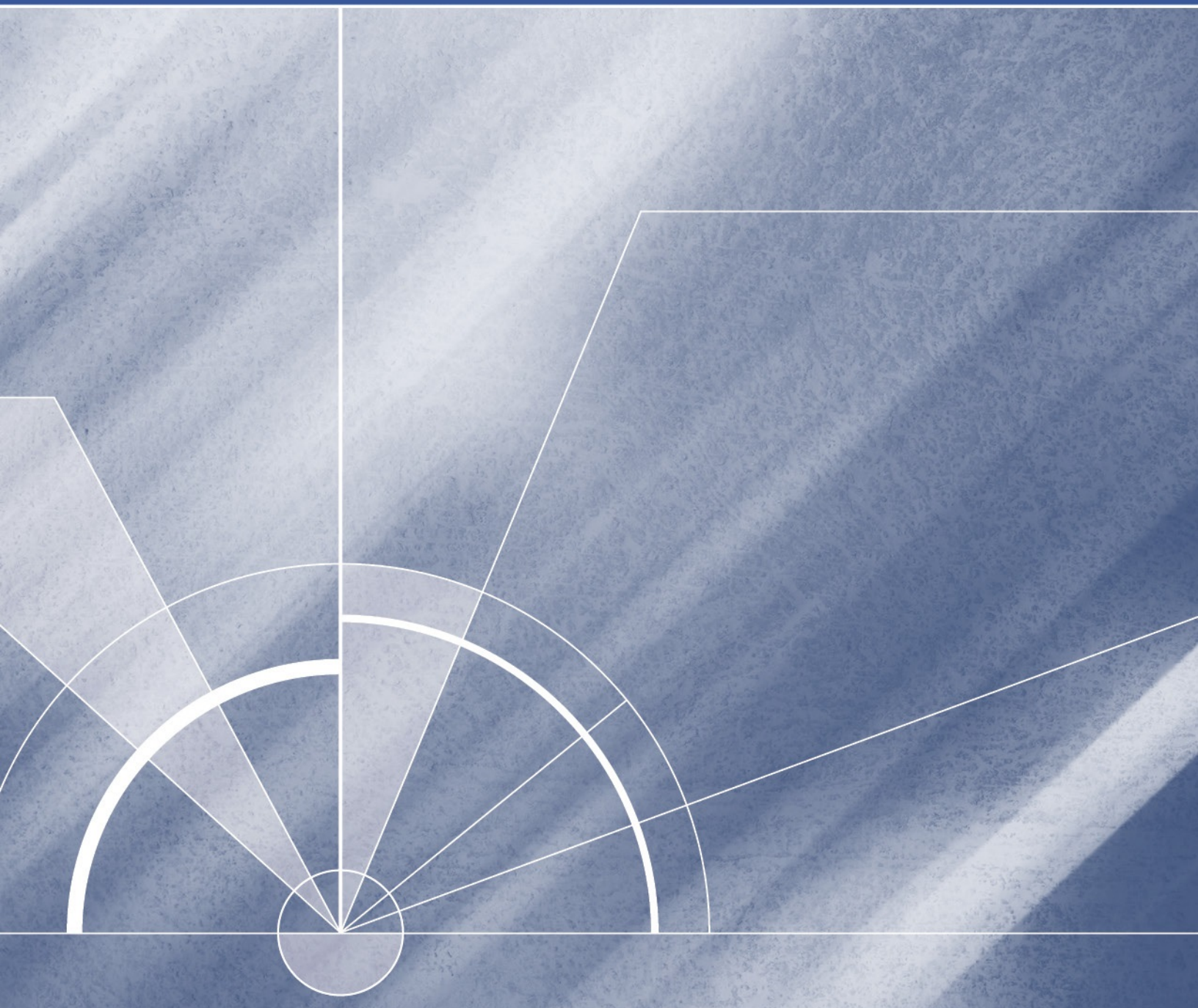


2018


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

3rd Level
Subagency
Comparison
Report

Department of Health and Human Services
Portland Area



Department of Health and Human Services

Portland 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%
Portland Area	238	51.4%
CHEMAWA SERVICE UNIT	50	86.2%
COLVILLE SERVICE UNIT	24	53.3%
FORT HALL SERVICE UNIT	10	25.6%
IPA / MOA PROVIDER GROUP	<10	--
OEH & E GROUP	14	73.7%
OFC OF ADMIN & MGMT	26	78.8%
OFC OF ENVRMTL HLTH & ENGNRG	<10	--
OFC OF HLTH PRGMS	<10	--
OFC OF THE AREA DIRECTOR - Portland	<10	--
OFC OF TRIBAL OPERANS	<10	--
WARM SPRINGS SERVICE UNIT	39	45.3%
WELLPINIT SERVICE UNIT	17	56.7%
YAKAMA SERVICE UNIT	34	31.2%

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.

Department of Health and Human Services
Portland Area
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	42,760	72.9%	13.5%	13.6%
INDIAN HEALTH SERVICE	4,949	64.8%	17.8%	17.4%
Portland Area	237	65.4%	13.5%	21.1%
CHEMAWA SERVICE UNIT	50	75.3%	11.5%	13.2%
COLVILLE SERVICE UNIT	24	63.8%	21.7%	14.4%
FORT HALL SERVICE UNIT	10	100.0%	0.0%	0.0%
OEH & E GROUP	14	70.1%	6.9%	23.0%
OFC OF ADMIN & MGMT	26	63.7%	5.3%	30.9%
WARM SPRINGS SERVICE UNIT	38	58.6%	12.7%	28.7%
WELLPINIT SERVICE UNIT	17	34.8%	29.6%	35.6%
YAKAMA SERVICE UNIT	34	62.6%	13.5%	23.9%

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%
Portland Area	237	71.3%	14.8%	13.9%
CHEMAWA SERVICE UNIT	50	76.3%	14.6%	9.1%
COLVILLE SERVICE UNIT	24	63.9%	25.8%	10.4%
FORT HALL SERVICE UNIT	10	90.4%	9.6%	0.0%
OEH & E GROUP	14	64.1%	5.9%	30.0%
OFC OF ADMIN & MGMT	26	64.6%	22.4%	13.0%
WARM SPRINGS SERVICE UNIT	39	75.7%	9.7%	14.6%
WELLPINIT SERVICE UNIT	17	56.9%	8.8%	34.3%
YAKAMA SERVICE UNIT	33	66.9%	23.2%	9.9%

Department of Health and Human Services
Portland Area
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My Work Experience (continued)

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%
Portland Area	238	67.3%	15.4%	17.2%
CHEMAWA SERVICE UNIT	50	82.9%	10.3%	6.8%
COLVILLE SERVICE UNIT	24	70.1%	15.8%	14.1%
FORT HALL SERVICE UNIT	10	82.3%	9.5%	8.1%
OEH & E GROUP	14	64.3%	13.7%	22.1%
OFC OF ADMIN & MGMT	26	63.5%	17.5%	18.9%
WARM SPRINGS SERVICE UNIT	39	58.9%	19.5%	21.5%
WELLPINIT SERVICE UNIT	17	49.9%	22.5%	27.6%
YAKAMA SERVICE UNIT	34	57.7%	18.0%	24.3%

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%
Portland Area	237	75.1%	13.4%	11.5%
CHEMAWA SERVICE UNIT	50	73.2%	16.0%	10.8%
COLVILLE SERVICE UNIT	23	75.5%	13.9%	10.6%
FORT HALL SERVICE UNIT	10	90.4%	9.6%	0.0%
OEH & E GROUP	14	64.3%	11.7%	24.0%
OFC OF ADMIN & MGMT	26	78.2%	17.8%	4.0%
WARM SPRINGS SERVICE UNIT	39	82.5%	9.5%	8.1%
WELLPINIT SERVICE UNIT	17	51.6%	25.4%	23.0%
YAKAMA SERVICE UNIT	34	75.2%	16.2%	8.6%

Department of Health and Human Services
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My Work Experience (continued)

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%
Portland Area	236	86.5%	10.7%	2.8%
CHEMAWA SERVICE UNIT	50	81.9%	18.1%	0.0%
COLVILLE SERVICE UNIT	24	92.4%	7.6%	0.0%
FORT HALL SERVICE UNIT	10	79.2%	11.2%	9.6%
OEH & E GROUP	14	100.0%	0.0%	0.0%
OFC OF ADMIN & MGMT	26	85.0%	15.0%	0.0%
WARM SPRINGS SERVICE UNIT	38	95.9%	4.1%	0.0%
WELLPINIT SERVICE UNIT	16	64.6%	17.8%	17.6%
YAKAMA SERVICE UNIT	34	86.7%	10.7%	2.6%

