

To: Pam Dale[pdale@blm.gov]
Cc: Aden Seidlitz[aseidlitz@blm.gov]
From: Porter, Lance
Sent: 2017-11-27T17:28:29-05:00
Importance: Normal
Subject: Fwd: 2017 FEVS Results
Received: 2017-11-27T17:29:54-05:00
[2017 UT Third Level Subagency Comparison Report.pdf](#)

Pam,

Do you have a copy of NM survey results down to the third level? Aden and I had another link, but this data that Utah received is much easier to read. Please send us this report if you have it.

Thank you,

----- Forwarded message -----

From: Brooks, Keelee <kmbrooks@blm.gov>
Date: Fri, Nov 24, 2017 at 10:26 AM
Subject: 2017 FEVS Results
To: BLM UT ELT <blm_ut_elt@blm.gov>

Greetings Utah Leadership,

There were over 485,000 employees that participated in the 2017 FEVS survey and have provided their feedback - see results at the links provided below. The overall results reflect Federal employees have a positive viewpoint of their workplace.

You are highly encouraged to review and discuss the results with your leadership teams. Ponder on the the areas where you can frame some ideas/plans to strengthen as well as continue to build upon the areas that are going well. Lastly and most importantly, convey the survey results along with your Leadership's intentions with all of your employees. As you know, the last step (communication) helps to build trust between your employees and your management teams - they will now know you are listening and that their feedback is important to you!

EMPLOYEE ENGAGEMENT:

You may learn more about employee engagement by copying and pasting the Bureau's Employee Engagement website:

<https://blmspace.blm.doi.net/wo/700/recruitmentandretention/SitePages/BLM%20Employee%20Engagement.aspx>

SURVEY RESULTS:

Utah State's 3rd Level Sub-agency comparison of Districts, Bureau, and Department, FEVS Comparison Report can be accessed by clicking this link, also for

your convenience, the results are attached: click [here](#)

BLM FEVS sharepoint site which provides 1st and 2d level sub-agency reports (state comparison), BLM 2017 Final Report and Index Scores/Response Rates: [link](#)

OPM Acting Director's message and comprehensive reports, such as agency ratings, demographics, etc., cut and paste the following link: <https://www.fedview.opm.gov/2017/>

Please let me know if you have any questions.

VR,

Keelee M. Brooks
Utah BLM
Human Resources Officer
(801) 539 4191
kmbrooks@blm.gov

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Lance C. Porter
Acting Associate State Director
Bureau of Land Management, New Mexico
Office (505)954-42222
Cell 435-210-0920

Department of the Interior
UTAH STATE OFFICE
3rd Level Subagency Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Department of the Interior	25,867	54.6%
BUREAU OF LAND MANAGEMENT	3,401	46.6%
UTAH STATE OFFICE	262	50.9%
CANYON COUNTRY DISTRICT OFFICE	13	54.2%
CEDAR CITY FIELD OFFICE	<10	
CEDAR CITY/RICHFIELD FIRE & AVIATION	<10	
COLOR COUNTRY DISTRICT OFFICE	<10	
DIVISION OF LANDS & MINERALS	24	64.9%
DIVISION OF NATURAL RESOURCES	21	72.4%
DIVISION OF SUPPORT SERVICES	21	58.3%
FILLMORE FIELD OFFICE	10	50.0%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	63.6%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	32.4%
GREEN RIVER DISTRICT OFFICE	14	60.9%
MOAB FIELD OFFICE	<10	
MONTICELLO FIELD OFFICE	<10	
OFFICE OF STATE DIRECTOR	<10	
PRICE FIELD OFFICE	17	81.0%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	44.8%
SALT LAKE FIELD OFFICE	12	63.2%
UTAH MONUMENT/NCAs	<10	
VERNAL DISTRICT LANDS & MINERALS	23	46.9%
VERNAL DISTRICT RENEWABLE RESOURCES	14	56.0%
WEST DESERT DISTRICT OFFICE	<10	
WEST DESERT/FILLMORE FIRE MANAGEMENT	<10	

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

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Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

Department of the Interior
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3rd Level Subagency Comparison Report

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Department of the Interior	25,836	68.6%	14.8%	16.6%
BUREAU OF LAND MANAGEMENT	3,398	68.3%	14.8%	16.9%
UTAH STATE OFFICE	262	70.0%	17.2%	12.7%
CANYON COUNTRY DISTRICT OFFICE	13	83.7%	8.4%	7.9%
DIVISION OF LANDS & MINERALS	24	71.1%	20.2%	8.7%
DIVISION OF NATURAL RESOURCES	21	67.8%	32.2%	0.0%
DIVISION OF SUPPORT SERVICES	21	78.4%	10.4%	11.2%
FILLMORE FIELD OFFICE	10	80.0%	0.0%	20.0%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	87.6%	6.1%	6.3%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	63.4%	19.4%	17.2%
GREEN RIVER DISTRICT OFFICE	14	62.7%	15.5%	21.8%
PRICE FIELD OFFICE	17	64.1%	19.5%	16.5%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	85.2%	14.8%	0.0%
SALT LAKE FIELD OFFICE	12	64.0%	8.4%	27.6%
VERNAL DISTRICT LANDS & MINERALS	23	56.3%	25.4%	18.3%
VERNAL DISTRICT RENEWABLE RESOURCES	14	63.0%	7.8%	29.1%

Department of the Interior
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2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Department of the Interior	25,725	70.1%	15.2%	14.6%
BUREAU OF LAND MANAGEMENT	3,378	67.3%	15.9%	16.8%
UTAH STATE OFFICE	258	71.1%	15.6%	13.3%
CANYON COUNTRY DISTRICT OFFICE	13	88.3%	5.7%	6.0%
DIVISION OF LANDS & MINERALS	23	84.2%	0.0%	15.8%
DIVISION OF NATURAL RESOURCES	20	63.3%	30.2%	6.5%
DIVISION OF SUPPORT SERVICES	21	64.5%	19.6%	15.9%
FILLMORE FIELD OFFICE	10	90.5%	0.0%	9.5%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	81.3%	0.0%	18.7%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	9	80.2%	10.5%	9.2%
GREEN RIVER DISTRICT OFFICE	14	60.5%	17.7%	21.8%
PRICE FIELD OFFICE	17	64.1%	29.5%	6.4%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	72.5%	27.5%	0.0%
SALT LAKE FIELD OFFICE	12	63.6%	26.5%	9.9%
VERNAL DISTRICT LANDS & MINERALS	23	58.8%	19.5%	21.7%
VERNAL DISTRICT RENEWABLE RESOURCES	14	48.5%	15.9%	35.5%

Department of the Interior
UTAH STATE OFFICE
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3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Department of the Interior	25,595	64.9%	16.5%	18.6%
BUREAU OF LAND MANAGEMENT	3,372	62.1%	17.7%	20.2%
UTAH STATE OFFICE	261	58.5%	19.4%	22.2%
CANYON COUNTRY DISTRICT OFFICE	13	68.3%	23.3%	8.4%
DIVISION OF LANDS & MINERALS	24	56.5%	36.4%	7.1%
DIVISION OF NATURAL RESOURCES	21	56.9%	19.0%	24.2%
DIVISION OF SUPPORT SERVICES	21	72.0%	9.8%	18.2%
FILLMORE FIELD OFFICE	10	46.0%	16.2%	37.8%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	84.7%	9.0%	6.3%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	45.4%	8.1%	46.4%
GREEN RIVER DISTRICT OFFICE	14	71.5%	8.9%	19.6%
PRICE FIELD OFFICE	17	45.6%	37.1%	17.3%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	72.6%	12.5%	14.8%
SALT LAKE FIELD OFFICE	12	64.0%	8.4%	27.6%
VERNAL DISTRICT LANDS & MINERALS	22	49.2%	32.3%	18.4%
VERNAL DISTRICT RENEWABLE RESOURCES	14	40.3%	8.3%	51.5%

Department of the Interior
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4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Department of the Interior	25,687	74.8%	13.8%	11.4%
BUREAU OF LAND MANAGEMENT	3,378	69.6%	15.6%	14.8%
UTAH STATE OFFICE	261	68.6%	18.0%	13.4%
CANYON COUNTRY DISTRICT OFFICE	13	71.9%	28.1%	0.0%
DIVISION OF LANDS & MINERALS	24	71.7%	21.1%	7.1%
DIVISION OF NATURAL RESOURCES	21	53.9%	15.8%	30.3%
DIVISION OF SUPPORT SERVICES	20	83.6%	5.6%	10.8%
FILLMORE FIELD OFFICE	10	54.4%	16.2%	29.4%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	71.6%	15.8%	12.6%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	71.4%	28.6%	0.0%
GREEN RIVER DISTRICT OFFICE	14	64.9%	15.5%	19.6%
PRICE FIELD OFFICE	17	59.0%	25.7%	15.3%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	63.7%	21.5%	14.8%
SALT LAKE FIELD OFFICE	12	72.4%	9.3%	18.3%
VERNAL DISTRICT LANDS & MINERALS	23	77.5%	13.6%	8.9%
VERNAL DISTRICT RENEWABLE RESOURCES	14	57.6%	28.7%	13.7%

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5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Department of the Interior	25,570	86.0%	9.5%	4.5%
BUREAU OF LAND MANAGEMENT	3,348	83.5%	10.8%	5.7%
UTAH STATE OFFICE	260	86.0%	8.1%	5.9%
CANYON COUNTRY DISTRICT OFFICE	12	90.8%	9.2%	0.0%
DIVISION OF LANDS & MINERALS	24	83.3%	13.4%	3.3%
DIVISION OF NATURAL RESOURCES	21	74.2%	14.3%	11.5%
DIVISION OF SUPPORT SERVICES	21	84.6%	0.0%	15.4%
FILLMORE FIELD OFFICE	10	90.7%	0.0%	9.3%
FIRE & AVIATION MANAGEMENT & COORDINATION	13	86.9%	13.1%	0.0%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	89.1%	10.9%	0.0%
GREEN RIVER DISTRICT OFFICE	14	94.4%	5.6%	0.0%
PRICE FIELD OFFICE	17	81.7%	13.0%	5.2%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	90.8%	0.0%	9.2%
SALT LAKE FIELD OFFICE	12	72.4%	17.6%	9.9%
VERNAL DISTRICT LANDS & MINERALS	23	92.7%	7.3%	0.0%
VERNAL DISTRICT RENEWABLE RESOURCES	14	86.3%	7.5%	6.2%

