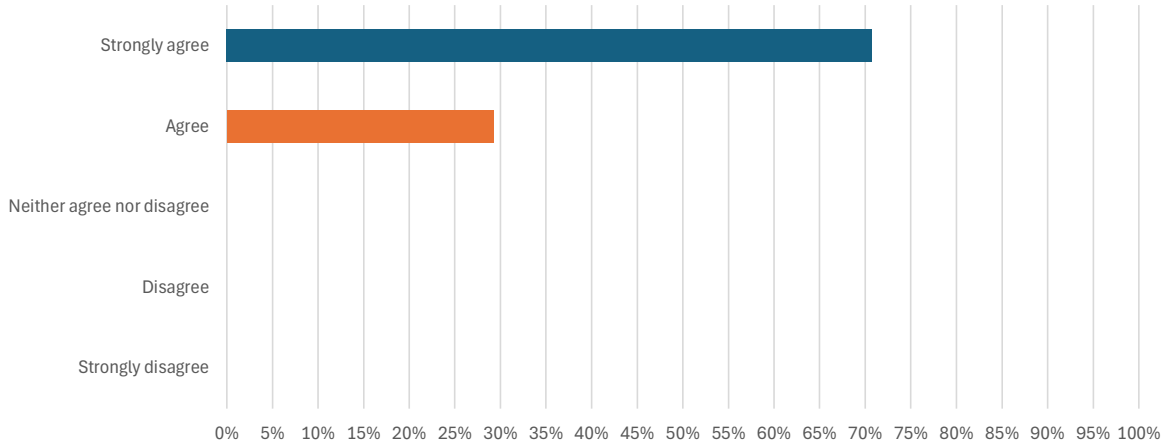
2026 Region 5 Systems Employee Survey

2025 = 43/49 = 88%
2026 = 41/51 = 80%

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

Answered 41 Skipped 0



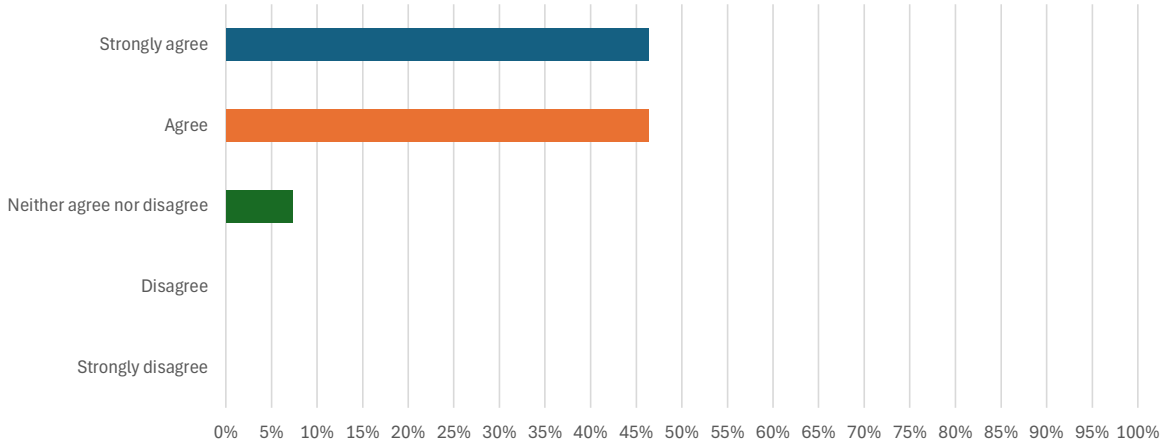
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	70.7%	29	74%	32
Agree	29.3%	12	23%	10
Neither agree nor disagree	0.0%	0	2%	1
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

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

Answered 41 Skipped 0



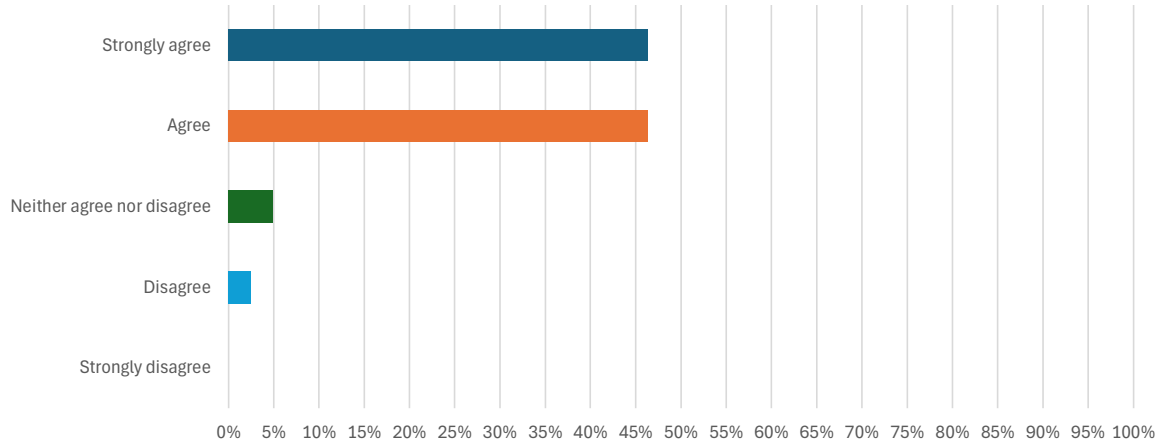
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	46.3%	19	63%	27
Agree	46.3%	19	37%	16
Neither agree nor disagree	7.3%	3	0%	0
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
I wish there was more follow through- or if this is a funding issue just be up front about this.	119204685817	1	9/17/2026
I will get some emails for trainings forwarded to me from time to time, and some trainings are mandated. But no discussions like this have taken	119198291799	2	9/8/2026
FYI is now implementing "micro trainings" at some of our weekly staff meetings, which will be helpful in ensuring we continue to meet a high standard of care.	119193195997	3	9/1/2026

2026 Region 5 Systems Employee Survey

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

Answered 41 Skipped 0



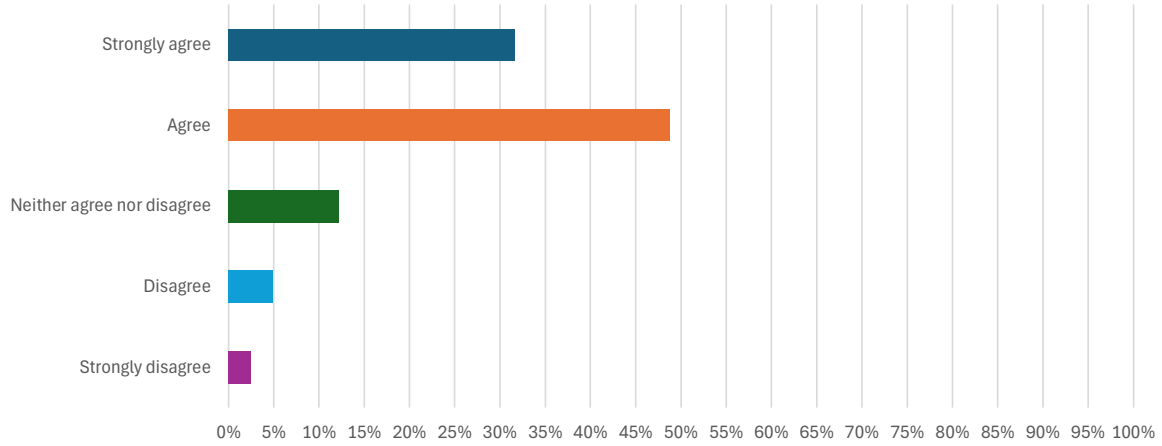
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	46.3%	19	47%	20
Agree	46.3%	19	35%	15
Neither agree nor disagree	4.9%	2	16%	7
Disagree	2.4%	1	0%	0
Strongly disagree	0.0%	0	2%	1
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
"Well-integrated" means that all steps, tools, data, and team members connect smoothly so that work flows without friction or wasted effort. We do not have that. We do have a process that works well enough, but it requires accessing multiple non-connected data sources and software and could most certainly be improved.	119198291799	1	9/8/2026
We have a million processes, and they are hard to keep track of at times.	119198003807	2	9/8/2026
I've only known the teleworking model while employed here, but I would say that it flows smoothly.	119193195997	3	9/1/2026

2026 Region 5 Systems Employee Survey

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

Answered 41 Skipped 0



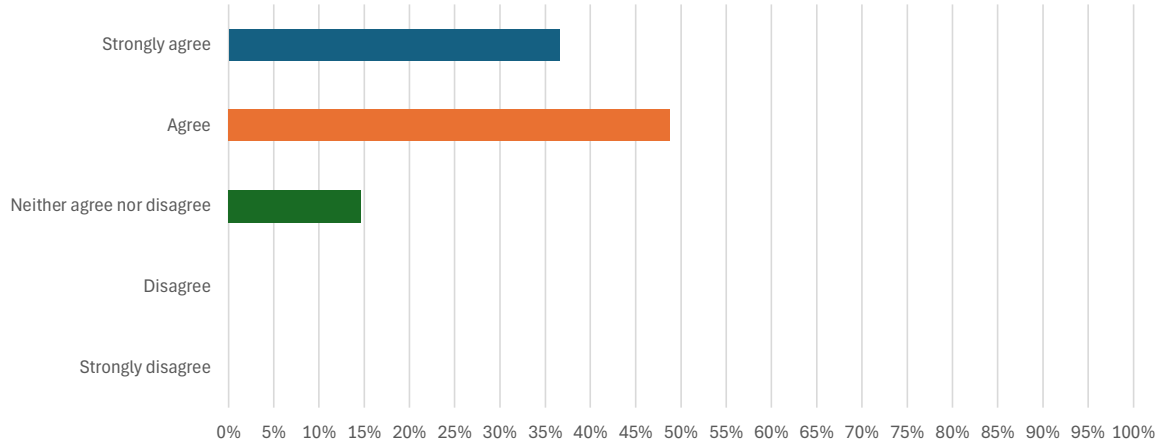
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	31.7%	13	40%	17
Agree	48.8%	20	42%	18
Neither agree nor disagree	12.2%	5	9%	4
Disagree	4.9%	2	9%	4
Strongly disagree	2.4%	1	0%	0
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
Leadership consistently encourages staff to share opinions and express disagreement. When I have expressed opinions and/or disagreement in the past, I felt heard and was treated with respect. I love this about Region 5.	119198291799	1	9/8/2026
I feel safe, but only certain people's opinions really matter.	119198003807	2	9/8/2026

2026 Region 5 Systems Employee Survey

Q5 Creativity and innovation is encouraged.

Answered 41 Skipped 0



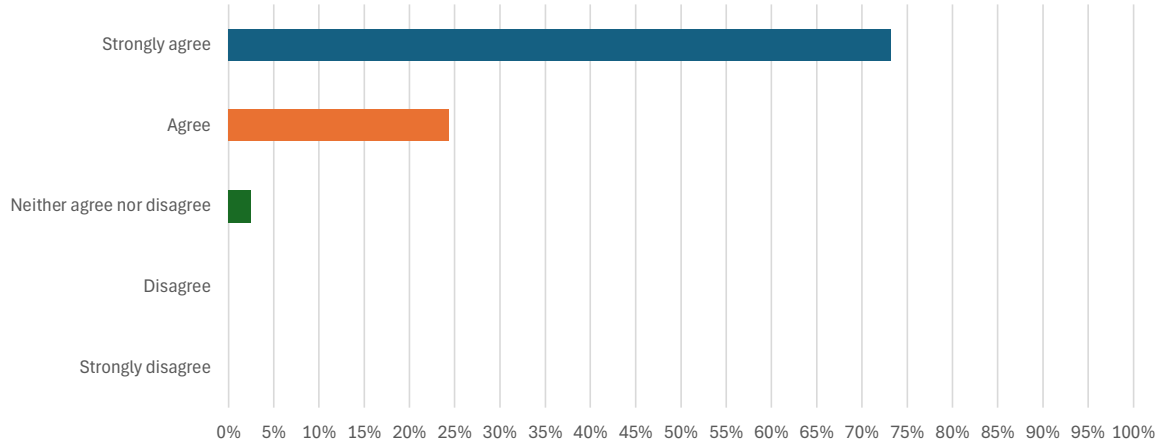
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	36.6%	15	44%	19
Agree	48.8%	20	40%	17
Neither agree nor disagree	14.6%	6	14%	6
Disagree	0.0%	0	2%	1
Strongly disagree	0.0%	0	0%	0
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
There have been times where I felt creativity was stifled to some degree, but I understand why and am fine with it. I get that Region 5 is somewhat of a political entity and we must act accordingly.	119198291799	1	9/8/2026
Yes, as long as it aligns with CCT vision.	119198003807	2	9/8/2026

2026 Region 5 Systems Employee Survey

Q6 Safety issues are handled promptly.