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%
Portland Area	238	84.8%	8.6%	6.5%
CHEMAWA SERVICE UNIT	50	91.8%	6.1%	2.1%
COLVILLE SERVICE UNIT	24	89.6%	4.5%	5.8%
FORT HALL SERVICE UNIT	10	100.0%	0.0%	0.0%
OEH & E GROUP	14	82.9%	17.1%	0.0%
OFC OF ADMIN & MGMT	26	84.6%	3.1%	12.2%
WARM SPRINGS SERVICE UNIT	39	81.7%	8.0%	10.3%
WELLPINIT SERVICE UNIT	17	82.7%	5.4%	11.8%
YAKAMA SERVICE UNIT	34	84.3%	15.7%	0.0%

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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%
Portland Area	238	95.8%	2.9%	1.3%
CHEMAWA SERVICE UNIT	50	94.8%	5.2%	0.0%
COLVILLE SERVICE UNIT	24	98.6%	1.4%	0.0%
FORT HALL SERVICE UNIT	10	90.4%	9.6%	0.0%
OEH & E GROUP	14	100.0%	0.0%	0.0%
OFC OF ADMIN & MGMT	26	100.0%	0.0%	0.0%
WARM SPRINGS SERVICE UNIT	39	100.0%	0.0%	0.0%
WELLPINIT SERVICE UNIT	17	88.2%	0.0%	11.8%
YAKAMA SERVICE UNIT	34	91.3%	5.3%	3.5%

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%
Portland Area	238	91.7%	7.2%	1.1%
CHEMAWA SERVICE UNIT	50	93.0%	4.3%	2.8%
COLVILLE SERVICE UNIT	24	100.0%	0.0%	0.0%
FORT HALL SERVICE UNIT	10	79.2%	20.8%	0.0%
OEH & E GROUP	14	100.0%	0.0%	0.0%
OFC OF ADMIN & MGMT	26	91.2%	8.8%	0.0%
WARM SPRINGS SERVICE UNIT	39	92.4%	7.6%	0.0%
WELLPINIT SERVICE UNIT	17	87.1%	5.4%	7.5%
YAKAMA SERVICE UNIT	34	87.5%	12.5%	0.0%

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My Work Experience (continued)

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
Portland Area	238	50.0%	18.2%	31.9%	0
CHEMAWA SERVICE UNIT	50	56.7%	15.1%	28.2%	0
COLVILLE SERVICE UNIT	24	41.2%	27.2%	31.7%	0
FORT HALL SERVICE UNIT	10	38.9%	9.6%	51.5%	0
OEH & E GROUP	14	38.0%	9.5%	52.5%	0
OFC OF ADMIN & MGMT	26	63.1%	20.6%	16.3%	0
WARM SPRINGS SERVICE UNIT	39	48.4%	20.4%	31.1%	0
WELLPINIT SERVICE UNIT	17	32.2%	14.8%	53.0%	0
YAKAMA SERVICE UNIT	34	47.1%	27.8%	25.0%	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
Portland Area	234	53.3%	17.4%	29.4%	2
CHEMAWA SERVICE UNIT	49	54.6%	22.4%	23.0%	1
COLVILLE SERVICE UNIT	24	61.9%	14.1%	24.0%	0
FORT HALL SERVICE UNIT	10	48.6%	22.6%	28.8%	0
OEH & E GROUP	14	40.1%	24.5%	35.5%	0
OFC OF ADMIN & MGMT	26	45.5%	17.9%	36.6%	0
WARM SPRINGS SERVICE UNIT	36	48.9%	14.0%	37.1%	1
WELLPINIT SERVICE UNIT	17	18.6%	33.5%	48.0%	0
YAKAMA SERVICE UNIT	34	73.2%	10.4%	16.5%	0

Department of Health and Human Services
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My Work Experience (continued)

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
Portland Area	233	62.8%	15.2%	22.0%	3
CHEMAWA SERVICE UNIT	49	71.3%	15.9%	12.7%	1
COLVILLE SERVICE UNIT	24	78.9%	6.0%	15.2%	0
FORT HALL SERVICE UNIT	10	69.6%	30.4%	0.0%	0
OEH & E GROUP	14	58.3%	5.9%	35.8%	0
OFC OF ADMIN & MGMT	26	60.0%	0.0%	40.0%	0
WARM SPRINGS SERVICE UNIT	36	47.3%	29.0%	23.7%	2
WELLPINIT SERVICE UNIT	16	36.0%	18.6%	45.3%	0
YAKAMA SERVICE UNIT	34	67.5%	16.5%	16.0%	0

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
Portland Area	237	91.2%	5.3%	3.5%	0
CHEMAWA SERVICE UNIT	50	91.2%	4.6%	4.1%	0
COLVILLE SERVICE UNIT	24	91.9%	3.0%	5.0%	0
FORT HALL SERVICE UNIT	10	100.0%	0.0%	0.0%	0
OEH & E GROUP	14	100.0%	0.0%	0.0%	0
OFC OF ADMIN & MGMT	26	85.2%	10.8%	4.0%	0
WARM SPRINGS SERVICE UNIT	39	95.7%	4.3%	0.0%	0
WELLPINIT SERVICE UNIT	16	86.5%	13.5%	0.0%	0
YAKAMA SERVICE UNIT	34	87.5%	8.7%	3.8%	0

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My Work Experience (continued)

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
Portland Area	236	96.9%	2.7%	0.4%	1
CHEMAWA SERVICE UNIT	48	100.0%	0.0%	0.0%	1
COLVILLE SERVICE UNIT	24	100.0%	0.0%	0.0%	0
FORT HALL SERVICE UNIT	10	100.0%	0.0%	0.0%	0
OEH & E GROUP	14	94.0%	6.0%	0.0%	0
OFC OF ADMIN & MGMT	26	92.9%	7.1%	0.0%	0
WARM SPRINGS SERVICE UNIT	39	100.0%	0.0%	0.0%	0
WELLPINIT SERVICE UNIT	17	100.0%	0.0%	0.0%	0
YAKAMA SERVICE UNIT	34	97.3%	2.7%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,663	73.3%	12.5%	14.2%	196
INDIAN HEALTH SERVICE	4,964	66.9%	14.9%	18.2%	18
Portland Area	238	66.8%	14.0%	19.2%	0
CHEMAWA SERVICE UNIT	50	68.5%	15.1%	16.4%	0
COLVILLE SERVICE UNIT	24	68.0%	12.8%	19.2%	0
FORT HALL SERVICE UNIT	10	87.2%	12.8%	0.0%	0
OEH & E GROUP	14	74.0%	0.0%	26.0%	0
OFC OF ADMIN & MGMT	26	71.9%	6.6%	21.5%	0
WARM SPRINGS SERVICE UNIT	39	57.1%	14.2%	28.6%	0
WELLPINIT SERVICE UNIT	17	65.4%	19.5%	15.1%	0
YAKAMA SERVICE UNIT	34	60.1%	17.2%	22.7%	0

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My Work Experience (continued)

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
Portland Area	236	71.6%	12.1%	16.3%	2
CHEMAWA SERVICE UNIT	49	67.5%	13.8%	18.8%	1
COLVILLE SERVICE UNIT	24	75.3%	9.0%	15.6%	0
FORT HALL SERVICE UNIT	10	88.8%	0.0%	11.2%	0
OEH & E GROUP	14	83.7%	6.9%	9.4%	0
OFC OF ADMIN & MGMT	26	76.4%	0.0%	23.6%	0
WARM SPRINGS SERVICE UNIT	38	60.4%	24.4%	15.2%	1
WELLPINIT SERVICE UNIT	17	50.9%	26.1%	23.0%	0
YAKAMA SERVICE UNIT	34	76.2%	11.0%	12.8%	0

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
Portland Area	236	83.1%	13.8%	3.1%	0
CHEMAWA SERVICE UNIT	49	91.8%	6.4%	1.8%	0
COLVILLE SERVICE UNIT	24	79.8%	11.8%	8.3%	0
FORT HALL SERVICE UNIT	10	88.8%	11.2%	0.0%	0
OEH & E GROUP	14	92.2%	7.8%	0.0%	0
OFC OF ADMIN & MGMT	26	86.4%	3.2%	10.3%	0
WARM SPRINGS SERVICE UNIT	39	82.3%	15.5%	2.2%	0
WELLPINIT SERVICE UNIT	16	69.5%	30.5%	0.0%	0
YAKAMA SERVICE UNIT	34	75.9%	21.4%	2.7%	0