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

	N	Positive	Neutral	Negative
Department of the Interior	25,619	77.9%	12.4%	9.7%
BUREAU OF LAND MANAGEMENT	3,365	74.8%	14.3%	10.8%
UTAH STATE OFFICE	259	72.4%	15.2%	12.5%
CANYON COUNTRY DISTRICT OFFICE	13	82.2%	11.8%	6.0%
DIVISION OF LANDS & MINERALS	24	83.3%	9.6%	7.1%
DIVISION OF NATURAL RESOURCES	21	53.3%	30.0%	16.6%
DIVISION OF SUPPORT SERVICES	21	83.1%	0.0%	16.9%
FILLMORE FIELD OFFICE	10	81.2%	9.3%	9.5%
FIRE & AVIATION MANAGEMENT & COORDINATION	13	62.3%	24.1%	13.6%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	60.9%	39.1%	0.0%
GREEN RIVER DISTRICT OFFICE	14	93.4%	0.0%	6.6%
PRICE FIELD OFFICE	16	73.2%	6.0%	20.8%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	69.0%	24.2%	6.9%
SALT LAKE FIELD OFFICE	12	65.3%	25.4%	9.3%
VERNAL DISTRICT LANDS & MINERALS	23	66.3%	18.9%	14.8%
VERNAL DISTRICT RENEWABLE RESOURCES	14	53.4%	26.8%	19.9%

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7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Department of the Interior	25,731	95.9%	2.7%	1.4%
BUREAU OF LAND MANAGEMENT	3,380	95.3%	3.2%	1.5%
UTAH STATE OFFICE	260	96.9%	1.9%	1.2%
CANYON COUNTRY DISTRICT OFFICE	13	100.0%	0.0%	0.0%
DIVISION OF LANDS & MINERALS	24	100.0%	0.0%	0.0%
DIVISION OF NATURAL RESOURCES	21	93.8%	0.0%	6.2%
DIVISION OF SUPPORT SERVICES	21	100.0%	0.0%	0.0%
FILLMORE FIELD OFFICE	10	90.7%	9.3%	0.0%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	93.7%	6.3%	0.0%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	100.0%	0.0%	0.0%
GREEN RIVER DISTRICT OFFICE	13	100.0%	0.0%	0.0%
PRICE FIELD OFFICE	17	93.6%	6.4%	0.0%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	100.0%	0.0%	0.0%
SALT LAKE FIELD OFFICE	12	91.6%	8.4%	0.0%
VERNAL DISTRICT LANDS & MINERALS	23	96.8%	0.0%	3.2%
VERNAL DISTRICT RENEWABLE RESOURCES	13	91.0%	0.0%	9.0%

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

	N	Positive	Neutral	Negative
Department of the Interior	25,742	91.5%	7.2%	1.3%
BUREAU OF LAND MANAGEMENT	3,393	90.9%	7.8%	1.2%
UTAH STATE OFFICE	262	91.3%	7.3%	1.3%
CANYON COUNTRY DISTRICT OFFICE	13	100.0%	0.0%	0.0%
DIVISION OF LANDS & MINERALS	24	91.4%	8.6%	0.0%
DIVISION OF NATURAL RESOURCES	21	94.8%	5.2%	0.0%
DIVISION OF SUPPORT SERVICES	21	100.0%	0.0%	0.0%
FILLMORE FIELD OFFICE	10	90.5%	0.0%	9.5%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	93.7%	0.0%	6.3%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	100.0%	0.0%	0.0%
GREEN RIVER DISTRICT OFFICE	14	71.4%	22.2%	6.4%
PRICE FIELD OFFICE	17	76.7%	23.3%	0.0%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	93.4%	6.6%	0.0%
SALT LAKE FIELD OFFICE	12	81.7%	18.3%	0.0%
VERNAL DISTRICT LANDS & MINERALS	23	96.8%	0.0%	3.2%
VERNAL DISTRICT RENEWABLE RESOURCES	14	76.2%	23.8%	0.0%

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,758	41.9%	15.8%	42.3%	35
BUREAU OF LAND MANAGEMENT	3,382	37.1%	15.8%	47.1%	6
UTAH STATE OFFICE	259	35.0%	21.1%	43.8%	1
CANYON COUNTRY DISTRICT OFFICE	13	13.9%	25.9%	60.2%	0
DIVISION OF LANDS & MINERALS	24	52.4%	26.3%	21.2%	0
DIVISION OF NATURAL RESOURCES	20	23.6%	21.0%	55.4%	1
DIVISION OF SUPPORT SERVICES	20	48.7%	27.2%	24.1%	0
FILLMORE FIELD OFFICE	10	27.8%	33.1%	39.1%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	60.3%	15.8%	23.9%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	26.7%	9.8%	63.5%	0
GREEN RIVER DISTRICT OFFICE	14	18.1%	20.7%	61.2%	0
PRICE FIELD OFFICE	16	32.2%	5.6%	62.2%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	40.0%	24.5%	35.5%	0
SALT LAKE FIELD OFFICE	12	13.7%	33.3%	53.1%	0
VERNAL DISTRICT LANDS & MINERALS	23	46.4%	24.4%	29.1%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	7.5%	28.3%	64.2%	0

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10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,686	50.6%	17.6%	31.9%	21
BUREAU OF LAND MANAGEMENT	3,375	43.7%	18.1%	38.3%	5
UTAH STATE OFFICE	260	41.5%	20.9%	37.6%	1
CANYON COUNTRY DISTRICT OFFICE	13	30.7%	13.7%	55.7%	0
DIVISION OF LANDS & MINERALS	24	67.5%	16.7%	15.7%	0
DIVISION OF NATURAL RESOURCES	21	19.1%	37.4%	43.5%	0
DIVISION OF SUPPORT SERVICES	21	51.5%	11.9%	36.6%	0
FILLMORE FIELD OFFICE	10	27.8%	16.9%	55.3%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	33.7%	30.1%	36.2%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	36.5%	0.0%	63.5%	0
GREEN RIVER DISTRICT OFFICE	14	46.5%	19.0%	34.5%	0
PRICE FIELD OFFICE	16	32.2%	24.1%	43.7%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	56.2%	16.3%	27.5%	0
SALT LAKE FIELD OFFICE	12	16.4%	21.3%	62.3%	0
VERNAL DISTRICT LANDS & MINERALS	23	57.3%	26.5%	16.2%	0
VERNAL DISTRICT RENEWABLE RESOURCES	13	14.5%	47.1%	38.4%	1

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11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,194	61.5%	16.3%	22.2%	85
BUREAU OF LAND MANAGEMENT	3,306	58.4%	17.6%	24.0%	12
UTAH STATE OFFICE	254	62.7%	17.2%	20.1%	1
CANYON COUNTRY DISTRICT OFFICE	11	74.5%	18.9%	6.6%	0
DIVISION OF LANDS & MINERALS	23	70.9%	24.1%	5.1%	1
DIVISION OF NATURAL RESOURCES	21	53.7%	14.2%	32.1%	0
DIVISION OF SUPPORT SERVICES	21	64.8%	14.4%	20.8%	0
FILLMORE FIELD OFFICE	10	54.4%	16.2%	29.4%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	13	57.6%	29.2%	13.2%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	55.3%	19.4%	25.4%	0
GREEN RIVER DISTRICT OFFICE	14	41.6%	21.1%	37.3%	0
PRICE FIELD OFFICE	16	56.8%	26.5%	16.7%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	84.0%	16.0%	0.0%	0
SALT LAKE FIELD OFFICE	11	63.4%	15.7%	21.0%	0
VERNAL DISTRICT LANDS & MINERALS	23	59.3%	11.3%	29.4%	0
VERNAL DISTRICT RENEWABLE RESOURCES	13	54.4%	14.8%	30.7%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,591	83.2%	10.3%	6.5%	91
BUREAU OF LAND MANAGEMENT	3,355	81.6%	11.6%	6.8%	14
UTAH STATE OFFICE	258	85.0%	9.9%	5.1%	1
CANYON COUNTRY DISTRICT OFFICE	13	94.3%	0.0%	5.7%	0
DIVISION OF LANDS & MINERALS	23	96.8%	3.2%	0.0%	1
DIVISION OF NATURAL RESOURCES	21	74.8%	14.8%	10.4%	0
DIVISION OF SUPPORT SERVICES	21	88.9%	11.1%	0.0%	0
FILLMORE FIELD OFFICE	10	78.8%	11.8%	9.5%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	84.0%	16.0%	0.0%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	90.2%	0.0%	9.8%	0
GREEN RIVER DISTRICT OFFICE	14	70.2%	14.3%	15.5%	0
PRICE FIELD OFFICE	16	94.9%	5.1%	0.0%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	12	89.9%	10.1%	0.0%	0
SALT LAKE FIELD OFFICE	12	84.9%	15.1%	0.0%	0
VERNAL DISTRICT LANDS & MINERALS	23	93.1%	3.7%	3.2%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	78.3%	7.6%	14.0%	0

