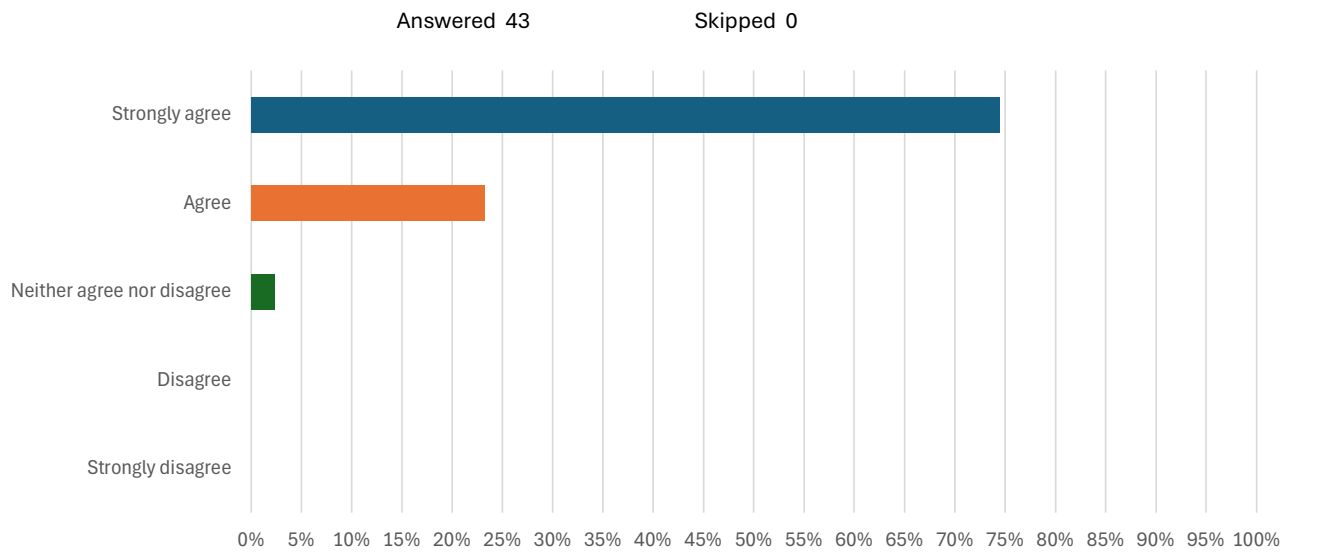


2025 Region 5 Systems Employee Survey

Q1 I understand how my efforts contribute to Region 5 Systems' mission.

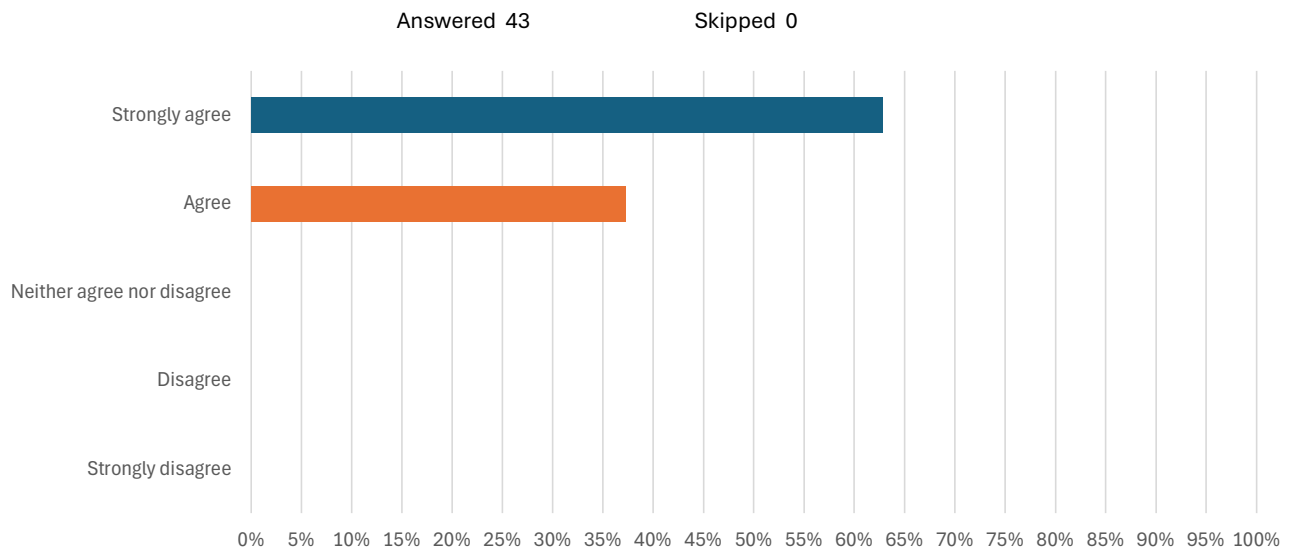


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	74.4%	32	Yes	100%	46
Agree	23.3%	10	No	0%	0
Neither agree nor disagree	2.3%	1			
Disagree	0.0%	0			
Strongly disagree	0.0%	0			
Total		43			46

COMMENTS:	Respondent ID	#	DATE
continue to keep building leadership opportunities for those interested. I think we are doing a great job in that area.	114930439446	1	9/2/2025

2025 Region 5 Systems Employee Survey

Q2 Training is provided to me to meet my professional goals as they relate to my job.

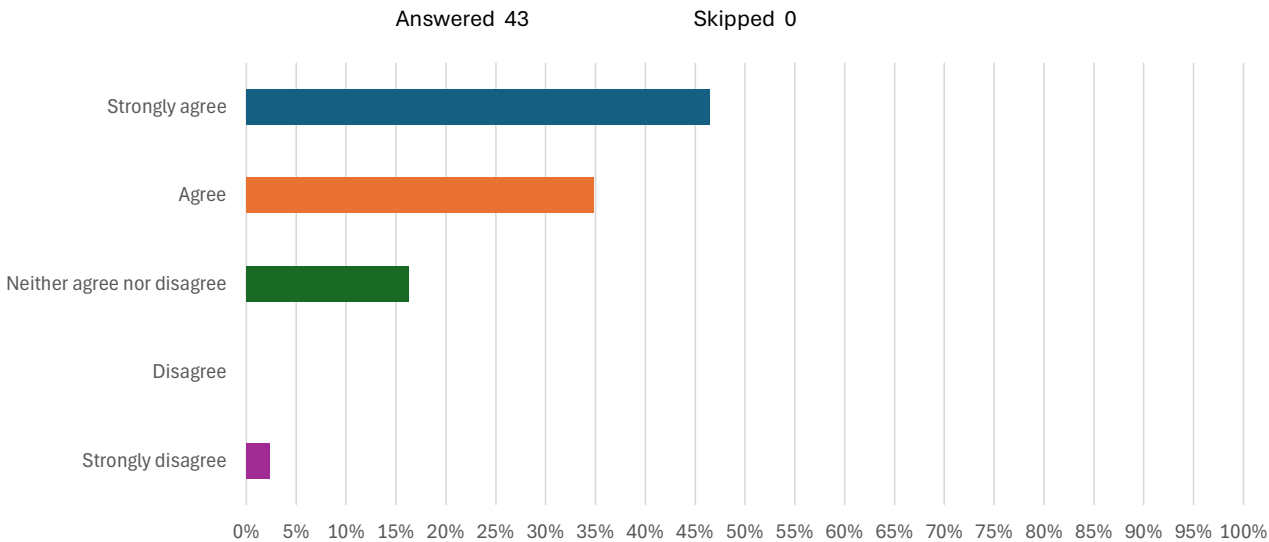


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	62.8%	27	Yes	98%	45
Agree	37.2%	16	No	2%	1
Neither agree nor disagree	0.0%	0			
Disagree	0.0%	0			
Strongly disagree	0.0%	0			
Total		43			46

COMMENTS:	Respondent ID	#	DATE
Appreciate the Region's ongoing support for professional development opportunities	114934118082	1	9/8/2025
Learning MiiWrap has been very helpful. I encourage future PP training to include MiiWrap right from the beginning.	114930428932	2	9/2/2025

2025 Region 5 Systems Employee Survey

Q3 Region 5 Systems has well-integrated work processes and procedures.

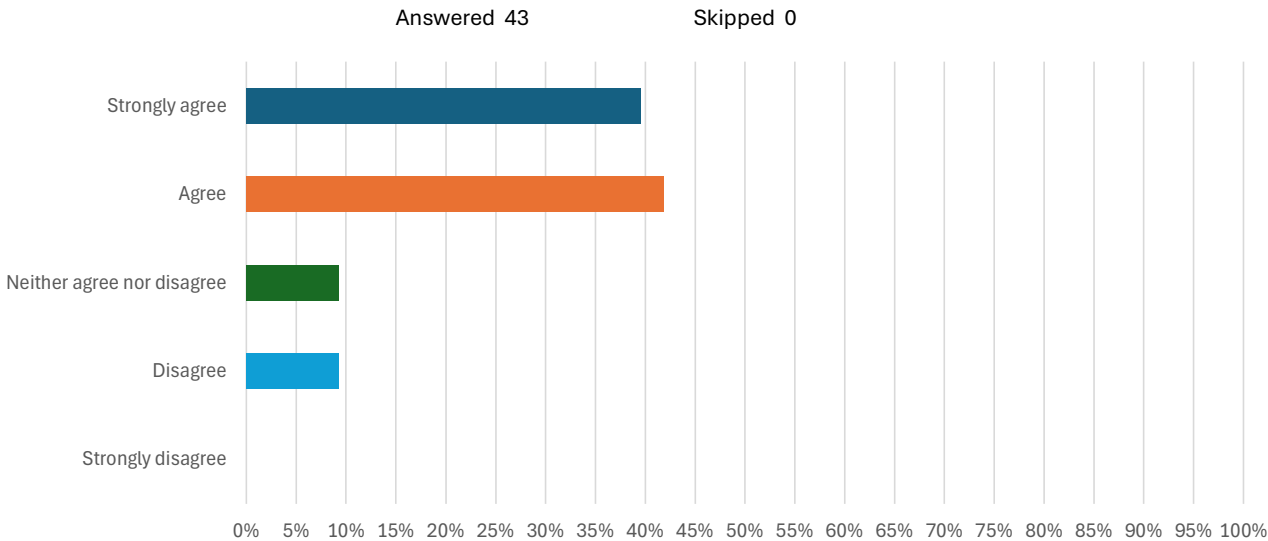


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	46.5%	20	Yes	98%	44
Agree	34.9%	15	No	2%	1
Neither agree nor disagree	16.3%	7			
Disagree	0.0%	0			
Strongly disagree	2.3%	1			
Total		43			45

COMMENTS:	Respondent ID	#	DATE
I think with the move, things became a bit chaotic and it was hard to focus on work tasks. We also don't always have transparency in what our funding looks like and how fast we are moving along with people (specifically in housing).	114936692838	1	9/11/2025
People need to pay attention when processes change. Seems like there are lots of questions at all staff's that have all ready been answered but people don't pay attention	114930426796	2	9/9/2025
I think there is a lot of room for improvement, specifically in the FYI program. However, there has been a lot of work on upper management's end to understand our needs and work together towards finding a solution which I appreciate.	114934360655	3	9/8/2025
I am not sure if this pertains to each Program at the Region. I feel our department has GREAT work processes and procedures. Some of the other departments not so much.	114931283856	4	9/3/2025

2025 Region 5 Systems Employee Survey

Q4 You feel safe to express your opinions and openly express disagreement.

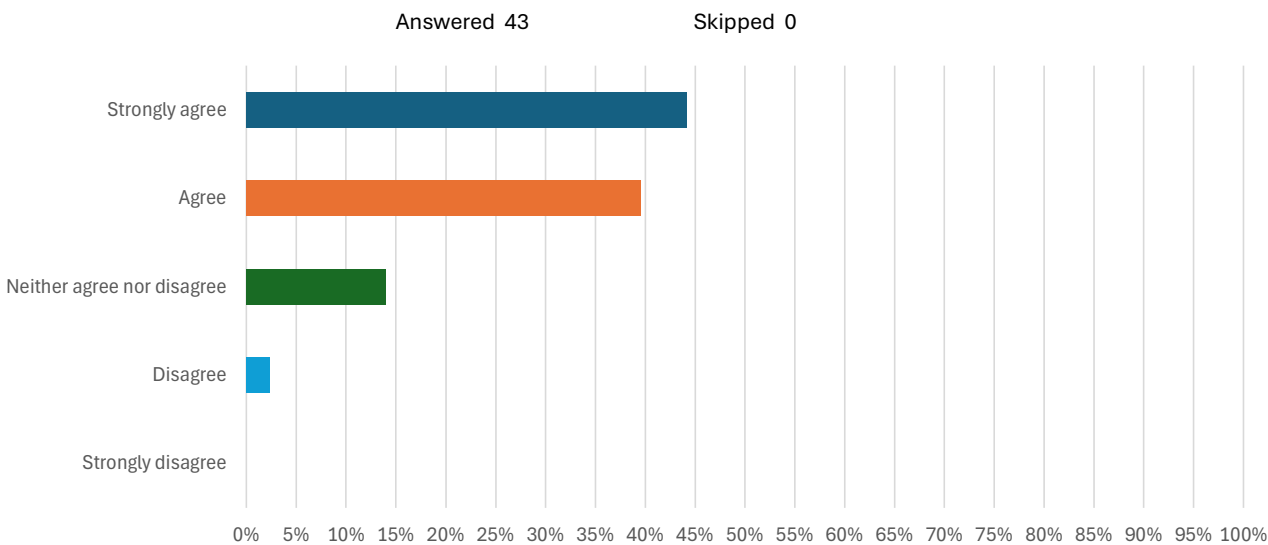


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	39.5%	17	Yes	89%	40
Agree	41.9%	18	No	11%	5
Neither agree nor disagree	9.3%	4			
Disagree	9.3%	4			
Strongly disagree	0.0%	0			
Total		43			45

COMMENTS:	Respondent ID	#	DATE
I believe employees should have the chance to offer feedback on their managers for their yearly review- having the manager ask for feedback directly will only work if the relationship is safe to begin with.	114939024104	1	9/15/2025
Fear of retaliation from certain employees who are "favorites"	114930426796	2	9/9/2025
This is a hot spot for me.	114931283856	3	9/3/2025
I like the anonymous surveys.	114930428932	4	9/2/2025

2025 Region 5 Systems Employee Survey

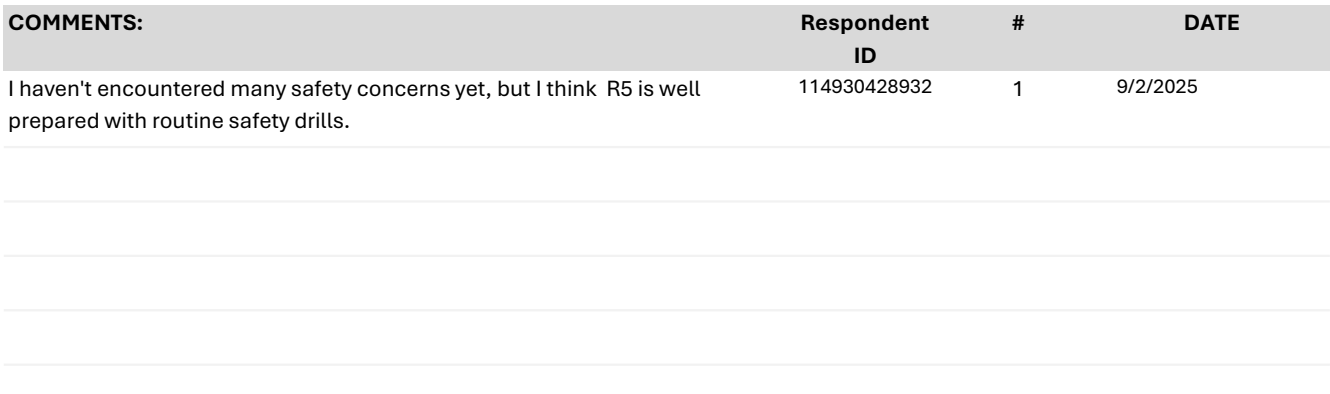
Q5 Creativity and innovation is encouraged.



ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	44.2%	19	Yes	98%	44
Agree	39.5%	17	No	2%	1
Neither agree nor disagree	14.0%	6			
Disagree	2.3%	1			
Strongly disagree	0.0%	0			
Total		43			45

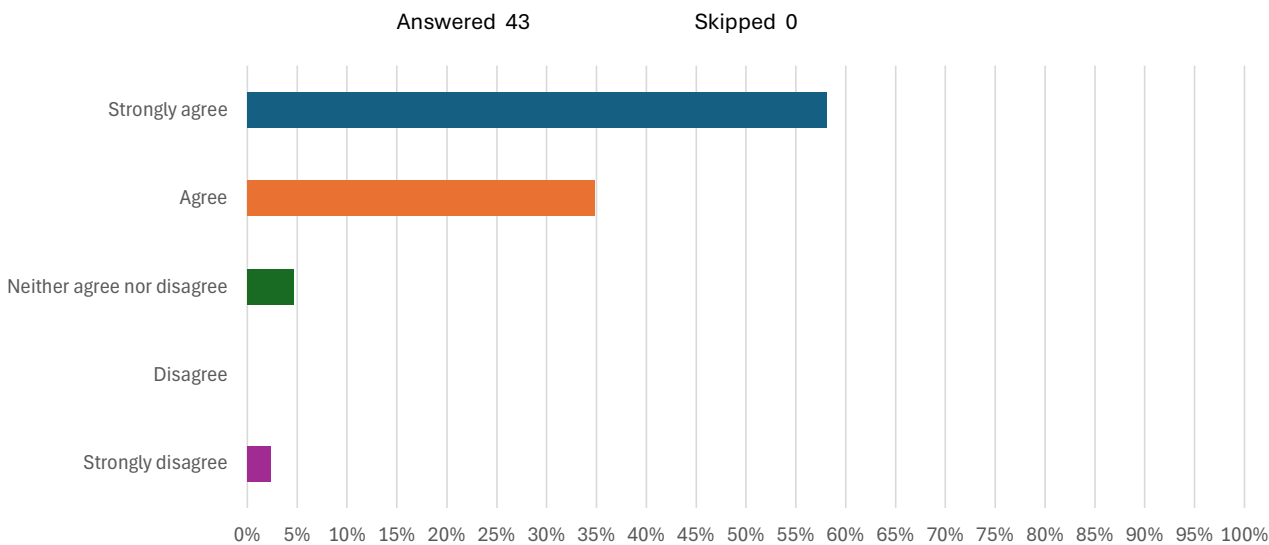
COMMENTS:	Respondent ID	#	DATE
I think it is a bit challenging to be creative or innovative because there is a process that must be followed to abide by state requirements. However, the process that allows the employee to fulfill state requirements is often unique.	114930428932	1	9/2/2025

Q6 Safety issues are handled promptly.



2025 Region 5 Systems Employee Survey

Q7 I receive recognition from my supervisor.

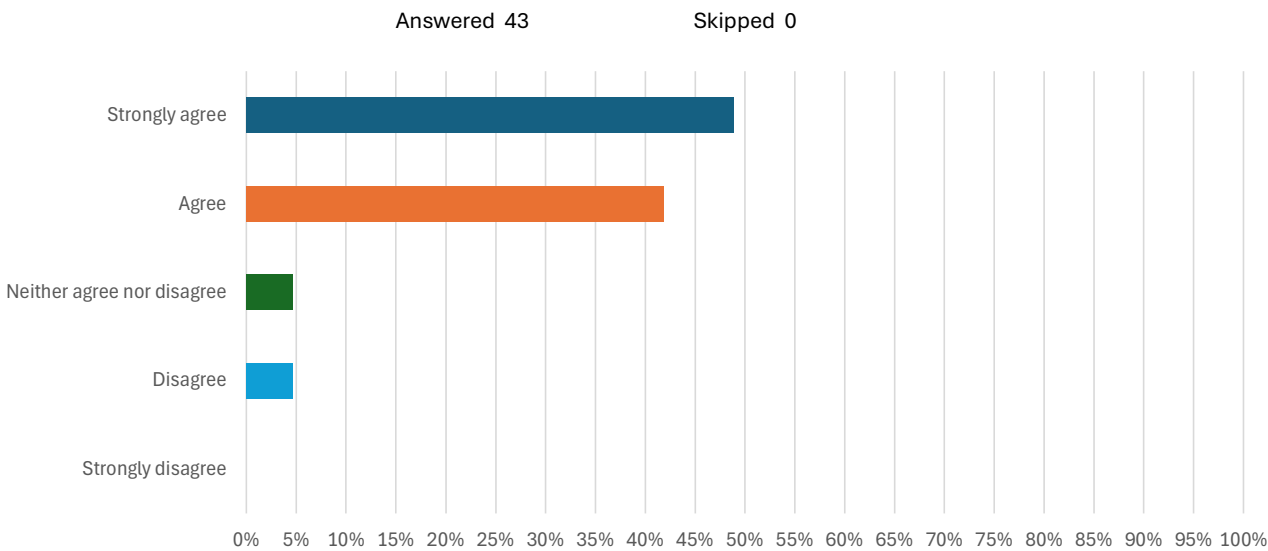


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	58.1%	25	Yes	98%	44
Agree	34.9%	15	No	2%	1
Neither agree nor disagree	4.7%	2			
Disagree	0.0%	0			
Strongly disagree	2.3%	1			
Total		43			45

COMMENTS:	Respondent ID	#	DATE
I think using Teams has been a convenient way to speak with my supervisor for supervisions.	114930428932	1	9/2/2025

2025 Region 5 Systems Employee Survey

Q8 As an organization, Region 5 Systems provides opportunities for employee recognition.

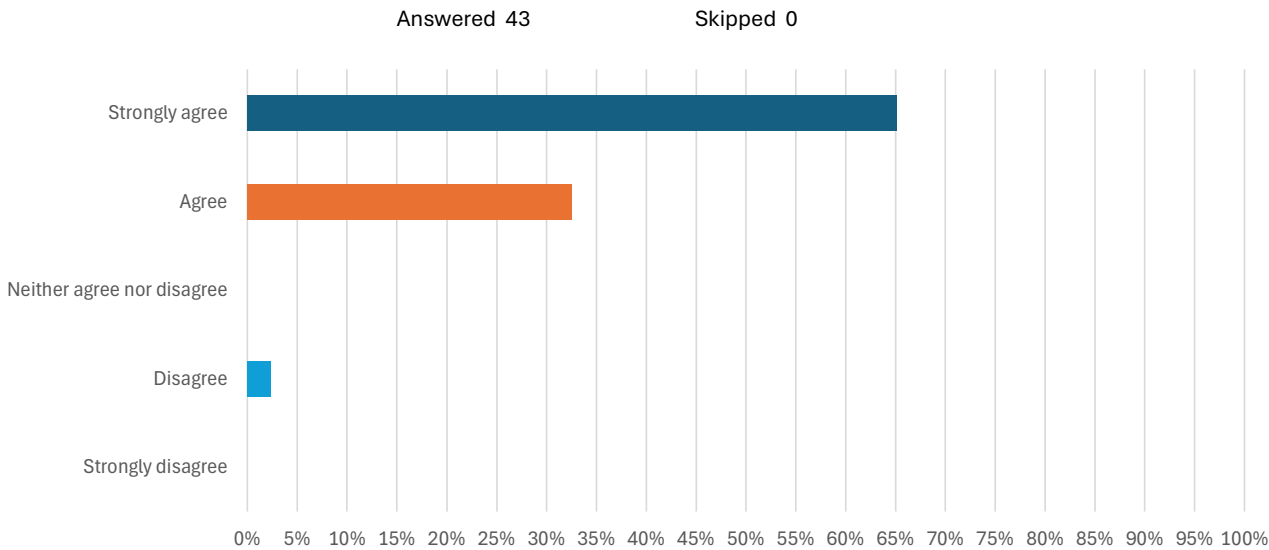


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	48.8%	21	Yes	98%	44
Agree	41.9%	18	No	2%	1
Neither agree nor disagree	4.7%	2			
Disagree	4.7%	2			
Strongly disagree	0.0%	0			
Total		43			45

COMMENTS:	Respondent ID	#	DATE
to recognize employees at the same level and not focus only on certain employees' efforts	114931507163	1	9/3/2025
We will see how the Padlet will work. It seems that usually only one department was always recognized when we were at 1645 N Street.	114931283856	2	9/3/2025
I am hopeful about Padlet.	114930428932	3	9/2/2025

2025 Region 5 Systems Employee Survey

Q9 My supervisor is readily available for consultation by phone.

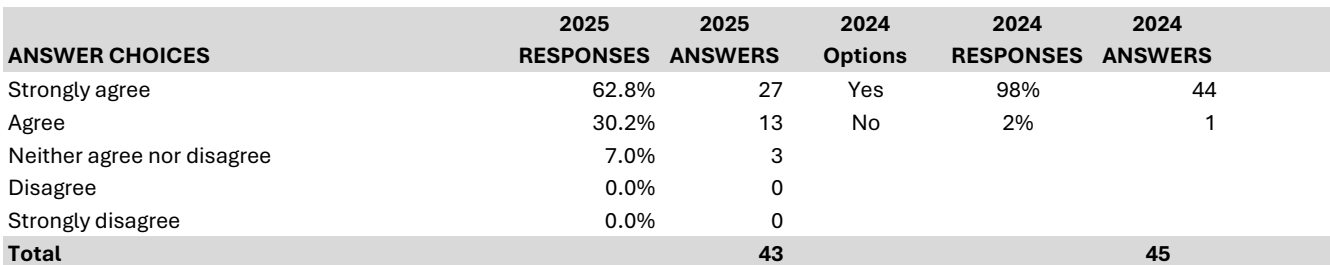


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	65.1%	28	Yes	100%	45
Agree	32.6%	14	No	0%	0
Neither agree nor disagree	0.0%	0			
Disagree	2.3%	1			
Strongly disagree	0.0%	0			
Total		43			45

COMMENTS:	Respondent ID	#	DATE
Malcom has always responded to every message and email right away and makes time to help every time it is requested.	114934166941	1	9/8/2025

Q10 My supervisor is flexible in scheduling conference times when I need consultation.

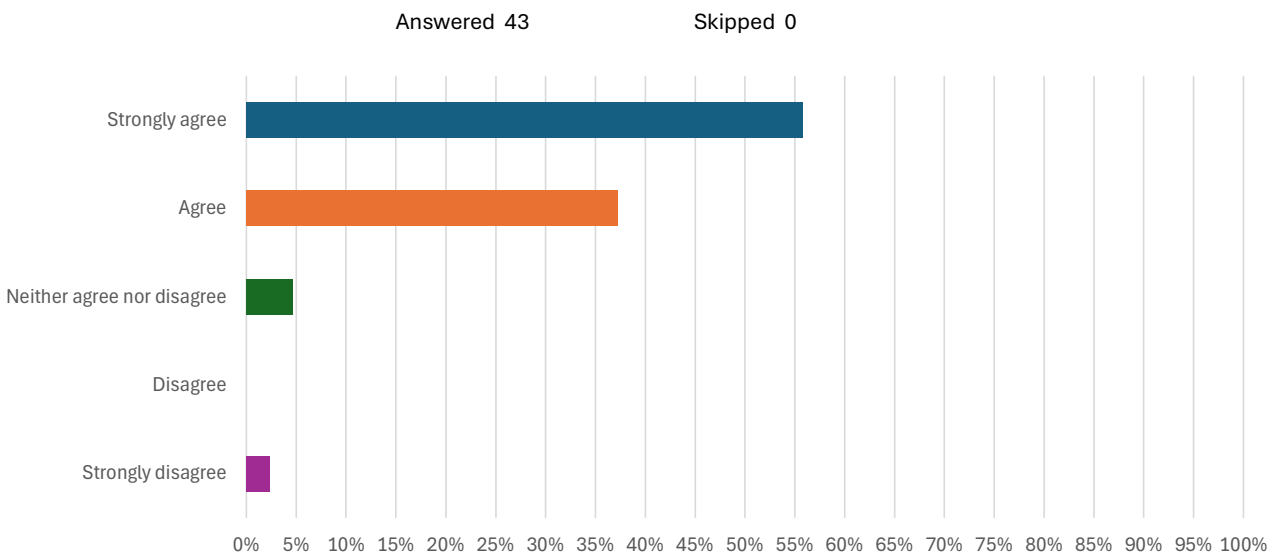
Skipped 0



COMMENTS:	Respondent ID	#	DATE
No comments provided			

2025 Region 5 Systems Employee Survey

Q12 You feel heard by your supervisor when you go to him/her with a question, concern, or suggestion.