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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
Portland Area	233	58.9%	19.4%	21.8%	5
CHEMAWA SERVICE UNIT	50	64.4%	24.7%	11.0%	0
COLVILLE SERVICE UNIT	24	62.4%	10.7%	26.9%	0
FORT HALL SERVICE UNIT	9	78.9%	10.5%	10.6%	1
OEH & E GROUP	14	57.8%	19.5%	22.7%	0
OFC OF ADMIN & MGMT	25	58.2%	13.1%	28.6%	1
WARM SPRINGS SERVICE UNIT	38	51.4%	26.9%	21.7%	1
WELLPINIT SERVICE UNIT	17	41.1%	22.2%	36.7%	0
YAKAMA SERVICE UNIT	33	54.9%	22.0%	23.2%	1

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
Portland Area	234	50.2%	24.1%	25.8%	4
CHEMAWA SERVICE UNIT	49	51.6%	26.2%	22.2%	1
COLVILLE SERVICE UNIT	24	47.0%	31.1%	21.9%	0
FORT HALL SERVICE UNIT	9	70.9%	9.5%	19.6%	1
OEH & E GROUP	14	80.4%	13.7%	6.0%	0
OFC OF ADMIN & MGMT	25	42.2%	17.1%	40.6%	1
WARM SPRINGS SERVICE UNIT	39	44.8%	29.3%	25.8%	0
WELLPINIT SERVICE UNIT	17	30.3%	38.7%	31.0%	0
YAKAMA SERVICE UNIT	33	53.4%	23.8%	22.8%	1

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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	42,342	73.9%	12.3%	13.8%	575
INDIAN HEALTH SERVICE	4,910	76.0%	12.4%	11.6%	76
Portland Area	235	71.1%	9.5%	19.5%	3
CHEMAWA SERVICE UNIT	50	72.3%	8.8%	19.0%	0
COLVILLE SERVICE UNIT	23	76.4%	11.6%	12.0%	1
FORT HALL SERVICE UNIT	10	90.5%	0.0%	9.5%	0
OEH & E GROUP	14	77.7%	9.4%	12.9%	0
OFC OF ADMIN & MGMT	26	67.0%	7.8%	25.1%	0
WARM SPRINGS SERVICE UNIT	39	71.2%	4.8%	23.9%	0
WELLPINIT SERVICE UNIT	17	45.9%	16.4%	37.7%	0
YAKAMA SERVICE UNIT	34	70.6%	10.9%	18.5%	0

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%
Portland Area	238	65.0%	15.3%	19.7%
CHEMAWA SERVICE UNIT	50	70.5%	11.0%	18.5%
COLVILLE SERVICE UNIT	24	86.4%	2.8%	10.8%
FORT HALL SERVICE UNIT	10	90.4%	0.0%	9.6%
OEH & E GROUP	14	92.2%	0.0%	7.8%
OFC OF ADMIN & MGMT	26	50.8%	22.0%	27.2%
WARM SPRINGS SERVICE UNIT	39	58.2%	16.3%	25.5%
WELLPINIT SERVICE UNIT	17	47.4%	13.9%	38.7%
YAKAMA SERVICE UNIT	34	46.5%	31.3%	22.3%

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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
Portland Area	234	42.6%	22.0%	35.4%	4
CHEMAWA SERVICE UNIT	48	58.5%	20.8%	20.8%	2
COLVILLE SERVICE UNIT	24	46.4%	17.3%	36.2%	0
FORT HALL SERVICE UNIT	9	44.2%	43.2%	12.6%	1
OEH & E GROUP	14	40.1%	10.8%	49.1%	0
OFC OF ADMIN & MGMT	26	38.0%	36.3%	25.6%	0
WARM SPRINGS SERVICE UNIT	39	41.9%	20.9%	37.2%	0
WELLPINIT SERVICE UNIT	17	10.5%	16.1%	73.4%	0
YAKAMA SERVICE UNIT	33	27.7%	26.5%	45.8%	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
Portland Area	219	37.1%	30.5%	32.4%	17
CHEMAWA SERVICE UNIT	45	40.4%	27.7%	32.0%	5
COLVILLE SERVICE UNIT	21	48.8%	23.4%	27.8%	3
FORT HALL SERVICE UNIT	8	38.6%	35.1%	26.3%	2
OEH & E GROUP	14	40.2%	53.8%	6.0%	0
OFC OF ADMIN & MGMT	24	41.5%	17.0%	41.4%	1
WARM SPRINGS SERVICE UNIT	38	32.4%	34.8%	32.8%	0
WELLPINIT SERVICE UNIT	16	12.0%	42.4%	45.6%	1
YAKAMA SERVICE UNIT	30	28.6%	33.7%	37.7%	4

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

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
Portland Area	219	34.6%	26.4%	39.0%	17
CHEMAWA SERVICE UNIT	44	46.3%	26.0%	27.7%	6
COLVILLE SERVICE UNIT	22	30.4%	26.0%	43.7%	2
FORT HALL SERVICE UNIT	9	46.4%	32.5%	21.2%	1
OEH & E GROUP	14	66.0%	20.2%	13.7%	0
OFC OF ADMIN & MGMT	26	17.7%	23.3%	59.0%	0
WARM SPRINGS SERVICE UNIT	36	27.8%	22.7%	49.5%	3
WELLPINIT SERVICE UNIT	16	12.5%	36.5%	50.9%	0
YAKAMA SERVICE UNIT	31	23.0%	29.1%	47.9%	2

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
Portland Area	225	39.7%	25.8%	34.5%	11
CHEMAWA SERVICE UNIT	49	49.6%	32.2%	18.3%	1
COLVILLE SERVICE UNIT	23	53.0%	20.4%	26.6%	1
FORT HALL SERVICE UNIT	9	56.1%	33.0%	10.9%	1
OEH & E GROUP	14	64.1%	29.9%	6.0%	0
OFC OF ADMIN & MGMT	25	34.1%	10.9%	55.0%	1
WARM SPRINGS SERVICE UNIT	35	27.6%	30.8%	41.6%	3
WELLPINIT SERVICE UNIT	17	15.9%	10.4%	73.7%	0
YAKAMA SERVICE UNIT	31	18.0%	36.4%	45.6%	2

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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	39,934	54.5%	23.8%	21.7%	2,858
INDIAN HEALTH SERVICE	4,769	43.9%	27.6%	28.5%	203
Portland Area	227	47.2%	23.0%	29.8%	11
CHEMAWA SERVICE UNIT	49	58.5%	17.6%	24.0%	1
COLVILLE SERVICE UNIT	23	47.9%	22.2%	29.9%	1
FORT HALL SERVICE UNIT	9	69.2%	18.5%	12.3%	1
OEH & E GROUP	14	58.5%	35.6%	5.9%	0
OFC OF ADMIN & MGMT	25	45.7%	16.7%	37.7%	1
WARM SPRINGS SERVICE UNIT	36	33.2%	28.8%	38.0%	3
WELLPINIT SERVICE UNIT	15	17.5%	41.6%	40.9%	2
YAKAMA SERVICE UNIT	33	41.9%	16.4%	41.7%	1

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
Portland Area	236	68.2%	16.5%	15.3%	1
CHEMAWA SERVICE UNIT	49	70.7%	15.1%	14.2%	0
COLVILLE SERVICE UNIT	24	84.4%	2.8%	12.8%	0
FORT HALL SERVICE UNIT	10	72.3%	27.7%	0.0%	0
OEH & E GROUP	14	86.3%	13.7%	0.0%	0
OFC OF ADMIN & MGMT	25	48.7%	31.0%	20.3%	1
WARM SPRINGS SERVICE UNIT	39	61.0%	19.1%	19.9%	0
WELLPINIT SERVICE UNIT	17	53.9%	24.4%	21.7%	0
YAKAMA SERVICE UNIT	34	67.3%	11.9%	20.9%	0

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My Work Unit (continued)

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
Portland Area	236	64.1%	22.6%	13.3%	2
CHEMAWA SERVICE UNIT	50	76.8%	17.2%	5.9%	0
COLVILLE SERVICE UNIT	24	63.7%	26.5%	9.7%	0
FORT HALL SERVICE UNIT	9	87.7%	12.3%	0.0%	1
OEH & E GROUP	14	86.3%	5.9%	7.8%	0
OFC OF ADMIN & MGMT	25	54.2%	22.5%	23.3%	1
WARM SPRINGS SERVICE UNIT	39	53.0%	28.8%	18.2%	0
WELLPINIT SERVICE UNIT	17	43.3%	42.3%	14.3%	0
YAKAMA SERVICE UNIT	34	51.4%	25.0%	23.6%	0