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13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,488	90.7%	6.8%	2.5%	61
BUREAU OF LAND MANAGEMENT	3,342	89.4%	7.7%	3.0%	7
UTAH STATE OFFICE	258	92.8%	4.0%	3.1%	0
CANYON COUNTRY DISTRICT OFFICE	13	94.3%	5.7%	0.0%	0
DIVISION OF LANDS & MINERALS	24	96.9%	3.1%	0.0%	0
DIVISION OF NATURAL RESOURCES	21	82.2%	8.4%	9.4%	0
DIVISION OF SUPPORT SERVICES	20	100.0%	0.0%	0.0%	0
FILLMORE FIELD OFFICE	10	90.7%	9.3%	0.0%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	100.0%	0.0%	0.0%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	90.2%	9.8%	0.0%	0
GREEN RIVER DISTRICT OFFICE	14	84.5%	0.0%	15.5%	0
PRICE FIELD OFFICE	15	94.1%	0.0%	5.9%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	90.8%	0.0%	9.2%	0
SALT LAKE FIELD OFFICE	12	72.4%	17.6%	9.9%	0
VERNAL DISTRICT LANDS & MINERALS	22	91.5%	5.1%	3.4%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	100.0%	0.0%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,663	69.7%	14.1%	16.3%	82
BUREAU OF LAND MANAGEMENT	3,372	62.5%	17.2%	20.3%	11
UTAH STATE OFFICE	257	64.0%	16.6%	19.4%	1
CANYON COUNTRY DISTRICT OFFICE	12	78.9%	15.0%	6.1%	0
DIVISION OF LANDS & MINERALS	24	70.3%	13.0%	16.7%	0
DIVISION OF NATURAL RESOURCES	21	67.6%	23.3%	9.0%	0
DIVISION OF SUPPORT SERVICES	21	78.0%	14.4%	7.6%	0
FILLMORE FIELD OFFICE	9	79.4%	0.0%	20.6%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	13	45.8%	17.2%	37.0%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	61.5%	18.3%	20.1%	0
GREEN RIVER DISTRICT OFFICE	14	69.3%	15.2%	15.5%	0
PRICE FIELD OFFICE	16	53.4%	24.2%	22.3%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	78.8%	9.2%	12.1%	0
SALT LAKE FIELD OFFICE	12	44.4%	16.2%	39.4%	0
VERNAL DISTRICT LANDS & MINERALS	23	73.0%	18.7%	8.3%	0
VERNAL DISTRICT RENEWABLE RESOURCES	13	20.3%	39.5%	40.2%	1

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,346	70.5%	15.1%	14.3%	417
BUREAU OF LAND MANAGEMENT	3,332	67.1%	17.0%	15.8%	52
UTAH STATE OFFICE	257	68.6%	16.9%	14.6%	3
CANYON COUNTRY DISTRICT OFFICE	13	71.9%	7.9%	20.1%	0
DIVISION OF LANDS & MINERALS	24	81.2%	18.8%	0.0%	0
DIVISION OF NATURAL RESOURCES	20	65.1%	24.2%	10.6%	1
DIVISION OF SUPPORT SERVICES	21	79.2%	17.1%	3.7%	0
FILLMORE FIELD OFFICE	9	79.4%	10.2%	10.4%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	67.1%	20.5%	12.4%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	65.1%	16.6%	18.3%	0
GREEN RIVER DISTRICT OFFICE	14	56.7%	11.1%	32.2%	0
PRICE FIELD OFFICE	16	77.7%	10.7%	11.6%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	58.4%	34.7%	6.9%	0
SALT LAKE FIELD OFFICE	11	51.6%	19.8%	28.6%	1
VERNAL DISTRICT LANDS & MINERALS	23	57.3%	16.6%	26.1%	0
VERNAL DISTRICT RENEWABLE RESOURCES	13	54.2%	8.5%	37.3%	1

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16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,538	82.5%	12.1%	5.4%	128
BUREAU OF LAND MANAGEMENT	3,345	81.3%	12.8%	5.9%	21
UTAH STATE OFFICE	260	80.9%	12.5%	6.5%	0
CANYON COUNTRY DISTRICT OFFICE	13	94.0%	6.0%	0.0%	0
DIVISION OF LANDS & MINERALS	24	81.2%	18.8%	0.0%	0
DIVISION OF NATURAL RESOURCES	21	75.3%	20.3%	4.4%	0
DIVISION OF SUPPORT SERVICES	21	88.1%	6.1%	5.8%	0
FILLMORE FIELD OFFICE	10	90.5%	0.0%	9.5%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	87.6%	6.1%	6.3%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	61.3%	0.0%	38.7%	0
GREEN RIVER DISTRICT OFFICE	14	73.5%	19.9%	6.6%	0
PRICE FIELD OFFICE	16	94.9%	5.1%	0.0%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	84.0%	6.9%	9.2%	0
SALT LAKE FIELD OFFICE	12	74.4%	25.6%	0.0%	0
VERNAL DISTRICT LANDS & MINERALS	23	68.8%	22.6%	8.6%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	47.7%	38.3%	14.0%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,598	63.4%	17.5%	19.1%	1,119
BUREAU OF LAND MANAGEMENT	3,218	62.2%	17.9%	19.9%	158
UTAH STATE OFFICE	252	61.8%	18.0%	20.2%	7
CANYON COUNTRY DISTRICT OFFICE	13	71.9%	28.1%	0.0%	0
DIVISION OF LANDS & MINERALS	23	68.0%	28.1%	3.9%	1
DIVISION OF NATURAL RESOURCES	20	38.1%	35.5%	26.4%	1
DIVISION OF SUPPORT SERVICES	20	73.9%	15.7%	10.3%	1
FILLMORE FIELD OFFICE	10	80.0%	9.5%	10.6%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	45.0%	24.0%	31.0%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	18.2%	18.3%	63.5%	0
GREEN RIVER DISTRICT OFFICE	13	70.8%	9.5%	19.7%	1
PRICE FIELD OFFICE	16	66.5%	16.3%	17.2%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	84.0%	0.0%	16.0%	0
SALT LAKE FIELD OFFICE	10	42.7%	17.4%	39.9%	1
VERNAL DISTRICT LANDS & MINERALS	23	49.2%	14.0%	36.8%	0
VERNAL DISTRICT RENEWABLE RESOURCES	13	38.6%	24.5%	36.8%	1

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18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,543	55.1%	22.1%	22.8%	173
BUREAU OF LAND MANAGEMENT	3,358	52.6%	24.7%	22.7%	21
UTAH STATE OFFICE	258	54.6%	24.8%	20.7%	2
CANYON COUNTRY DISTRICT OFFICE	13	63.2%	20.5%	16.3%	0
DIVISION OF LANDS & MINERALS	23	63.3%	26.8%	9.9%	1
DIVISION OF NATURAL RESOURCES	21	44.2%	19.3%	36.5%	0
DIVISION OF SUPPORT SERVICES	21	61.0%	23.6%	15.5%	0
FILLMORE FIELD OFFICE	10	81.2%	9.3%	9.5%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	42.7%	30.5%	26.8%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	36.8%	32.0%	31.2%	1
GREEN RIVER DISTRICT OFFICE	14	59.2%	27.9%	13.0%	0
PRICE FIELD OFFICE	16	45.6%	37.2%	17.2%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	67.7%	23.1%	9.2%	0
SALT LAKE FIELD OFFICE	12	73.3%	18.3%	8.4%	0
VERNAL DISTRICT LANDS & MINERALS	23	45.9%	23.0%	31.1%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	32.9%	28.9%	38.2%	0

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

	N	Positive	Neutral	Negative	NBJ
Department of the Interior	25,331	71.0%	13.8%	15.2%	516
BUREAU OF LAND MANAGEMENT	3,333	71.2%	13.6%	15.2%	62
UTAH STATE OFFICE	258	74.7%	14.4%	10.8%	4
CANYON COUNTRY DISTRICT OFFICE	13	85.6%	14.4%	0.0%	0
DIVISION OF LANDS & MINERALS	24	81.6%	15.1%	3.3%	0
DIVISION OF NATURAL RESOURCES	20	72.8%	18.3%	8.9%	1
DIVISION OF SUPPORT SERVICES	20	78.9%	15.0%	6.1%	1
FILLMORE FIELD OFFICE	9	100.0%	0.0%	0.0%	1
FIRE & AVIATION MANAGEMENT & COORDINATION	14	70.3%	9.0%	20.7%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	73.2%	16.9%	9.8%	0
GREEN RIVER DISTRICT OFFICE	14	62.2%	14.4%	23.4%	0
PRICE FIELD OFFICE	17	66.1%	33.9%	0.0%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	87.3%	0.0%	12.7%	0
SALT LAKE FIELD OFFICE	12	63.2%	0.0%	36.8%	0
VERNAL DISTRICT LANDS & MINERALS	23	82.3%	7.0%	10.7%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	36.8%	29.9%	33.3%	0

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20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Department of the Interior	25,788	76.0%	12.8%	11.2%
BUREAU OF LAND MANAGEMENT	3,390	73.8%	14.3%	12.0%
UTAH STATE OFFICE	262	77.4%	12.2%	10.3%
CANYON COUNTRY DISTRICT OFFICE	13	100.0%	0.0%	0.0%
DIVISION OF LANDS & MINERALS	24	78.1%	14.8%	7.1%
DIVISION OF NATURAL RESOURCES	21	78.4%	21.6%	0.0%
DIVISION OF SUPPORT SERVICES	21	75.2%	9.5%	15.3%
FILLMORE FIELD OFFICE	10	90.7%	0.0%	9.3%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	66.3%	6.1%	27.6%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	53.0%	9.8%	37.2%
GREEN RIVER DISTRICT OFFICE	14	72.0%	20.9%	7.0%
PRICE FIELD OFFICE	17	60.8%	28.3%	10.8%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	100.0%	0.0%	0.0%
SALT LAKE FIELD OFFICE	12	100.0%	0.0%	0.0%
VERNAL DISTRICT LANDS & MINERALS	23	65.2%	16.9%	17.9%
VERNAL DISTRICT RENEWABLE RESOURCES	14	43.2%	27.2%	29.6%