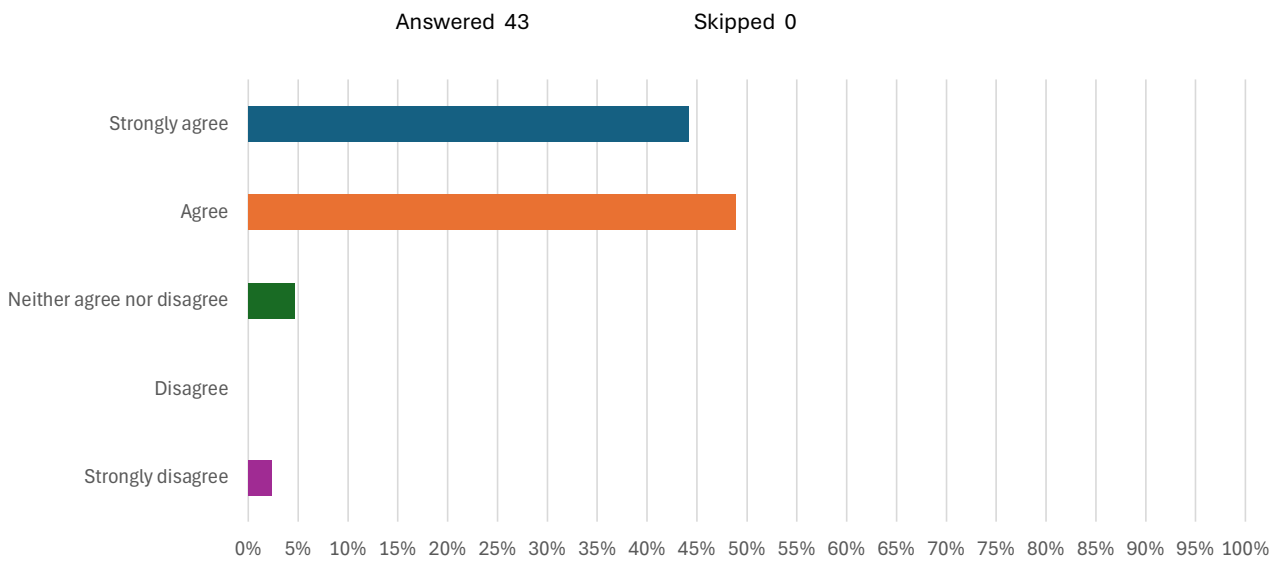


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	55.8%	24	Yes	100%	45
Agree	37.2%	16	No	0%	0
Neither agree nor disagree	4.7%	2			
Disagree	0.0%	0			
Strongly disagree	2.3%	1			
Total		43			45

COMMENTS:	Respondent ID	#	DATE
Communication is hard in our department.	114931283856	1	9/3/2025

2025 Region 5 Systems Employee Survey

Q13 Controversy and problem solving is handled in a constructive manner within my department.

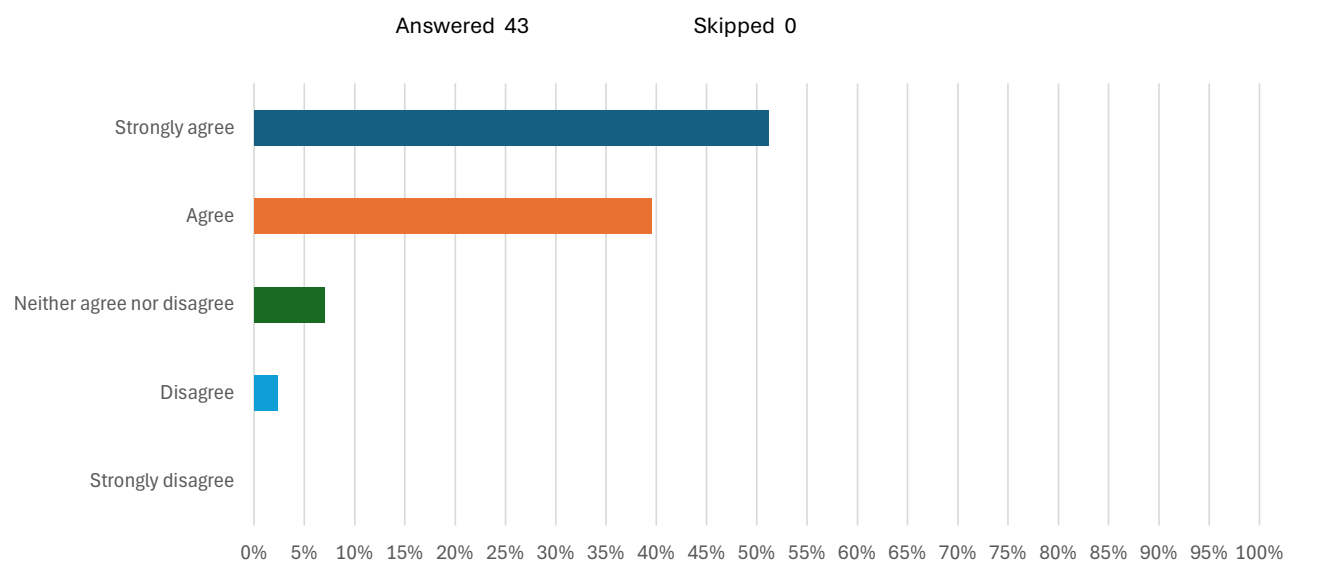


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	44.2%	19	Yes	93%	42
Agree	48.8%	21	No	7%	3
Neither agree nor disagree	4.7%	2			
Disagree	0.0%	0			
Strongly disagree	2.3%	1			
Total		43			45

COMMENTS:	Respondent ID	#	DATE
Problem solving may or may not be talked about during weekly meetings.	114931283856	1	9/3/2025
Not at this time. I feel like the weekly meetings are very helpful.	114930428932	2	9/2/2025

2025 Region 5 Systems Employee Survey

Q14 After completing a “Service Request” for a computer, phone, building, or other issue, the response time is appropriate.

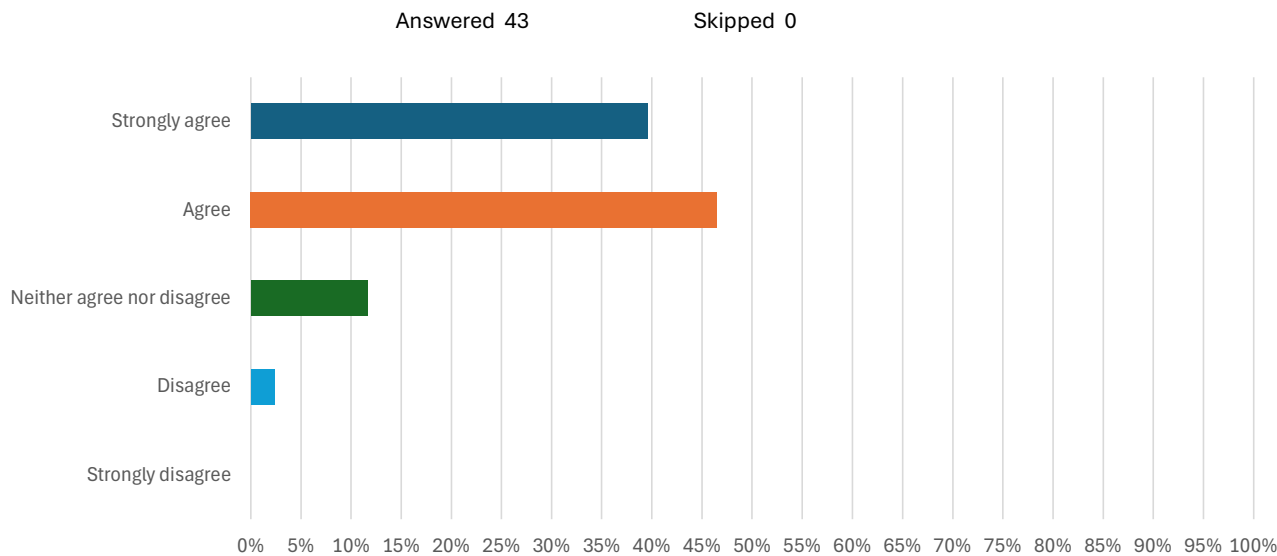


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	51.2%	22	Yes	98%	44
Agree	39.5%	17	No	2%	1
Neither agree nor disagree	7.0%	3			
Disagree	2.3%	1			
Strongly disagree	0.0%	0			
Total		43			45

COMMENTS:	Respondent ID	#	DATE
They respond very quickly and are always helpful.	114936850716	1	9/11/2025
The person who is in charge of this does not work at the building often which means there has to be availability to remote in or have some other person in the office handle my issue if it needs to be something taken care of in person when I'm in the office	114930426796	2	9/9/2025
They do a good job if they are in the office.	114931283856	3	9/3/2025
Jon is a huge asset to Region 5.	114930457084	4	9/2/2025
This one is tricky. They do respond but not always helpful.	114930462640	5	9/2/2025

2025 Region 5 Systems Employee Survey

Q15 Region 5 Systems' online presence (i.e., Facebook, public website) is useful, informative, and user friendly.

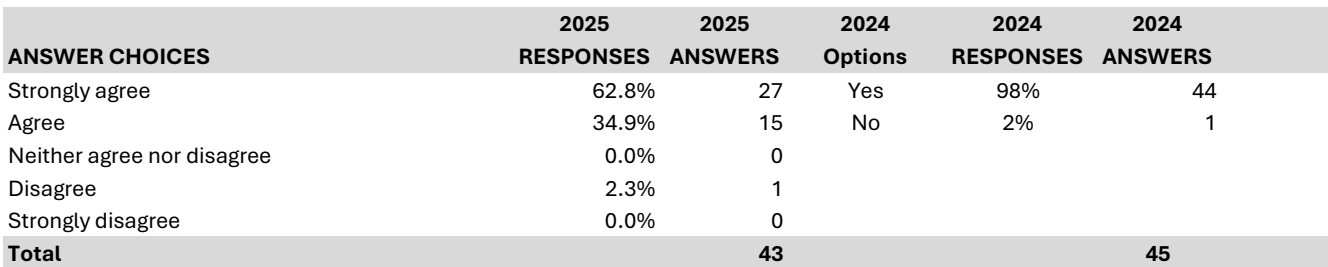


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	39.5%	17	Yes	93%	42
Agree	46.5%	20	No	7%	3
Neither agree nor disagree	11.6%	5			
Disagree	2.3%	1			
Strongly disagree	0.0%	0			
Total		43			45

COMMENTS:	Respondent ID	#	DATE
When you google Region V Systems, Lincoln, NE, it says its permanently closed.	114930426796	1	9/9/2025
As the social media pages are growing, it would be great to have more employee input. Possibly add content discussions to MUM or All Staff meetings?	114934394093	2	9/8/2025

Q16 Centralizing of personnel policies, forms, etc., on the ADP Intranet site is user friendly and meets your needs to access these types of documents.

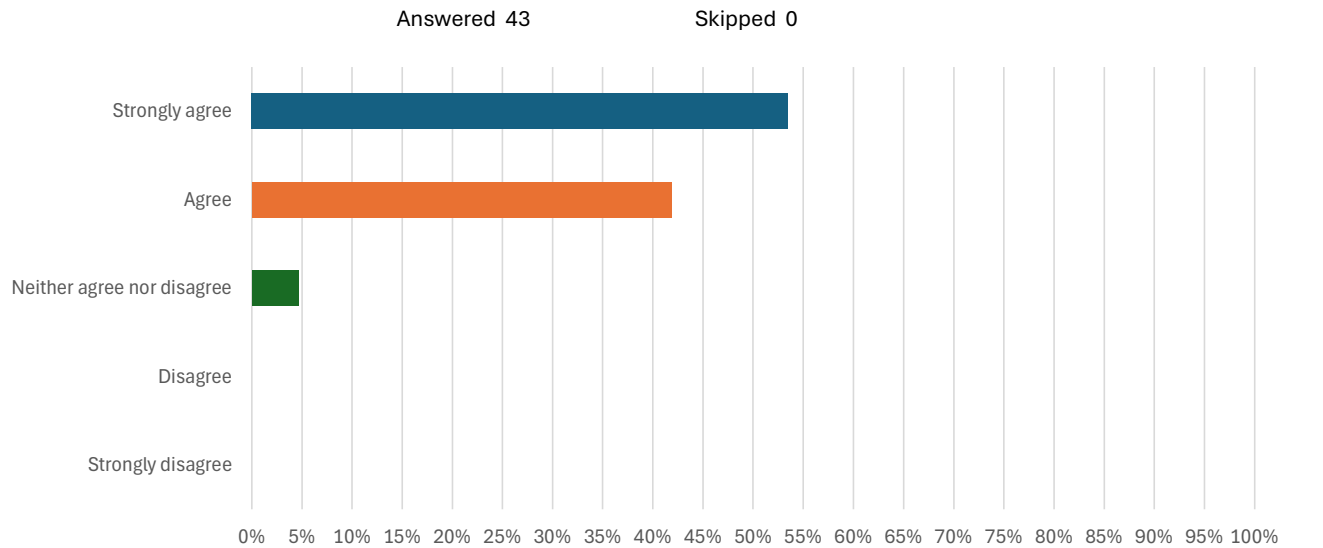
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COMMENTS:	Respondent ID	#	DATE
No comments provided			

2025 Region 5 Systems Employee Survey

Q17 I have the work-related equipment to effectively perform my job.

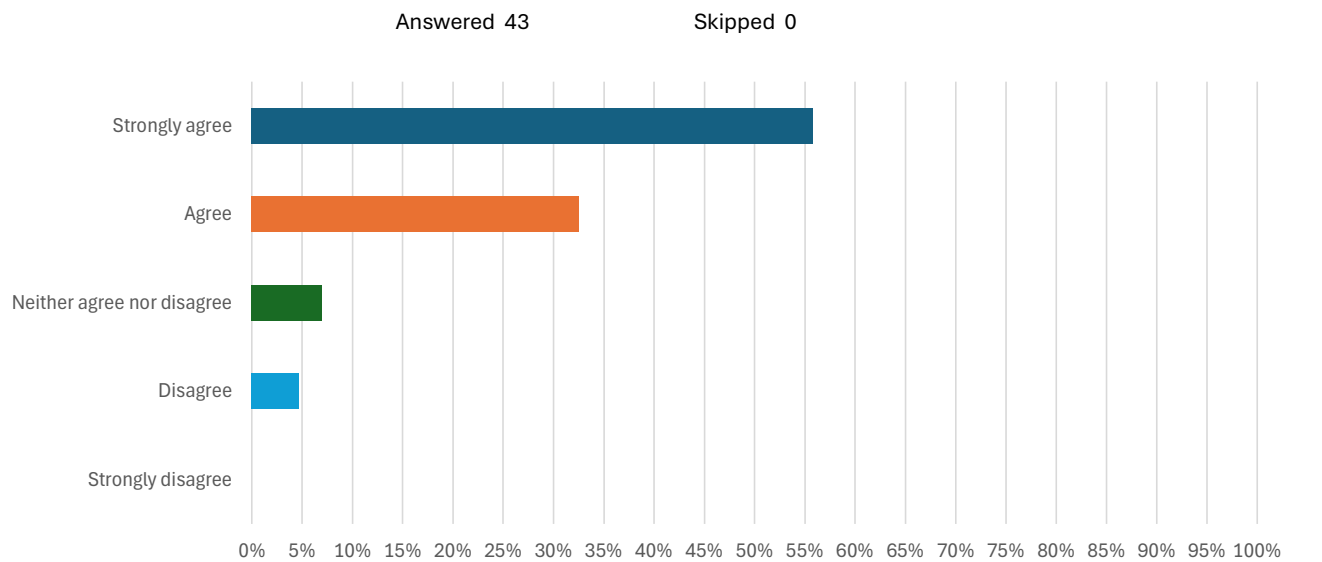


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	53.5%	23	Yes	93%	42
Agree	41.9%	18	No	7%	3
Neither agree nor disagree	4.7%	2			
Disagree	0.0%	0			
Strongly disagree	0.0%	0			
Total		43			45

COMMENTS:	Respondent ID	#	DATE
This had to be self taught by different teams-our IT did not seem prepared for equipment changes with the move and was not helpful	114930426796	1	9/9/2025

2025 Region 5 Systems Employee Survey

Q18 Physical conditions (e.g., light, heat, space, appearance) at the office are good.