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%
Portland Area	236	81.0%	14.8%	4.2%
CHEMAWA SERVICE UNIT	49	84.6%	15.4%	0.0%
COLVILLE SERVICE UNIT	24	74.5%	21.0%	4.5%
FORT HALL SERVICE UNIT	10	100.0%	0.0%	0.0%
OEH & E GROUP	14	79.3%	12.9%	7.8%
OFC OF ADMIN & MGMT	26	70.8%	25.7%	3.5%
WARM SPRINGS SERVICE UNIT	38	81.8%	14.4%	3.8%
WELLPINIT SERVICE UNIT	17	78.3%	14.2%	7.5%
YAKAMA SERVICE UNIT	34	74.7%	17.6%	7.7%

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My Work Unit (continued)

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
Portland Area	237	81.1%	10.6%	8.2%	0
CHEMAWA SERVICE UNIT	50	90.7%	3.6%	5.6%	0
COLVILLE SERVICE UNIT	24	74.9%	20.6%	4.5%	0
FORT HALL SERVICE UNIT	10	87.2%	12.8%	0.0%	0
OEH & E GROUP	14	79.3%	6.9%	13.7%	0
OFC OF ADMIN & MGMT	26	73.7%	19.6%	6.7%	0
WARM SPRINGS SERVICE UNIT	38	87.6%	8.7%	3.8%	0
WELLPINIT SERVICE UNIT	17	72.8%	19.7%	7.5%	0
YAKAMA SERVICE UNIT	34	74.0%	9.5%	16.4%	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	41,289	56.1%	22.5%	21.4%	1,150
INDIAN HEALTH SERVICE	4,799	47.4%	28.1%	24.6%	91
Portland Area	231	45.6%	26.1%	28.3%	5
CHEMAWA SERVICE UNIT	49	57.7%	22.3%	19.9%	1
COLVILLE SERVICE UNIT	24	44.3%	31.1%	24.6%	0
FORT HALL SERVICE UNIT	8	49.9%	39.5%	10.6%	2
OEH & E GROUP	13	52.9%	16.7%	30.4%	1
OFC OF ADMIN & MGMT	25	49.5%	23.8%	26.6%	1
WARM SPRINGS SERVICE UNIT	38	38.1%	33.5%	28.4%	0
WELLPINIT SERVICE UNIT	17	16.9%	25.4%	57.8%	0
YAKAMA SERVICE UNIT	34	40.9%	27.5%	31.6%	0

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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	41,638	61.9%	19.6%	18.6%	799
INDIAN HEALTH SERVICE	4,807	45.8%	25.3%	28.9%	86
Portland Area	231	53.4%	20.4%	26.2%	5
CHEMAWA SERVICE UNIT	49	69.8%	17.3%	12.9%	1
COLVILLE SERVICE UNIT	24	50.2%	16.5%	33.3%	0
FORT HALL SERVICE UNIT	9	55.8%	44.2%	0.0%	1
OEH & E GROUP	14	64.3%	20.5%	15.3%	0
OFC OF ADMIN & MGMT	25	41.8%	20.5%	37.7%	1
WARM SPRINGS SERVICE UNIT	37	45.4%	21.9%	32.7%	1
WELLPINIT SERVICE UNIT	17	26.3%	20.9%	52.8%	0
YAKAMA SERVICE UNIT	33	48.4%	16.1%	35.5%	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
Portland Area	227	44.4%	29.2%	26.4%	8
CHEMAWA SERVICE UNIT	47	57.7%	30.7%	11.6%	3
COLVILLE SERVICE UNIT	23	28.6%	36.5%	34.9%	1
FORT HALL SERVICE UNIT	10	28.2%	62.2%	9.6%	0
OEH & E GROUP	14	64.3%	13.6%	22.2%	0
OFC OF ADMIN & MGMT	25	46.3%	16.8%	36.9%	1
WARM SPRINGS SERVICE UNIT	35	40.7%	36.3%	23.0%	2
WELLPINIT SERVICE UNIT	17	26.3%	15.2%	58.5%	0
YAKAMA SERVICE UNIT	33	31.0%	35.3%	33.7%	1

Department of Health and Human Services
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My Agency (continued)

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
Portland Area	216	30.4%	30.4%	39.2%	17
CHEMAWA SERVICE UNIT	42	31.1%	34.4%	34.5%	7
COLVILLE SERVICE UNIT	21	37.7%	26.5%	35.8%	3
FORT HALL SERVICE UNIT	9	14.4%	52.4%	33.2%	1
OEH & E GROUP	14	45.1%	30.3%	24.6%	0
OFC OF ADMIN & MGMT	24	35.6%	22.7%	41.7%	0
WARM SPRINGS SERVICE UNIT	36	27.1%	27.0%	45.8%	2
WELLPINIT SERVICE UNIT	16	11.9%	19.2%	68.9%	1
YAKAMA SERVICE UNIT	32	23.9%	27.8%	48.3%	2

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

	N	Positive	Neutral	Negative	DNK
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
Portland Area	220	53.4%	30.7%	15.8%	15
CHEMAWA SERVICE UNIT	45	53.4%	25.3%	21.3%	4
COLVILLE SERVICE UNIT	20	76.3%	18.4%	5.3%	4
FORT HALL SERVICE UNIT	9	54.9%	34.2%	10.9%	1
OEH & E GROUP	14	50.2%	35.5%	14.3%	0
OFC OF ADMIN & MGMT	25	51.8%	24.9%	23.2%	1
WARM SPRINGS SERVICE UNIT	36	46.5%	38.2%	15.3%	2
WELLPINIT SERVICE UNIT	16	44.2%	32.1%	23.7%	1
YAKAMA SERVICE UNIT	33	38.0%	43.5%	18.6%	1

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
Portland Area	233	87.4%	9.3%	3.3%	1
CHEMAWA SERVICE UNIT	49	98.2%	1.8%	0.0%	0
COLVILLE SERVICE UNIT	24	95.5%	0.0%	4.5%	0
FORT HALL SERVICE UNIT	9	100.0%	0.0%	0.0%	0
OEH & E GROUP	14	87.2%	5.9%	6.9%	0
OFC OF ADMIN & MGMT	25	84.8%	11.9%	3.3%	1
WARM SPRINGS SERVICE UNIT	38	89.5%	6.2%	4.3%	0
WELLPINIT SERVICE UNIT	17	62.6%	32.9%	4.4%	0
YAKAMA SERVICE UNIT	34	70.5%	22.5%	7.0%	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
Portland Area	234	82.0%	10.7%	7.3%	2
CHEMAWA SERVICE UNIT	50	98.6%	1.4%	0.0%	0
COLVILLE SERVICE UNIT	23	88.4%	11.6%	0.0%	1
FORT HALL SERVICE UNIT	10	100.0%	0.0%	0.0%	0
OEH & E GROUP	14	73.4%	19.2%	7.4%	0
OFC OF ADMIN & MGMT	25	100.0%	0.0%	0.0%	1
WARM SPRINGS SERVICE UNIT	38	82.4%	9.0%	8.6%	0
WELLPINIT SERVICE UNIT	17	38.7%	37.7%	23.6%	0
YAKAMA SERVICE UNIT	34	58.4%	18.7%	22.9%	0

Department of Health and Human Services
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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	39,540	61.4%	20.4%	18.3%	2,870
INDIAN HEALTH SERVICE	4,724	48.9%	24.5%	26.6%	156
Portland Area	229	52.9%	18.2%	28.9%	7
CHEMAWA SERVICE UNIT	48	61.3%	17.1%	21.5%	2
COLVILLE SERVICE UNIT	23	49.7%	13.9%	36.3%	1
FORT HALL SERVICE UNIT	9	78.8%	21.2%	0.0%	1
OEH & E GROUP	14	74.9%	11.7%	13.4%	0
OFC OF ADMIN & MGMT	26	58.3%	10.7%	31.0%	0
WARM SPRINGS SERVICE UNIT	38	55.0%	6.2%	38.7%	0
WELLPINIT SERVICE UNIT	16	22.9%	31.1%	46.0%	1
YAKAMA SERVICE UNIT	32	29.7%	31.6%	38.7%	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	38,275	72.0%	17.5%	10.6%	4,081
INDIAN HEALTH SERVICE	4,594	58.9%	24.1%	17.1%	278
Portland Area	223	64.9%	22.7%	12.4%	13
CHEMAWA SERVICE UNIT	47	76.7%	19.6%	3.8%	3
COLVILLE SERVICE UNIT	21	82.8%	5.2%	11.9%	3
FORT HALL SERVICE UNIT	10	80.7%	9.6%	9.6%	0
OEH & E GROUP	13	79.1%	12.9%	8.0%	1
OFC OF ADMIN & MGMT	24	57.0%	27.5%	15.5%	2
WARM SPRINGS SERVICE UNIT	38	67.2%	21.3%	11.5%	0
WELLPINIT SERVICE UNIT	15	28.6%	35.0%	36.3%	2
YAKAMA SERVICE UNIT	32	35.5%	45.5%	18.9%	2