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,182	40.3%	24.2%	35.5%	640
BUREAU OF LAND MANAGEMENT	3,326	35.3%	23.7%	41.0%	69
UTAH STATE OFFICE	260	37.1%	24.1%	38.8%	1
CANYON COUNTRY DISTRICT OFFICE	13	40.1%	5.7%	54.1%	0
DIVISION OF LANDS & MINERALS	24	28.3%	20.5%	51.2%	0
DIVISION OF NATURAL RESOURCES	21	43.0%	34.2%	22.9%	0
DIVISION OF SUPPORT SERVICES	20	44.5%	17.6%	37.8%	0
FILLMORE FIELD OFFICE	9	28.0%	30.7%	41.3%	1
FIRE & AVIATION MANAGEMENT & COORDINATION	14	54.1%	17.6%	28.4%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	18.2%	46.6%	35.2%	0
GREEN RIVER DISTRICT OFFICE	14	22.8%	32.0%	45.2%	0
PRICE FIELD OFFICE	17	34.9%	24.8%	40.3%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	55.3%	17.2%	27.5%	0
SALT LAKE FIELD OFFICE	12	23.8%	32.4%	43.8%	0
VERNAL DISTRICT LANDS & MINERALS	23	50.9%	18.9%	30.1%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	33.3%	14.4%	52.3%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,019	39.4%	28.9%	31.7%	1,708
BUREAU OF LAND MANAGEMENT	3,128	36.0%	30.6%	33.3%	250
UTAH STATE OFFICE	249	39.8%	25.5%	34.7%	11
CANYON COUNTRY DISTRICT OFFICE	13	40.0%	28.4%	31.6%	0
DIVISION OF LANDS & MINERALS	23	35.7%	37.8%	26.5%	1
DIVISION OF NATURAL RESOURCES	19	49.4%	40.8%	9.8%	2
DIVISION OF SUPPORT SERVICES	20	39.4%	26.5%	34.1%	1
FILLMORE FIELD OFFICE	9	64.9%	0.0%	35.1%	1
FIRE & AVIATION MANAGEMENT & COORDINATION	14	29.9%	41.8%	28.4%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	26.7%	24.5%	48.9%	0
GREEN RIVER DISTRICT OFFICE	13	20.3%	54.8%	25.0%	0
PRICE FIELD OFFICE	16	31.2%	22.7%	46.1%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	58.5%	25.4%	16.0%	0
SALT LAKE FIELD OFFICE	12	48.5%	8.4%	43.1%	0
VERNAL DISTRICT LANDS & MINERALS	21	33.5%	13.6%	52.9%	2
VERNAL DISTRICT RENEWABLE RESOURCES	14	21.5%	12.6%	65.9%	0

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23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	23,339	32.8%	28.8%	38.5%	2,382
BUREAU OF LAND MANAGEMENT	3,062	27.3%	28.4%	44.3%	319
UTAH STATE OFFICE	242	24.9%	29.7%	45.4%	18
CANYON COUNTRY DISTRICT OFFICE	13	44.0%	14.0%	42.0%	0
DIVISION OF LANDS & MINERALS	22	21.5%	40.7%	37.8%	2
DIVISION OF NATURAL RESOURCES	14	19.6%	36.5%	43.8%	7
DIVISION OF SUPPORT SERVICES	19	22.0%	37.5%	40.6%	2
FILLMORE FIELD OFFICE	9	50.0%	30.3%	19.8%	1
FIRE & AVIATION MANAGEMENT & COORDINATION	13	25.3%	48.0%	26.7%	1
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	8.5%	16.4%	75.2%	0
GREEN RIVER DISTRICT OFFICE	13	20.3%	22.6%	57.1%	1
PRICE FIELD OFFICE	16	0.0%	53.8%	46.2%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	38.3%	30.3%	31.5%	0
SALT LAKE FIELD OFFICE	11	28.2%	23.8%	47.9%	1
VERNAL DISTRICT LANDS & MINERALS	22	10.9%	29.0%	60.1%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	5.1%	14.9%	80.0%	0

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24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,141	37.5%	29.6%	32.9%	1,622
BUREAU OF LAND MANAGEMENT	3,146	32.2%	31.0%	36.8%	241
UTAH STATE OFFICE	243	32.0%	28.9%	39.1%	19
CANYON COUNTRY DISTRICT OFFICE	13	32.6%	41.5%	26.0%	0
DIVISION OF LANDS & MINERALS	23	31.3%	36.1%	32.6%	1
DIVISION OF NATURAL RESOURCES	17	22.7%	43.1%	34.2%	4
DIVISION OF SUPPORT SERVICES	21	41.6%	39.6%	18.8%	0
FILLMORE FIELD OFFICE	8	61.3%	0.0%	38.7%	2
FIRE & AVIATION MANAGEMENT & COORDINATION	13	14.8%	41.9%	43.3%	1
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	20.4%	11.2%	68.4%	1
GREEN RIVER DISTRICT OFFICE	12	16.2%	17.1%	66.7%	2
PRICE FIELD OFFICE	17	15.3%	32.1%	52.6%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	67.7%	25.4%	6.9%	0
SALT LAKE FIELD OFFICE	9	27.9%	10.8%	61.3%	3
VERNAL DISTRICT LANDS & MINERALS	22	17.5%	29.1%	53.5%	1
VERNAL DISTRICT RENEWABLE RESOURCES	14	27.5%	8.3%	64.3%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	23,801	48.9%	24.1%	27.1%	1,880
BUREAU OF LAND MANAGEMENT	3,096	43.0%	26.9%	30.1%	280
UTAH STATE OFFICE	244	47.0%	22.9%	30.1%	15
CANYON COUNTRY DISTRICT OFFICE	13	49.9%	38.0%	12.1%	0
DIVISION OF LANDS & MINERALS	22	37.5%	35.9%	26.6%	2
DIVISION OF NATURAL RESOURCES	17	55.6%	34.9%	9.5%	4
DIVISION OF SUPPORT SERVICES	20	63.1%	21.9%	15.1%	1
FILLMORE FIELD OFFICE	9	55.2%	22.7%	22.1%	1
FIRE & AVIATION MANAGEMENT & COORDINATION	13	33.1%	14.7%	52.2%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	26.7%	30.6%	42.8%	0
GREEN RIVER DISTRICT OFFICE	13	33.7%	22.6%	43.7%	0
PRICE FIELD OFFICE	17	22.3%	25.8%	51.9%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	93.1%	0.0%	6.9%	0
SALT LAKE FIELD OFFICE	11	51.1%	9.0%	40.0%	1
VERNAL DISTRICT LANDS & MINERALS	22	41.1%	13.0%	45.9%	1
VERNAL DISTRICT RENEWABLE RESOURCES	14	35.7%	0.0%	64.3%	0

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26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,653	74.7%	13.1%	12.2%	95
BUREAU OF LAND MANAGEMENT	3,377	74.6%	13.4%	12.0%	10
UTAH STATE OFFICE	259	76.2%	13.6%	10.3%	0
CANYON COUNTRY DISTRICT OFFICE	13	100.0%	0.0%	0.0%	0
DIVISION OF LANDS & MINERALS	23	78.5%	13.9%	7.6%	0
DIVISION OF NATURAL RESOURCES	21	83.4%	16.6%	0.0%	0
DIVISION OF SUPPORT SERVICES	21	65.1%	26.3%	8.6%	0
FILLMORE FIELD OFFICE	10	81.2%	0.0%	18.8%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	65.5%	21.9%	12.6%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	63.3%	26.9%	9.8%	0
GREEN RIVER DISTRICT OFFICE	13	61.8%	6.0%	32.2%	0
PRICE FIELD OFFICE	17	73.0%	27.0%	0.0%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	100.0%	0.0%	0.0%	0
SALT LAKE FIELD OFFICE	12	81.1%	18.9%	0.0%	0
VERNAL DISTRICT LANDS & MINERALS	23	76.2%	5.4%	18.4%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	56.4%	0.0%	43.6%	0

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27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,971	57.8%	26.9%	15.2%	816
BUREAU OF LAND MANAGEMENT	3,288	53.9%	28.6%	17.5%	107
UTAH STATE OFFICE	252	59.3%	25.8%	14.8%	10
CANYON COUNTRY DISTRICT OFFICE	13	45.9%	22.5%	31.6%	0
DIVISION OF LANDS & MINERALS	24	56.6%	27.9%	15.5%	0
DIVISION OF NATURAL RESOURCES	18	64.9%	26.0%	9.1%	3
DIVISION OF SUPPORT SERVICES	20	67.3%	17.9%	14.7%	1
FILLMORE FIELD OFFICE	9	55.0%	23.1%	21.9%	1
FIRE & AVIATION MANAGEMENT & COORDINATION	14	51.1%	20.7%	28.2%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	41.9%	19.4%	38.7%	0
GREEN RIVER DISTRICT OFFICE	14	56.1%	30.7%	13.2%	0
PRICE FIELD OFFICE	17	62.5%	18.9%	18.7%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	61.8%	38.2%	0.0%	0
SALT LAKE FIELD OFFICE	10	28.2%	71.8%	0.0%	2
VERNAL DISTRICT LANDS & MINERALS	21	75.1%	24.9%	0.0%	2
VERNAL DISTRICT RENEWABLE RESOURCES	13	30.1%	46.8%	23.2%	1

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28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Department of the Interior	25,791	84.5%	12.5%	3.0%
BUREAU OF LAND MANAGEMENT	3,389	81.1%	14.9%	4.0%
UTAH STATE OFFICE	260	85.7%	12.2%	2.2%
CANYON COUNTRY DISTRICT OFFICE	13	87.9%	12.1%	0.0%
DIVISION OF LANDS & MINERALS	24	87.5%	8.7%	3.8%
DIVISION OF NATURAL RESOURCES	21	92.0%	8.0%	0.0%
DIVISION OF SUPPORT SERVICES	21	84.6%	15.4%	0.0%
FILLMORE FIELD OFFICE	10	81.2%	0.0%	18.8%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	93.7%	6.3%	0.0%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	72.2%	27.8%	0.0%
GREEN RIVER DISTRICT OFFICE	14	100.0%	0.0%	0.0%
PRICE FIELD OFFICE	17	85.2%	14.8%	0.0%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	93.1%	6.9%	0.0%
SALT LAKE FIELD OFFICE	12	75.9%	24.1%	0.0%
VERNAL DISTRICT LANDS & MINERALS	23	84.7%	15.3%	0.0%
VERNAL DISTRICT RENEWABLE RESOURCES	14	62.6%	23.8%	13.7%

