.4%
REDLAKE HOSPITAL	30	14.7%	27.2%	2.9%	39.1%	52.8%
WHITE EARTH SERV UNIT	41	11.8%	31.8%	9.8%	49.9%	50.8%

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

(continued)

Department of Health and Human Services
BEMIDJI AREA OFFICE
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) (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%
BEMIDJI AREA OFFICE	168	29.6%	22.4%	25.8%	6.7%	29.6%
CASS LAKE HOSPITAL	34	14.4%	14.4%	14.8%	0.0%	34.7%
OEH & E GROUP	23	24.2%	20.4%	42.2%	4.1%	14.3%
OFFICE OF CLINICAL SUPPORT	12	50.2%	32.1%	40.2%	15.2%	36.3%
OFFICE OF PROGRAM SUPPORT	17	51.8%	22.4%	56.7%	22.8%	22.1%
OFFICE OF THE AREA DIRECTOR	10	25.8%	29.7%	31.8%	0.0%	29.4%
REDLAKE HOSPITAL	30	27.1%	7.5%	13.5%	0.0%	26.7%
WHITE EARTH SERV UNIT	41	31.8%	37.4%	16.6%	11.7%	36.1%

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%
BEMIDJI AREA OFFICE	290	1.7%	3.2%	16.8%	78.4%
CASS LAKE HOSPITAL	78	0.0%	2.7%	19.6%	77.7%
OEH & E GROUP	24	0.0%	3.6%	21.1%	75.4%
OFFICE OF CLINICAL SUPPORT	13	0.0%	17.1%	8.3%	74.6%
OFFICE OF PROGRAM SUPPORT	21	8.8%	4.3%	15.2%	71.7%
OFFICE OF THE AREA DIRECTOR	15	7.0%	6.9%	6.4%	79.7%
REDLAKE HOSPITAL	59	0.0%	0.0%	14.9%	85.1%
WHITE EARTH SERV UNIT	79	2.7%	2.4%	18.0%	76.8%

Department of Health and Human Services
BEMIDJI AREA OFFICE
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
BEMIDJI AREA OFFICE	251	19.9%	45.7%	26.0%	6.3%	2.1%	38
CASS LAKE HOSPITAL	62	15.3%	55.9%	23.8%	3.0%	1.9%	16
OEH & E GROUP	22	8.9%	45.4%	27.6%	18.1%	0.0%	2
OFFICE OF CLINICAL SUPPORT	12	17.5%	32.1%	33.1%	0.0%	17.3%	1
OFFICE OF PROGRAM SUPPORT	20	10.0%	45.7%	30.1%	14.2%	0.0%	0
OFFICE OF THE AREA DIRECTOR	15	18.8%	31.0%	36.1%	7.2%	6.9%	0
REDLAKE HOSPITAL	51	22.3%	48.6%	23.3%	5.7%	0.0%	8
WHITE EARTH SERV UNIT	68	28.6%	40.7%	25.2%	4.2%	1.3%	11

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%
BEMIDJI AREA OFFICE	289	3.3%	0.6%	1.7%	0.0%	3.7%
CASS LAKE HOSPITAL	78	1.5%	0.0%	2.1%	0.0%	5.8%
OEH & E GROUP	24	0.0%	0.0%	0.0%	0.0%	0.0%
OFFICE OF CLINICAL SUPPORT	13	22.9%	0.0%	0.0%	0.0%	15.0%
OFFICE OF PROGRAM SUPPORT	21	0.0%	0.0%	4.7%	0.0%	5.1%
OFFICE OF THE AREA DIRECTOR	15	6.4%	0.0%	0.0%	0.0%	0.0%
REDLAKE HOSPITAL	59	4.5%	3.0%	3.7%	0.0%	1.6%
WHITE EARTH SERV UNIT	78	2.3%	0.0%	0.0%	0.0%	2.8%

(continued)

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

Work-Life (continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Department of Health and Human Services	49,931	13.4%	1.7%	5.8%	9.5%
Indian Health Service	8,119	45.4%	4.6%	16.5%	21.4%
BEMIDJI AREA OFFICE	289	50.5%	3.6%	19.5%	17.1%
CASS LAKE HOSPITAL	78	64.5%	1.4%	12.1%	12.5%
OEH & E GROUP	24	17.3%	8.3%	46.2%	28.3%
OFFICE OF CLINICAL SUPPORT	13	7.0%	0.0%	47.0%	8.2%
OFFICE OF PROGRAM SUPPORT	21	23.2%	5.0%	18.0%	44.0%
OFFICE OF THE AREA DIRECTOR	15	18.6%	7.9%	35.3%	31.8%
REDLAKE HOSPITAL	59	67.6%	1.5%	8.3%	9.8%
WHITE EARTH SERV UNIT	78	54.7%	5.5%	19.5%	15.2%