Answered 41 Skipped 0



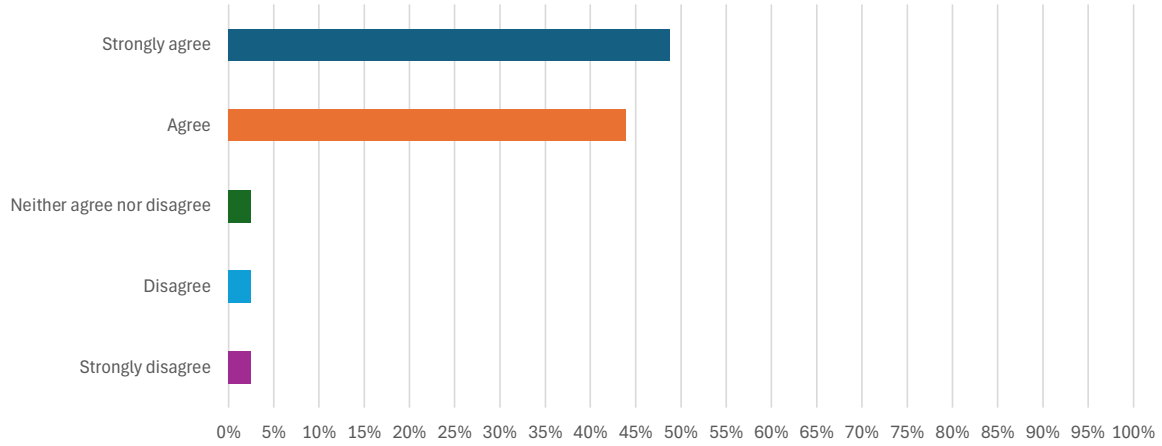
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	73.2%	30	65%	28
Agree	24.4%	10	33%	14
Neither agree nor disagree	2.4%	1	2%	1
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q7 I receive recognition from my supervisor.

Answered 41 Skipped 0



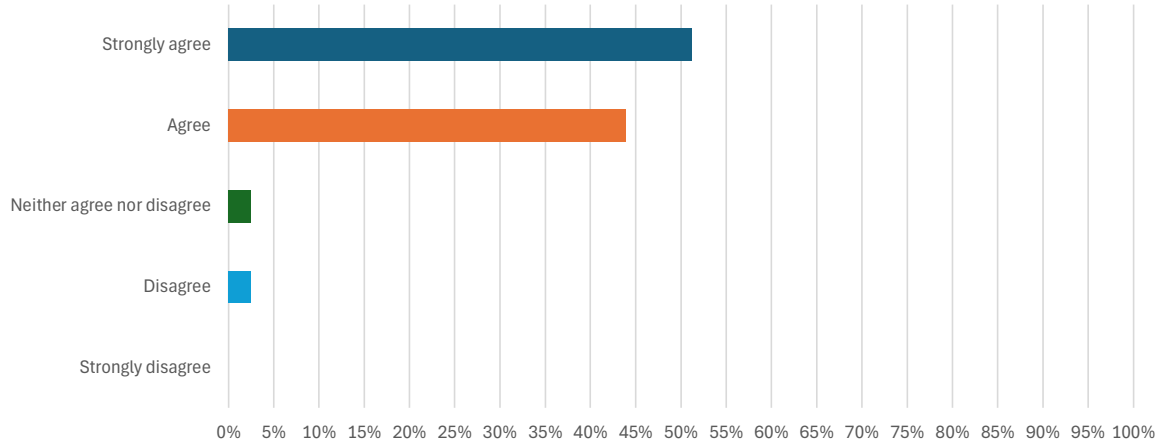
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	48.8%	20	58%	25
Agree	43.9%	18	35%	15
Neither agree nor disagree	2.4%	1	5%	2
Disagree	2.4%	1	0%	0
Strongly disagree	2.4%	1	2%	1
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

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

Answered 41 Skipped 0



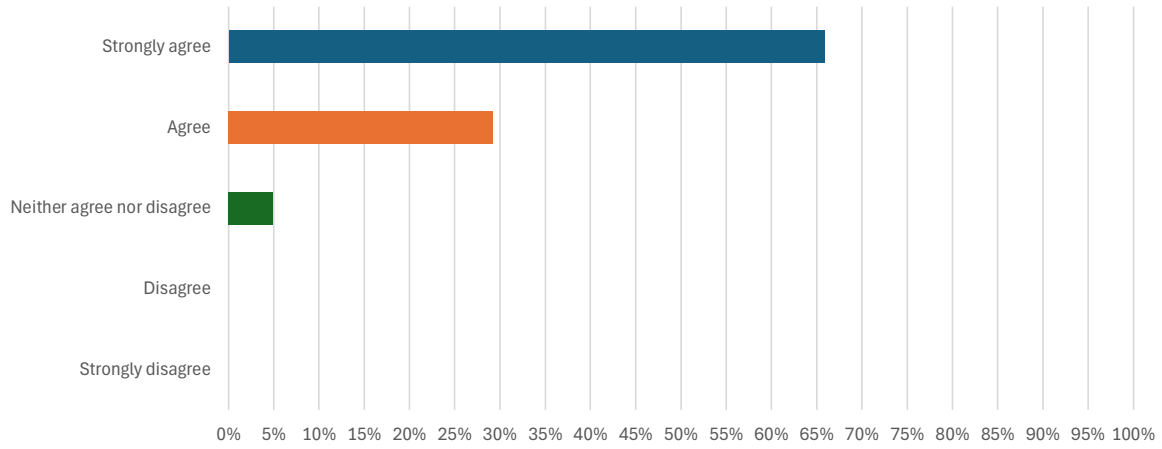
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	51.2%	21	49%	21
Agree	43.9%	18	42%	18
Neither agree nor disagree	2.4%	1	5%	2
Disagree	2.4%	1	5%	2
Strongly disagree	0.0%	0	0%	0
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
I am only aware of one avenue for employee recognition which is the website where we can post messages of appreciation. That is fine, and its certainly better than nothing, but being mentioned on a website for helping clean up after a meeting etc. isn't all that thrilling. We can do better. ChatGPT can offer some great suggestions if we want to improve in this area.	119198291799	1	9/8/2026
Padlet was a great idea.	119193195997	2	9/1/2026
We could consider other ways of recognition. Similar to CenterPointe.	119193147869	3	9/1/2026

2026 Region 5 Systems Employee Survey

Q9 My supervisor is readily available for consultation by phone.

Answered 41 Skipped 0



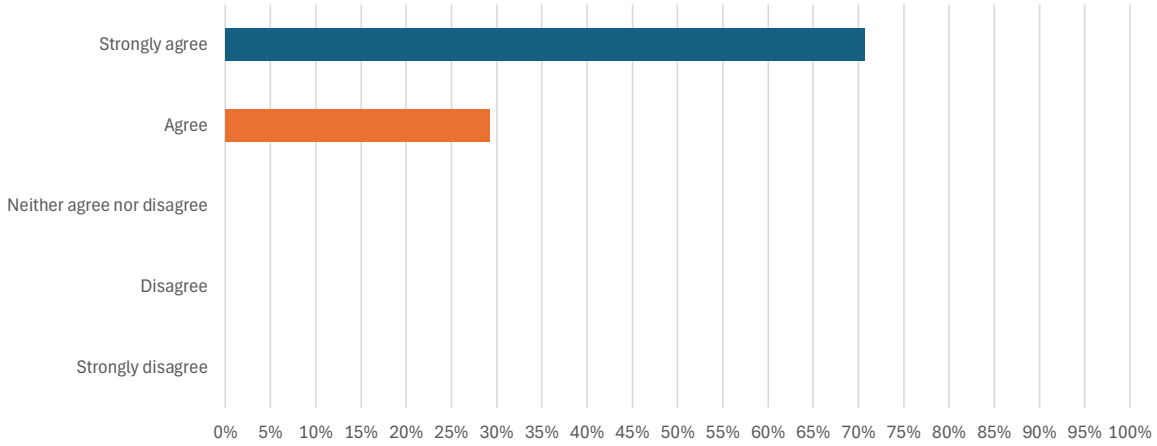
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	65.9%	27	65%	28
Agree	29.3%	12	33%	14
Neither agree nor disagree	4.9%	2	0%	0
Disagree	0.0%	0	2%	1
Strongly disagree	0.0%	0	0%	0
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
My supervisor is sometimes had to get in touch with, but that is because she is extremely busy. I have no hard feelings about that.	119198291799	1	9/8/2026

2026 Region 5 Systems Employee Survey

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

Answered 41 Skipped 0



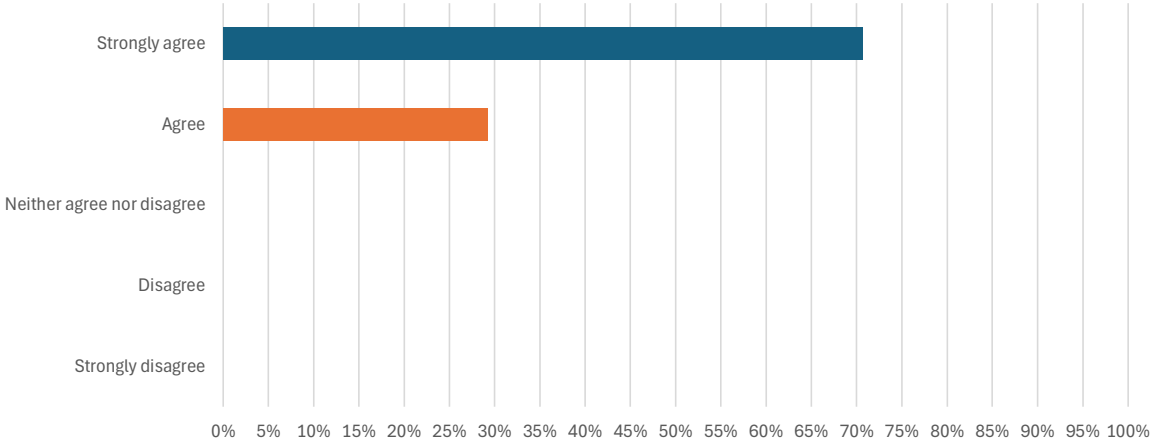
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	70.7%	29	63%	27
Agree	29.3%	12	30%	13
Neither agree nor disagree	0.0%	0	7%	3
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q11 My supervisor is prepared for my performance evaluations.

Answered 41 Skipped 0



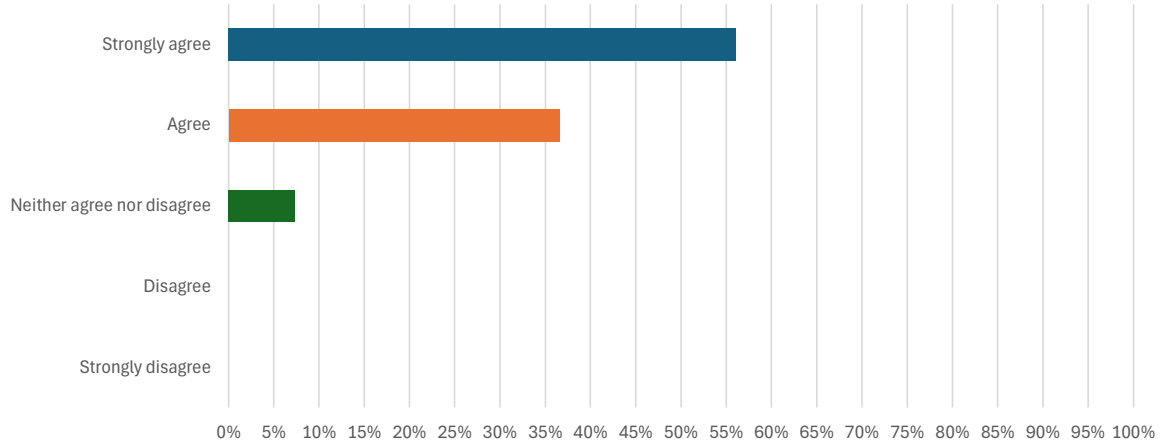
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	70.7%	29	53%	23
Agree	29.3%	12	47%	20
Neither agree nor disagree	0.0%	0	0%	0
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
I didn't feel like my supervisor prepared at all for my last evaluation, but that was a one-off. All the evaluations before that last one were fine.	119198291799	1	9/8/2026

2026 Region 5 Systems Employee Survey

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

Answered 41 Skipped 0



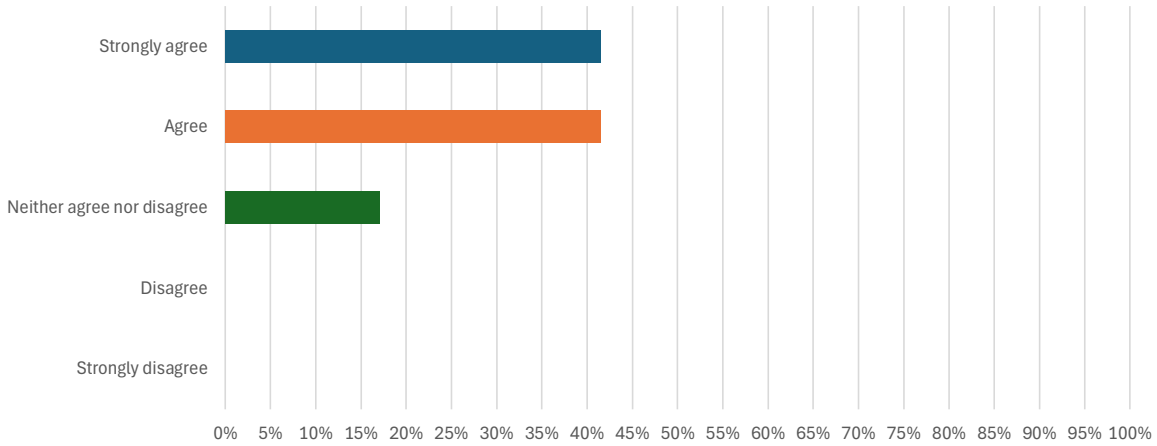
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	56.1%	23	56%	24
Agree	36.6%	15	37%	16
Neither agree nor disagree	7.3%	3	5%	2
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	2%	1
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