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29. The workforce has the job relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,053	70.0%	17.3%	12.6%	397
BUREAU OF LAND MANAGEMENT	3,291	65.1%	18.5%	16.4%	48
UTAH STATE OFFICE	257	71.9%	19.6%	8.5%	1
CANYON COUNTRY DISTRICT OFFICE	13	79.8%	11.8%	8.4%	0
DIVISION OF LANDS & MINERALS	24	73.6%	22.6%	3.8%	0
DIVISION OF NATURAL RESOURCES	19	57.0%	27.2%	15.8%	0
DIVISION OF SUPPORT SERVICES	21	82.8%	17.2%	0.0%	0
FILLMORE FIELD OFFICE	10	81.2%	0.0%	18.8%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	76.0%	17.7%	6.3%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	52.4%	37.8%	9.8%	0
GREEN RIVER DISTRICT OFFICE	14	82.3%	17.7%	0.0%	0
PRICE FIELD OFFICE	16	53.2%	35.7%	11.1%	1
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	87.5%	6.9%	5.7%	0
SALT LAKE FIELD OFFICE	12	82.4%	17.6%	0.0%	0
VERNAL DISTRICT LANDS & MINERALS	22	72.4%	20.5%	7.1%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	48.1%	22.7%	29.1%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,799	48.8%	25.0%	26.1%	636
BUREAU OF LAND MANAGEMENT	3,257	43.3%	27.8%	29.0%	80
UTAH STATE OFFICE	255	49.1%	24.8%	26.1%	4
CANYON COUNTRY DISTRICT OFFICE	13	56.5%	20.1%	23.4%	0
DIVISION OF LANDS & MINERALS	24	60.3%	29.2%	10.4%	0
DIVISION OF NATURAL RESOURCES	20	24.4%	44.2%	31.4%	0
DIVISION OF SUPPORT SERVICES	20	74.0%	6.2%	19.8%	1
FILLMORE FIELD OFFICE	10	81.2%	0.0%	18.8%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	30.5%	19.9%	49.6%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	27.2%	23.9%	48.9%	0
GREEN RIVER DISTRICT OFFICE	14	34.8%	38.8%	26.5%	0
PRICE FIELD OFFICE	17	50.8%	43.5%	5.6%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	68.9%	31.1%	0.0%	0
SALT LAKE FIELD OFFICE	11	33.4%	39.0%	27.6%	1
VERNAL DISTRICT LANDS & MINERALS	20	53.5%	10.9%	35.5%	2
VERNAL DISTRICT RENEWABLE RESOURCES	14	14.1%	13.4%	72.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,800	53.2%	22.9%	23.9%	553
BUREAU OF LAND MANAGEMENT	3,228	48.9%	25.1%	26.0%	89
UTAH STATE OFFICE	254	47.3%	27.0%	25.8%	3
CANYON COUNTRY DISTRICT OFFICE	13	55.6%	30.5%	14.0%	0
DIVISION OF LANDS & MINERALS	23	44.0%	48.6%	7.4%	0
DIVISION OF NATURAL RESOURCES	20	40.7%	31.2%	28.1%	0
DIVISION OF SUPPORT SERVICES	19	70.8%	24.5%	4.7%	2
FILLMORE FIELD OFFICE	10	70.6%	10.6%	18.8%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	21.4%	29.6%	49.0%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	18.8%	45.0%	36.3%	0
GREEN RIVER DISTRICT OFFICE	14	22.5%	40.8%	36.6%	0
PRICE FIELD OFFICE	16	27.1%	32.6%	40.3%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	84.0%	0.0%	16.0%	0
SALT LAKE FIELD OFFICE	12	38.2%	35.1%	26.7%	0
VERNAL DISTRICT LANDS & MINERALS	22	48.6%	31.3%	20.1%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	25.4%	8.3%	66.3%	0

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32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,521	43.2%	28.9%	27.9%	817
BUREAU OF LAND MANAGEMENT	3,206	38.4%	31.2%	30.5%	120
UTAH STATE OFFICE	254	34.1%	32.9%	33.0%	5
CANYON COUNTRY DISTRICT OFFICE	13	32.6%	35.7%	31.7%	0
DIVISION OF LANDS & MINERALS	24	36.7%	52.7%	10.6%	0
DIVISION OF NATURAL RESOURCES	20	35.2%	29.1%	35.7%	0
DIVISION OF SUPPORT SERVICES	19	48.6%	36.1%	15.3%	2
FILLMORE FIELD OFFICE	9	58.6%	9.2%	32.1%	1
FIRE & AVIATION MANAGEMENT & COORDINATION	14	21.4%	19.9%	58.7%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	18.8%	27.2%	54.0%	0
GREEN RIVER DISTRICT OFFICE	13	25.5%	36.7%	37.8%	1
PRICE FIELD OFFICE	17	16.4%	50.0%	33.6%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	58.5%	25.4%	16.0%	0
SALT LAKE FIELD OFFICE	12	21.5%	43.0%	35.5%	0
VERNAL DISTRICT LANDS & MINERALS	21	35.0%	44.4%	20.5%	1
VERNAL DISTRICT RENEWABLE RESOURCES	14	25.4%	16.5%	58.1%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	23,319	24.3%	30.5%	45.2%	1,972
BUREAU OF LAND MANAGEMENT	3,001	19.8%	31.7%	48.5%	310
UTAH STATE OFFICE	239	19.6%	30.4%	50.1%	18
CANYON COUNTRY DISTRICT OFFICE	11	40.9%	44.4%	14.7%	1
DIVISION OF LANDS & MINERALS	20	27.2%	57.7%	15.1%	3
DIVISION OF NATURAL RESOURCES	18	24.9%	25.3%	49.9%	2
DIVISION OF SUPPORT SERVICES	18	22.2%	39.3%	38.6%	3
FILLMORE FIELD OFFICE	10	17.0%	17.2%	65.8%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	13	9.2%	27.2%	63.6%	1
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	20.4%	8.8%	70.8%	1
GREEN RIVER DISTRICT OFFICE	14	6.6%	28.1%	65.3%	0
PRICE FIELD OFFICE	17	13.2%	23.4%	63.3%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	12	22.9%	36.2%	40.9%	1
SALT LAKE FIELD OFFICE	10	0.0%	25.3%	74.7%	2
VERNAL DISTRICT LANDS & MINERALS	21	20.3%	31.6%	48.2%	1
VERNAL DISTRICT RENEWABLE RESOURCES	13	16.1%	7.2%	76.7%	1

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	23,948	58.3%	26.3%	15.4%	1,436
BUREAU OF LAND MANAGEMENT	3,177	63.9%	23.6%	12.5%	153
UTAH STATE OFFICE	253	64.1%	22.9%	13.0%	6
CANYON COUNTRY DISTRICT OFFICE	13	79.5%	6.1%	14.4%	0
DIVISION OF LANDS & MINERALS	24	57.2%	42.8%	0.0%	0
DIVISION OF NATURAL RESOURCES	20	62.3%	20.3%	17.4%	0
DIVISION OF SUPPORT SERVICES	20	89.0%	6.4%	4.6%	1
FILLMORE FIELD OFFICE	10	50.4%	40.1%	9.5%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	12	65.0%	6.2%	28.8%	2
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	49.9%	41.1%	9.0%	1
GREEN RIVER DISTRICT OFFICE	14	64.6%	28.8%	6.6%	0
PRICE FIELD OFFICE	16	64.5%	28.6%	6.9%	1
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	93.1%	0.0%	6.9%	0
SALT LAKE FIELD OFFICE	12	52.9%	21.9%	25.1%	0
VERNAL DISTRICT LANDS & MINERALS	21	71.6%	24.6%	3.8%	1
VERNAL DISTRICT RENEWABLE RESOURCES	14	50.4%	29.4%	20.2%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,081	80.2%	12.0%	7.8%	289
BUREAU OF LAND MANAGEMENT	3,297	81.8%	11.7%	6.5%	29
UTAH STATE OFFICE	258	86.4%	10.0%	3.6%	0
CANYON COUNTRY DISTRICT OFFICE	13	88.4%	11.6%	0.0%	0
DIVISION OF LANDS & MINERALS	24	74.1%	22.1%	3.8%	0
DIVISION OF NATURAL RESOURCES	19	89.5%	4.7%	5.7%	0
DIVISION OF SUPPORT SERVICES	21	94.2%	5.8%	0.0%	0
FILLMORE FIELD OFFICE	10	80.0%	20.0%	0.0%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	84.0%	6.3%	9.7%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	90.2%	0.0%	9.8%	0
GREEN RIVER DISTRICT OFFICE	14	84.1%	15.9%	0.0%	0
PRICE FIELD OFFICE	17	84.7%	10.0%	5.2%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	100.0%	0.0%	0.0%	0
SALT LAKE FIELD OFFICE	12	63.4%	29.2%	7.4%	0
VERNAL DISTRICT LANDS & MINERALS	22	92.4%	3.8%	3.8%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	78.3%	6.2%	15.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,993	71.3%	16.7%	12.0%	335
BUREAU OF LAND MANAGEMENT	3,311	77.4%	13.1%	9.5%	19
UTAH STATE OFFICE	256	79.2%	9.8%	11.0%	1
CANYON COUNTRY DISTRICT OFFICE	13	80.0%	8.4%	11.6%	0
DIVISION OF LANDS & MINERALS	24	69.6%	21.6%	8.8%	0
DIVISION OF NATURAL RESOURCES	20	78.5%	15.0%	6.5%	0
DIVISION OF SUPPORT SERVICES	20	79.0%	12.0%	9.0%	0
FILLMORE FIELD OFFICE	10	100.0%	0.0%	0.0%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	76.0%	9.7%	14.4%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	91.5%	8.5%	0.0%	0
GREEN RIVER DISTRICT OFFICE	14	47.4%	30.1%	22.5%	0
PRICE FIELD OFFICE	17	78.3%	6.4%	15.3%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	100.0%	0.0%	0.0%	0
SALT LAKE FIELD OFFICE	12	73.4%	9.3%	17.3%	0
VERNAL DISTRICT LANDS & MINERALS	21	78.4%	4.1%	17.5%	1
VERNAL DISTRICT RENEWABLE RESOURCES	14	71.3%	13.2%	15.5%	0