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
Indian Health Service	2,275	38.1%	41.4%	20.5%	326	3,942	1,673
BEMIDJI AREA OFFICE	88	32.8%	37.3%	29.8%	17	138	46
CASS LAKE HOSPITAL	22	37.2%	47.5%	15.2%	4	42	10
OEH & E GROUP	4	0.0%	52.0%	48.0%	2	17	2
OFFICE OF CLINICAL SUPPORT	9	53.1%	12.6%	34.3%	1	1	2
OFFICE OF PROGRAM SUPPORT	8	27.2%	61.1%	11.7%	4	8	1
OFFICE OF THE AREA DIRECTOR	8	46.2%	15.0%	38.8%	4	3	0
REDLAKE HOSPITAL	14	45.1%	21.0%	33.9%	1	31	12
WHITE EARTH SERV UNIT	23	16.8%	44.6%	38.5%	1	35	19

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

Work-Life (continued)

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

	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Department of Health and Human Services	49,733	38.4%	38.5%	7.1%	4.0%	0.9%	36.8%
Indian Health Service	8,190	26.8%	35.7%	6.1%	0.9%	0.5%	46.2%
BEMIDJI AREA OFFICE	290	26.2%	34.1%	9.2%	0.7%	0.3%	46.8%
CASS LAKE HOSPITAL	77	15.3%	26.9%	11.1%	1.7%	0.0%	60.3%
OEH & E GROUP	25	44.8%	31.5%	0.0%	0.0%	0.0%	38.5%
OFFICE OF CLINICAL SUPPORT	13	76.2%	23.2%	14.9%	0.0%	0.0%	23.8%
OFFICE OF PROGRAM SUPPORT	21	71.2%	33.1%	0.0%	0.0%	0.0%	19.6%
OFFICE OF THE AREA DIRECTOR	15	38.1%	20.2%	0.0%	0.0%	0.0%	54.0%
REDLAKE HOSPITAL	59	23.7%	52.6%	12.6%	0.0%	1.7%	34.7%
WHITE EARTH SERV UNIT	79	9.7%	33.5%	11.2%	1.1%	0.0%	54.4%

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
BEMIDJI AREA OFFICE	163	65.4%	23.4%	11.2%	22	72	31
CASS LAKE HOSPITAL	37	54.2%	37.5%	8.3%	6	25	10
OEH & E GROUP	17	94.9%	0.0%	5.1%	5	2	1
OFFICE OF CLINICAL SUPPORT	10	78.4%	10.8%	10.7%	1	1	1
OFFICE OF PROGRAM SUPPORT	18	95.0%	5.0%	0.0%	1	2	0
OFFICE OF THE AREA DIRECTOR	13	74.1%	17.8%	8.1%	1	1	0
REDLAKE HOSPITAL	32	61.9%	27.8%	10.4%	3	12	10
WHITE EARTH SERV UNIT	36	43.9%	31.5%	24.6%	5	28	9

Department of Health and Human Services
BEMIDJI AREA OFFICE
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
BEMIDJI AREA OFFICE	228	65.6%	24.6%	9.8%	16	29	17
CASS LAKE HOSPITAL	62	63.8%	27.7%	8.4%	5	7	4
OEH & E GROUP	19	79.1%	10.3%	10.6%	2	3	1
OFFICE OF CLINICAL SUPPORT	10	48.7%	41.0%	10.4%	0	1	2
OFFICE OF PROGRAM SUPPORT	16	69.7%	18.3%	12.0%	1	4	0
OFFICE OF THE AREA DIRECTOR	11	63.4%	17.6%	19.0%	1	1	2
REDLAKE HOSPITAL	48	75.4%	20.6%	4.1%	4	3	4
WHITE EARTH SERV UNIT	61	58.3%	29.9%	11.8%	3	10	4