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

Answered 41 Skipped 0



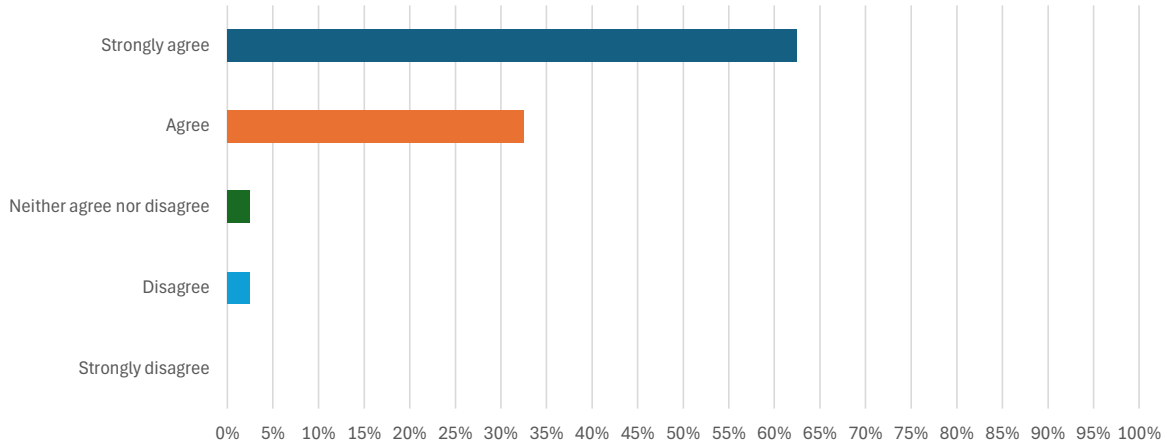
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	41.5%	17	44%	19
Agree	41.5%	17	49%	21
Neither agree nor disagree	17.1%	7	5%	2
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	2%	1
Total		**41**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

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

Answered 40 Skipped 1



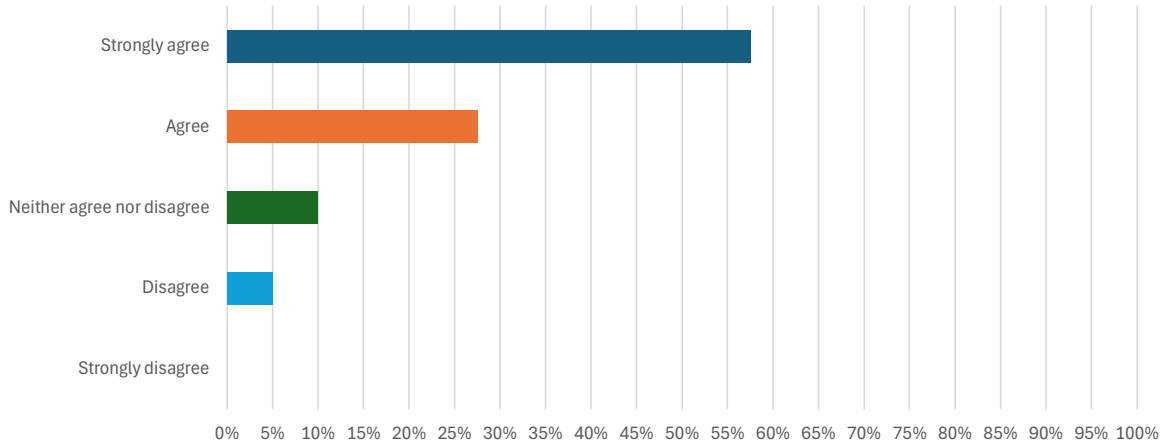
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	62.5%	25	51%	22
Agree	32.5%	13	40%	17
Neither agree nor disagree	2.5%	1	7%	3
Disagree	2.5%	1	2%	1
Strongly disagree	0.0%	0	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
Jon does such a great job with computer issues	119204685817	1	9/17/2026
Jon is the man. We are lucky to have him.	119198291799	2	9/8/2026
Jon tries really hard.	119198003807	3	9/8/2026
Employees who are in charge of the brick and mortar building should be working at the building to address concerns	119193209211	4	9/1/2026

2026 Region 5 Systems Employee Survey

Q15 Your service ticket was appropriately addressed.

Answered 40 Skipped 1



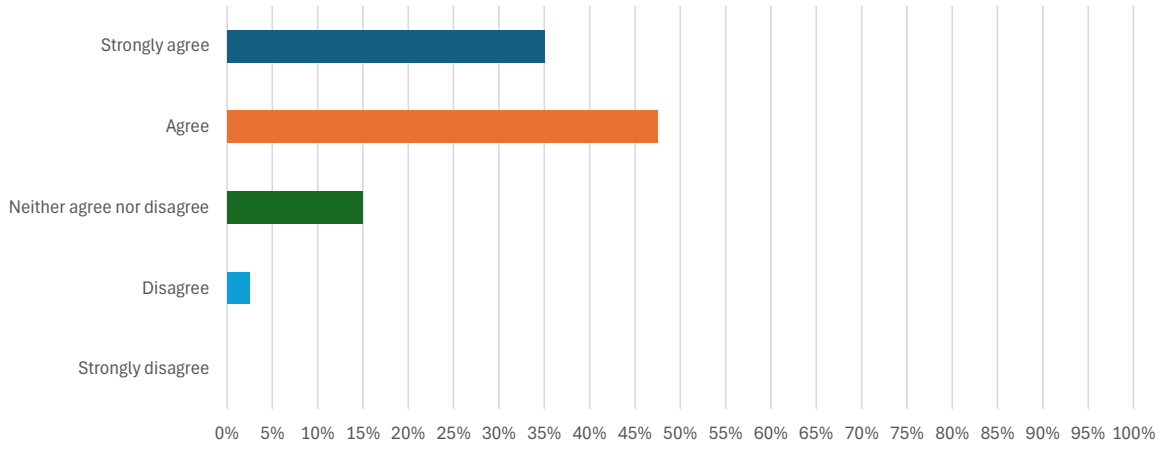
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	Not previously asked	
Strongly agree	57.5%	23		
Agree	27.5%	11		
Neither agree nor disagree	10.0%	4		
Disagree	5.0%	2		
Strongly disagree	0.0%	0		
Total		**40**		**0**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q16 Region 5 Systems' online presence (i.e., Facebook, public website) is useful, informative, and user friendly.

Answered 40 Skipped 1



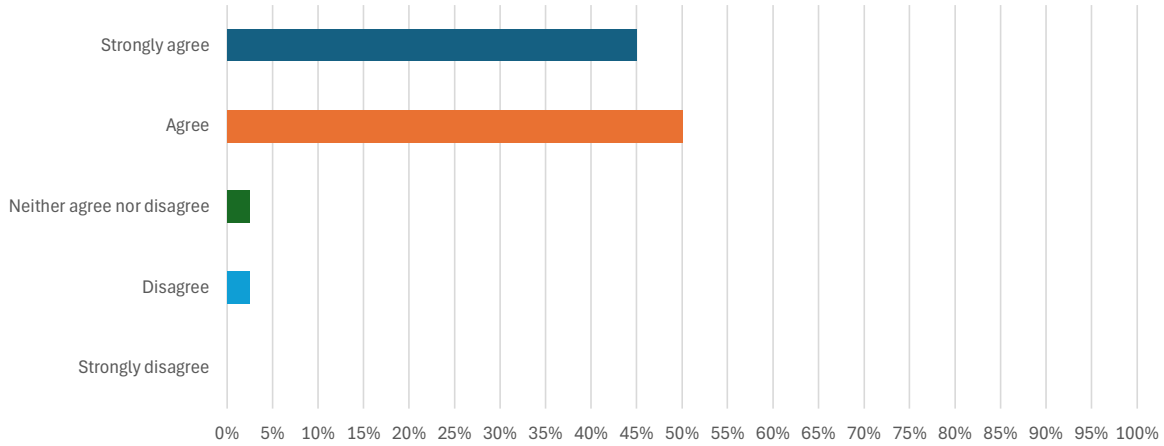
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	35.0%	14	40%	17
Agree	47.5%	19	47%	20
Neither agree nor disagree	15.0%	6	12%	5
Disagree	2.5%	1	2%	1
Strongly disagree	0.0%	0	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
Social accounts need additional support	119204685817	1	9/17/2026
The Social Media team is doing fantastic work!	119198291799	2	9/8/2026
Great work, team.	119198003807	3	9/8/2026
Social Media team has improved this greatly. They are doing a great job.	119194148074	4	9/2/2026
Update and become more modern	119193209211	5	9/1/2026

2026 Region 5 Systems Employee Survey

Q17 Centralizing of personnel policies, forms, etc., on the ADP Intranet site is user friendly and meets your needs to access these types of documents.

Answered 40 Skipped 1



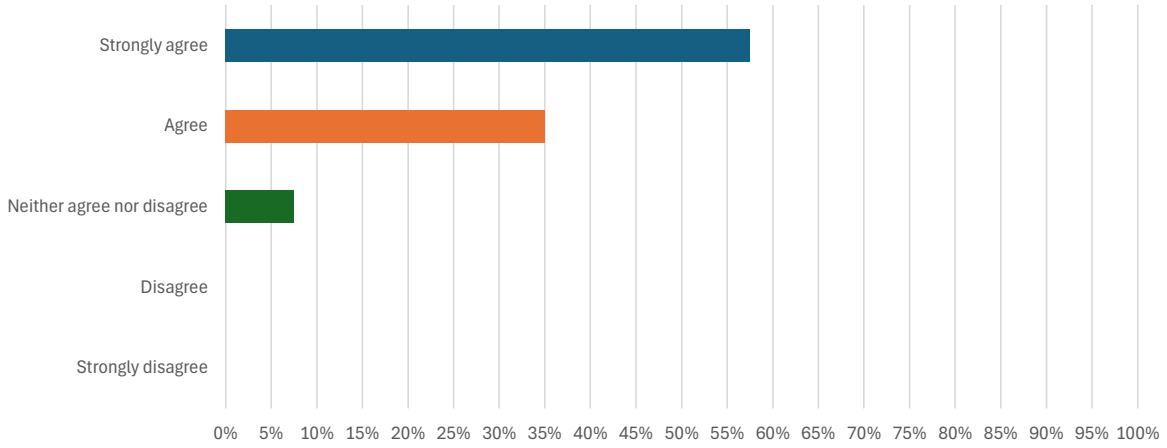
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	45.0%	18	63%	27
Agree	50.0%	20	35%	15
Neither agree nor disagree	2.5%	1	0%	0
Disagree	2.5%	1	2%	1
Strongly disagree	0.0%	0	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q18 I have the work-related equipment to effectively perform my job.

Answered 40 Skipped 1



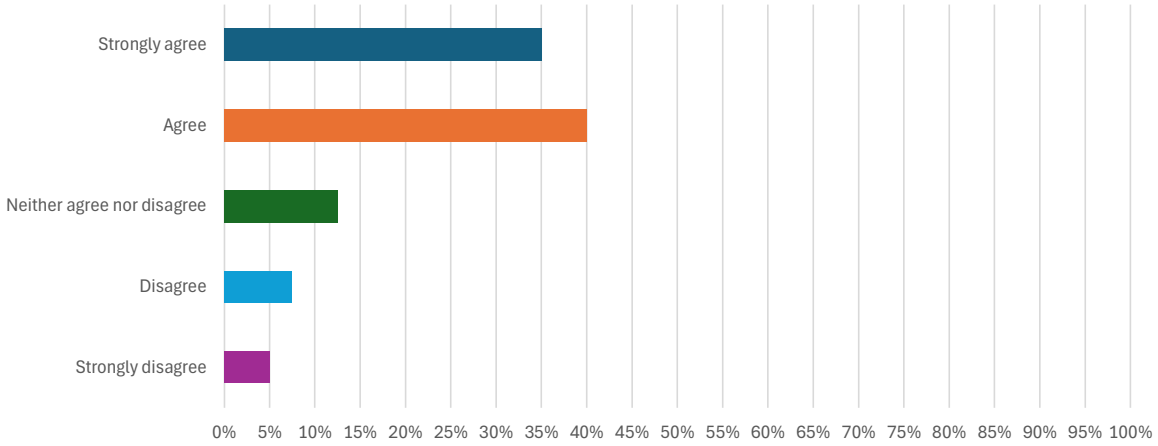
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	57.5%	23	53%	23
Agree	35.0%	14	42%	18
Neither agree nor disagree	7.5%	3	5%	2
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
Waiting for an updated device so I can be in compliance with our work guidelines. This is in the works so I'll be getting the updated device soon.	119193351762	1	9/1/2026
I have the equipment but have to self teach how to use things if I have questions or troubleshoot problems on my own	119193209211	2	9/1/2026
laptop functioning seems like we are making do with what we have. maybe increase the quality of laptops or frequency of replacement?	119193228040	3	9/1/2026

2026 Region 5 Systems Employee Survey

Q19 Physical conditions (e.g., light, heat, space, appearance) at the office are good.