Department of Health and Human Services
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My Agency (continued)

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
Portland Area	231	75.7%	16.6%	7.7%	5
CHEMAWA SERVICE UNIT	49	85.0%	10.0%	5.0%	1
COLVILLE SERVICE UNIT	24	74.2%	17.4%	8.3%	0
FORT HALL SERVICE UNIT	10	87.2%	12.8%	0.0%	0
OEH & E GROUP	14	70.1%	12.8%	17.1%	0
OFC OF ADMIN & MGMT	24	69.6%	17.7%	12.7%	2
WARM SPRINGS SERVICE UNIT	37	81.8%	13.5%	4.7%	1
WELLPINIT SERVICE UNIT	16	62.6%	31.2%	6.2%	1
YAKAMA SERVICE UNIT	34	66.9%	20.6%	12.5%	0

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%
Portland Area	236	62.9%	22.6%	14.5%
CHEMAWA SERVICE UNIT	50	79.5%	16.7%	3.8%
COLVILLE SERVICE UNIT	24	52.4%	39.9%	7.7%
FORT HALL SERVICE UNIT	10	80.9%	9.5%	9.6%
OEH & E GROUP	14	50.9%	32.8%	16.3%
OFC OF ADMIN & MGMT	26	52.1%	24.7%	23.2%
WARM SPRINGS SERVICE UNIT	38	65.1%	15.2%	19.7%
WELLPINIT SERVICE UNIT	17	41.8%	26.8%	31.4%
YAKAMA SERVICE UNIT	34	54.6%	20.9%	24.5%

Department of Health and Human Services
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My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
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
Portland Area	212	38.7%	29.9%	31.4%	24
CHEMAWA SERVICE UNIT	44	36.5%	37.6%	25.9%	6
COLVILLE SERVICE UNIT	21	52.7%	21.8%	25.5%	3
FORT HALL SERVICE UNIT	9	32.8%	19.6%	47.6%	1
OEH & E GROUP	13	30.8%	44.6%	24.6%	1
OFC OF ADMIN & MGMT	23	31.8%	22.8%	45.4%	3
WARM SPRINGS SERVICE UNIT	36	40.1%	28.8%	31.1%	2
WELLPINIT SERVICE UNIT	14	19.4%	31.9%	48.7%	3
YAKAMA SERVICE UNIT	31	37.2%	33.6%	29.2%	3

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
Portland Area	234	78.2%	10.7%	11.1%	2
CHEMAWA SERVICE UNIT	50	79.7%	14.0%	6.3%	0
COLVILLE SERVICE UNIT	24	79.3%	3.1%	17.6%	0
FORT HALL SERVICE UNIT	10	90.4%	9.6%	0.0%	0
OEH & E GROUP	14	100.0%	0.0%	0.0%	0
OFC OF ADMIN & MGMT	26	80.7%	3.2%	16.0%	0
WARM SPRINGS SERVICE UNIT	37	65.3%	9.1%	25.6%	1
WELLPINIT SERVICE UNIT	17	57.5%	33.7%	8.7%	0
YAKAMA SERVICE UNIT	33	76.8%	16.5%	6.7%	1

Department of Health and Human Services
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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	42,140	73.8%	13.6%	12.5%	191
INDIAN HEALTH SERVICE	4,819	63.7%	19.1%	17.2%	32
Portland Area	234	70.4%	13.0%	16.6%	1
CHEMAWA SERVICE UNIT	49	84.1%	8.3%	7.6%	0
COLVILLE SERVICE UNIT	24	67.1%	13.7%	19.3%	0
FORT HALL SERVICE UNIT	10	91.9%	8.1%	0.0%	0
OEH & E GROUP	14	90.6%	0.0%	9.4%	0
OFC OF ADMIN & MGMT	26	62.7%	5.2%	32.1%	0
WARM SPRINGS SERVICE UNIT	38	60.9%	13.5%	25.6%	0
WELLPINIT SERVICE UNIT	17	56.1%	21.2%	22.6%	0
YAKAMA SERVICE UNIT	33	56.5%	29.4%	14.1%	1

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
Portland Area	235	69.8%	13.0%	17.2%	1
CHEMAWA SERVICE UNIT	50	79.0%	12.3%	8.6%	0
COLVILLE SERVICE UNIT	24	76.3%	7.5%	16.2%	0
FORT HALL SERVICE UNIT	10	80.8%	9.5%	9.6%	0
OEH & E GROUP	14	90.6%	0.0%	9.4%	0
OFC OF ADMIN & MGMT	26	56.7%	11.2%	32.1%	0
WARM SPRINGS SERVICE UNIT	38	63.4%	18.3%	18.3%	0
WELLPINIT SERVICE UNIT	17	51.8%	20.8%	27.4%	0
YAKAMA SERVICE UNIT	33	60.2%	17.5%	22.3%	1

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My Supervisor (continued)

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
Portland Area	220	68.6%	19.2%	12.1%	16
CHEMAWA SERVICE UNIT	45	81.4%	12.5%	6.1%	5
COLVILLE SERVICE UNIT	23	71.5%	14.9%	13.5%	1
FORT HALL SERVICE UNIT	10	81.9%	18.1%	0.0%	0
OEH & E GROUP	13	69.6%	30.4%	0.0%	1
OFC OF ADMIN & MGMT	26	59.5%	20.0%	20.5%	0
WARM SPRINGS SERVICE UNIT	35	64.6%	13.1%	22.3%	3
WELLPINIT SERVICE UNIT	14	60.1%	19.0%	21.0%	3
YAKAMA SERVICE UNIT	31	50.3%	34.2%	15.5%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,097	69.6%	16.5%	14.0%	218
INDIAN HEALTH SERVICE	4,816	60.2%	20.7%	19.1%	30
Portland Area	235	65.6%	18.0%	16.4%	1
CHEMAWA SERVICE UNIT	50	76.0%	17.0%	6.9%	0
COLVILLE SERVICE UNIT	24	76.1%	7.7%	16.2%	0
FORT HALL SERVICE UNIT	10	64.1%	35.9%	0.0%	0
OEH & E GROUP	14	90.6%	0.0%	9.4%	0
OFC OF ADMIN & MGMT	26	57.3%	19.4%	23.3%	0
WARM SPRINGS SERVICE UNIT	37	64.5%	16.8%	18.7%	1
WELLPINIT SERVICE UNIT	17	40.4%	18.4%	41.2%	0
YAKAMA SERVICE UNIT	34	49.6%	24.1%	26.3%	0

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My Supervisor (continued)

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
Portland Area	231	67.2%	14.5%	18.2%	5
CHEMAWA SERVICE UNIT	48	78.5%	14.3%	7.1%	2
COLVILLE SERVICE UNIT	24	68.7%	11.8%	19.5%	0
FORT HALL SERVICE UNIT	9	100.0%	0.0%	0.0%	1
OEH & E GROUP	14	77.0%	13.7%	9.4%	0
OFC OF ADMIN & MGMT	26	62.4%	11.3%	26.4%	0
WARM SPRINGS SERVICE UNIT	37	61.8%	13.9%	24.3%	1
WELLPINIT SERVICE UNIT	17	31.1%	37.8%	31.0%	0
YAKAMA SERVICE UNIT	33	48.4%	19.6%	32.0%	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%
Portland Area	235	74.3%	13.4%	12.3%
CHEMAWA SERVICE UNIT	50	85.7%	10.2%	4.1%
COLVILLE SERVICE UNIT	24	83.8%	5.0%	11.1%
FORT HALL SERVICE UNIT	10	82.3%	17.7%	0.0%
OEH & E GROUP	14	90.6%	0.0%	9.4%
OFC OF ADMIN & MGMT	26	69.2%	8.4%	22.4%
WARM SPRINGS SERVICE UNIT	37	59.2%	20.1%	20.7%
WELLPINIT SERVICE UNIT	17	56.1%	16.4%	27.5%
YAKAMA SERVICE UNIT	34	67.8%	18.4%	13.8%

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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%
Portland Area	234	81.8%	5.8%	12.4%
CHEMAWA SERVICE UNIT	49	94.0%	1.8%	4.2%
COLVILLE SERVICE UNIT	24	80.7%	8.1%	11.1%
FORT HALL SERVICE UNIT	10	90.4%	9.6%	0.0%
OEH & E GROUP	14	90.6%	0.0%	9.4%
OFC OF ADMIN & MGMT	26	74.5%	3.1%	22.4%
WARM SPRINGS SERVICE UNIT	37	66.8%	12.3%	20.9%
WELLPINIT SERVICE UNIT	17	68.1%	11.8%	20.0%
YAKAMA SERVICE UNIT	34	81.8%	4.4%	13.8%