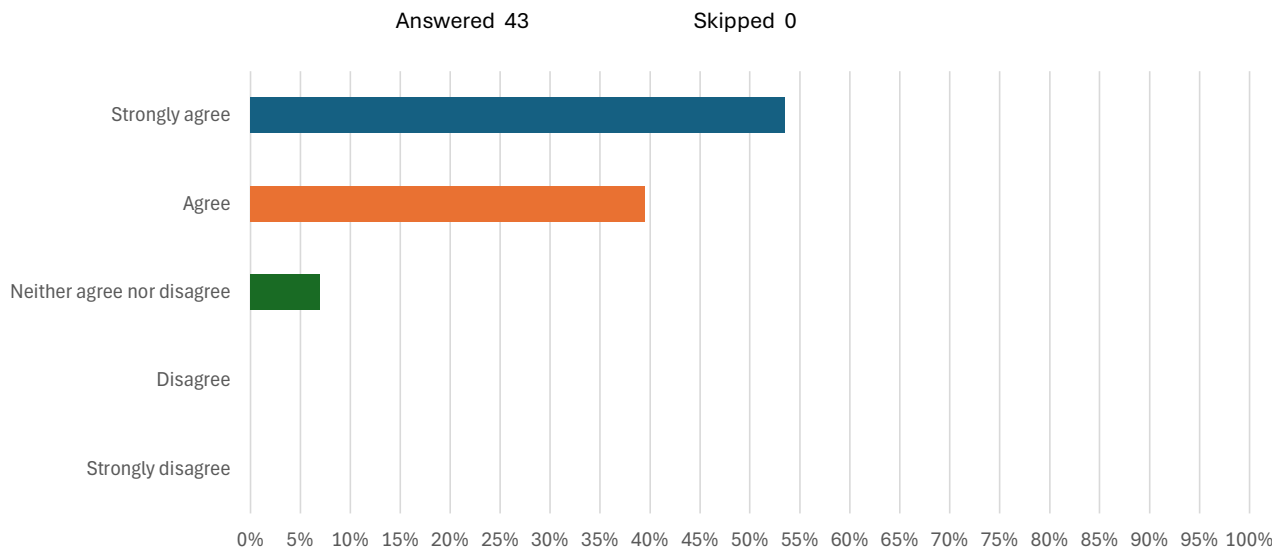


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	55.8%	24	Yes	84%	38
Agree	32.6%	14	No	16%	7
Neither agree nor disagree	7.0%	3			
Disagree	4.7%	2			
Strongly disagree	0.0%	0			
Total		43			45

COMMENTS:	Respondent ID	#	DATE
The temperature is good in the office but there is humidity when I come in. The person in charge of is teleworking when I'm in and no one else seems to know how to fix it	114930426796	1	9/9/2025
Love the new office	114934118082	2	9/8/2025
I'm sure moving the thermostats to the hallways will help the temperature issue in the rooms	114931981382	3	9/4/2025
It seems that there are a lot of office space being reserved for meetings and they remain empty most days.	114931283856	4	9/3/2025
Many visitors have commented how nice the new office looks.	114930457084	5	9/2/2025
It is better than the N street location. But it has been very humid.	114930415017	6	9/2/2025

2025 Region 5 Systems Employee Survey

Q19 You know how Region 5 Systems' internal CQI process works. (This does not refer to the HR critical incident reporting process.)

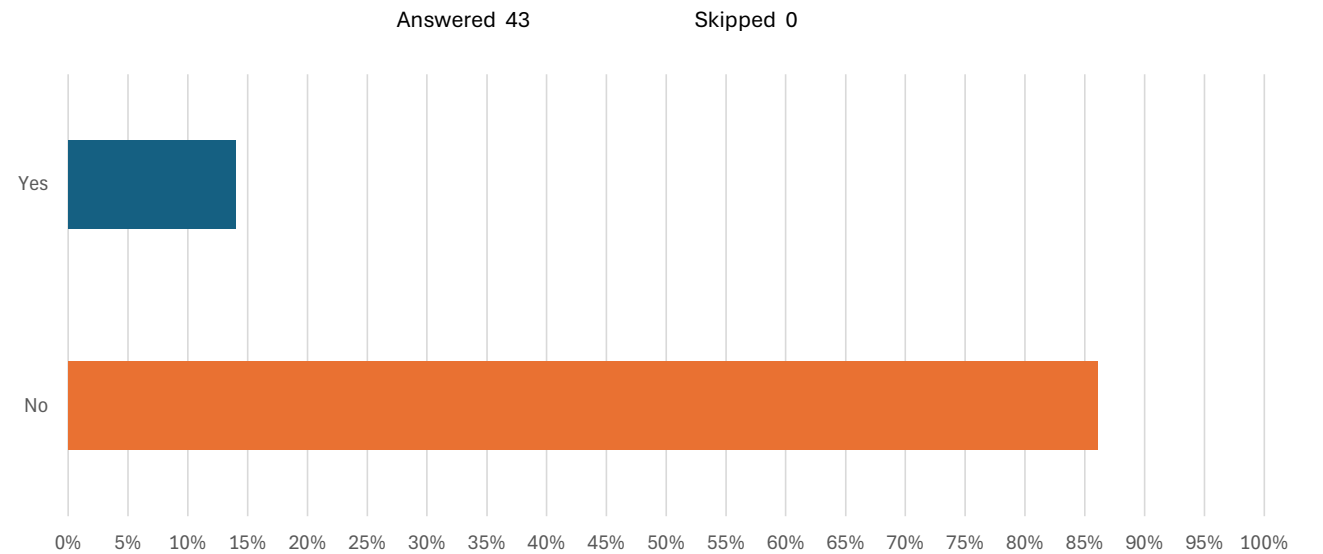


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	53.5%	23	Yes	100%	45
Agree	39.5%	17	No	0%	0
Neither agree nor disagree	7.0%	3			
Disagree	0.0%	0			
Strongly disagree	0.0%	0			
Total		43			45

COMMENTS:	Respondent ID	#	DATE
No. I have been at Region 5 for less than 18 months so I feel I am still learning everything. I don't feel that this is an issue- I just need more time to become familiar with how things work.	114934360655	1	9/8/2025

2025 Region 5 Systems Employee Survey

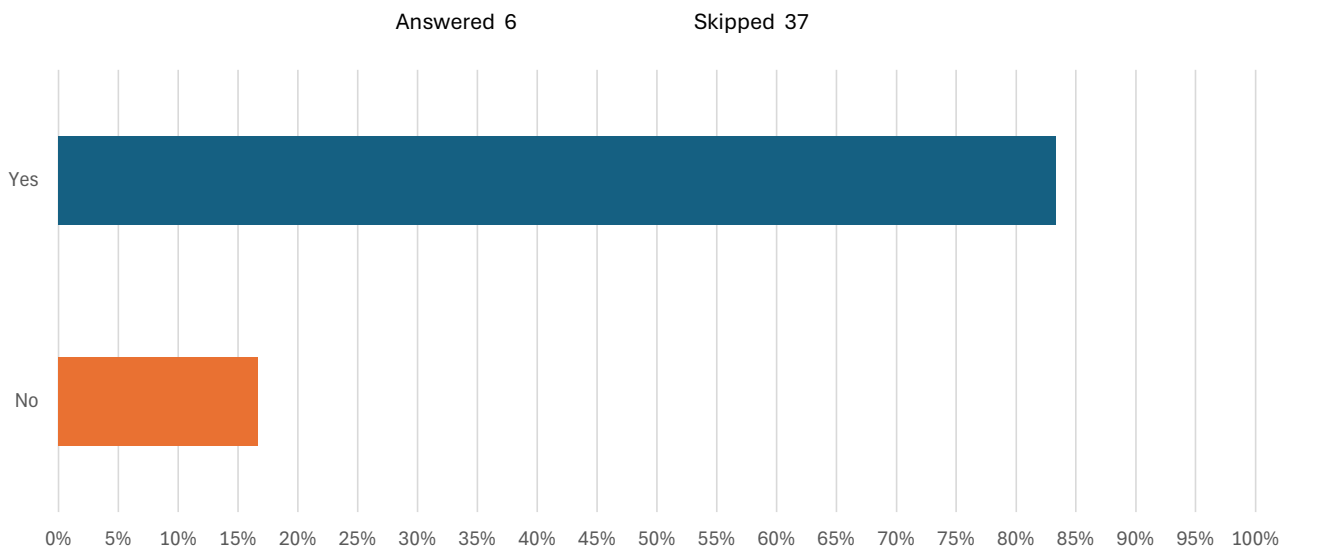
Q20 During the last year, did you submit a "CQI Concerns Request"?



ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Yes	14.0%	6	Yes	24%	11
No	86.1%	37	No	76%	34
Total		43			45

2025 Region 5 Systems Employee Survey

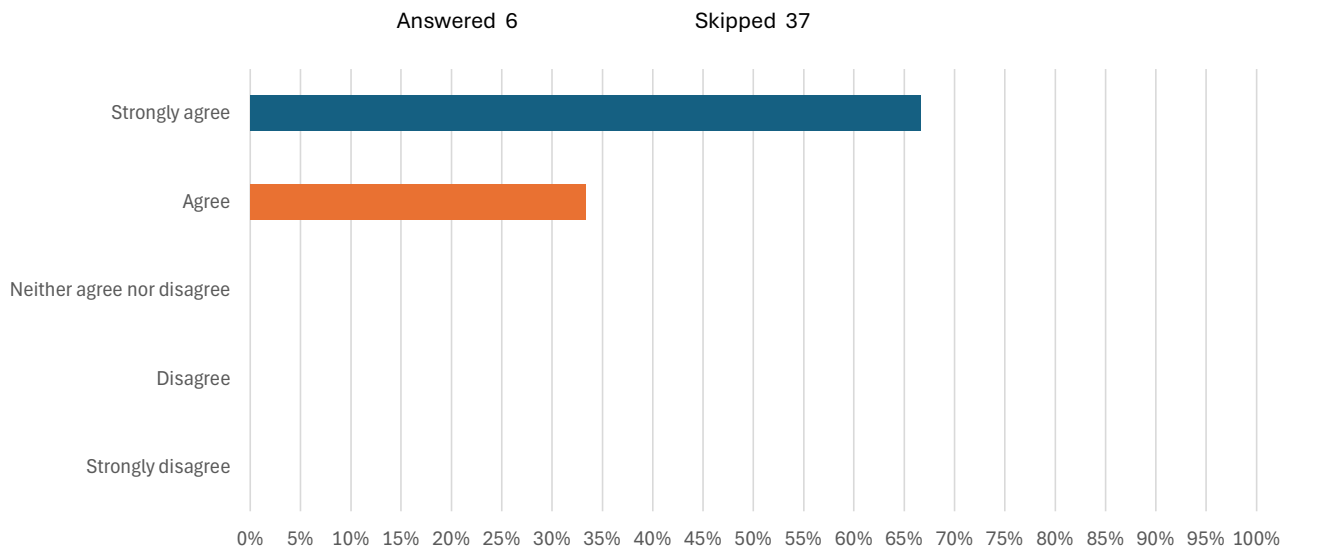
Q21 You should have received an initial e-mail, within 5 business days of your request, confirming receipt of your request and an approximate time frame for review (confirmation of receipt does not mean resolution). Did you receive such confirmation in this manner?



ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Yes	83.3%	5	Yes	91%	10
No	16.7%	1	No	9%	1
Total		6			11

2025 Region 5 Systems Employee Survey

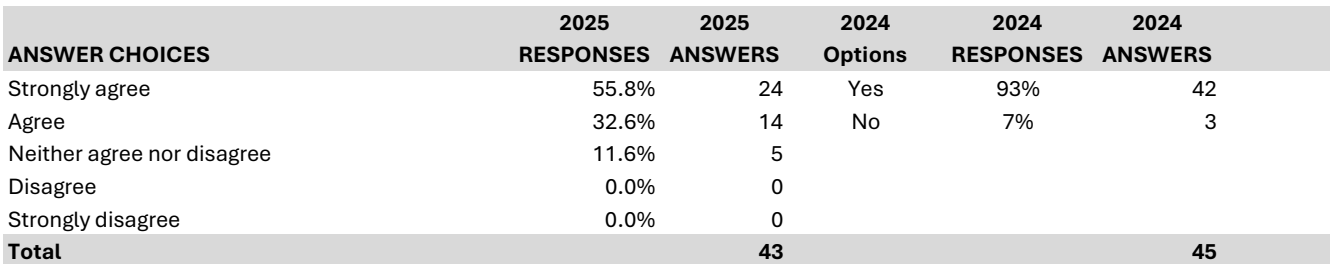
Q22 Your concern was appropriately addressed.



ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	66.7%	4	Yes	91%	10
Agree	33.3%	2	No	9%	1
Neither agree nor disagree	0.0%	0			
Disagree	0.0%	0			
Strongly disagree	0.0%	0			
Total		6			11

COMMENTS:	Respondent ID	#	DATE
I don't recall receiving an initial email after submitting the concern (its possible I missed it), but my suggestion was reviewed and accepted, so I was very happy with the process.	114930457084	1	9/2/2025

Q23 You received communication as to the status of all CQI concerns that were addressed to date.



COMMENTS:	Respondent ID	#	DATE
No comments provided			

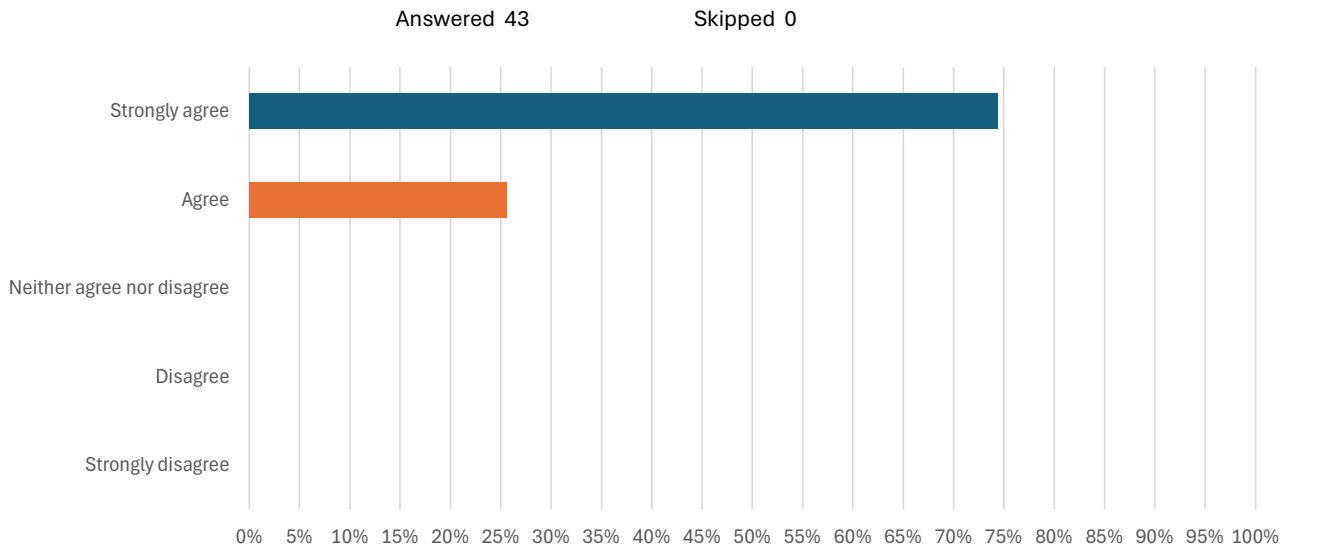
Q24 Please provide any comments or ideas for improvement regarding the CQI Process.