Answered 40 Skipped 1



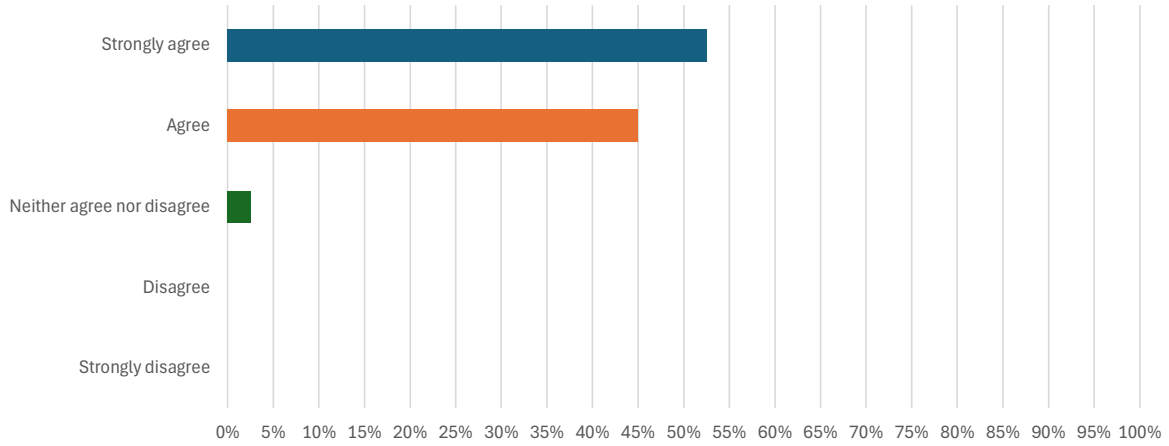
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	35.0%	14	56%	24
Agree	40.0%	16	33%	14
Neither agree nor disagree	12.5%	5	7%	3
Disagree	7.5%	3	5%	2
Strongly disagree	5.0%	2	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
Hoteling spaces and conference rooms are either too hot or too cold.	119201918055	1	9/14/2026
The touchdown rooms are too hot, while across the hall it sounds like the Fiscal rooms are too cold. The AC system could use an upgrade.	119198291799	2	9/8/2026
It is very humid at the office and a dehumidifier would greatly benefit the Region.	119198092991	3	9/8/2026
The AC/heat situation still needs figured out. One part of the building is humid/hot and the other part is cool.	119197994012	4	9/8/2026
Work with vendors to troubleshoot issues, super humid in the building anytime I come in, air conditioning is set differently throughout the building and doesn't seem consistent so maybe working through different times of day with the building would help. Talk to previous tenants to see if they had same issues and how they worked through them?	119193209211	5	9/1/2026
Concerned about the humidity levels in the office.	119193225007	6	9/1/2026

2026 Region 5 Systems Employee Survey

Q20 You know how Region 5 Systems' internal CQI process works. (This does not refer to the HR critical incident reporting process.)

Answered 40 Skipped 1



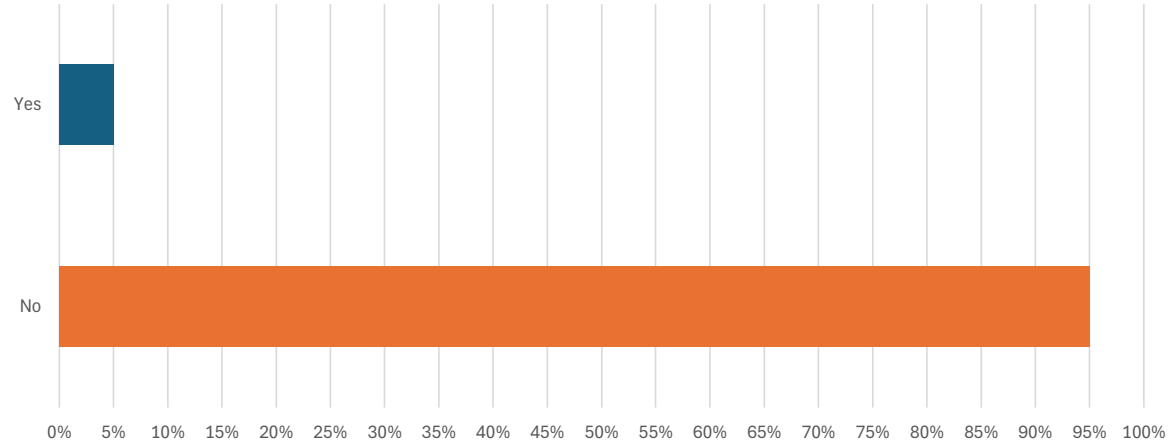
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	52.5%	21	53%	23
Agree	45.0%	18	40%	17
Neither agree nor disagree	2.5%	1	7%	3
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
I have no recommendations for improvement.	119198197558	1	9/8/2026

2026 Region 5 Systems Employee Survey

Q21 During the last year, did you submit a "CQI Concerns Request"?

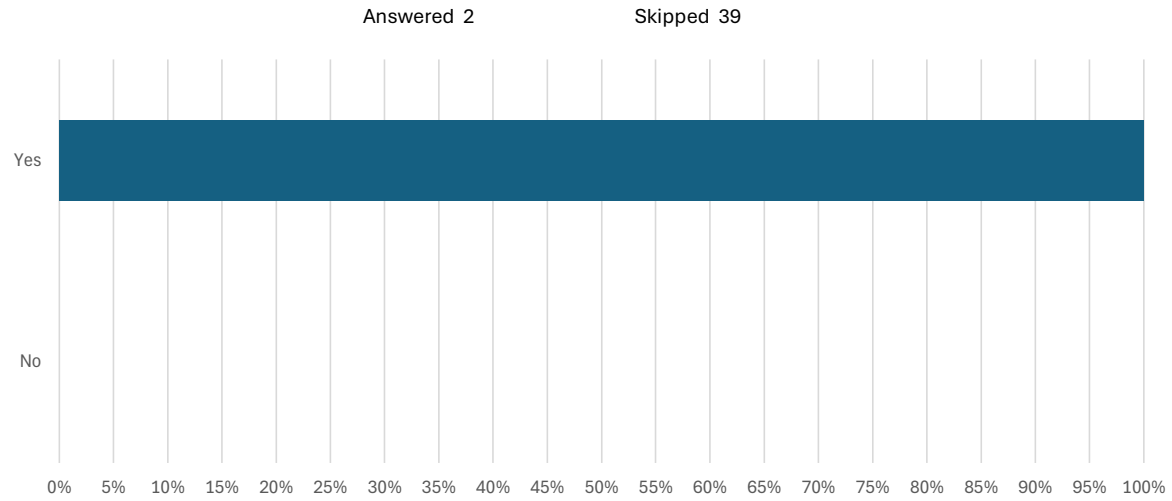
Answered 40 Skipped 1



ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Yes	5.0%	2	14%	6
No	95.0%	38	86%	37
Total		**40**		**43**

2026 Region 5 Systems Employee Survey

Q22 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?



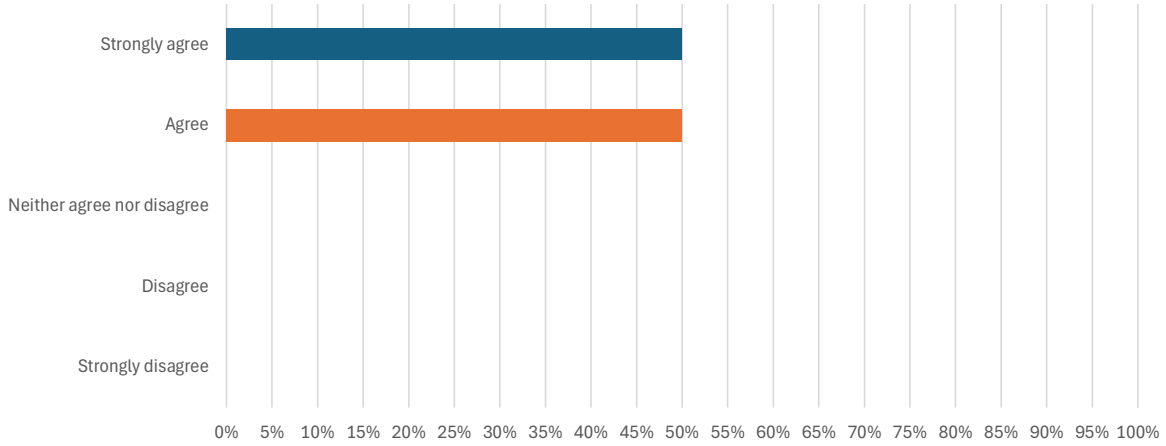
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Yes	100.0%	2	83%	5
No	0.0%	0	17%	1
Total		**2**		**6**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q23 Your concern was appropriately addressed.

Answered 2 Skipped 39

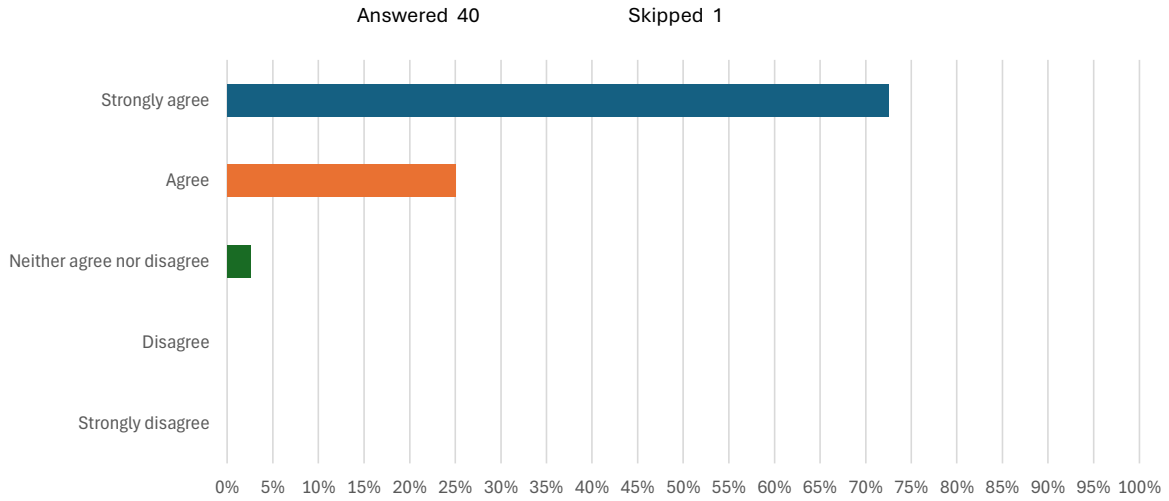


ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	50.0%	1	67%	4
Agree	50.0%	1	33%	2
Neither agree nor disagree	0.0%	0	0%	0
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**2**		**6**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q24 You received communication at the All Employee meetings as to the status of all CQI concerns that were addressed to date.



ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	72.5%	29	56%	24
Agree	25.0%	10	33%	14
Neither agree nor disagree	2.5%	1	12%	5
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

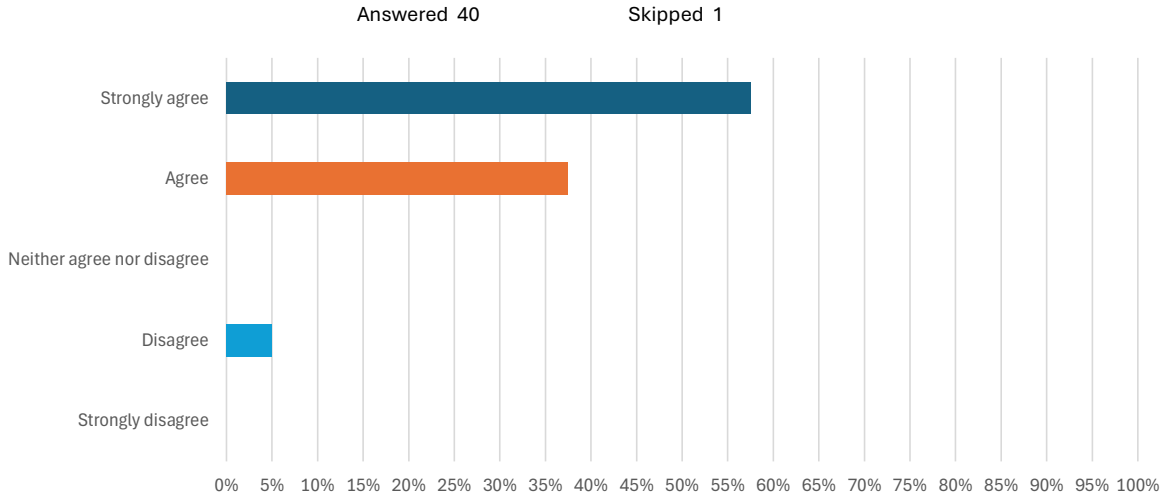
Q25 Please provide any comments or ideas for improvement regarding the CQI Process.