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%
Portland Area	235	76.0%	10.8%	13.2%
CHEMAWA SERVICE UNIT	50	89.9%	3.5%	6.7%
COLVILLE SERVICE UNIT	24	79.4%	9.5%	11.1%
FORT HALL SERVICE UNIT	10	72.7%	27.3%	0.0%
OEH & E GROUP	14	100.0%	0.0%	0.0%
OFC OF ADMIN & MGMT	26	67.3%	11.6%	21.0%
WARM SPRINGS SERVICE UNIT	37	67.3%	15.8%	16.9%
WELLPINIT SERVICE UNIT	17	62.2%	10.3%	27.5%
YAKAMA SERVICE UNIT	34	62.0%	19.7%	18.4%

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My Supervisor (continued)

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%
Portland Area	235	71.9%	12.7%	15.4%
CHEMAWA SERVICE UNIT	50	91.0%	4.8%	4.1%
COLVILLE SERVICE UNIT	24	67.8%	16.1%	16.2%
FORT HALL SERVICE UNIT	10	90.4%	9.6%	0.0%
OEH & E GROUP	14	90.6%	0.0%	9.4%
OFC OF ADMIN & MGMT	26	74.5%	0.0%	25.5%
WARM SPRINGS SERVICE UNIT	37	55.6%	15.2%	29.3%
WELLPINIT SERVICE UNIT	17	45.5%	27.1%	27.5%
YAKAMA SERVICE UNIT	34	53.0%	30.7%	16.3%

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%
Portland Area	235	71.3%	16.2%	12.5%
CHEMAWA SERVICE UNIT	50	94.1%	1.8%	4.1%
COLVILLE SERVICE UNIT	24	65.5%	18.4%	16.2%
FORT HALL SERVICE UNIT	10	82.3%	17.7%	0.0%
OEH & E GROUP	14	82.9%	7.8%	9.4%
OFC OF ADMIN & MGMT	26	65.4%	18.9%	15.7%
WARM SPRINGS SERVICE UNIT	37	60.5%	17.4%	22.1%
WELLPINIT SERVICE UNIT	17	40.4%	37.5%	22.0%
YAKAMA SERVICE UNIT	34	52.3%	29.8%	18.0%

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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
Portland Area	230	41.6%	23.9%	34.5%	2
CHEMAWA SERVICE UNIT	47	57.3%	25.7%	17.0%	1
COLVILLE SERVICE UNIT	24	22.7%	44.6%	32.7%	0
FORT HALL SERVICE UNIT	10	58.4%	22.4%	19.2%	0
OEH & E GROUP	14	41.5%	9.4%	49.1%	0
OFC OF ADMIN & MGMT	26	32.5%	8.0%	59.5%	0
WARM SPRINGS SERVICE UNIT	37	46.9%	27.5%	25.6%	0
WELLPINIT SERVICE UNIT	16	31.6%	29.4%	39.0%	0
YAKAMA SERVICE UNIT	33	32.8%	23.6%	43.6%	1

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
Portland Area	218	53.4%	22.3%	24.3%	14
CHEMAWA SERVICE UNIT	46	70.5%	21.9%	7.6%	3
COLVILLE SERVICE UNIT	22	41.0%	36.7%	22.3%	2
FORT HALL SERVICE UNIT	8	78.0%	11.9%	10.0%	2
OEH & E GROUP	13	44.8%	25.9%	29.2%	0
OFC OF ADMIN & MGMT	24	55.6%	7.5%	36.9%	2
WARM SPRINGS SERVICE UNIT	37	49.1%	20.5%	30.4%	0
WELLPINIT SERVICE UNIT	15	34.3%	37.5%	28.2%	1
YAKAMA SERVICE UNIT	31	41.0%	32.3%	26.7%	3

Department of Health and Human Services
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Leadership (continued)

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
Portland Area	225	65.3%	21.9%	12.8%	7
CHEMAWA SERVICE UNIT	47	77.4%	16.0%	6.6%	2
COLVILLE SERVICE UNIT	22	73.8%	16.3%	9.9%	2
FORT HALL SERVICE UNIT	8	78.0%	22.0%	0.0%	2
OEH & E GROUP	14	62.7%	31.4%	5.9%	0
OFC OF ADMIN & MGMT	26	60.7%	15.6%	23.6%	0
WARM SPRINGS SERVICE UNIT	35	59.2%	25.8%	15.0%	1
WELLPINIT SERVICE UNIT	16	39.6%	41.3%	19.1%	0
YAKAMA SERVICE UNIT	34	65.7%	16.1%	18.2%	0

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
Portland Area	231	61.4%	20.0%	18.6%	2
CHEMAWA SERVICE UNIT	48	80.1%	14.3%	5.7%	1
COLVILLE SERVICE UNIT	24	44.7%	34.6%	20.7%	0
FORT HALL SERVICE UNIT	10	68.1%	31.9%	0.0%	0
OEH & E GROUP	14	47.5%	37.2%	15.3%	0
OFC OF ADMIN & MGMT	26	48.1%	16.0%	35.9%	0
WARM SPRINGS SERVICE UNIT	36	81.8%	2.2%	16.0%	1
WELLPINIT SERVICE UNIT	16	50.3%	37.9%	11.7%	0
YAKAMA SERVICE UNIT	34	50.9%	20.2%	28.9%	0

Department of Health and Human Services
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Leadership (continued)

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
Portland Area	219	62.5%	23.4%	14.2%	11
CHEMAWA SERVICE UNIT	45	81.5%	13.9%	4.6%	2
COLVILLE SERVICE UNIT	23	37.4%	40.9%	21.7%	1
FORT HALL SERVICE UNIT	10	80.7%	9.6%	9.6%	0
OEH & E GROUP	14	54.4%	30.3%	15.3%	0
OFC OF ADMIN & MGMT	22	42.9%	18.7%	38.4%	4
WARM SPRINGS SERVICE UNIT	37	74.5%	18.1%	7.4%	0
WELLPINIT SERVICE UNIT	16	55.4%	25.1%	19.5%	0
YAKAMA SERVICE UNIT	30	48.0%	33.4%	18.6%	3

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
Portland Area	228	52.1%	26.1%	21.8%	5
CHEMAWA SERVICE UNIT	47	67.9%	22.4%	9.8%	2
COLVILLE SERVICE UNIT	24	26.9%	46.5%	26.6%	0
FORT HALL SERVICE UNIT	10	58.4%	41.6%	0.0%	0
OEH & E GROUP	14	47.5%	39.2%	13.3%	0
OFC OF ADMIN & MGMT	25	49.6%	8.2%	42.2%	1
WARM SPRINGS SERVICE UNIT	36	66.5%	17.9%	15.7%	1
WELLPINIT SERVICE UNIT	16	46.6%	25.1%	28.3%	0
YAKAMA SERVICE UNIT	33	35.8%	30.7%	33.4%	1

Department of Health and Human Services
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Leadership (continued)

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
Portland Area	222	55.1%	27.3%	17.6%	7
CHEMAWA SERVICE UNIT	45	70.7%	25.9%	3.5%	3
COLVILLE SERVICE UNIT	23	36.6%	43.3%	20.1%	0
FORT HALL SERVICE UNIT	10	71.2%	28.8%	0.0%	0
OEH & E GROUP	14	61.8%	32.3%	5.9%	0
OFC OF ADMIN & MGMT	25	53.1%	4.7%	42.2%	1
WARM SPRINGS SERVICE UNIT	34	61.3%	24.4%	14.2%	2
WELLPINIT SERVICE UNIT	16	46.6%	25.1%	28.3%	0
YAKAMA SERVICE UNIT	33	41.3%	30.9%	27.8%	1

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
Portland Area	215	49.2%	26.3%	24.4%	15
CHEMAWA SERVICE UNIT	44	79.4%	20.6%	0.0%	4
COLVILLE SERVICE UNIT	22	27.4%	36.4%	36.3%	2
FORT HALL SERVICE UNIT	10	59.8%	40.2%	0.0%	0
OEH & E GROUP	14	34.2%	35.4%	30.4%	0
OFC OF ADMIN & MGMT	23	35.6%	19.0%	45.4%	2
WARM SPRINGS SERVICE UNIT	33	51.8%	22.0%	26.2%	3
WELLPINIT SERVICE UNIT	15	23.7%	33.5%	42.9%	1
YAKAMA SERVICE UNIT	31	30.3%	22.3%	47.3%	3