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37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,059	56.9%	21.3%	21.9%	1,295
BUREAU OF LAND MANAGEMENT	3,158	55.9%	21.7%	22.4%	163
UTAH STATE OFFICE	252	56.4%	25.3%	18.3%	7
CANYON COUNTRY DISTRICT OFFICE	13	82.3%	11.6%	6.1%	0
DIVISION OF LANDS & MINERALS	23	53.4%	37.4%	9.3%	1
DIVISION OF NATURAL RESOURCES	17	46.5%	41.5%	11.9%	3
DIVISION OF SUPPORT SERVICES	21	60.5%	31.3%	8.2%	0
FILLMORE FIELD OFFICE	10	61.9%	38.1%	0.0%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	28.8%	38.6%	32.6%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	37.5%	24.0%	38.5%	0
GREEN RIVER DISTRICT OFFICE	14	43.3%	27.0%	29.7%	0
PRICE FIELD OFFICE	17	47.5%	28.8%	23.7%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	56.2%	27.7%	16.0%	0
SALT LAKE FIELD OFFICE	11	49.0%	31.2%	19.8%	1
VERNAL DISTRICT LANDS & MINERALS	21	55.6%	10.0%	34.4%	1
VERNAL DISTRICT RENEWABLE RESOURCES	13	37.1%	17.6%	45.3%	1

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38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	23,358	70.5%	17.3%	12.2%	1,976
BUREAU OF LAND MANAGEMENT	3,084	70.2%	17.3%	12.6%	238
UTAH STATE OFFICE	237	73.0%	17.8%	9.1%	22
CANYON COUNTRY DISTRICT OFFICE	13	88.4%	11.6%	0.0%	0
DIVISION OF LANDS & MINERALS	23	76.8%	19.7%	3.5%	1
DIVISION OF NATURAL RESOURCES	16	80.1%	19.9%	0.0%	4
DIVISION OF SUPPORT SERVICES	19	78.6%	10.7%	10.7%	2
FILLMORE FIELD OFFICE	10	70.3%	20.2%	9.5%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	11	42.8%	30.4%	26.9%	3
GRAND STAIRCASE ESCALANTE NAT MONUMEN	9	54.6%	33.4%	12.0%	2
GREEN RIVER DISTRICT OFFICE	13	62.2%	15.9%	21.8%	1
PRICE FIELD OFFICE	16	50.0%	33.3%	16.7%	1
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	86.5%	6.6%	6.9%	0
SALT LAKE FIELD OFFICE	10	58.3%	19.7%	22.0%	2
VERNAL DISTRICT LANDS & MINERALS	18	74.8%	16.6%	8.5%	4
VERNAL DISTRICT RENEWABLE RESOURCES	14	50.2%	21.9%	27.8%	0

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39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,008	72.7%	18.0%	9.3%	402
BUREAU OF LAND MANAGEMENT	3,290	65.1%	22.7%	12.2%	48
UTAH STATE OFFICE	258	64.5%	24.6%	11.0%	1
CANYON COUNTRY DISTRICT OFFICE	13	88.6%	11.4%	0.0%	0
DIVISION OF LANDS & MINERALS	24	69.4%	23.5%	7.1%	0
DIVISION OF NATURAL RESOURCES	20	47.3%	29.1%	23.6%	0
DIVISION OF SUPPORT SERVICES	21	90.5%	9.5%	0.0%	0
FILLMORE FIELD OFFICE	10	69.4%	9.3%	21.2%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	71.6%	28.4%	0.0%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	50.1%	20.7%	29.2%	0
GREEN RIVER DISTRICT OFFICE	14	68.5%	14.3%	17.2%	0
PRICE FIELD OFFICE	17	59.6%	40.4%	0.0%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	63.4%	36.6%	0.0%	0
SALT LAKE FIELD OFFICE	12	32.7%	48.6%	18.7%	0
VERNAL DISTRICT LANDS & MINERALS	22	69.7%	22.6%	7.7%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	34.1%	45.9%	20.0%	0

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

	N	Positive	Neutral	Negative
Department of the Interior	25,410	68.1%	18.8%	13.1%
BUREAU OF LAND MANAGEMENT	3,328	65.2%	21.4%	13.4%
UTAH STATE OFFICE	259	68.7%	19.8%	11.5%
CANYON COUNTRY DISTRICT OFFICE	13	94.3%	5.7%	0.0%
DIVISION OF LANDS & MINERALS	24	72.9%	23.3%	3.8%
DIVISION OF NATURAL RESOURCES	20	46.4%	39.6%	14.1%
DIVISION OF SUPPORT SERVICES	21	96.0%	4.0%	0.0%
FILLMORE FIELD OFFICE	10	70.6%	0.0%	29.4%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	69.0%	12.4%	18.5%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	71.1%	9.8%	19.0%
GREEN RIVER DISTRICT OFFICE	14	64.9%	15.5%	19.6%
PRICE FIELD OFFICE	17	58.9%	35.5%	5.6%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	74.8%	25.2%	0.0%
SALT LAKE FIELD OFFICE	12	66.6%	23.5%	9.9%
VERNAL DISTRICT LANDS & MINERALS	22	65.8%	18.1%	16.1%
VERNAL DISTRICT RENEWABLE RESOURCES	14	27.5%	44.8%	27.7%

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	23,393	38.1%	28.3%	33.6%	2,071
BUREAU OF LAND MANAGEMENT	3,013	27.4%	31.9%	40.7%	328
UTAH STATE OFFICE	235	25.9%	31.4%	42.7%	23
CANYON COUNTRY DISTRICT OFFICE	11	42.1%	40.9%	17.0%	2
DIVISION OF LANDS & MINERALS	24	40.5%	42.9%	16.6%	0
DIVISION OF NATURAL RESOURCES	14	12.7%	36.8%	50.5%	6
DIVISION OF SUPPORT SERVICES	17	36.4%	40.2%	23.4%	4
FILLMORE FIELD OFFICE	10	42.0%	8.4%	49.6%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	8.4%	40.3%	51.3%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	15.3%	17.7%	67.0%	0
GREEN RIVER DISTRICT OFFICE	14	22.4%	26.5%	51.1%	0
PRICE FIELD OFFICE	17	16.9%	48.4%	34.7%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	29.9%	34.0%	36.1%	0
SALT LAKE FIELD OFFICE	9	0.0%	21.7%	78.3%	2
VERNAL DISTRICT LANDS & MINERALS	19	9.3%	35.6%	55.1%	3
VERNAL DISTRICT RENEWABLE RESOURCES	11	25.0%	19.4%	55.6%	3

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42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,270	83.8%	8.7%	7.6%	119
BUREAU OF LAND MANAGEMENT	3,313	83.8%	8.9%	7.2%	19
UTAH STATE OFFICE	258	84.4%	6.7%	8.9%	0
CANYON COUNTRY DISTRICT OFFICE	13	88.3%	5.7%	6.0%	0
DIVISION OF LANDS & MINERALS	24	86.1%	5.2%	8.7%	0
DIVISION OF NATURAL RESOURCES	20	74.8%	14.9%	10.3%	0
DIVISION OF SUPPORT SERVICES	21	100.0%	0.0%	0.0%	0
FILLMORE FIELD OFFICE	9	100.0%	0.0%	0.0%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	62.6%	15.3%	22.1%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	81.7%	0.0%	18.3%	0
GREEN RIVER DISTRICT OFFICE	14	78.2%	8.9%	13.0%	0
PRICE FIELD OFFICE	17	94.4%	0.0%	5.6%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	100.0%	0.0%	0.0%	0
SALT LAKE FIELD OFFICE	12	72.4%	8.4%	19.2%	0
VERNAL DISTRICT LANDS & MINERALS	22	82.0%	9.7%	8.3%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	64.7%	27.9%	7.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,227	70.5%	15.6%	13.9%	142
BUREAU OF LAND MANAGEMENT	3,303	68.0%	16.8%	15.2%	23
UTAH STATE OFFICE	255	72.2%	13.5%	14.3%	1
CANYON COUNTRY DISTRICT OFFICE	12	85.1%	0.0%	14.9%	0
DIVISION OF LANDS & MINERALS	24	75.2%	16.1%	8.7%	0
DIVISION OF NATURAL RESOURCES	20	59.3%	19.5%	21.2%	0
DIVISION OF SUPPORT SERVICES	21	80.5%	13.7%	5.8%	0
FILLMORE FIELD OFFICE	9	78.0%	11.7%	10.3%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	68.7%	9.0%	22.3%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	61.0%	29.2%	9.8%	0
GREEN RIVER DISTRICT OFFICE	14	69.3%	8.9%	21.8%	0
PRICE FIELD OFFICE	17	72.4%	22.0%	5.6%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	100.0%	0.0%	0.0%	0
SALT LAKE FIELD OFFICE	12	64.8%	7.6%	27.6%	0
VERNAL DISTRICT LANDS & MINERALS	21	60.6%	13.8%	25.6%	0
VERNAL DISTRICT RENEWABLE RESOURCES	13	46.2%	23.6%	30.2%	1

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,924	66.8%	17.3%	15.9%	315
BUREAU OF LAND MANAGEMENT	3,262	65.9%	18.4%	15.7%	46
UTAH STATE OFFICE	255	64.0%	21.7%	14.3%	1
CANYON COUNTRY DISTRICT OFFICE	13	54.3%	31.3%	14.4%	0
DIVISION OF LANDS & MINERALS	24	53.3%	37.9%	8.8%	0
DIVISION OF NATURAL RESOURCES	20	54.8%	34.1%	11.1%	0
DIVISION OF SUPPORT SERVICES	21	84.9%	15.1%	0.0%	0
FILLMORE FIELD OFFICE	9	78.0%	22.0%	0.0%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	13	22.8%	44.1%	33.1%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	56.3%	8.1%	35.6%	0
GREEN RIVER DISTRICT OFFICE	14	66.1%	21.0%	13.0%	0
PRICE FIELD OFFICE	17	74.7%	14.4%	10.8%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	73.4%	17.4%	9.2%	0
SALT LAKE FIELD OFFICE	12	64.0%	0.0%	36.0%	0
VERNAL DISTRICT LANDS & MINERALS	21	67.6%	17.6%	14.8%	1
VERNAL DISTRICT RENEWABLE RESOURCES	13	61.5%	15.1%	23.5%	0