Answered 5 Skipped 36

COMMENTS:	Respondent ID	#	DATE
N/A it is well put together	119204685817	1	9/17/2026
N/A	119204676189	2	9/17/2026
None I like our cqi process	119201945691	3	9/14/2026
All my dealings with the CQI team have been extremely positive. They are doing outstanding work across the board.	119198291799	4	9/8/2026
N/A	119194257067	5	9/2/2026

2026 Region 5 Systems Employee Survey

Q26 Region 5 Systems' facility is clean and well maintained. (E)



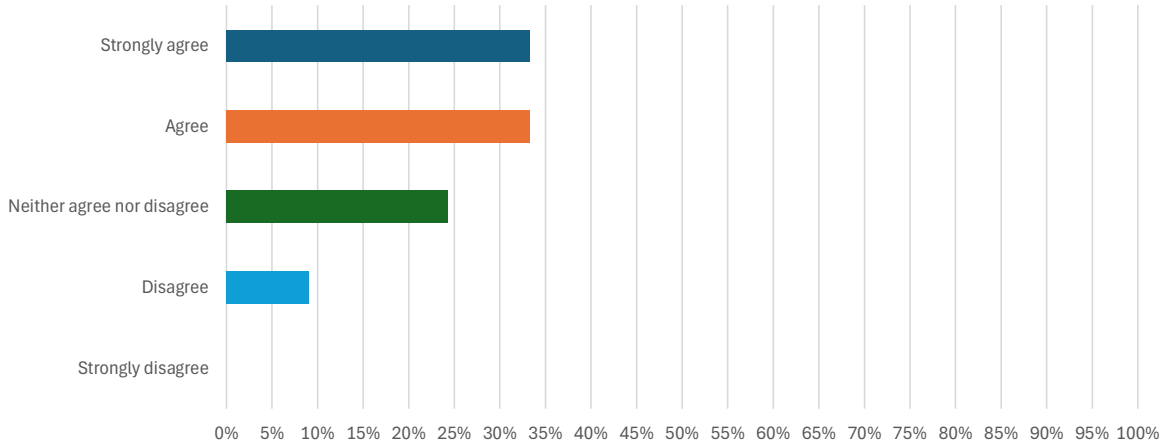
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	57.5%	23	74%	32
Agree	37.5%	15	26%	11
Neither agree nor disagree	0.0%	0	0%	0
Disagree	5.0%	2	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
Trash stains on carpet should be addressed sooner.	119204949206	1	9/17/2026
Although, the stain on the floor in the office is back again.	119197994012	2	9/8/2026
I LOVE the look of our new "place". The sign behind Susan's desk is great.	119194148074	3	9/2/2026
Major things are done but detail cleaning doesn't seem to be-maybe start the Move It/Fix It cleaning day again?	119193209211	4	9/1/2026
Cleaning crew could be better. There are spots all of the floor. The bathrooms needed to be dusted and deep cleaned. If we only have cleaners a couple of times a week. Should there be a designated person responsible for trash bins in the bathrooms or other tasks.	119193147869	5	9/1/2026

2026 Region 5 Systems Employee Survey

Q27 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)

Answered 33 Skipped 8

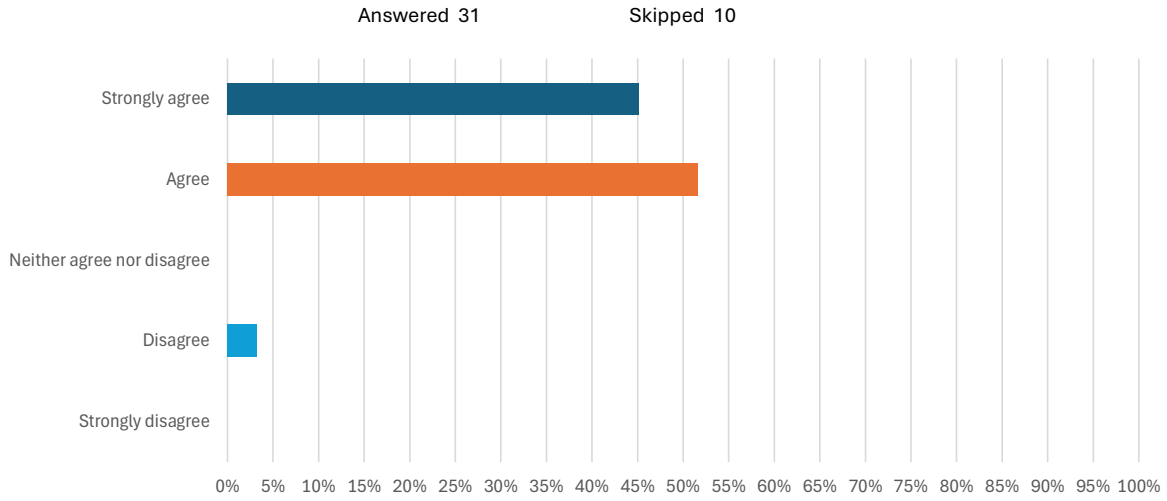


ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	33.3%	11	31%	11
Agree	33.3%	11	53%	19
Neither agree nor disagree	24.2%	8	11%	4
Disagree	9.1%	3	3%	1
Strongly disagree	0.0%	0	3%	1
Total		**33**		**36**

COMMENTS:	Respondent ID	#	DATE
I don't have any participants who come to the office with public transportation, so it's hard for me to determine if the location is accessible. The features of the building are accessible, though.	119193195997	1	9/1/2026
We are far away from areas that most of our consumers live in. While public transportation is available. A lot of people do not have access or do not know how to use the bus system. We do have gas vouchers, and most professional partners expect the participants to come and get it.	119193147869	2	9/1/2026

2026 Region 5 Systems Employee Survey

Q28 Region 5 Systems provides culturally sensitive services. (If this question is not applicable to you, please proceed to next question.) (E)

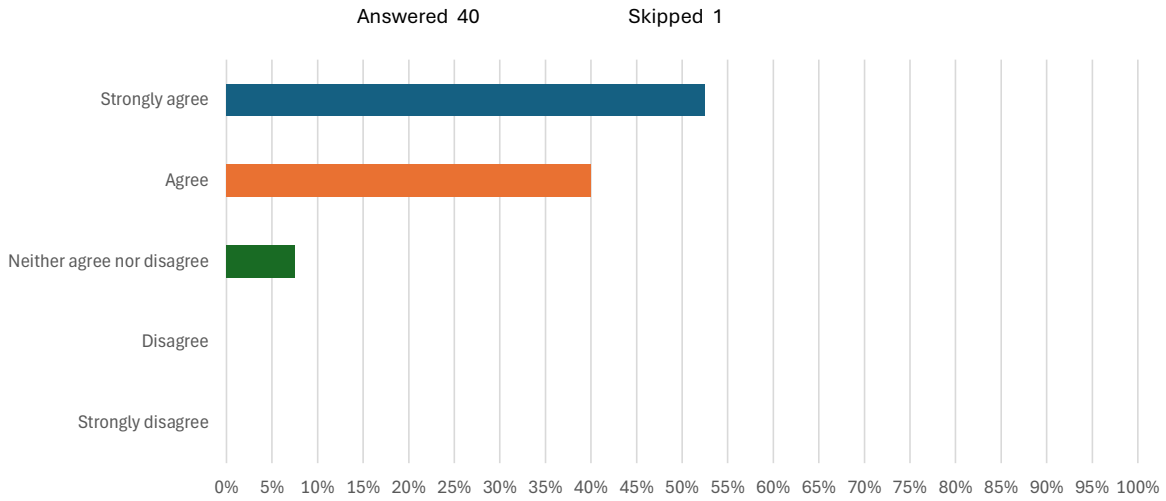


ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	45.2%	14	53%	21
Agree	51.6%	16	43%	17
Neither agree nor disagree	0.0%	0	5%	2
Disagree	3.2%	1	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**31**		**40**

COMMENTS:	Respondent ID	#	DATE
Some information we provide to families isn't available to provide them in their language	119202046180	1	9/14/2026

2026 Region 5 Systems Employee Survey

Q29 Region 5 Systems practices trauma-informed care. (E)

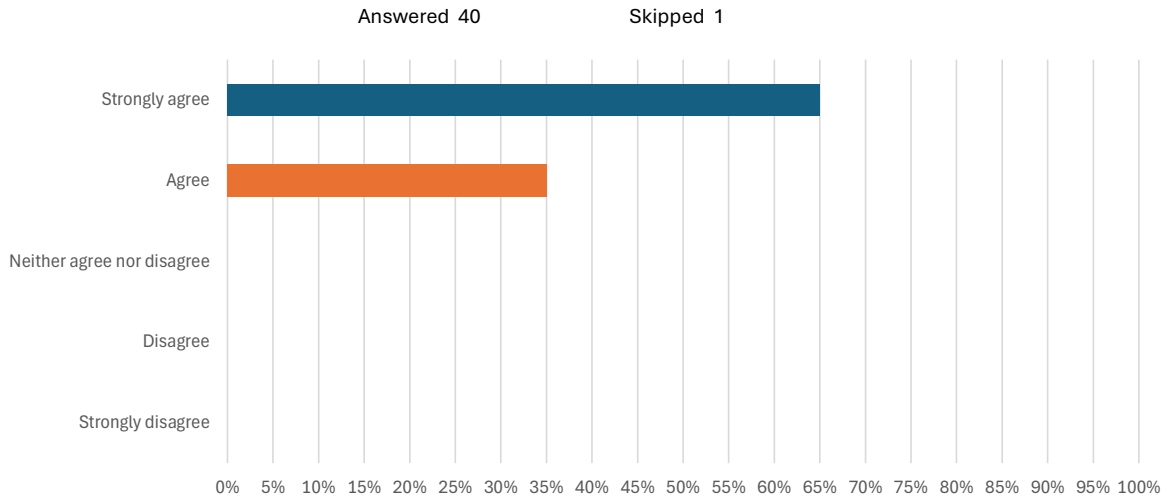


ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	52.5%	21	49%	21
Agree	40.0%	16	44%	19
Neither agree nor disagree	7.5%	3	7%	3
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q30 Region 5 Systems' employees respect the confidentiality of participants. (AT)

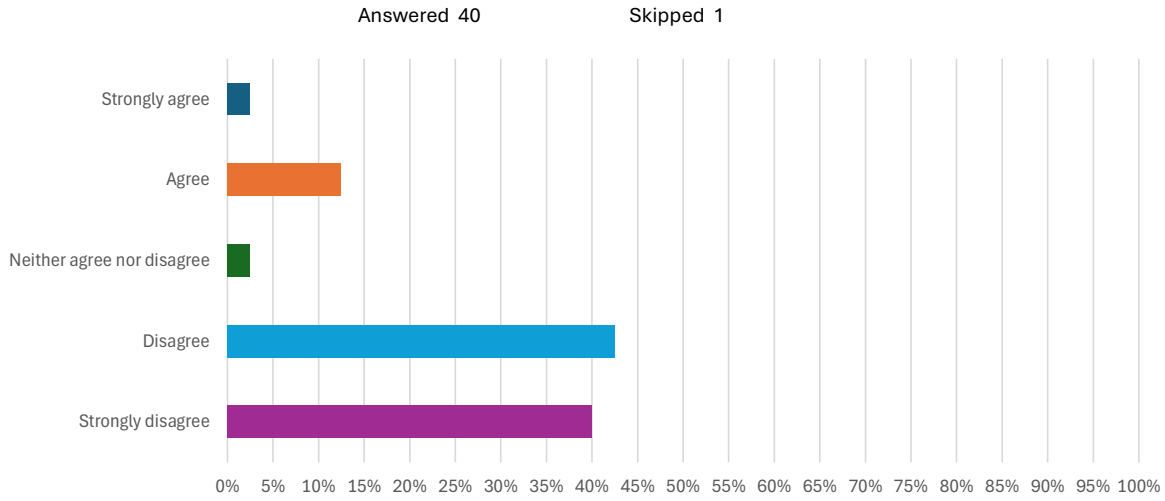


ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	65.0%	26	72%	31
Agree	35.0%	14	26%	11
Neither agree nor disagree	0.0%	0	2%	1
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q31 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)



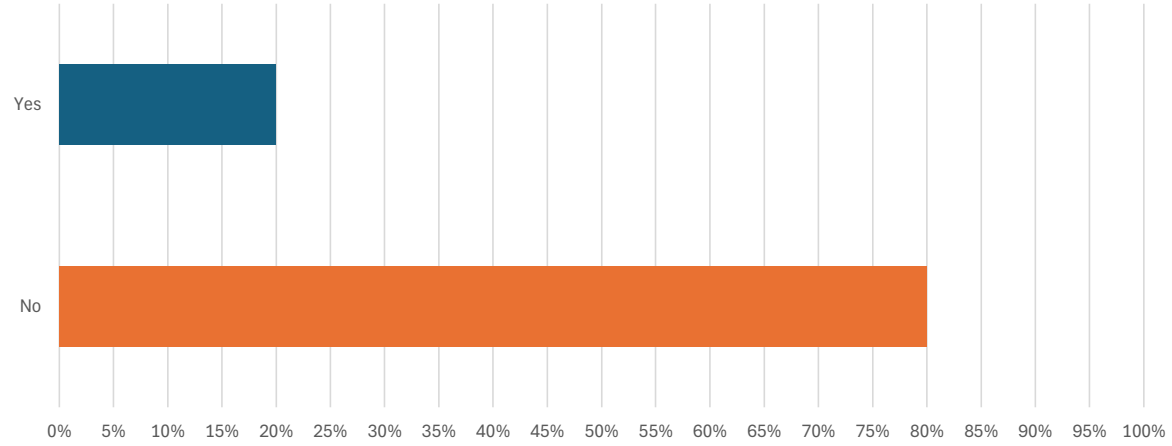
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	2.5%	1	7%	3
Agree	12.5%	5	5%	2
Neither agree nor disagree	2.5%	1	9%	4
Disagree	42.5%	17	33%	14
Strongly disagree	40.0%	16	47%	20
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
When the birds are everywhere, it is hard to access the parking lot and/or doors in a timely manner (timeclock).	119204949206	1	9/17/2026
The location may not be as central but it is easier to access with better parking	119204685817	2	9/17/2026
Goose poop is the only "barrier" that I have seen.	119198291799	3	9/8/2026
This is a bad question.	119198003807	4	9/8/2026
Question's wording is misleading. I do not feel there are barriers, but if I mark "Strongly disagree" with the statement, it makes seem like I am saying there are barriers.	119195932506	5	9/4/2026
geese	119193225007	6	9/1/2026