Department of Health and Human Services
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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
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
Portland Area	228	52.8%	23.7%	23.5%	3
CHEMAWA SERVICE UNIT	49	71.9%	24.4%	3.7%	0
COLVILLE SERVICE UNIT	22	48.9%	34.4%	16.7%	2
FORT HALL SERVICE UNIT	10	72.6%	17.7%	9.6%	0
OEH & E GROUP	14	41.5%	15.3%	43.1%	0
OFC OF ADMIN & MGMT	26	38.6%	19.9%	41.5%	0
WARM SPRINGS SERVICE UNIT	35	58.6%	21.4%	20.0%	0
WELLPINIT SERVICE UNIT	15	35.5%	15.1%	49.4%	1
YAKAMA SERVICE UNIT	34	35.8%	20.4%	43.8%	0

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
Portland Area	211	48.3%	29.8%	21.9%	20
CHEMAWA SERVICE UNIT	45	65.9%	24.3%	9.7%	4
COLVILLE SERVICE UNIT	20	37.7%	33.3%	29.0%	4
FORT HALL SERVICE UNIT	9	57.7%	42.3%	0.0%	1
OEH & E GROUP	13	77.8%	6.4%	15.8%	1
OFC OF ADMIN & MGMT	26	48.8%	20.0%	31.2%	0
WARM SPRINGS SERVICE UNIT	34	38.7%	34.1%	27.2%	2
WELLPINIT SERVICE UNIT	16	34.1%	26.5%	39.4%	0
YAKAMA SERVICE UNIT	29	32.6%	42.4%	25.0%	5

Department of Health and Human Services
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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%
Portland Area	233	53.2%	26.8%	20.0%
CHEMAWA SERVICE UNIT	49	54.5%	22.6%	22.9%
COLVILLE SERVICE UNIT	24	63.2%	24.0%	12.8%
FORT HALL SERVICE UNIT	10	82.3%	9.6%	8.1%
OEH & E GROUP	14	71.2%	19.5%	9.4%
OFC OF ADMIN & MGMT	26	46.0%	30.8%	23.3%
WARM SPRINGS SERVICE UNIT	37	41.4%	25.7%	32.9%
WELLPINIT SERVICE UNIT	16	43.0%	33.4%	23.7%
YAKAMA SERVICE UNIT	34	43.7%	38.0%	18.3%

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%
Portland Area	233	50.9%	23.4%	25.7%
CHEMAWA SERVICE UNIT	49	68.7%	16.8%	14.5%
COLVILLE SERVICE UNIT	24	47.3%	25.5%	27.2%
FORT HALL SERVICE UNIT	10	82.3%	9.6%	8.1%
OEH & E GROUP	14	57.8%	7.8%	34.4%
OFC OF ADMIN & MGMT	26	37.0%	27.2%	35.8%
WARM SPRINGS SERVICE UNIT	37	49.9%	23.3%	26.8%
WELLPINIT SERVICE UNIT	16	47.1%	24.9%	28.0%
YAKAMA SERVICE UNIT	34	24.4%	34.7%	41.0%

Department of Health and Human Services
Portland Area
3rd Level Subagency Comparison Report

My Satisfaction (continued)

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%
Portland Area	233	52.3%	19.1%	28.6%
CHEMAWA SERVICE UNIT	49	56.8%	20.8%	22.3%
COLVILLE SERVICE UNIT	24	57.8%	2.8%	39.4%
FORT HALL SERVICE UNIT	10	82.3%	8.1%	9.6%
OEH & E GROUP	14	90.6%	0.0%	9.4%
OFC OF ADMIN & MGMT	26	47.4%	10.8%	41.9%
WARM SPRINGS SERVICE UNIT	37	48.1%	27.7%	24.2%
WELLPINIT SERVICE UNIT	16	21.8%	15.5%	62.6%
YAKAMA SERVICE UNIT	34	35.9%	37.5%	26.6%

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%
Portland Area	232	48.4%	27.2%	24.4%
CHEMAWA SERVICE UNIT	49	69.4%	21.5%	9.1%
COLVILLE SERVICE UNIT	24	36.3%	45.7%	17.9%
FORT HALL SERVICE UNIT	10	59.8%	32.0%	8.1%
OEH & E GROUP	14	41.5%	21.1%	37.4%
OFC OF ADMIN & MGMT	26	37.2%	18.2%	44.6%
WARM SPRINGS SERVICE UNIT	37	52.0%	22.9%	25.1%
WELLPINIT SERVICE UNIT	16	27.1%	28.3%	44.6%
YAKAMA SERVICE UNIT	33	34.0%	40.8%	25.2%

Department of Health and Human Services
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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	41,793	43.3%	29.2%	27.5%
INDIAN HEALTH SERVICE	4,757	41.5%	33.1%	25.5%
Portland Area	232	36.2%	34.8%	29.1%
CHEMAWA SERVICE UNIT	49	42.4%	34.6%	23.0%
COLVILLE SERVICE UNIT	24	31.9%	38.1%	30.0%
FORT HALL SERVICE UNIT	10	31.9%	68.1%	0.0%
OEH & E GROUP	14	43.5%	15.1%	41.4%
OFC OF ADMIN & MGMT	26	40.8%	18.6%	40.6%
WARM SPRINGS SERVICE UNIT	36	40.8%	28.3%	30.9%
WELLPINIT SERVICE UNIT	16	17.6%	43.3%	39.0%
YAKAMA SERVICE UNIT	34	19.5%	47.2%	33.3%

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%
Portland Area	231	53.1%	24.4%	22.6%
CHEMAWA SERVICE UNIT	49	57.0%	18.7%	24.3%
COLVILLE SERVICE UNIT	24	38.4%	40.2%	21.4%
FORT HALL SERVICE UNIT	10	72.6%	27.4%	0.0%
OEH & E GROUP	14	62.3%	16.4%	21.3%
OFC OF ADMIN & MGMT	26	56.1%	16.2%	27.6%
WARM SPRINGS SERVICE UNIT	36	57.9%	17.1%	25.1%
WELLPINIT SERVICE UNIT	16	38.5%	33.7%	27.8%
YAKAMA SERVICE UNIT	34	40.0%	34.2%	25.8%

Department of Health and Human Services
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My Satisfaction (continued)

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%
Portland Area	232	68.9%	16.0%	15.1%
CHEMAWA SERVICE UNIT	49	75.5%	14.3%	10.2%
COLVILLE SERVICE UNIT	24	76.6%	16.1%	7.3%
FORT HALL SERVICE UNIT	10	90.4%	0.0%	9.6%
OEH & E GROUP	14	64.6%	19.1%	16.3%
OFC OF ADMIN & MGMT	26	48.1%	25.2%	26.6%
WARM SPRINGS SERVICE UNIT	36	75.4%	11.7%	12.9%
WELLPINIT SERVICE UNIT	16	49.8%	5.6%	44.6%
YAKAMA SERVICE UNIT	34	59.1%	26.6%	14.4%

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%
Portland Area	230	57.7%	14.8%	27.6%
CHEMAWA SERVICE UNIT	49	51.0%	23.6%	25.4%
COLVILLE SERVICE UNIT	23	65.7%	5.2%	29.1%
FORT HALL SERVICE UNIT	10	61.0%	20.8%	18.2%
OEH & E GROUP	13	82.4%	0.0%	17.6%
OFC OF ADMIN & MGMT	26	61.2%	6.4%	32.4%
WARM SPRINGS SERVICE UNIT	36	53.1%	16.9%	30.1%
WELLPINIT SERVICE UNIT	16	37.7%	10.3%	52.0%
YAKAMA SERVICE UNIT	34	52.4%	12.4%	35.3%

Department of Health and Human Services
Portland Area
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My Satisfaction (continued)

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%
Portland Area	233	61.0%	21.0%	18.0%
CHEMAWA SERVICE UNIT	49	73.2%	20.5%	6.3%
COLVILLE SERVICE UNIT	24	61.1%	29.9%	9.0%
FORT HALL SERVICE UNIT	10	90.4%	9.6%	0.0%
OEH & E GROUP	14	50.9%	19.2%	29.9%
OFC OF ADMIN & MGMT	26	47.6%	13.0%	39.4%
WARM SPRINGS SERVICE UNIT	37	63.9%	17.6%	18.5%
WELLPINIT SERVICE UNIT	16	27.1%	34.9%	38.0%
YAKAMA SERVICE UNIT	34	55.6%	24.0%	20.4%