Skipped 38

[illegible]

2025 Region 5 Systems Employee Survey

Q25 Region 5 Systems' facility is clean and well maintained. (E)

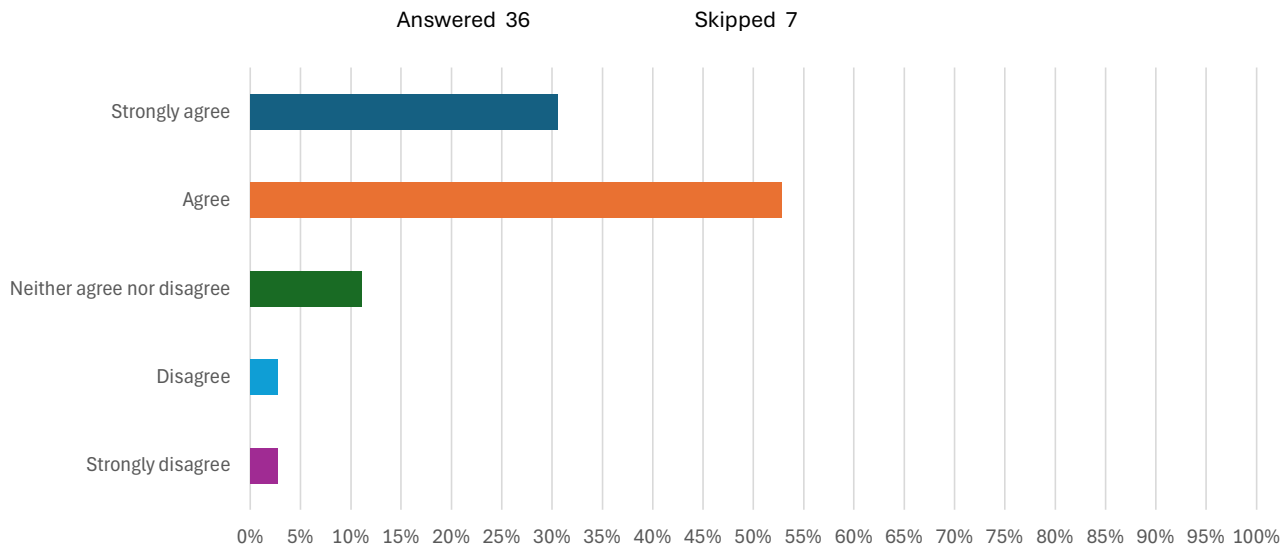


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	74.4%	32	Yes	73%	32
Agree	25.6%	11	No	27%	12
Neither agree nor disagree	0.0%	0			
Disagree	0.0%	0			
Strongly disagree	0.0%	0			
Total		43			44

COMMENTS:	Respondent ID	#	DATE
Love the new office!	114931981382	1	9/4/2025

2025 Region 5 Systems Employee Survey

Q26 Region 5 Systems is conveniently located and accessible to public transportation for participants. (If this question is not applicable to you, please proceed to next question.) (T)

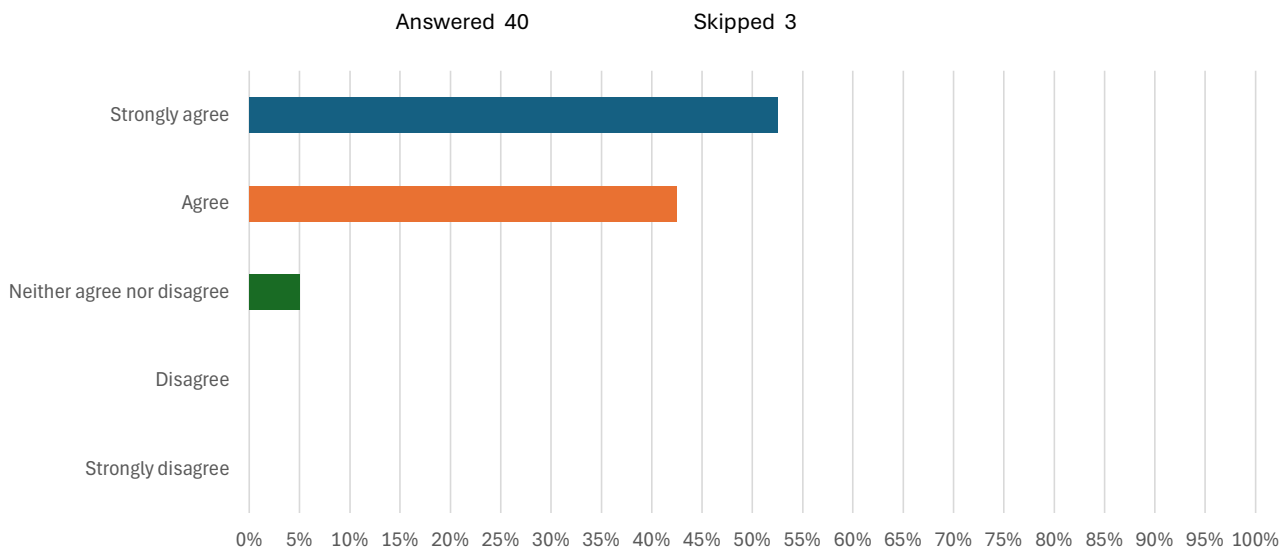


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	30.6%	11	Yes	100%	35
Agree	52.8%	19	No	0%	0
Neither agree nor disagree	11.1%	4			
Disagree	2.8%	1			
Strongly disagree	2.8%	1			
Total		36			35

COMMENTS:	Respondent ID	#	DATE
Our new office is not centrally located for participants	114931507163	1	9/3/2025

2025 Region 5 Systems Employee Survey

Q27 Region 5 Systems provides culturally sensitive services. (If this question is not applicable to you, please proceed to next question.) (E)

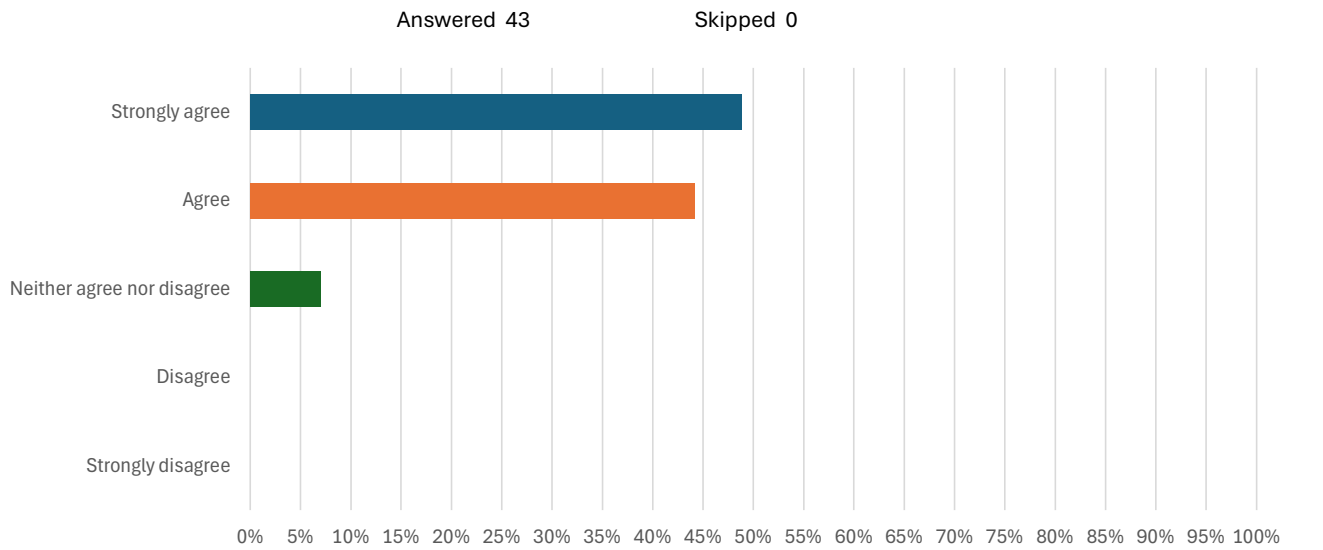


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	52.5%	21	Yes	94%	33
Agree	42.5%	17	No	6%	2
Neither agree nor disagree	5.0%	2			
Disagree	0.0%	0			
Strongly disagree	0.0%	0			
Total		40			35

COMMENTS:	Respondent ID	#	DATE
This will always be an evolving process but I believe R5 demonstrates a desire to be responsive here.	114939024104	1	9/15/2025

2025 Region 5 Systems Employee Survey

Q28 Region 5 Systems practices trauma-informed care. (E)

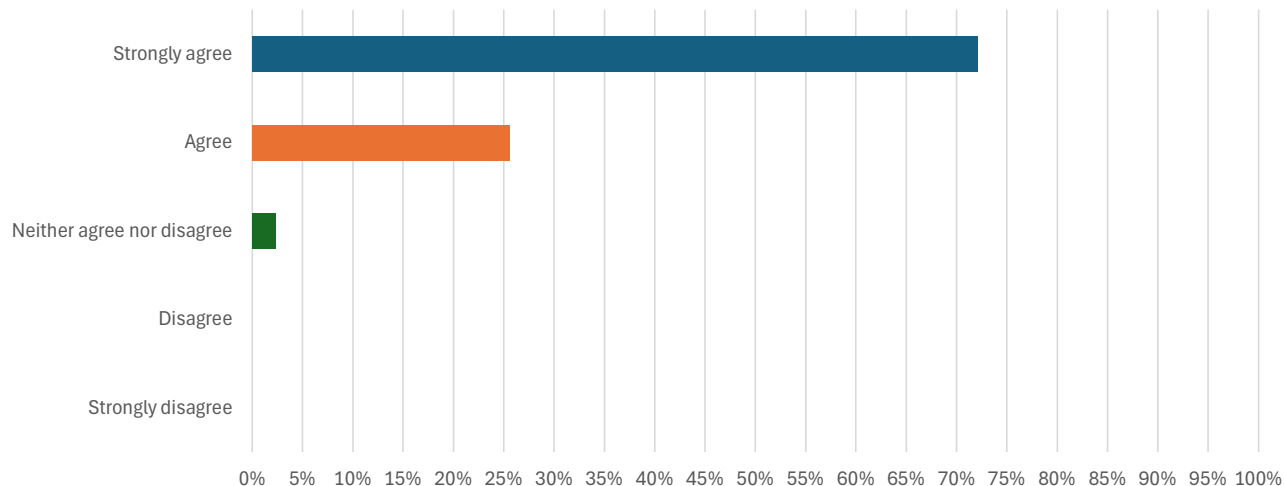


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	48.8%	21	Yes	93%	41
Agree	44.2%	19	No	7%	3
Neither agree nor disagree	7.0%	3			
Disagree	0.0%	0			
Strongly disagree	0.0%	0			
Total		43			44

COMMENTS:	Respondent ID	#	DATE
offer presentation for all staff on how we can manage secondary trauma while working in the field	114931507163	1	9/3/2025

Q29 Do Region 5 Systems' employees respect the confidentiality of participants?
(AT)

Skipped 0

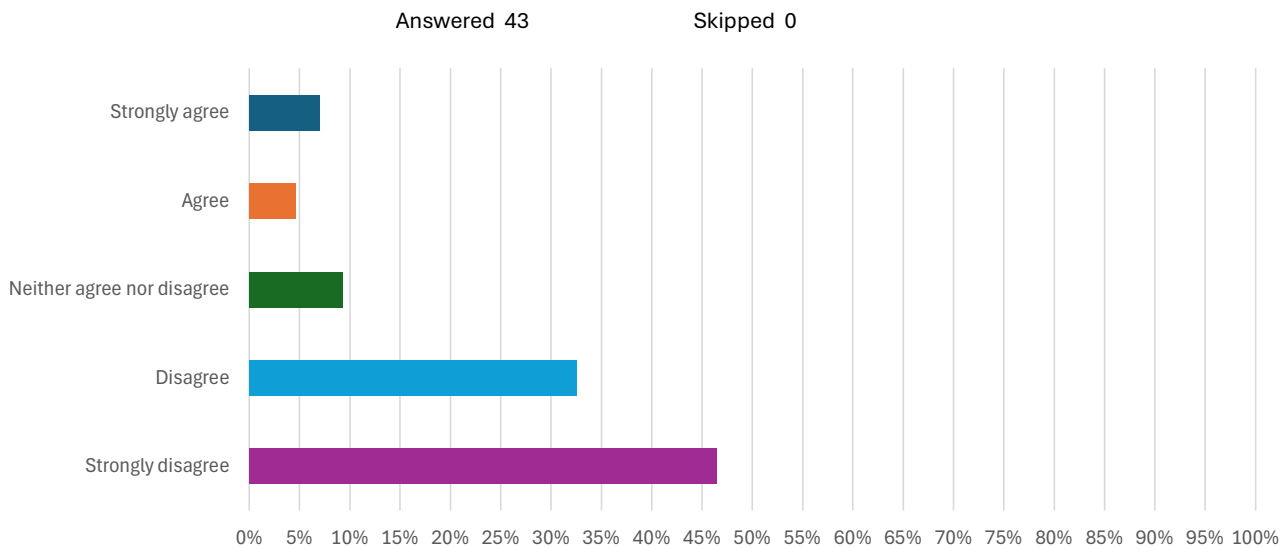


	2025	2025	2024	2024	2024
ANSWER CHOICES	RESPONSES	ANSWERS	Options	RESPONSES	ANSWERS
Strongly agree	72.1%	31	Yes	98%	43
Agree	25.6%	11	No	2%	1
Neither agree nor disagree	2.3%	1			
Disagree	0.0%	0			
Strongly disagree	0.0%	0			
Total		43			44

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2025 Region 5 Systems Employee Survey

Q30 There are barriers you have noticed in accessing Region 5 Systems’ facility/parking lot because of physical obstructions. (i.e. parking availability, safety, entrance, walking surface, conference rooms, rest rooms, etc.) (A)