2026 Region 5 Systems Employee Survey

Q32 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 40 Skipped 1

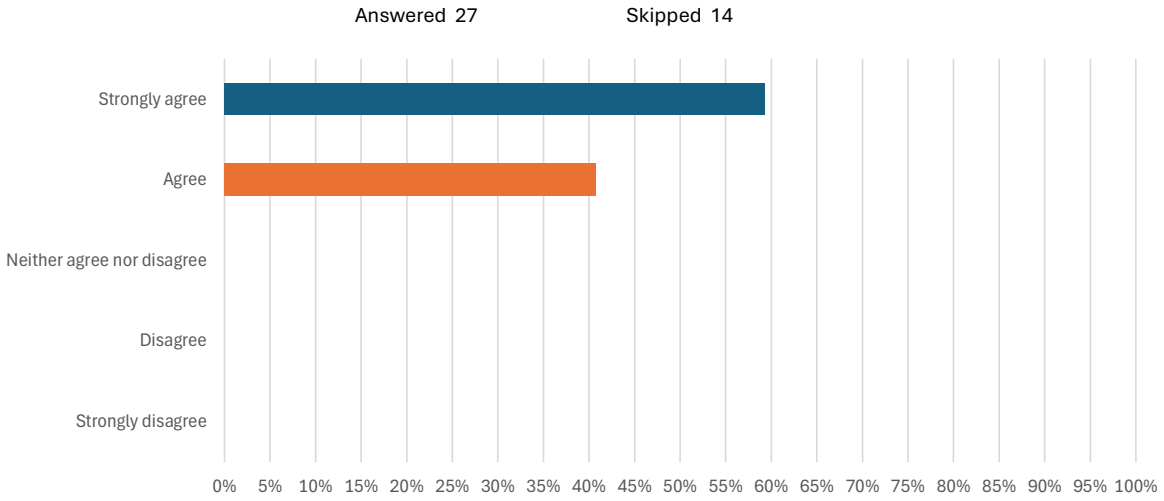


ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Yes	20.0%	8	9%	4
No	80.0%	32	91%	39
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
This is going a little backward but it would be helpful to have a whiteboard or smart board in Conference room A for MHFA,WRAP, YAB and meetings that are not using prepared slides or are doing small group/ share out. A whiteboard without a ledge could fit behind the screen.	119204685817	1	9/17/2026
Tiger Connect does not work well for my clients or for the needs of my job. I don't have a recommendation/solution to offer- just wanting to put it out there that it has been frustrating for myself and my clients and I worry that it is going to negatively affect our rapport and that they will communicate even less often with me.	119204671487	2	9/17/2026
New work phone as some of us have Iphone 11 which isn't compatible with TigerConnect for messaging our participants.	119202046180	3	9/14/2026
Wireless internet that works consistently and in all areas of the building.	119201918055	4	9/14/2026
I would like to see us take advantage of AI tools more. Especially AI tools that can help boost productivity and workflows.	119198291799	5	9/8/2026
Connecting to the TVs in the conference rooms seems to be more challenging than it should be. Could anything be done to simplify this, or could directions for connecting to the TVs be placed in each conference room?	119194148074	6	9/2/2026
A way to upload documents to computer without multiple steps.	119193245273	7	9/1/2026
There are platforms that we could be using to streamline processes. Our IT does not have a good handle on what is emerging or how to manage it. We are not using microsoft to its full potential.	119193147869	8	9/1/2026

2026 Region 5 Systems Employee Survey

Q33 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)

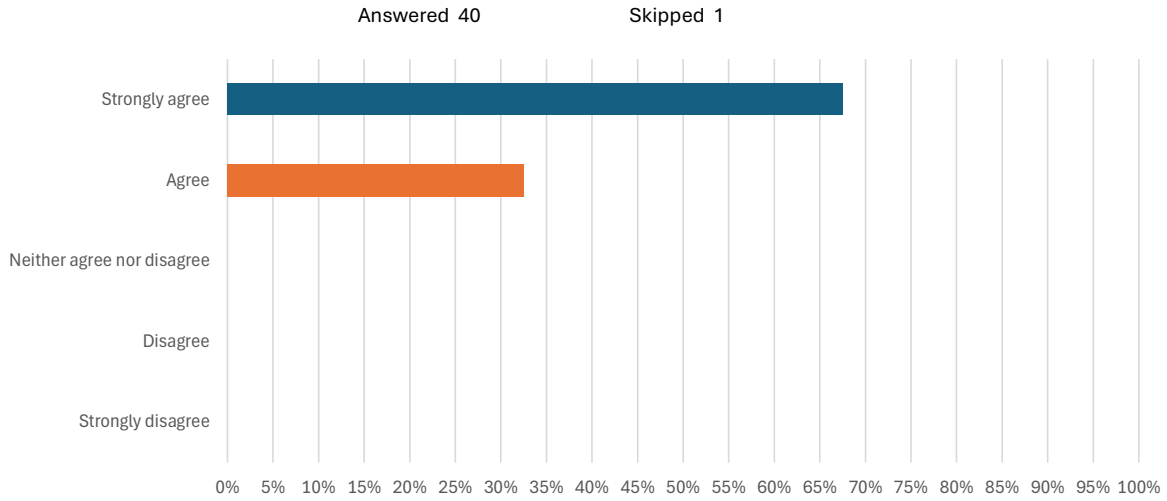


ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	59.3%	16	57%	17
Agree	40.7%	11	37%	11
Neither agree nor disagree	0.0%	0	3%	1
Disagree	0.0%	0	3%	1
Strongly disagree	0.0%	0	0%	0
Total		**27**		**30**

COMMENTS:	Respondent ID	#	DATE
Alternative locations are available if you do the work to make them available. There is no support from Ops staff to secure that.	119193147869	1	9/1/2026

2026 Region 5 Systems Employee Survey

Q34 Region 5 Systems' hours of operation are adequate and flexible enough for its scope of business. (E)



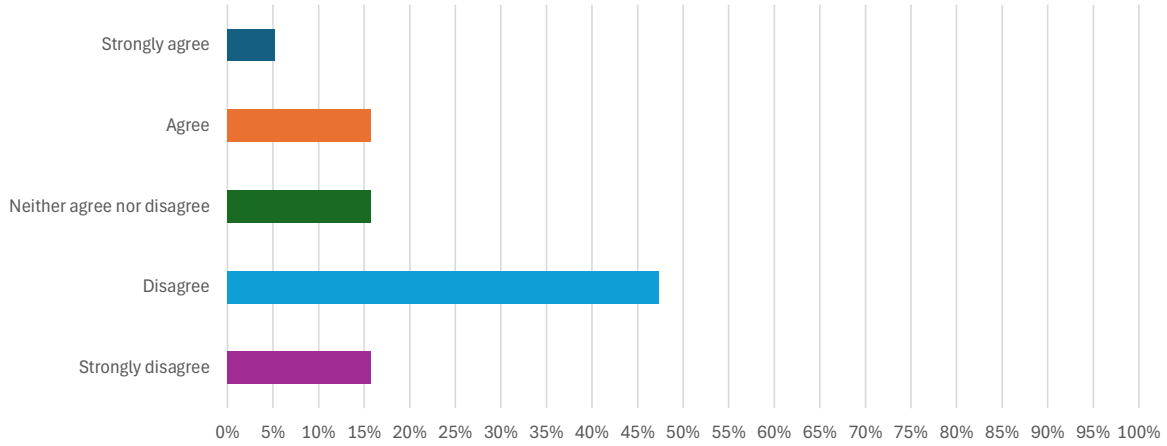
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	67.5%	27	60%	26
Agree	32.5%	13	40%	17
Neither agree nor disagree	0.0%	0	0%	0
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q35 Transportation has been a barrier for your participants (FYI and Housing) to access services we provide. (If this question is not applicable to you, please proceed to next question.) (T)

Answered 19 Skipped 22



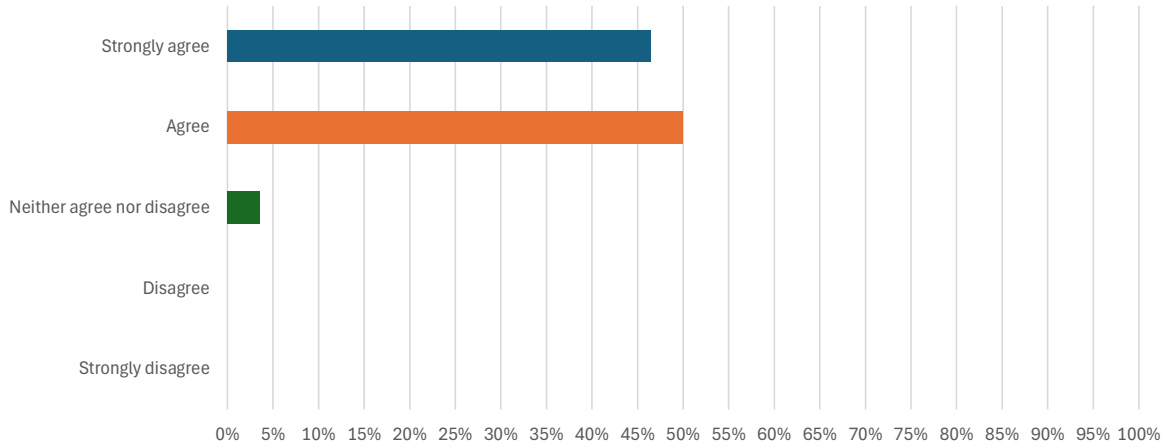
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	5.3%	1	0%	0
Agree	15.8%	3	17%	4
Neither agree nor disagree	15.8%	3	25%	6
Disagree	47.4%	9	42%	10
Strongly disagree	15.8%	3	17%	4
Total		**19**		**24**

COMMENTS:	Respondent ID	#	DATE
A lot of our program participants don't have cars, so this has been a problem from time to time. Generally the case managers can provide transportation so this hasn't been a major issue.	119198291799	1	9/8/2026
Since we are able to drive and meet in the community, I do not see as many barriers.	119193195997	2	9/1/2026

2026 Region 5 Systems Employee Survey

Q36 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.)

Answered 28 Skipped 13



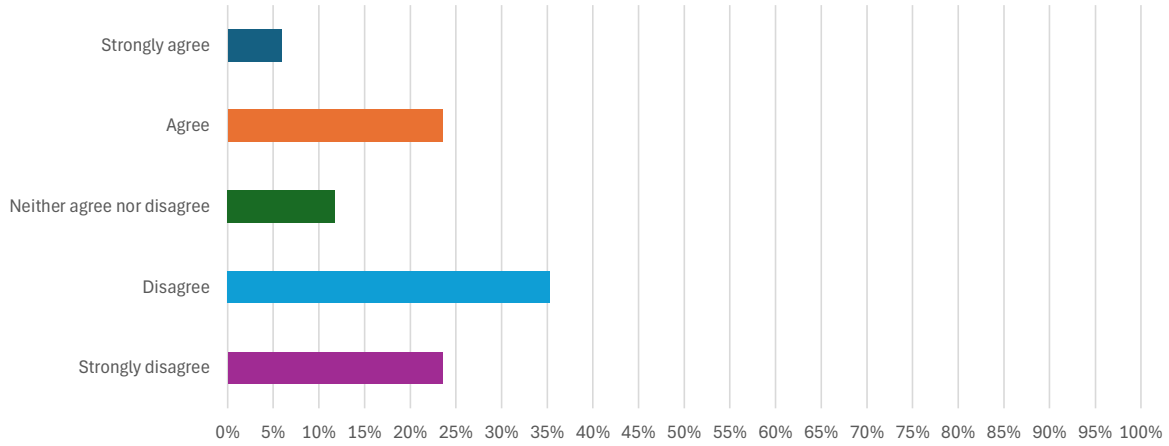
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	46.4%	13	46%	16
Agree	50.0%	14	49%	17
Neither agree nor disagree	3.6%	1	6%	2
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**28**		**35**

COMMENTS:	Respondent ID	#	DATE
Individuals need to remember to throw away their own trash after they use a vehicle	119198021553	1	9/8/2026

2026 Region 5 Systems Employee Survey

Q37 Language interpretation and translation has been a barrier for your participants (FYI and Housing) to access services we provide. (If this question is not applicable to you, please proceed to next question.)