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45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	23,223	70.5%	20.4%	9.0%	2,096
BUREAU OF LAND MANAGEMENT	3,034	70.0%	20.9%	9.1%	289
UTAH STATE OFFICE	237	71.6%	20.0%	8.4%	21
CANYON COUNTRY DISTRICT OFFICE	12	57.1%	42.9%	0.0%	1
DIVISION OF LANDS & MINERALS	24	66.4%	24.8%	8.8%	0
DIVISION OF NATURAL RESOURCES	17	58.2%	34.0%	7.8%	3
DIVISION OF SUPPORT SERVICES	20	93.9%	6.1%	0.0%	1
FILLMORE FIELD OFFICE	8	88.1%	0.0%	11.9%	1
FIRE & AVIATION MANAGEMENT & COORDINATION	12	75.0%	17.9%	7.1%	2
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	68.6%	11.0%	20.4%	1
GREEN RIVER DISTRICT OFFICE	13	63.9%	28.8%	7.3%	1
PRICE FIELD OFFICE	17	73.5%	20.8%	5.6%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	93.1%	0.0%	6.9%	0
SALT LAKE FIELD OFFICE	9	43.0%	43.9%	13.1%	3
VERNAL DISTRICT LANDS & MINERALS	18	62.9%	19.6%	17.6%	4
VERNAL DISTRICT RENEWABLE RESOURCES	14	51.9%	21.7%	26.4%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	25,149	63.3%	19.9%	16.8%	146
BUREAU OF LAND MANAGEMENT	3,299	60.6%	21.9%	17.5%	20
UTAH STATE OFFICE	258	59.7%	25.2%	15.0%	0
CANYON COUNTRY DISTRICT OFFICE	13	54.2%	34.0%	11.7%	0
DIVISION OF LANDS & MINERALS	24	47.8%	40.0%	12.2%	0
DIVISION OF NATURAL RESOURCES	20	54.8%	27.8%	17.4%	0
DIVISION OF SUPPORT SERVICES	21	81.6%	14.2%	4.2%	0
FILLMORE FIELD OFFICE	9	78.0%	11.7%	10.3%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	57.8%	19.9%	22.3%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	52.8%	28.9%	18.3%	0
GREEN RIVER DISTRICT OFFICE	14	72.7%	14.3%	13.0%	0
PRICE FIELD OFFICE	17	53.8%	35.4%	10.8%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	76.8%	16.4%	6.9%	0
SALT LAKE FIELD OFFICE	12	47.0%	25.5%	27.6%	0
VERNAL DISTRICT LANDS & MINERALS	22	54.3%	26.4%	19.2%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	43.6%	35.1%	21.3%	0

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47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,962	71.1%	15.5%	13.5%	370
BUREAU OF LAND MANAGEMENT	3,262	70.8%	16.5%	12.7%	60
UTAH STATE OFFICE	248	71.9%	16.7%	11.4%	8
CANYON COUNTRY DISTRICT OFFICE	13	86.0%	7.9%	6.0%	0
DIVISION OF LANDS & MINERALS	24	80.9%	12.0%	7.1%	0
DIVISION OF NATURAL RESOURCES	16	55.0%	45.0%	0.0%	4
DIVISION OF SUPPORT SERVICES	21	90.1%	9.9%	0.0%	0
FILLMORE FIELD OFFICE	9	89.7%	10.3%	0.0%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	66.3%	0.0%	33.7%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	41.0%	39.0%	20.0%	1
GREEN RIVER DISTRICT OFFICE	14	78.2%	8.9%	13.0%	0
PRICE FIELD OFFICE	17	59.6%	34.8%	5.6%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	84.6%	9.2%	6.3%	0
SALT LAKE FIELD OFFICE	12	63.6%	18.1%	18.3%	0
VERNAL DISTRICT LANDS & MINERALS	21	57.2%	23.1%	19.7%	1
VERNAL DISTRICT RENEWABLE RESOURCES	13	54.7%	15.3%	30.0%	1

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

	N	Positive	Neutral	Negative
Department of the Interior	25,347	78.7%	11.1%	10.3%
BUREAU OF LAND MANAGEMENT	3,328	77.9%	11.3%	10.9%
UTAH STATE OFFICE	259	75.7%	13.7%	10.6%
CANYON COUNTRY DISTRICT OFFICE	13	88.3%	6.0%	5.7%
DIVISION OF LANDS & MINERALS	24	82.9%	9.5%	7.6%
DIVISION OF NATURAL RESOURCES	20	70.1%	21.5%	8.4%
DIVISION OF SUPPORT SERVICES	21	100.0%	0.0%	0.0%
FILLMORE FIELD OFFICE	10	81.2%	0.0%	18.8%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	45.7%	25.9%	28.4%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	45.4%	37.3%	17.2%
GREEN RIVER DISTRICT OFFICE	14	78.2%	8.9%	13.0%
PRICE FIELD OFFICE	17	70.5%	23.9%	5.6%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	67.6%	32.4%	0.0%
SALT LAKE FIELD OFFICE	12	72.4%	0.0%	27.6%
VERNAL DISTRICT LANDS & MINERALS	22	63.6%	17.1%	19.2%
VERNAL DISTRICT RENEWABLE RESOURCES	14	64.7%	6.2%	29.1%

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49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Department of the Interior	25,292	82.7%	9.4%	7.8%
BUREAU OF LAND MANAGEMENT	3,319	83.2%	8.9%	7.9%
UTAH STATE OFFICE	258	83.3%	9.0%	7.7%
CANYON COUNTRY DISTRICT OFFICE	13	94.0%	6.0%	0.0%
DIVISION OF LANDS & MINERALS	23	87.0%	9.0%	4.0%
DIVISION OF NATURAL RESOURCES	20	85.1%	14.9%	0.0%
DIVISION OF SUPPORT SERVICES	21	100.0%	0.0%	0.0%
FILLMORE FIELD OFFICE	10	90.5%	0.0%	9.5%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	61.0%	16.9%	22.1%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	73.6%	16.6%	9.8%
GREEN RIVER DISTRICT OFFICE	14	78.2%	8.9%	13.0%
PRICE FIELD OFFICE	17	89.6%	4.8%	5.6%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	76.8%	16.4%	6.9%
SALT LAKE FIELD OFFICE	12	64.0%	8.4%	27.6%
VERNAL DISTRICT LANDS & MINERALS	22	71.4%	13.2%	15.4%
VERNAL DISTRICT RENEWABLE RESOURCES	14	78.7%	13.8%	7.5%

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50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Department of the Interior	25,296	81.6%	8.7%	9.7%
BUREAU OF LAND MANAGEMENT	3,317	81.1%	8.6%	10.2%
UTAH STATE OFFICE	258	81.0%	8.8%	10.3%
CANYON COUNTRY DISTRICT OFFICE	12	93.6%	0.0%	6.4%
DIVISION OF LANDS & MINERALS	24	69.3%	14.9%	15.8%
DIVISION OF NATURAL RESOURCES	20	80.7%	0.0%	19.3%
DIVISION OF SUPPORT SERVICES	21	79.7%	12.1%	8.2%
FILLMORE FIELD OFFICE	10	72.7%	8.4%	18.8%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	69.8%	11.4%	18.7%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	81.7%	0.0%	18.3%
GREEN RIVER DISTRICT OFFICE	14	72.7%	27.3%	0.0%
PRICE FIELD OFFICE	17	79.2%	16.1%	4.8%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	100.0%	0.0%	0.0%
SALT LAKE FIELD OFFICE	12	100.0%	0.0%	0.0%
VERNAL DISTRICT LANDS & MINERALS	22	79.0%	12.6%	8.3%
VERNAL DISTRICT RENEWABLE RESOURCES	14	80.0%	13.8%	6.2%

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51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Department of the Interior	25,318	69.9%	15.4%	14.7%
BUREAU OF LAND MANAGEMENT	3,322	67.7%	16.3%	16.0%
UTAH STATE OFFICE	259	71.4%	15.2%	13.3%
CANYON COUNTRY DISTRICT OFFICE	13	88.3%	0.0%	11.7%
DIVISION OF LANDS & MINERALS	24	84.2%	8.2%	7.6%
DIVISION OF NATURAL RESOURCES	20	63.7%	15.6%	20.7%
DIVISION OF SUPPORT SERVICES	21	95.8%	0.0%	4.2%
FILLMORE FIELD OFFICE	10	81.2%	9.3%	9.5%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	48.6%	23.0%	28.4%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	45.4%	29.2%	25.4%
GREEN RIVER DISTRICT OFFICE	14	78.2%	15.2%	6.6%
PRICE FIELD OFFICE	17	59.6%	29.6%	10.8%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	67.6%	25.6%	6.9%
SALT LAKE FIELD OFFICE	12	64.0%	8.4%	27.6%
VERNAL DISTRICT LANDS & MINERALS	22	45.4%	25.9%	28.7%
VERNAL DISTRICT RENEWABLE RESOURCES	14	64.7%	6.2%	29.1%