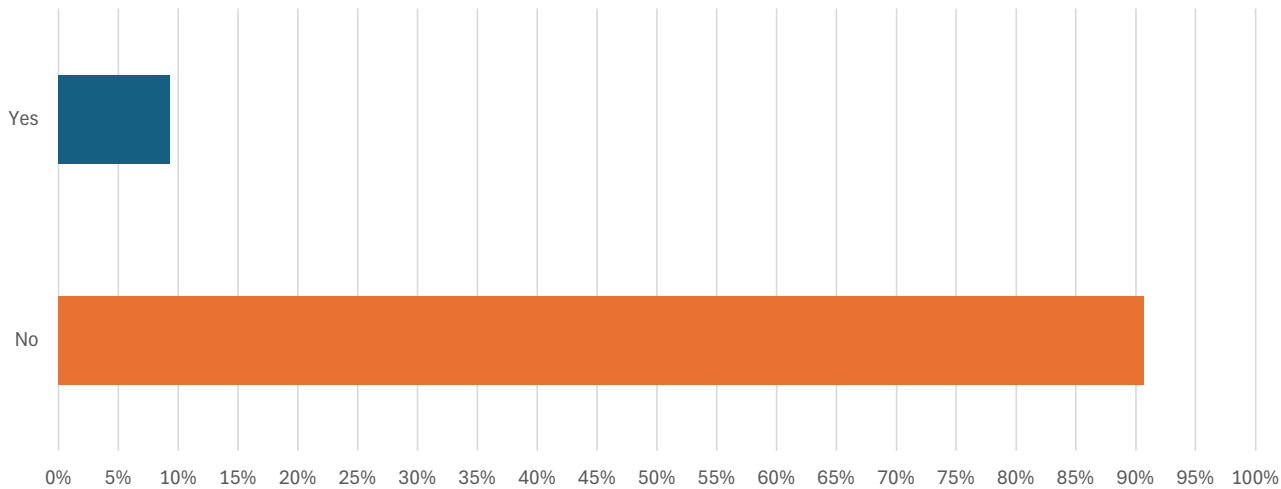
ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	7.0%	3	Yes	43%	19
Agree	4.7%	2	No	57%	25
Neither agree nor disagree	9.3%	4			
Disagree	32.6%	14			
Strongly disagree	46.5%	20			
Total		43			44

COMMENTS:	Respondent ID	#	DATE
Conference rooms A-C are crowded tight, someone using a chair would have difficulty navigating the space- not sure that is fixable- something to be aware of.	114939024104	1	9/15/2025
Besides the occasional goose poop, I don't see any barriers in accessing the facility. The parking lot is in great condition and the walk to the building is much shorter now. I will appreciate that fact more and more as we get closer to Winter.	114930457084	2	9/2/2025

2025 Region 5 Systems Employee Survey

Q31 Can you suggest any technology enhancements or ergonomic methods/devices that Region 5 Systems might provide/utilize to address barriers in performing your job? (IT)

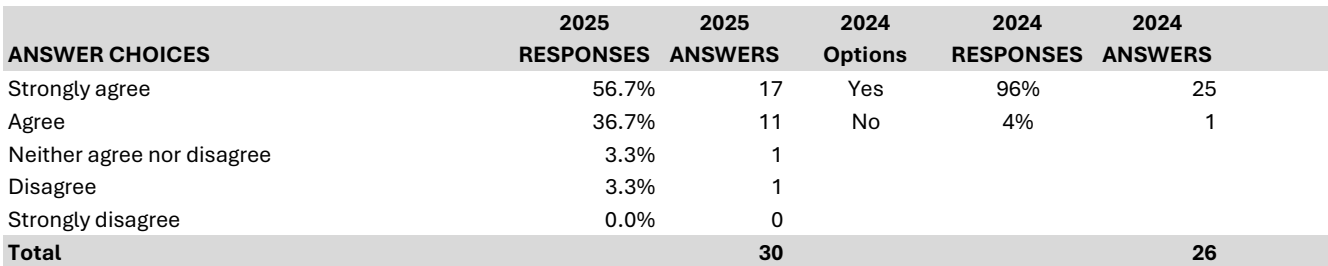
Answered 43 Skipped 0



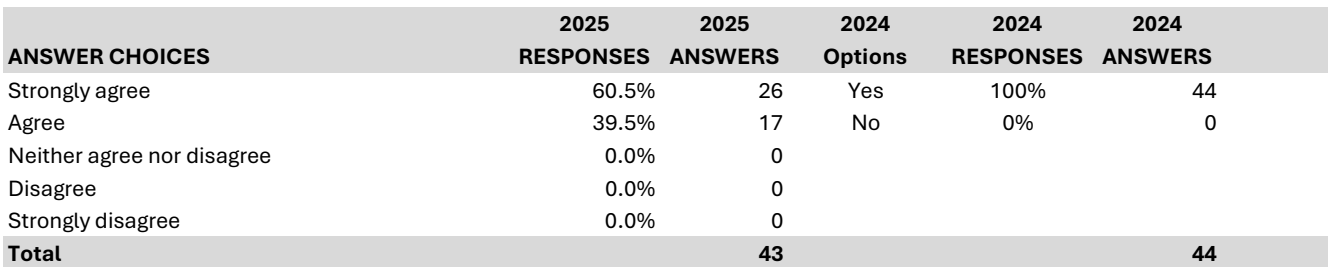
ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Yes	9.3%	4	Yes	14%	6
No	90.7%	39	No	86%	38
Total		43			44

COMMENTS:	Respondent ID	#	DATE
The standup desks are nice to have in all the offices when I come in	114930426796	1	9/9/2025
2 monitors for ALL staff who telework, even for just a few days a week.	114930642697	2	9/2/2025
Region 5 Systems might benefit from software called OnBase. Its expensive, but every department could benefit from it.	114930457084	3	9/2/2025
OnBase is used as an enterprise content management (ECM) and content services platform to manage digital documents, automate business processes, and handle cases within organizations. It provides a central hub for businesses to capture, store, retrieve, and manage information like paper documents, reports, and emails, while also incorporating workflow automation, data security, and integrations with other core business applications. Industries such as healthcare, government, education, and financial services use OnBase to improve efficiency, reduce errors, and streamline operations by centralizing content and automating tasks.			
It may be beneficial to explore SharePoint expansion to allow for signing and request approvals. Because that is our method to submit payment it could streamline that process and reduce the number of DocuSign's.	114930415017	4	9/2/2025

Q32 Alternate locations are made available for meetings if requested by visitors or participants. (If this question is not applicable to you, please proceed to next question.) (E)



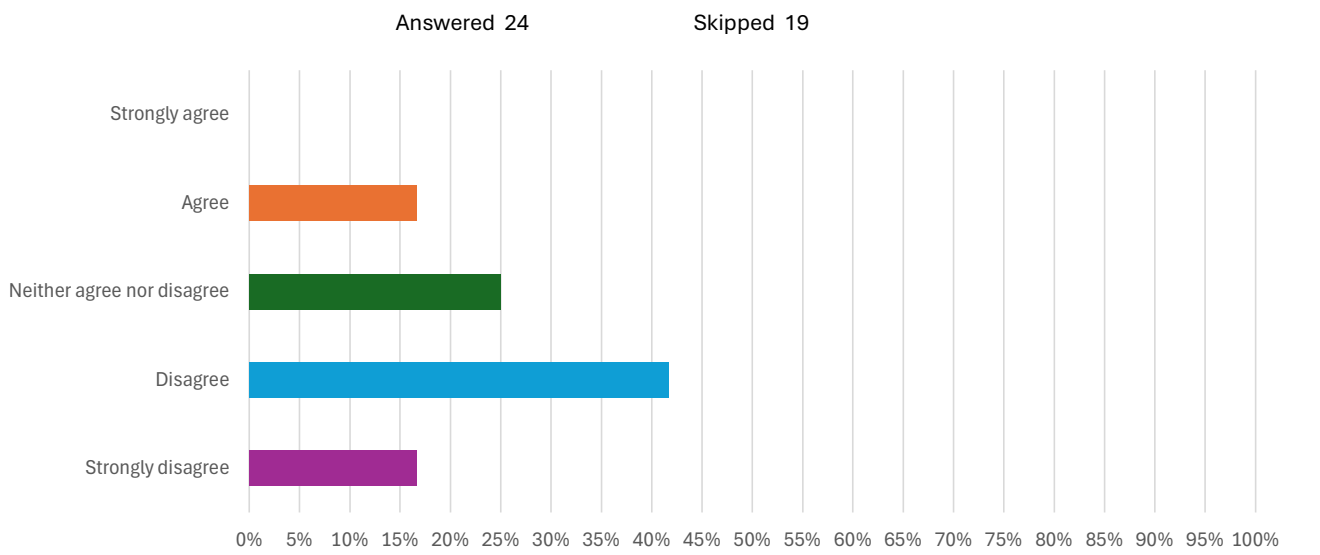
Q33 Region 5 Systems' hours of operation are adequate and flexible enough for its scope of business. (E)



COMMENTS:	Respondent ID	#	DATE
No comments provided			

2025 Region 5 Systems Employee Survey

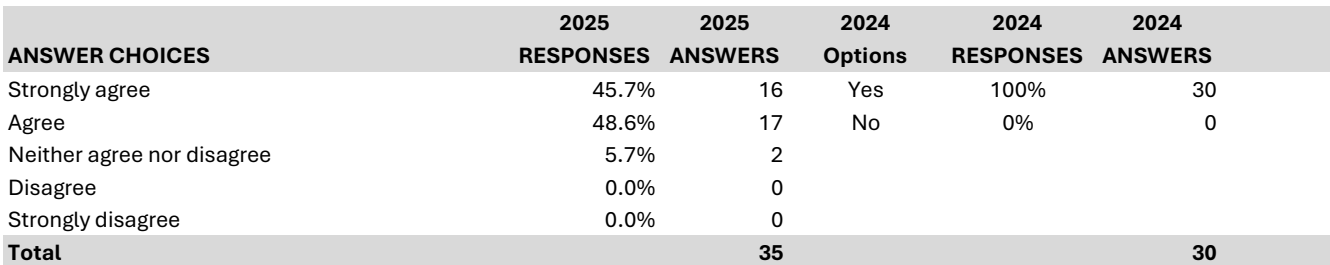
Q34 If you serve participants (in the FYI or Housing programs), transportation has been a barrier for your participants’ access to services we provide. (If this question is not applicable to you, please proceed to next question.) (T)



ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	0.0%	0	Yes	23%	5
Agree	16.7%	4	No	77%	17
Neither agree nor disagree	25.0%	6			
Disagree	41.7%	10			
Strongly disagree	16.7%	4			
Total		24			22

COMMENTS:	Respondent ID	#	DATE
when parents don't drive and are unwilling to ride public transportation to appointments	114931507163	1	9/3/2025
Most of the clients I work with can get transportation to R5S through their behavioral health organization. But occasionally, minor problems can arise due to a lack of transportation. In those rare cases, we just need to get a little creative. It always seems to work out fine.	114930457084	2	9/2/2025

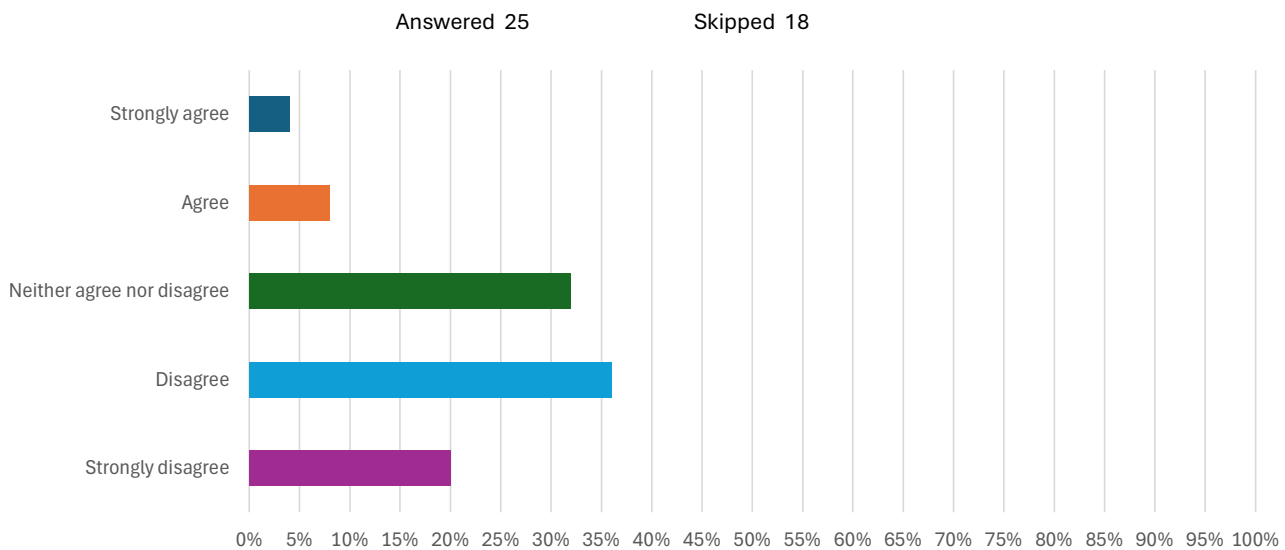
Q35 Region 5 Systems' vehicles are well maintained (e.g., clean, timely repairs, reliable, available). (If this question is not applicable to you, please proceed to next question.)



COMMENTS:	Respondent ID	#	DATE
No comments provided			

2025 Region 5 Systems Employee Survey

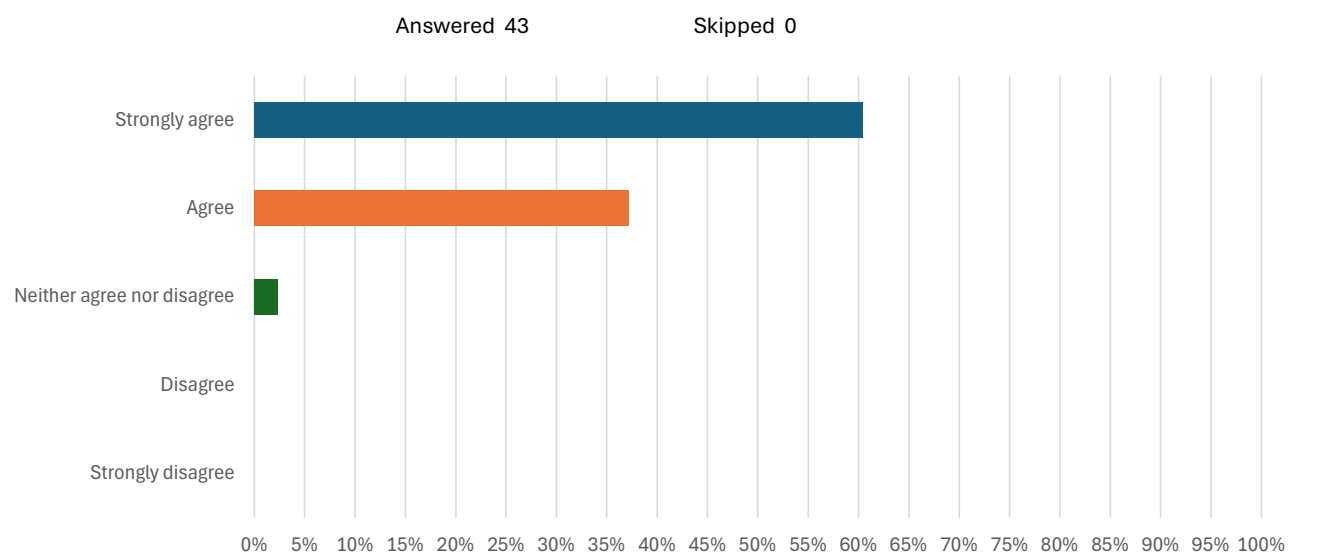
Q36 If you serve participants (in the FYI or Housing programs), language interpretation and translation has been a barrier for your participants’ access to services we provide. (If this question is not applicable to you, please proceed to next question.)



ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	4.0%	1	Yes	19%	4
Agree	8.0%	2	No	81%	17
Neither agree nor disagree	32.0%	8			
Disagree	36.0%	9			
Strongly disagree	20.0%	5			
Total		25			21

2025 Region 5 Systems Employee Survey

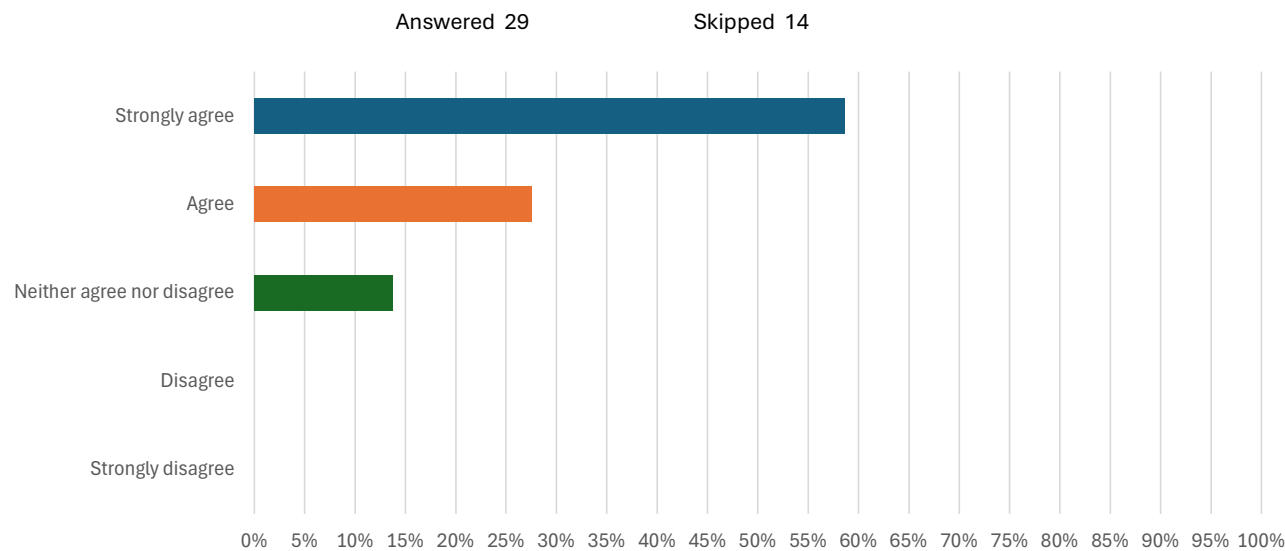
Q37 Region 5 Systems is a collaborative partner in the community (e.g. agencies, providers, coalitions). (CI)



ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	60.5%	26	Yes	100%	44
Agree	37.2%	16	No	0%	0
Neither agree nor disagree	2.3%	1			
Disagree	0.0%	0			
Strongly disagree	0.0%	0			
Total		43			44

2025 Region 5 Systems Employee Survey

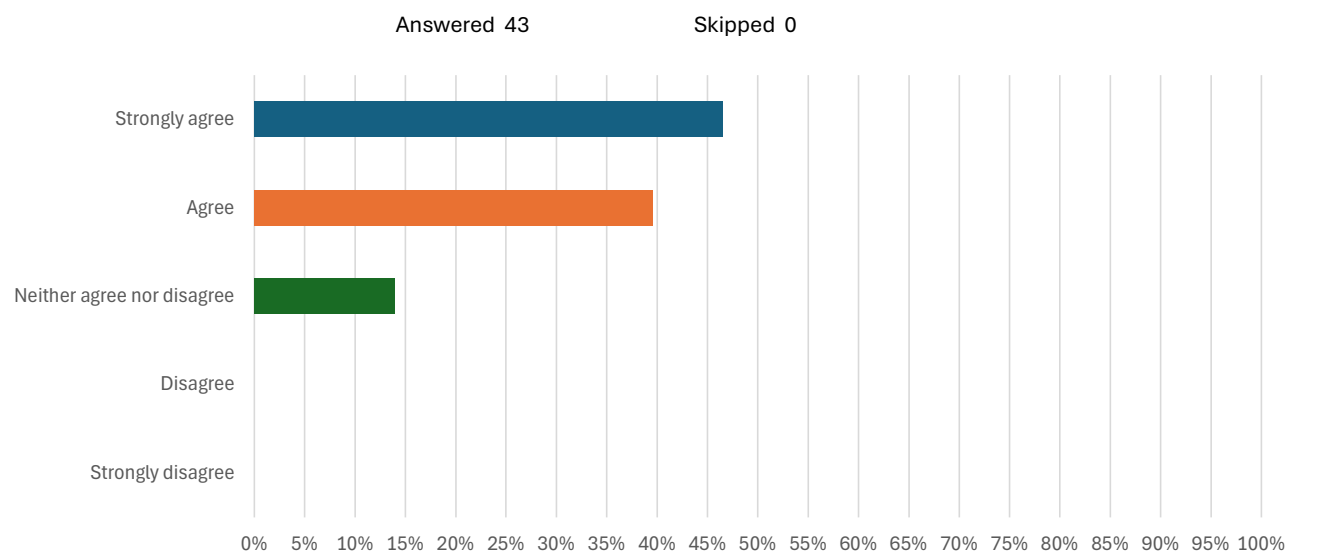
Q38 The materials in your first aid kit are adequate. (If not applicable, please proceed to next question.) (E)



ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	58.6%	17	Yes	92%	22
Agree	27.6%	8	No	8%	2
Neither agree nor disagree	13.8%	4			
Disagree	0.0%	0			
Strongly disagree	0.0%	0			
Total		29			24

2025 Region 5 Systems Employee Survey

Q39 Region 5 Systems takes efforts to provide alternative communications for its employees if needed. (i.e. TDD, hearing equipment, etc.) (C)

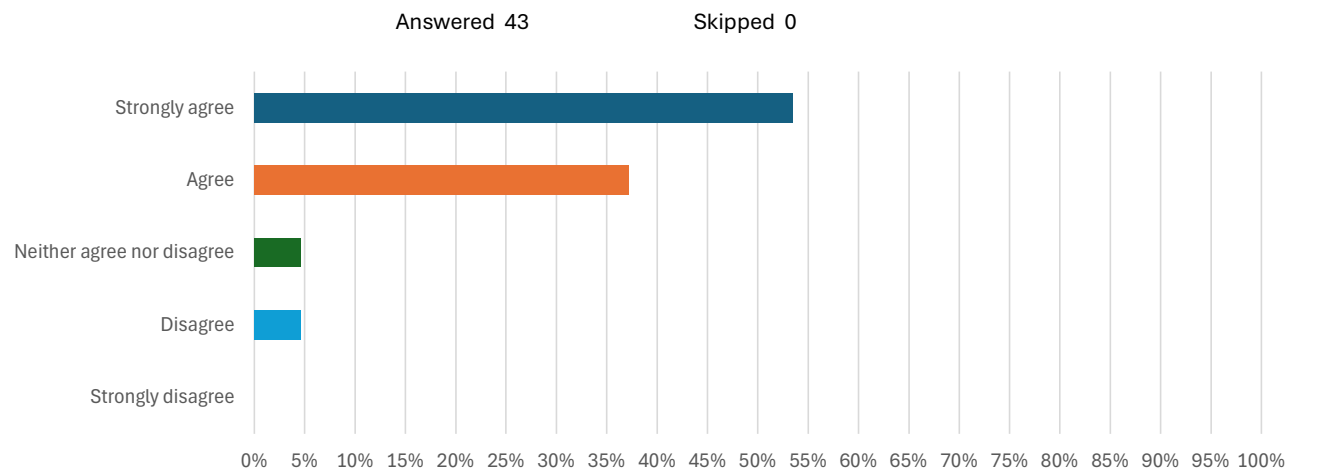


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	2024 Options	2024 RESPONSES	2024 ANSWERS
Strongly agree	46.5%	20	Yes	98%	43
Agree	39.5%	17	No	2%	1
Neither agree nor disagree	14.0%	6			
Disagree	0.0%	0			
Strongly disagree	0.0%	0			
Total		43			44

COMMENTS:	Respondent ID	#	DATE
Just keep doing what you are doing. I think we have a fantastic work environment and I give a lot of the credit to R5S leadership for making that happen.	114930457084	1	9/2/2025

2025 Region 5 Systems Employee Survey

Q40 Does our teleworking model support Region 5 Systems in accomplishing our business priorities and deliverables?



ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	Not previously asked
Strongly agree	53.5%	23	
Agree	37.2%	16	
Neither agree nor disagree	4.7%	2	
Disagree	4.7%	2	
Strongly disagree	0.0%	0	
Total		43	

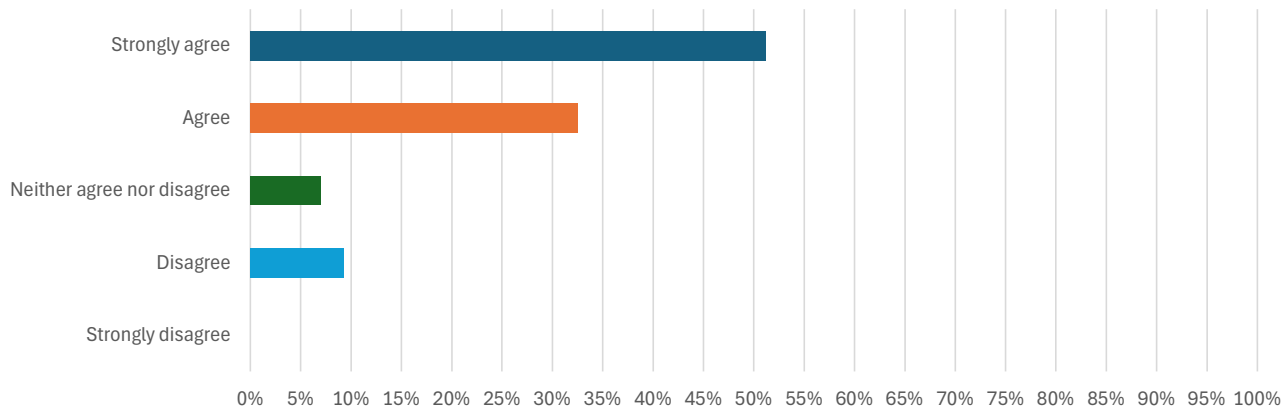
COMMENTS:	Respondent ID	#	DATE
The time away from the offsite is not flowing to return to a routine when you return. It takes more motivation to get back into the work pattern you may have had prior to going out into the community or the office.	114937587046	1	9/12/2025
People think people who are in the office can or should be willing to do things since they are in the office. Looks bad when supervisors aren't available for their staff because they are teleworking	114930426796	2	9/9/2025
I don't have any reason to believe otherwise but understand we need to be vigilant to any issues that may arise.	114934118082	3	9/8/2025
Often times it is a burden to people who are in the office. If a participant walks in to see a PP or Housing Specialist that are not in office, it falls to someone else to handle. Deadlines are often cut close or missed because coming into the office is no longer a priority. Phone calls are often directed to the person in the office (even if it's not their department) because the Ops staff knows that person is present. This leads to inefficiencies.	114930415017	4	9/2/2025

2025 Region 5 Systems Employee Survey

Q41 Does the teleworking model allow you to effectively communicate with your co-workers, regardless of whether you telework or not?

Answered 43

Skipped 0



ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	Not previously asked
Strongly agree	51.2%	22	
Agree	32.6%	14	
Neither agree nor disagree	7.0%	3	
Disagree	9.3%	4	
Strongly disagree	0.0%	0	
Total		43	

COMMENTS:	Respondent ID	#	DATE
We may communicate if there is a group question. There is no bonding or getting to know each other(new staff one on one of you were in the same setting more often)	114937587046	1	9/12/2025
Communication is not a barrier, however the camaraderie is lacking, which we seemed to have more of when we are all in the office.	114936692838	2	9/11/2025
People don't use technology. We don't do any trainings on teams and people don't use it. Electronic calendars aren't used and I don't think people reference the peg board when trying to get a hold of anyone	114930426796	3	9/9/2025
I am always able to do my job and communicate with my coworkers. I am able to talk to any one on my team at anytime	114934166941	4	9/8/2025
If they answer emails or return phone calls in a timely matter.	114931283856	5	9/3/2025
For 100% remote, sometimes don't get a response when call or text	114930881380	6	9/2/2025
For others it's sometimes not immediate like it might be if in the office			
I think a small degree of comradery has been lost with half the office teleworking. You just don't see people in other departments as much as before. However, I don't think my work has suffered in anyway because of this change.	114930457084	7	9/2/2025
I hope that they are working. But sometimes it is hard to catch them on the phone or teams.	114930415017	8	9/2/2025

2025 Region 5 Systems Employee Survey

Q42 Is there anything you would like to share or see changed about our telework model?