Answered 17 Skipped 24



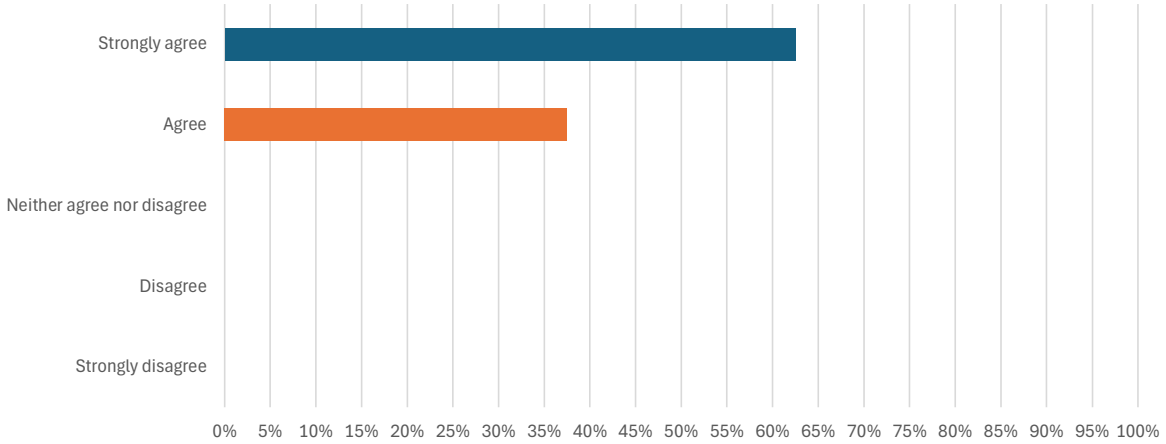
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	5.9%	1	4%	1
Agree	23.5%	4	8%	2
Neither agree nor disagree	11.8%	2	32%	8
Disagree	35.3%	6	36%	9
Strongly disagree	23.5%	4	20%	5
Total		**17**		**25**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q38 Region 5 Systems is a collaborative partner in the community (e.g. agencies, providers, coalitions). (CI)

Answered 40 Skipped 1



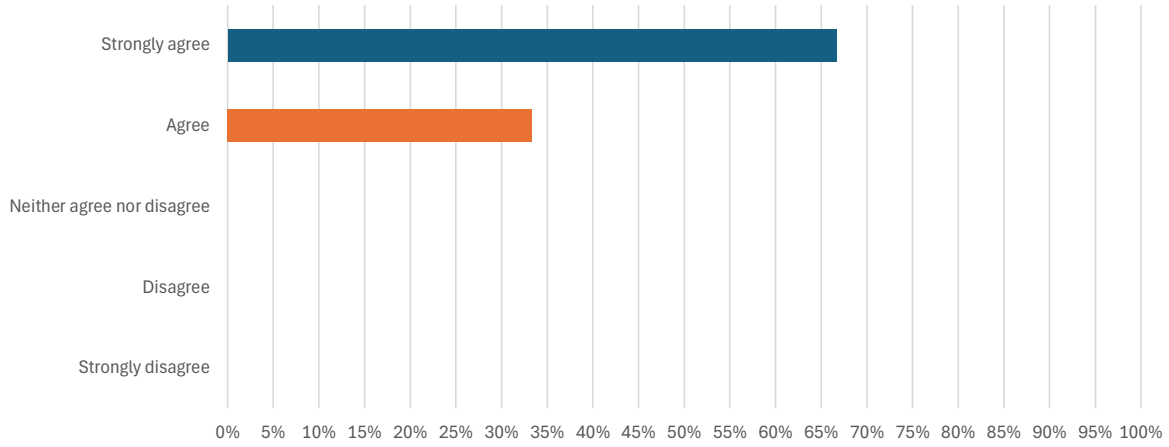
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	62.5%	25	60%	26
Agree	37.5%	15	37%	16
Neither agree nor disagree	0.0%	0	2%	1
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q39 The materials in your first aid kit are adequate. (If not applicable, please proceed to next question.) (E)

Answered 24 Skipped 17



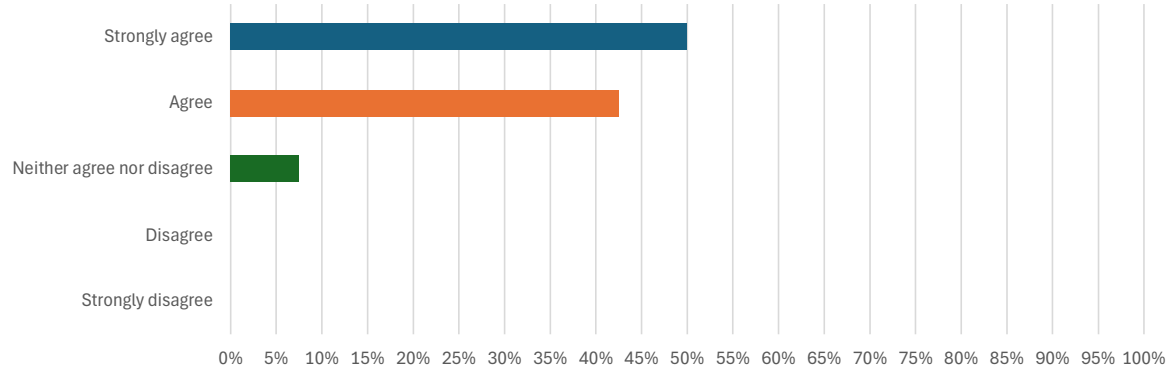
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	66.7%	16	59%	17
Agree	33.3%	8	28%	8
Neither agree nor disagree	0.0%	0	14%	4
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**24**		**29**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q40 Region 5 Systems takes efforts to provide alternative communications for its employees if needed. (i.e. TDD, hearing equipment, etc.) (C)

Answered 40 Skipped 1



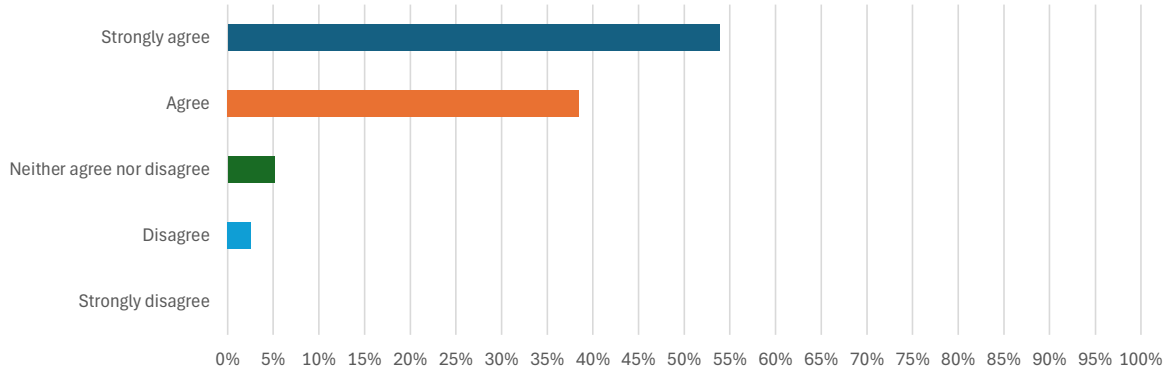
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	50.0%	20	47%	20
Agree	42.5%	17	40%	17
Neither agree nor disagree	7.5%	3	14%	6
Disagree	0.0%	0	0%	0
Strongly disagree	0.0%	0	0%	0
Total		**40**		**43**

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q41 Our teleworking model supports accomplishing Region 5 Systems' business priorities and deliverables.

Answered 39 Skipped 2



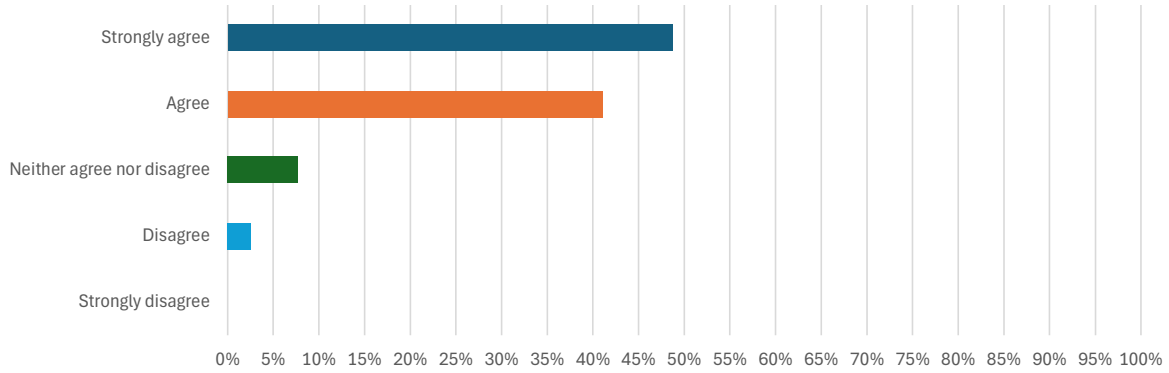
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	53.9%	21	53%	23
Agree	38.5%	15	37%	16
Neither agree nor disagree	5.1%	2	5%	2
Disagree	2.6%	1	5%	2
Strongly disagree	0.0%	0	0%	0
Total		**39**		**43**

COMMENTS:	Respondent ID	#	DATE
The model support balance and flexibility for employees while still accomplishing Region 5 Systems' mission and goals.	119201900977	1	9/14/2026
It seems as though there is an idea of being "divided" by who has an designated work space and who does not. Require telework employees to be in office one day a week.	119193147869	2	9/1/2026
Two days per week max for those who telework	119193139882	3	9/1/2026

2026 Region 5 Systems Employee Survey

Q42 The teleworking model allows you to effectively communicate with your co-workers, regardless of whether you telework or not.

Answered 39 Skipped 2



ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	48.7%	19	51%	22
Agree	41.0%	16	33%	14
Neither agree nor disagree	7.7%	3	7%	3
Disagree	2.6%	1	9%	4
Strongly disagree	0.0%	0	0%	0
Total		**39**		**43**

COMMENTS:	Respondent ID	#	DATE
I do not have any issues connecting with employees regardless of office location. When someone is teleworking I call, text, or teams as needed to connect with the employee.	119201900977	1	9/14/2026
It seems like certain people, including supervisors, are not required to keep their Pegboard status up to date.	119195932506	2	9/4/2026
Sometimes face to face is better but can be hard to do when telework schedules do no align	119193139882	3	9/1/2026

2026 Region 5 Systems Employee Survey

Q43 Is there anything you would like to share or see changed about our telework model?

Answered 39 Skipped 2

COMMENTS:	Respondent ID	#	DATE
I am much more productive with telework and thankful for the opportunity.	119207776916	1	9/21/2026
Not right now	119204949206	2	9/17/2026
No, I can see it has evolved as the agency has evolved. I have never had a problem getting in touch with someone in a timely manner. I think there is a difference between timely and immediate and it is important to recognize that people may be in meetings, on the phone or in the middle of working on something that cannot be interrupted to take a call or respond to an email and there may have been times that has been misinterpreted.	119204685817	3	9/17/2026
No	119204684793	4	9/17/2026
N/A	119204676189	5	9/17/2026
No	119204671487	6	9/17/2026
Nothing that I can think of, I appreciate the flexibility our telework model offers.	119203771101	7	9/16/2026
no	119203243959	8	9/15/2026
More in person all employee times for conversating as we mostly work telework and don't see our fellow employees	119202046180	9	9/14/2026
N/A	119201978009	10	9/14/2026
No	119201945691	11	9/14/2026
Not at this time	119201918055	12	9/14/2026
No	119201900977	13	9/14/2026
Working from home has been better than I thought it would be. There are definitely advantages to it.	119198291799	14	9/8/2026
I'm new to teleworking, but I have experience completing online college coursework throughout the pandemic. Transitioning for me was somewhat easy. I could see how those that are new to teleworking could benefit from a tips & tricks guide. Things you could include: psychology of having an area dedicated to work (just an example: https://kwikbrain.medium.com/create-a-designated-work-space-your-brain-needs-it-bf1e9ae25f1b), managing work/life balance, HIPAA information that may be shared around their kids/children (kids walk in the room while parent is on a Teams meeting, taking a phone call from a participant while making dinner in front of their kid, etc.)	119198302915	15	9/8/2026
No	119198304915	16	9/8/2026
No	119198197558	17	9/8/2026
faster service	119198158487	18	9/8/2026
No comment	119198118232	19	9/8/2026
None	119198092991	20	9/8/2026
No	119198021553	21	9/8/2026
No	119198019215	22	9/8/2026
The Telework policy recently changed; it was brought to Supervisors, but the decision was already made, so why waste time asking whether we support it?	119198003807	23	9/8/2026
Not at this time.	119197994012	24	9/8/2026
no	119195932506	25	9/4/2026
N/A	119194257067	26	9/2/2026
None.	119194224065	27	9/2/2026
I LOVE the telework model	119194148074	28	9/2/2026

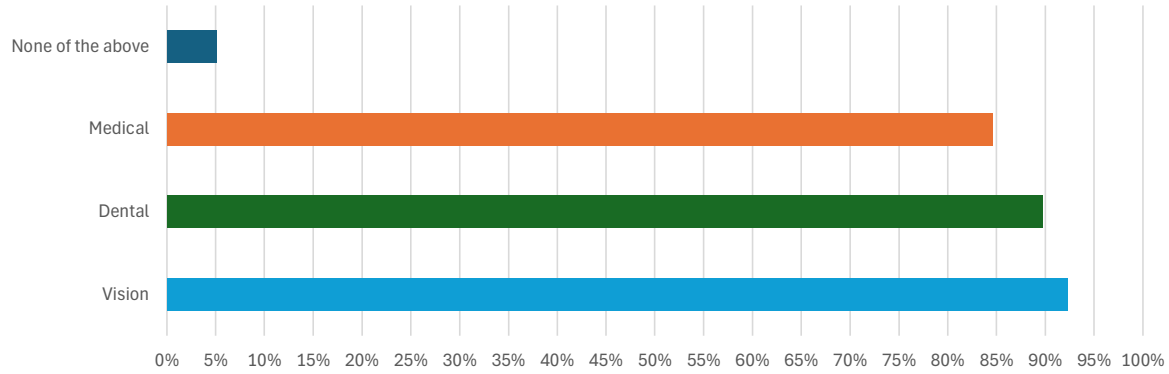
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None.	119193478549	29	9/1/2026
N/A	119193147869	30	9/1/2026
I would like the company to reconsider requiring employees to clock out (when driving from our work-from-home site) when completing tasks for participants. When we are actively performing job duties and supporting participants, it feels appropriate that this time be considered work time and remain compensated.	119193351762	31	9/1/2026
I wish electronic calendars were utilized and shared-pegboard is not always updated but calendars could be referenced instead	119193209211	32	9/1/2026
I feel that it is very effective.	119193245273	33	9/1/2026
n/a	119193228040	34	9/1/2026
.	119193225007	35	9/1/2026
none at this time	119193195997	36	9/1/2026
No, seems to be working well.	119193151753	37	9/1/2026
Not at this time.	119193141932	38	9/1/2026
Change to two days per week to help increase face to face availability	119193139882	39	9/1/2026

2026 Region 5 Systems Employee Survey

Q44 Which of the health plan coverages are you enrolled in?