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
BEMIDJI AREA OFFICE	163	44.9%	49.1%	6.1%	73	17	34
CASS LAKE HOSPITAL	46	45.6%	52.0%	2.4%	16	4	12
OEH & E GROUP	12	46.6%	53.4%	0.0%	10	2	1
OFFICE OF CLINICAL SUPPORT	8	36.6%	63.4%	0.0%	2	0	2
OFFICE OF PROGRAM SUPPORT	12	34.2%	57.9%	7.9%	5	2	2
OFFICE OF THE AREA DIRECTOR	9	22.7%	65.8%	11.4%	5	0	1
REDLAKE HOSPITAL	32	60.0%	30.2%	9.8%	13	3	11
WHITE EARTH SERV UNIT	44	41.4%	50.1%	8.5%	22	5	5

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

Work-Life (continued)

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
BEMIDJI AREA OFFICE	85	23.5%	70.1%	6.4%	67	81	56
CASS LAKE HOSPITAL	20	27.6%	67.3%	5.1%	18	24	16
OEH & E GROUP	7	41.0%	59.0%	0.0%	5	6	7
OFFICE OF CLINICAL SUPPORT	6	0.0%	100.0%	0.0%	3	1	3
OFFICE OF PROGRAM SUPPORT	7	16.3%	54.8%	28.9%	7	6	1
OFFICE OF THE AREA DIRECTOR	3	0.0%	100.0%	0.0%	6	3	3
REDLAKE HOSPITAL	15	26.0%	74.0%	0.0%	12	18	14
WHITE EARTH SERV UNIT	27	23.1%	67.4%	9.5%	16	22	12

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
BEMIDJI AREA OFFICE	84	22.0%	73.8%	4.2%	58	73	74
CASS LAKE HOSPITAL	19	17.0%	83.0%	0.0%	14	22	23
OEH & E GROUP	7	41.0%	59.0%	0.0%	5	5	8
OFFICE OF CLINICAL SUPPORT	5	0.0%	100.0%	0.0%	3	1	4
OFFICE OF PROGRAM SUPPORT	6	18.9%	63.6%	17.5%	6	6	3
OFFICE OF THE AREA DIRECTOR	4	0.0%	100.0%	0.0%	4	4	3
REDLAKE HOSPITAL	16	36.9%	63.1%	0.0%	10	18	15
WHITE EARTH SERV UNIT	27	18.9%	71.6%	9.6%	16	16	18

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Employment Demographics

Where do you work?

	%
Headquarters	3.5%
Field	96.5%

What is your supervisory status?

	%
Senior Leader	1.7%
Manager	6.6%
Supervisor	14.5%
Team Leader	10.0%
Non-Supervisor	67.2%

What is your pay category/grade?

	%
Federal Wage System	4.1%
GS 1-6	24.1%
GS 7-12	52.8%
GS 13-15	10.0%
Senior Executive Service	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	9.0%

What is your US military service status?

	%
No Prior Military Service	87.8%
Currently in National Guard or Reserves	1.0%
Retired	1.7%
Separated or Discharged	9.4%

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
BEMIDJI AREA OFFICE
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	1.0%
1 to 3 years	18.1%
4 to 5 years	12.2%
6 to 10 years	18.8%
11 to 14 years	17.0%
15 to 20 years	14.6%
More than 20 years	18.4%

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

	%
Less than 1 year	2.8%
1 to 3 years	20.8%
4 to 5 years	11.8%
6 to 10 years	17.7%
11 to 14 years	15.6%
15 to 20 years	14.6%
More than 20 years	16.7%

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

	%
No	72.2%
Yes, to retire	7.2%
Yes, to take another job within the Federal Government	10.0%
Yes, to take another job outside the Federal Government	6.2%
Yes, other	4.5%

I am planning to retire:

	%
Within one year	3.1%
Between one and three years	11.7%
Between three and five years	10.7%
Five or more years	74.5%

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	2.8%
No	97.2%

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

	%
White	43.2%
Black or African American	0.0%
All other races	56.8%

What is your age group?

	%
29 years and under	6.6%
30-39 years old	21.7%
40-49 years old	24.8%
50-59 years old	30.0%
60 years or older	16.9%

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

	%
Less than High School/ High School Diploma/ GED	7.2%
Certification/ Some College/ Associate's Degree	45.0%
Bachelor's Degree	21.3%
Advanced Degrees (Post Bachelor's Degree)	26.5%

Are you an individual with a disability?

	%
Yes	8.0%
No	92.0%

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
BEMIDJI AREA OFFICE
3rd Level Subagency Comparison Report

My Personal Demographics (continued)

<i>Are you:</i>	
	%
Male	34.1%
Female	65.9%

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.