Answered 43

Skipped 0

COMMENTS:	Respondent ID	#	DATE
No- we are fortunate to be able to work remotely or come to the office, it is the best of both worlds.	114939024104	1	9/15/2025
N/A	114938946478	2	9/15/2025
no	114938380099	3	9/14/2025
I don't know an answer to this. I do my work, get my work done and that's pretty much how this process is working for me	114937587046	4	9/12/2025
No. I like that there is meeting space at the office too.	114937335740	5	9/12/2025
No, I think it works great. If we need to come in to the office there are plenty of spaces to work.	114936850716	6	9/11/2025
N/A	114936692838	7	9/11/2025
Our hours are 8-4:30, supervisors should be available from 8-4:30 unless they have a schedule change that has been approved and our staff had been made aware of. Use any electronics we have	114930426796	8	9/9/2025
No	114934913775	9	9/9/2025
No	114934632944	10	9/8/2025
no	114934489395	11	9/8/2025
Not at this time.	114934394093	12	9/8/2025
Not at this time.	114934360655	13	9/8/2025
Better follow-up communication and response time with participants.	114934346511	14	9/8/2025
No	114934056480	15	9/8/2025
NO	114934166941	16	9/8/2025
No	114934183437	17	9/8/2025
None	114934128586	18	9/8/2025
no	114934118082	19	9/8/2025
I love it!	114931981382	20	9/4/2025
No	114931507163	21	9/3/2025
No comment	114931313463	22	9/3/2025
I would like to see my department be able to work from home at least 1 day a week and trade off to make sure everything is covered in the office. 1 day may take away fewer distractions and increased productivity.	114931283856	23	9/3/2025
N/A	114931248261	24	9/3/2025
Move to a max of 2 telework days for those who are not 100% remote. Promoted seeing each other more, more availability to catch in the office,	114930881380	25	9/2/2025
No I think the current telework model is flexible	114930736987	26	9/2/2025
N/A	114930696248	27	9/2/2025
Would like to have 3 total monitors for ALL staff, including supervisors and others, who are eligible to telework a few days during the week.	114930642697	28	9/2/2025
.	114930551360	29	9/2/2025
No.	114930530004	30	9/2/2025

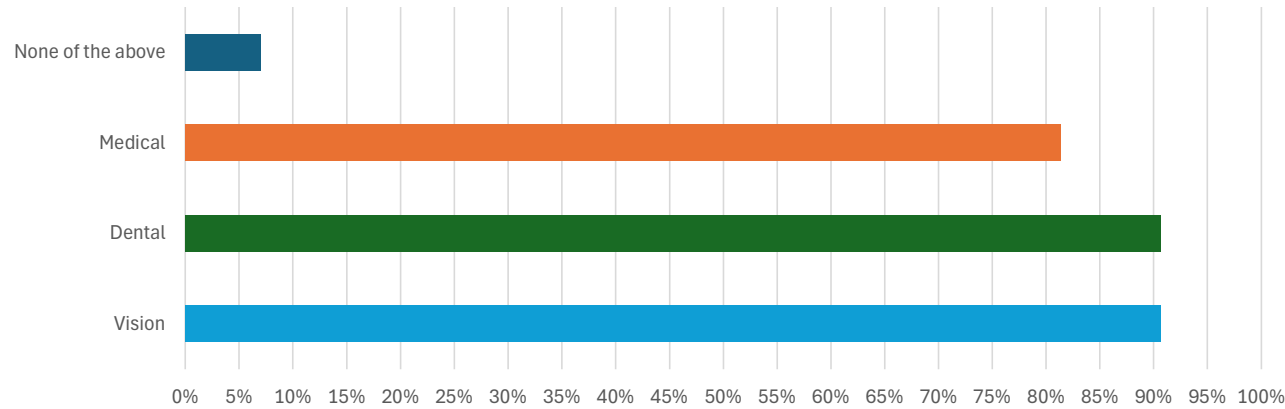
2025 Region 5 Systems Employee Survey

I like teleworking, but I don't feel like there is a reason for me to interact with other coworkers because my equipment is effective at home. I would like more opportunities to come to the office.	114930428932	31	9/2/2025
no	114930503957	32	9/2/2025
No, its working fine for me.	114930457084	33	9/2/2025
Nothing to share. I am happy with my current arrangement of 1/2 in office 1/2 out.	114930462640	34	9/2/2025
no	114930464155	35	9/2/2025
Not at this time. I appreciate the opportunity to have input about this.	114930438562	36	9/2/2025
I appreciate the flexibility	114930439446	37	9/2/2025
no	114930435625	38	9/2/2025
na	114930422063	39	9/2/2025
It would be nice to have a required one day a week in office day.	114930415017	40	9/2/2025
None	114930414444	41	9/2/2025
No	114930418034	42	9/2/2025
No	114930416438	43	9/2/2025

2025 Region 5 Systems Employee Survey

Q43 Which of the health plan coverages are you enrolled in?

Answered 43 Skipped 0

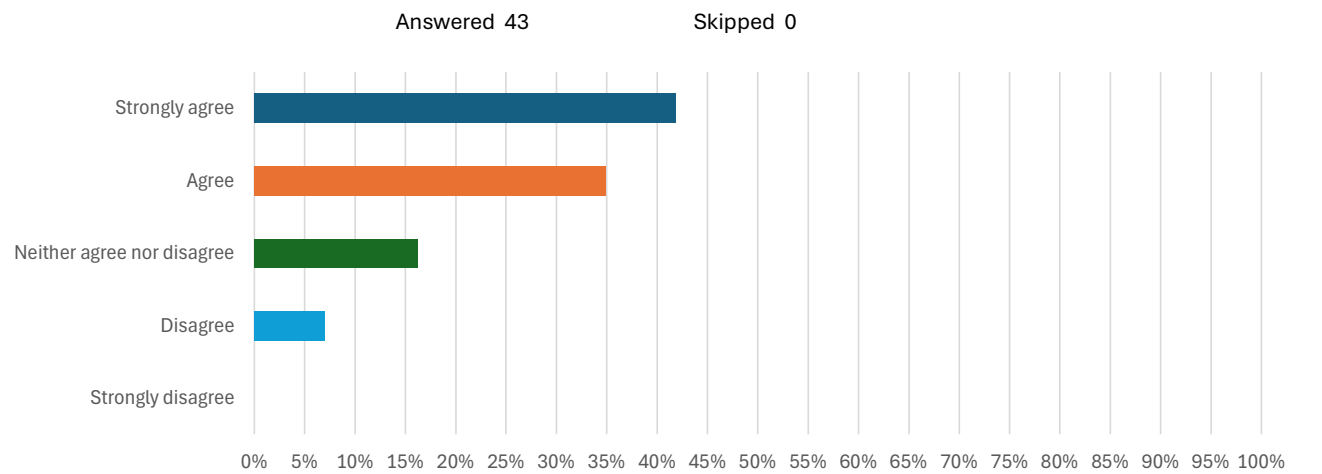


ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	Not previously asked
None of the above	7.0%	3	
Medical	81.4%	35	
Dental	90.7%	39	
Vision	90.7%	39	

COMMENTS:	Respondent ID	#	DATE
None. You don't have to take the insurance so instead of complaining about it, you are always able to find your own	114930426796	1	9/9/2025
more affordable health plan coverage for those without children (just adults)	114931507163	2	9/3/2025
The Region has made it very effective for a Single person to obtain excellent Health Benefits at a affordable cost every year. Thank you.	114931283856	3	9/3/2025
No	114930530004	4	9/2/2025
I appreciate what the Region has in place for all of us. thank you.	114930439446	5	9/2/2025
No recommendations but I would LOVE if it was cheaper. :)	114930435625	6	9/2/2025

2025 Region 5 Systems Employee Survey

Q44 Are you satisfied with the health plan coverage we offer?



ANSWER CHOICES	2025 RESPONSES	2025 ANSWERS	Not previously asked
Strongly agree	41.9%	18	
Agree	34.9%	15	
Neither agree nor disagree	16.3%	7	
Disagree	7.0%	3	
Strongly disagree	0.0%	0	
Total		43	

COMMENTS:	Respondent ID	#	DATE
The price is astronomical if you are wanting coverage for a spouse or children. I understand we are a fairly small organization which impacts the price of things I'm sure, but it's just unreasonable. My family and I had to switch to marketplace plans which saved us over \$700/month compared to the Region 5 health insurance.	114934360655	1	9/8/2025
Its too expensive	114934166941	2	9/8/2025
The cost is affordable year after year for a single person.	114931283856	3	9/3/2025
The guy who comes out to talk to us about the health plan every year always says how generous the R5S plan is. That's good enough for me.	114930457084	4	9/2/2025
No	114930462640	5	9/2/2025

2025 Region 5 Systems Employee Survey

Q45 If you could change one element of our health benefits package, what would you change and why?

Answered 43

Skipped 0

COMMENTS:	Respondent ID	#	DATE
I wish it covered weight loss support	114939024104	1	9/15/2025
N/A	114938946478	2	9/15/2025
nothing	114938380099	3	9/14/2025
That specialty medicine not cost \$30.00 each month	114937587046	4	9/12/2025
None	114937335740	5	9/12/2025
I have anything I would change	114936850716	6	9/11/2025
N/A	114936692838	7	9/11/2025
Nothing, I appreciate the work the Region goes through to find good insurance	114930426796	8	9/9/2025
Don't carry the medical coverage so can not comment on it and dental and vision seem good.	114934913775	9	9/9/2025
No changes needed	114934632944	10	9/8/2025
none	114934489395	11	9/8/2025
More affordable family/dependent rates.	114934394093	12	9/8/2025
The cost of the monthly premiums for employee+spouse and employee+family. I do appreciate that in network outpatient mental health is covered at 100%, though.	114934360655	13	9/8/2025
N/A	114934346511	14	9/8/2025
No change	114934056480	15	9/8/2025
That it is not so expensive to have on a family plan	114934166941	16	9/8/2025
Nothing	114934183437	17	9/8/2025
The family health insurance is pretty expensive. It takes more than half of my paycheck.	114934128586	18	9/8/2025
n/a	114934118082	19	9/8/2025
There is nothing I would change. It is a phenomenal package.	114931981382	20	9/4/2025
more affordable health plan coverage for those without children (just adults)	114931507163	21	9/3/2025
I am happy with BCBS.	114931283856	22	9/3/2025
No comment	114931313463	23	9/3/2025
N/A	114931248261	24	9/3/2025
Nothing	114930881380	25	9/2/2025
None	114930736987	26	9/2/2025
N/A	114930696248	27	9/2/2025
I would ask for the family plan to be lowered in price or to have other options for 2 parents and 1 child. I am paying over \$1200 a month for the family plan.	114930642697	28	9/2/2025
.	114930551360	29	9/2/2025
Lower premiums.	114930530004	30	9/2/2025
I'm only enrolled in the vision benefit, so I currently do not have any changes that I would like to see.	114930428932	31	9/2/2025

2025 Region 5 Systems Employee Survey

NA	114930503957	32	9/2/2025
Sorry, I can't think of any.	114930457084	33	9/2/2025
Make it cheaper	114930462640	34	9/2/2025
n/a	114930464155	35	9/2/2025
N/A	114930438562	36	9/2/2025
can't think of anything to change	114930439446	37	9/2/2025
Make it more affordable. :)	114930435625	38	9/2/2025
na	114930422063	39	9/2/2025
No	114930415017	40	9/2/2025
Increasing life insurance by more than just \$20k a year.	114930418034	41	9/2/2025
Family costs	114930416438	42	9/2/2025
None.	114930414444	43	9/2/2025

2025 Region 5 Systems Employee Survey

Q46 What other types of benefits would you like to see offered?

Answered 43

Skipped 0

COMMENTS:	Respondent ID	#	DATE
I wish it covered weight loss support	114939024104	1	9/15/2025
N/A	114938946478	2	9/15/2025
none	114938380099	3	9/14/2025
More wellness opportunities for health management	114937587046	4	9/12/2025
Wellness program	114937335740	5	9/12/2025
None	114936850716	6	9/11/2025
N/A	114936692838	7	9/11/2025
None	114930426796	8	9/9/2025
Financial planning	114934913775	9	9/9/2025
Perhaps a discounted membership to the YMCA. But not a deal breaker	114934632944	10	9/8/2025
none	114934489395	11	9/8/2025
Gym membership reimbursement, paid maternity/paternity leave, flexible telework/childcare support, more mental health care coverage	114934394093	12	9/8/2025
I think 4-6 weeks of paid parental leave would be great and would be a good recruitment tool/incentive for employees to remain at the Region.	114934360655	13	9/8/2025
Wellness/Gym allowance	114934346511	14	9/8/2025
NA	114934056480	15	9/8/2025
Retirement contributions before 2 years	114934166941	16	9/8/2025
Nothing	114934183437	17	9/8/2025
None	114934128586	18	9/8/2025
n/a	114934118082	19	9/8/2025
None that I can think of	114931981382	20	9/4/2025
not sure	114931507163	21	9/3/2025
I have always asked each year to include Gym membership.	114931283856	22	9/3/2025
No comment	114931313463	23	9/3/2025
N/A	114931248261	24	9/3/2025
Paid gym membership? Up to certain amount?	114930881380	25	9/2/2025
None I can think of	114930736987	26	9/2/2025
Maybe, a stipend for cost to join a fitness center.	114930696248	27	9/2/2025
N/a	114930642697	28	9/2/2025
.	114930551360	29	9/2/2025
Would be nice for individuals leaving the organization to be able to apply any banked sick leave to future health insurance costs/premiums.	114930530004	30	9/2/2025
Roth IRA	114930428932	31	9/2/2025
NA	114930503957	32	9/2/2025
Sorry, I can't think of any.	114930457084	33	9/2/2025
None	114930462640	34	9/2/2025
n.a	114930464155	35	9/2/2025
N/A	114930438562	36	9/2/2025
none at this time.	114930439446	37	9/2/2025
n/a	114930435625	38	9/2/2025

2025 Region 5 Systems Employee Survey

na	114930422063	39	9/2/2025
I am fine.	114930415017	40	9/2/2025
I'm satisfied	114930416438	41	9/2/2025
It would be nice if retirement contributions were offered earlier.	114930418034	42	9/2/2025
None.	114930414444	43	9/2/2025

2025 Region 5 Systems Employee Survey

Q47 Are there additional questions you would like to suggest for next year's survey?

Answered 14

Skipped 29

COMMENTS:	Respondent ID	#	DATE
No	114937335740	1	9/12/2025
no	114936850716	2	9/11/2025
no	114934118082	3	9/8/2025
Something regarding mental health and wellness	114930736987	4	9/2/2025
N/A	114930696248	5	9/2/2025
.	114930551360	6	9/2/2025
No.	114930530004	7	9/2/2025
No	114930428932	8	9/2/2025
no	114930503957	9	9/2/2025
No	114930462640	10	9/2/2025
no	114930464155	11	9/2/2025
not at this time.	114930439446	12	9/2/2025
None.	114930414444	13	9/2/2025
No	114930418034	14	9/2/2025

2025 Region 5 Systems Employee Survey

Q48 Do you have any additional comments or questions regarding this year's survey?

Answered 15

Skipped 28

COMMENTS:	Respondent ID	#	DATE
No	114937335740	1	9/12/2025
no	114936850716	2	9/11/2025
no	114934118082	3	9/8/2025
None	114930736987	4	9/2/2025
N/A	114930696248	5	9/2/2025
.	114930551360	6	9/2/2025
No.	114930530004	7	9/2/2025
No	114930428932	8	9/2/2025
Keep up the great work!	114930457084	9	9/2/2025
no	114930503957	10	9/2/2025
No	114930462640	11	9/2/2025
no	114930464155	12	9/2/2025
no	114930439446	13	9/2/2025
Thank you, Region 5 Systems for all the support and encouragement you have provided.	114930414444	14	9/2/2025
No	114930418034	15	9/2/2025