Answered 39 Skipped 2



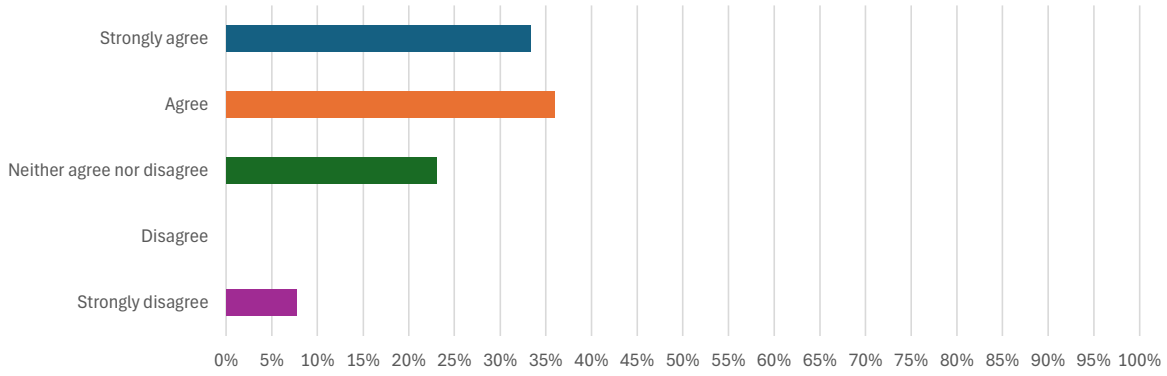
ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
None of the above	5.1%	2	7%	3
Medical	84.6%	33	81%	35
Dental	89.7%	35	91%	39
Vision	92.3%	36	91%	39
Total		**39**		**43**

COMMENTS:	Respondent ID	#	DATE
On my spouses.	119194224065	1	9/2/2026

2026 Region 5 Systems Employee Survey

Q45 I am satisfied with the health plan coverage Region 5 Systems offers.

Answered 39 Skipped 2



ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	2025 RESPONSES	2025 ANSWERS
Strongly agree	33.3%	13	42%	18
Agree	35.9%	14	35%	15
Neither agree nor disagree	23.1%	9	16%	7
Disagree	0.0%	0	7%	3
Strongly disagree	7.7%	3	0%	0
Total		**39**		**43**

COMMENTS:	Respondent ID	#	DATE
I haven't had a chance to use the new plan much- as always I appreciate that R5 covers so much of our costs.	119204685817	1	9/17/2026
The new medical coverage is not as good as BCBS, I now have higher co-pays and less coverage.	119198304915	2	9/8/2026
When evaluating changes to health insurance providers, it is important to consider the healthcare needs of all employees. The recent increase in co-pays for specialty providers has doubled out-of-pocket costs, creating a significant financial burden for many employees. This change has affected several employees and, for some, has made it nearly impossible to continue receiving care from their established healthcare specialists.	119198118232	3	9/8/2026
I think Reg 5 has done everything possible to get us the best plan they can; I don't think I would get better insurance at another employer. I'm just dissatisfied with all insurance in general.	119198021553	4	9/8/2026
It is very expensive, but that has nothing to do with Region 5.	119198003807	5	9/8/2026
On my spouses.	119194224065	6	9/2/2026

2026 Region 5 Systems Employee Survey

Q46 If you could change one element of our health benefits package, what would you change and why?

Answered **39** Skipped **2**

COMMENTS:	Respondent ID	#	DATE
UHC	119207776916	1	9/21/2026
More research into coverage for those who have serious health issues.	119204949206	2	9/17/2026
Add weight loss benefits if it is ever feasible to do so	119204685817	3	9/17/2026
Larger scope of mental health service coverage	119204684793	4	9/17/2026
Of course, cost plays a part but I realize that is the way of the future. We have wonderful health & retirement benefits.	119204676189	5	9/17/2026
prescription drug coverage costs- one of my medications went from $10/month to $60/month, and that's using the generic option too.	119204671487	6	9/17/2026
I know we had to go with a different plan this year due to costs, however, the copay to go to a specialist almost doubled - it would be nice if we could get that to go back down again.	119203771101	7	9/16/2026
I would have liked us to stay with BCBS but understand the cost was prohibitive	119203243959	8	9/15/2026
nothing	119202046180	9	9/14/2026
N/A	119201978009	10	9/14/2026
none	119201945691	11	9/14/2026
Unaffordable for families.	119201918055	12	9/14/2026
None	119201900977	13	9/14/2026
I don't get sick very often, so I haven't used it enough to offer any suggestions.	119198291799	14	9/8/2026
n/a	119198302915	15	9/8/2026
See above	119198304915	16	9/8/2026
Add some type of Workout benefit	119198158487	17	9/8/2026
N/A	119198197558	18	9/8/2026
Specialty care co-pays. Availability to purchase 90-day supply of prescription at a time, instead of limit of 30-day supply.	119198118232	19	9/8/2026
Cost. To see a specialist docotr the copay is now $100.	119198092991	20	9/8/2026
There is nothing specific I would change, other than lower cost and higher coverage of course.	119198021553	21	9/8/2026
Nothing	119198019215	22	9/8/2026
NA	119198003807	23	9/8/2026
I wish the price would be lowered or add in weight management to the insurance.	119197994012	24	9/8/2026
Lower rates	119195932506	25	9/4/2026
Nothing	119194257067	26	9/2/2026
Unsure no on the plan.	119194224065	27	9/2/2026
I know we had to move away from BCBS due to rising costs, but losing providers due to the change to UHC is also a high price to pay.	119194148074	28	9/2/2026
None.	119193478549	29	9/1/2026
It would be nice to have other health benefits or discounts to gyms. Neither insurance supported weightloss medications.	119193147869	30	9/1/2026
n/a	119193351762	31	9/1/2026

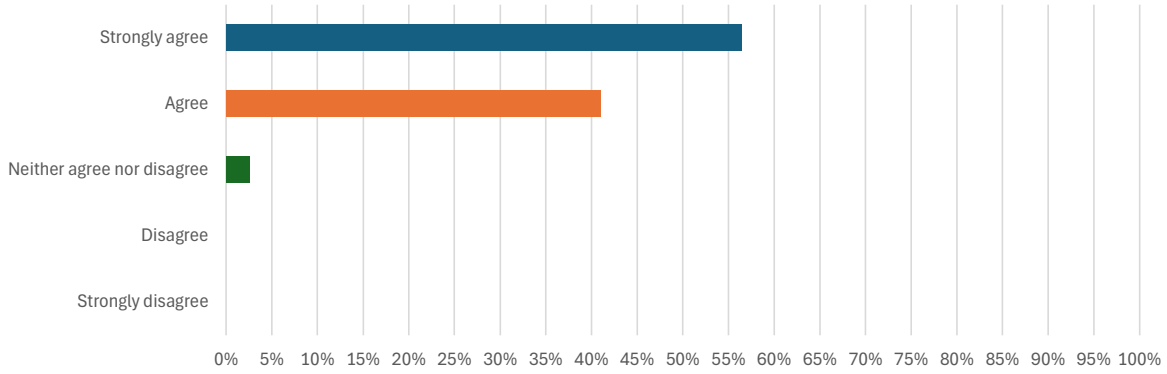
2026 Region 5 Systems Employee Survey

Nothing	119193209211	32	9/1/2026
Nothing	119193245273	33	9/1/2026
n/a	119193228040	34	9/1/2026
.	119193225007	35	9/1/2026
none at this time	119193195997	36	9/1/2026
I like it	119193151753	37	9/1/2026
Not at this time.	119193141932	38	9/1/2026
not sure	119193139882	39	9/1/2026

2026 Region 5 Systems Employee Survey

Q47 I am satisfied with Region 5 Systems' retirement plan.

Answered 39 Skipped 2



ANSWER CHOICES	2026 RESPONSES	2026 ANSWERS	Not previously asked
Strongly agree	56.4%	22	
Agree	41.0%	16	
Neither agree nor disagree	2.6%	1	
Disagree	0.0%	0	
Strongly disagree	0.0%	0	
Total		**39**	

COMMENTS:	Respondent ID	#	DATE
No comments provided			

2026 Region 5 Systems Employee Survey

Q48 What other types of benefits would you like to see offered?

Answered **39** Skipped **2**

COMMENTS:	Respondent ID	#	DATE
I am satisfied.	119207776916	1	9/21/2026
Gym memberships	119204949206	2	9/17/2026
Weight loss support, GLP-1	119204685817	3	9/17/2026
See previous answer	119204684793	4	9/17/2026
Region5 Systems could assist with the cost of a gym membership for employees.	119204676189	5	9/17/2026
paid parental leave	119204671487	6	9/17/2026
Paid parental leave	119203771101	7	9/16/2026
none	119203243959	8	9/15/2026
Discounts for outings with family	119202046180	9	9/14/2026
N/A	119201978009	10	9/14/2026
Maybe more mental health and therapy options	119201945691	11	9/14/2026
None	119201918055	12	9/14/2026
Wellness benefit	119201900977	13	9/14/2026
Not sure. I understand that Region 5 has given us a very generous benefits package and I am happy with that. Thank you.	119198291799	14	9/8/2026
Tuition assistance	119198302915	15	9/8/2026
I like our benefits package, I just wish our insurance still the same as before.	119198304915	16	9/8/2026
Just a gym	119198158487	17	9/8/2026
N/A	119198197558	18	9/8/2026
Gym memberships or wellness reimbursements	119198118232	19	9/8/2026
Unsure	119198092991	20	9/8/2026
I genuinely think we have many great benefits. I am satisfied with the offerings for my particular stage in life.	119198021553	21	9/8/2026
No preference	119198019215	22	9/8/2026
NA	119198003807	23	9/8/2026
I would like to see insurance cover weight management.	119197994012	24	9/8/2026
--	119195932506	25	9/4/2026
N/A	119194257067	26	9/2/2026
None.	119194224065	27	9/2/2026
NA	119194148074	28	9/2/2026
None.	119193478549	29	9/1/2026
n/a	119193147869	30	9/1/2026
n/a	119193351762	31	9/1/2026
None	119193209211	32	9/1/2026
Something like Comp time, some weeks it is hard only to work 40 hours with the caseloads.	119193245273	33	9/1/2026
n/a	119193228040	34	9/1/2026

2026 Region 5 Systems Employee Survey

.	119193225007	35	9/1/2026
unsure	119193195997	36	9/1/2026
I'm satisfied	119193151753	37	9/1/2026
None at this time.	119193141932	38	9/1/2026
Stipend for gym membership. Maybe $25?	119193139882	39	9/1/2026

2026 Region 5 Systems Employee Survey

Q49 Are there additional questions you would like to suggest for next year's survey?

Answered **18** Skipped **23**

COMMENTS:	Respondent ID	#	DATE
No	119204685817	1	9/17/2026
No	119204676189	2	9/17/2026
No	119202046180	3	9/14/2026
N/A	119201978009	4	9/14/2026
no	119201945691	5	9/14/2026
None	119201900977	6	9/14/2026
I am sure everyone has a couple mandatory meetings/trainings/etc. that they feel are a waste of time. Perhaps you could ask what those are and give staff an opportunity to make a case for getting rid of them.	119198291799	7	9/8/2026
I would ask about opportunities to interact with coworkers or satisfaction with the overall culture. I am newer to Region 5, so I was hired when telework was being utilized. I have limited interactions with my coworkers by nature (not coming into the office every day, etc.) However, I have heard that coworker interactions and opportunities to work together have diminished (and are missed) within FYI since teleworking. Some folks would like more opportunities to work together. I know this would be tricky to satisfy. Maybe having a personal engagement opportunity during our in-person monthly meeting.	119198302915	8	9/8/2026
no	119198304915	9	9/8/2026
No	119198197558	10	9/8/2026
No	119198021553	11	9/8/2026
--	119195932506	12	9/4/2026
N/A	119194257067	13	9/2/2026
None.	119193478549	14	9/1/2026
How to cultivate a sense of belonging.	119193147869	15	9/1/2026
None	119193209211	16	9/1/2026
No	119193151753	17	9/1/2026
None	119193141932	18	9/1/2026

2026 Region 5 Systems Employee Survey

Q50 Do you have any additional comments or questions regarding this year's survey?

Answered **17** Skipped **24**

COMMENTS:	Respondent ID	#	DATE
No	119204685817	1	9/17/2026
No	119204676189	2	9/17/2026
No	119202046180	3	9/14/2026
N/A	119201978009	4	9/14/2026
no	119201945691	5	9/14/2026
None	119201900977	6	9/14/2026
I love being a part of something that is truly helping people in the community. I am proud to tell people what I do for a living.	119198291799	7	9/8/2026
no	119198304915	8	9/8/2026
No	119198197558	9	9/8/2026
I appreciate that we do this, and I do feel that management cares about the results. I know this isn't a waste of my time.	119198021553	10	9/8/2026
--	119195932506	11	9/4/2026
N/A	119194257067	12	9/2/2026
None. Thank you for being such a supportive organization to its employees!	119193478549	13	9/1/2026
N/a	119193147869	14	9/1/2026
I appreciate all the Region does for employees	119193209211	15	9/1/2026
No	119193151753	16	9/1/2026
None	119193141932	17	9/1/2026