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%
Portland Area	231	6.9%	0.6%	5.3%	2.2%	0.8%
CHEMAWA SERVICE UNIT	49	4.2%	1.5%	8.1%	0.0%	0.0%
COLVILLE SERVICE UNIT	24	0.0%	3.0%	0.0%	0.0%	0.0%
FORT HALL SERVICE UNIT	10	12.8%	0.0%	0.0%	0.0%	0.0%
OEH & E GROUP	14	0.0%	0.0%	0.0%	0.0%	0.0%
OFC OF ADMIN & MGMT	26	9.4%	0.0%	8.3%	14.0%	3.2%
WARM SPRINGS SERVICE UNIT	35	3.2%	0.0%	0.0%	0.0%	0.0%
WELLPINIT SERVICE UNIT	16	0.0%	0.0%	0.0%	0.0%	0.0%
YAKAMA SERVICE UNIT	34	4.9%	0.0%	0.0%	0.0%	3.1%

(continued)

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

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

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				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%
Portland Area	231	46.2%	4.7%	17.7%	15.6%
CHEMAWA SERVICE UNIT	49	57.0%	7.4%	13.9%	7.9%
COLVILLE SERVICE UNIT	24	64.2%	0.0%	18.8%	13.9%
FORT HALL SERVICE UNIT	10	76.1%	0.0%	11.2%	0.0%
OEH & E GROUP	14	6.9%	15.1%	48.3%	29.6%
OFC OF ADMIN & MGMT	26	8.7%	0.0%	24.6%	31.8%
WARM SPRINGS SERVICE UNIT	35	61.9%	4.3%	11.6%	18.9%
WELLPINIT SERVICE UNIT	16	66.7%	12.5%	9.8%	11.0%
YAKAMA SERVICE UNIT	34	49.4%	4.7%	17.9%	20.0%

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
INDIAN HEALTH SERVICE	1,660	35.8%	47.3%	16.8%	263	2,232	476
Portland Area	79	40.9%	36.9%	22.2%	11	130	11
CHEMAWA SERVICE UNIT	15	51.9%	30.6%	17.4%	0	33	1
COLVILLE SERVICE UNIT	4	0.0%	100.0%	0.0%	1	17	2
FORT HALL SERVICE UNIT	2	0.0%	53.4%	46.6%	0	8	0
OEH & E GROUP	4	23.7%	23.7%	52.7%	1	9	0
OFC OF ADMIN & MGMT	16	44.4%	32.2%	23.4%	3	7	0
WARM SPRINGS SERVICE UNIT	9	0.0%	76.1%	23.9%	2	20	4
WELLPINIT SERVICE UNIT	7	29.4%	47.6%	23.0%	0	9	0
YAKAMA SERVICE UNIT	7	41.8%	44.2%	14.0%	2	21	4

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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
Portland Area	125	61.4%	21.4%	17.2%	17	76	9
CHEMAWA SERVICE UNIT	41	85.7%	12.7%	1.6%	3	5	0
COLVILLE SERVICE UNIT	8	15.2%	57.1%	27.8%	2	12	2
FORT HALL SERVICE UNIT	2	100.0%	0.0%	0.0%	0	8	0
OEH & E GROUP	8	39.5%	24.2%	36.3%	1	5	0
OFC OF ADMIN & MGMT	15	79.3%	13.1%	7.6%	6	4	0
WARM SPRINGS SERVICE UNIT	16	35.3%	19.1%	45.5%	1	13	4
WELLPINIT SERVICE UNIT	7	54.0%	23.0%	23.0%	0	9	0
YAKAMA SERVICE UNIT	13	52.3%	19.8%	27.9%	2	15	2

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
Portland Area	211	74.1%	17.3%	8.5%	0	7	9
CHEMAWA SERVICE UNIT	48	82.6%	15.6%	1.9%	0	1	0
COLVILLE SERVICE UNIT	19	50.5%	33.3%	16.3%	0	0	4
FORT HALL SERVICE UNIT	10	81.8%	8.6%	9.6%	0	0	0
OEH & E GROUP	13	76.6%	8.2%	15.2%	0	0	1
OFC OF ADMIN & MGMT	26	82.1%	7.1%	10.8%	0	0	0
WARM SPRINGS SERVICE UNIT	32	73.5%	17.9%	8.6%	0	2	1
WELLPINIT SERVICE UNIT	14	59.3%	22.7%	18.1%	0	1	0
YAKAMA SERVICE UNIT	29	73.9%	15.6%	10.5%	0	2	2

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

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
Portland Area	151	48.6%	48.5%	2.9%	46	12	23
CHEMAWA SERVICE UNIT	33	53.1%	44.6%	2.2%	11	2	3
COLVILLE SERVICE UNIT	16	47.3%	43.4%	9.4%	4	0	4
FORT HALL SERVICE UNIT	6	48.9%	51.1%	0.0%	4	0	0
OEH & E GROUP	7	72.0%	28.0%	0.0%	4	0	3
OFC OF ADMIN & MGMT	20	55.5%	44.5%	0.0%	5	0	1
WARM SPRINGS SERVICE UNIT	21	54.6%	39.7%	5.7%	5	3	7
WELLPINIT SERVICE UNIT	11	18.2%	73.2%	8.6%	4	1	0
YAKAMA SERVICE UNIT	20	48.6%	51.4%	0.0%	5	5	4

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
Portland Area	59	17.1%	77.5%	5.4%	37	68	65
CHEMAWA SERVICE UNIT	15	12.0%	82.4%	5.6%	6	15	13
COLVILLE SERVICE UNIT	5	38.0%	62.0%	0.0%	4	8	6
FORT HALL SERVICE UNIT	4	50.2%	49.8%	0.0%	0	3	3
OEH & E GROUP	1	100.0%	0.0%	0.0%	4	3	5
OFC OF ADMIN & MGMT	7	0.0%	100.0%	0.0%	7	4	8
WARM SPRINGS SERVICE UNIT	8	10.8%	72.8%	16.4%	3	11	13
WELLPINIT SERVICE UNIT	6	17.7%	82.3%	0.0%	3	5	2
YAKAMA SERVICE UNIT	5	16.7%	83.3%	0.0%	4	14	11

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

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
Portland Area	65	22.4%	76.3%	1.2%	31	56	79
CHEMAWA SERVICE UNIT	12	21.1%	78.9%	0.0%	4	14	19
COLVILLE SERVICE UNIT	5	38.0%	62.0%	0.0%	4	7	7
FORT HALL SERVICE UNIT	4	0.0%	100.0%	0.0%	0	2	4
OEH & E GROUP	3	100.0%	0.0%	0.0%	4	2	5
OFC OF ADMIN & MGMT	8	0.0%	100.0%	0.0%	5	4	9
WARM SPRINGS SERVICE UNIT	11	36.8%	63.2%	0.0%	2	7	16
WELLPINIT SERVICE UNIT	6	17.7%	82.3%	0.0%	3	4	3
YAKAMA SERVICE UNIT	7	12.3%	87.7%	0.0%	4	11	12

Department of Health and Human Services
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Demographic Questions

Where do you work?

	%
Headquarters	6.5%
Field	93.5%

What is your supervisory status?

	%
Non-Supervisor	60.8%
Team Leader	13.4%
Supervisor	16.4%
Manager	7.3%
Senior Leader	2.2%

Are you:

	%
Male	35.0%
Female	65.0%

Are you Hispanic or Latino?

	%
Yes	6.3%
No	93.8%

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

	%
American Indian or Alaska Native	52.1%
Asian	--
Black or African American	0.0%
Native Hawaiian or Other Pacific Islander	--
White	34.9%
Two or more races	10.2%

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	8.7%
Trade or Technical Certificate	7.9%
Some College (no degree)	16.2%
Associate's Degree (e.g., AA, AS)	15.3%
Bachelor's Degree (e.g., BA, BS)	20.5%
Master's Degree (e.g., MA, MS, MBA)	17.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	13.5%

What is your pay category/grade?

	%
Federal Wage System	3.5%
GS 1-6	27.1%
GS 7-12	44.5%
GS 13-15	13.1%
Senior Executive Service	--
Senior Level (SL) or Scientific or Professional (ST)	--
Other	10.9%

Note: Results are suppressed for each demographic category with 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
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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	70.2%
Yes, to retire	3.1%
Yes, to take another job within the Federal Government	11.8%
Yes, to take another job outside the Federal Government	7.0%
Yes, other	7.9%

I am planning to retire:

	%
Within one year	2.6%
Between one and three years	5.2%
Between three and five years	7.4%
Five or more years	84.7%

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.

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

Demographic Questions (continued)

Are you an individual with a disability?

	%
Yes	9.0%
No	91.0%

What is your age group?

	%
25 and under	0.0%
26-29	2.7%
30-39	21.6%
40-49	35.1%
50-59	27.9%
60 or older	12.6%

Note: Percentages for demographic questions are unweighted.