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52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Department of the Interior	25,330	71.9%	16.9%	11.2%
BUREAU OF LAND MANAGEMENT	3,321	70.5%	17.9%	11.6%
UTAH STATE OFFICE	259	73.3%	17.9%	8.8%
CANYON COUNTRY DISTRICT OFFICE	13	88.3%	5.7%	6.0%
DIVISION OF LANDS & MINERALS	24	87.5%	8.7%	3.8%
DIVISION OF NATURAL RESOURCES	20	63.0%	20.1%	16.9%
DIVISION OF SUPPORT SERVICES	21	95.8%	4.2%	0.0%
FILLMORE FIELD OFFICE	10	81.2%	9.3%	9.5%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	51.8%	32.2%	16.0%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	11	56.3%	25.4%	18.3%
GREEN RIVER DISTRICT OFFICE	14	80.0%	13.4%	6.6%
PRICE FIELD OFFICE	17	80.0%	14.4%	5.6%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	67.6%	32.4%	0.0%
SALT LAKE FIELD OFFICE	12	57.3%	24.4%	18.3%
VERNAL DISTRICT LANDS & MINERALS	22	49.8%	36.0%	14.2%
VERNAL DISTRICT RENEWABLE RESOURCES	14	64.7%	20.0%	15.3%

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53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,518	37.8%	26.9%	35.3%	722
BUREAU OF LAND MANAGEMENT	3,201	32.7%	27.7%	39.7%	107
UTAH STATE OFFICE	246	39.3%	26.6%	34.1%	11
CANYON COUNTRY DISTRICT OFFICE	13	45.9%	23.3%	30.8%	0
DIVISION OF LANDS & MINERALS	23	62.5%	17.4%	20.1%	1
DIVISION OF NATURAL RESOURCES	19	15.1%	26.9%	58.0%	1
DIVISION OF SUPPORT SERVICES	18	63.4%	25.8%	10.8%	3
FILLMORE FIELD OFFICE	10	61.0%	29.5%	9.5%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	13	39.1%	30.8%	30.1%	1
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	28.4%	39.6%	32.0%	0
GREEN RIVER DISTRICT OFFICE	14	19.5%	24.3%	56.1%	0
PRICE FIELD OFFICE	17	23.5%	49.1%	27.4%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	12	50.3%	32.0%	17.6%	1
SALT LAKE FIELD OFFICE	12	8.8%	31.1%	60.1%	0
VERNAL DISTRICT LANDS & MINERALS	20	39.7%	24.6%	35.6%	1
VERNAL DISTRICT RENEWABLE RESOURCES	14	19.2%	23.1%	57.7%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	23,342	49.8%	26.0%	24.2%	1,862
BUREAU OF LAND MANAGEMENT	3,027	44.7%	28.8%	26.6%	278
UTAH STATE OFFICE	234	50.6%	26.3%	23.1%	23
CANYON COUNTRY DISTRICT OFFICE	13	62.2%	37.8%	0.0%	0
DIVISION OF LANDS & MINERALS	23	63.1%	24.3%	12.6%	1
DIVISION OF NATURAL RESOURCES	18	27.9%	38.7%	33.4%	2
DIVISION OF SUPPORT SERVICES	16	74.5%	20.0%	5.4%	5
FILLMORE FIELD OFFICE	10	78.8%	11.8%	9.5%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	12	42.0%	33.1%	24.9%	2
GRAND STAIRCASE ESCALANTE NAT MONUMEN	9	52.2%	10.6%	37.2%	1
GREEN RIVER DISTRICT OFFICE	14	35.0%	21.0%	44.0%	0
PRICE FIELD OFFICE	17	38.9%	45.1%	16.0%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	11	57.9%	34.0%	8.1%	2
SALT LAKE FIELD OFFICE	12	25.0%	41.6%	33.4%	0
VERNAL DISTRICT LANDS & MINERALS	17	45.8%	31.3%	22.9%	5
VERNAL DISTRICT RENEWABLE RESOURCES	14	27.5%	22.7%	49.8%	0

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55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	23,451	66.7%	21.3%	12.0%	1,572
BUREAU OF LAND MANAGEMENT	3,077	65.7%	21.8%	12.5%	177
UTAH STATE OFFICE	239	67.6%	21.3%	11.0%	13
CANYON COUNTRY DISTRICT OFFICE	12	93.9%	6.1%	0.0%	0
DIVISION OF LANDS & MINERALS	23	75.0%	17.5%	7.5%	1
DIVISION OF NATURAL RESOURCES	17	51.8%	43.0%	5.2%	2
DIVISION OF SUPPORT SERVICES	18	85.8%	14.2%	0.0%	2
FILLMORE FIELD OFFICE	10	81.2%	9.3%	9.5%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	65.5%	21.9%	12.6%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	70.7%	20.3%	9.0%	0
GREEN RIVER DISTRICT OFFICE	13	61.7%	38.3%	0.0%	0
PRICE FIELD OFFICE	17	54.3%	34.8%	10.8%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	12	73.5%	18.9%	7.5%	1
SALT LAKE FIELD OFFICE	12	37.7%	44.0%	18.3%	0
VERNAL DISTRICT LANDS & MINERALS	19	62.3%	17.5%	20.2%	2
VERNAL DISTRICT RENEWABLE RESOURCES	14	42.3%	7.8%	49.8%	0

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56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,714	57.4%	21.2%	21.4%	387
BUREAU OF LAND MANAGEMENT	3,235	55.8%	22.1%	22.2%	48
UTAH STATE OFFICE	252	55.0%	25.0%	20.1%	3
CANYON COUNTRY DISTRICT OFFICE	13	57.8%	28.2%	14.0%	0
DIVISION OF LANDS & MINERALS	23	71.6%	15.8%	12.6%	1
DIVISION OF NATURAL RESOURCES	20	32.4%	35.3%	32.3%	0
DIVISION OF SUPPORT SERVICES	19	53.5%	23.5%	23.0%	2
FILLMORE FIELD OFFICE	10	81.2%	9.3%	9.5%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	13	50.5%	25.9%	23.6%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	41.1%	26.9%	32.0%	0
GREEN RIVER DISTRICT OFFICE	14	34.6%	20.7%	44.7%	0
PRICE FIELD OFFICE	16	43.4%	43.6%	13.0%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	84.0%	9.2%	6.9%	0
SALT LAKE FIELD OFFICE	12	49.9%	50.1%	0.0%	0
VERNAL DISTRICT LANDS & MINERALS	22	67.0%	18.5%	14.5%	0
VERNAL DISTRICT RENEWABLE RESOURCES	13	29.8%	22.9%	47.3%	0

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57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Department of the Interior	23,040	56.0%	25.4%	18.6%	2,046
BUREAU OF LAND MANAGEMENT	2,994	54.1%	26.7%	19.1%	297
UTAH STATE OFFICE	235	53.5%	29.3%	17.2%	22
CANYON COUNTRY DISTRICT OFFICE	12	65.4%	34.6%	0.0%	1
DIVISION OF LANDS & MINERALS	20	52.0%	36.1%	11.8%	3
DIVISION OF NATURAL RESOURCES	17	27.0%	49.1%	23.9%	3
DIVISION OF SUPPORT SERVICES	16	49.6%	34.0%	16.4%	5
FILLMORE FIELD OFFICE	10	81.2%	9.3%	9.5%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	30.5%	56.9%	12.6%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	41.1%	26.9%	32.0%	0
GREEN RIVER DISTRICT OFFICE	13	37.1%	15.3%	47.6%	1
PRICE FIELD OFFICE	17	45.4%	42.4%	12.2%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	78.3%	14.9%	6.9%	0
SALT LAKE FIELD OFFICE	10	53.9%	34.3%	11.8%	2
VERNAL DISTRICT LANDS & MINERALS	21	69.1%	15.1%	15.8%	1
VERNAL DISTRICT RENEWABLE RESOURCES	12	30.2%	34.4%	35.4%	2

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,391	52.4%	21.9%	25.7%	765
BUREAU OF LAND MANAGEMENT	3,197	51.3%	22.9%	25.7%	102
UTAH STATE OFFICE	247	53.4%	25.3%	21.3%	10
CANYON COUNTRY DISTRICT OFFICE	13	77.2%	14.4%	8.4%	0
DIVISION OF LANDS & MINERALS	22	52.0%	21.8%	26.2%	2
DIVISION OF NATURAL RESOURCES	18	27.8%	55.6%	16.6%	1
DIVISION OF SUPPORT SERVICES	19	40.4%	35.8%	23.7%	2
FILLMORE FIELD OFFICE	10	81.2%	0.0%	18.8%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	46.2%	29.7%	24.0%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	49.9%	18.1%	32.0%	0
GREEN RIVER DISTRICT OFFICE	14	46.7%	14.3%	39.0%	0
PRICE FIELD OFFICE	17	37.1%	50.7%	12.2%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	12	84.4%	15.6%	0.0%	1
SALT LAKE FIELD OFFICE	12	47.5%	24.2%	28.3%	0
VERNAL DISTRICT LANDS & MINERALS	21	59.8%	20.3%	19.9%	1
VERNAL DISTRICT RENEWABLE RESOURCES	13	20.8%	18.0%	61.2%	1

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,323	57.7%	21.1%	21.1%	826
BUREAU OF LAND MANAGEMENT	3,166	57.5%	22.0%	20.5%	122
UTAH STATE OFFICE	248	58.6%	24.2%	17.3%	9
CANYON COUNTRY DISTRICT OFFICE	13	77.2%	22.8%	0.0%	0
DIVISION OF LANDS & MINERALS	22	55.9%	30.8%	13.3%	2
DIVISION OF NATURAL RESOURCES	20	43.6%	34.0%	22.3%	0
DIVISION OF SUPPORT SERVICES	19	56.7%	29.3%	14.0%	2
FILLMORE FIELD OFFICE	10	81.2%	0.0%	18.8%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	36.6%	45.7%	17.7%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	47.2%	20.8%	32.0%	0
GREEN RIVER DISTRICT OFFICE	13	53.8%	15.3%	30.9%	1
PRICE FIELD OFFICE	17	44.1%	50.7%	5.2%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	12	85.6%	7.5%	6.9%	1
SALT LAKE FIELD OFFICE	12	47.9%	16.0%	36.1%	0
VERNAL DISTRICT LANDS & MINERALS	21	66.1%	14.0%	19.9%	1
VERNAL DISTRICT RENEWABLE RESOURCES	14	25.8%	32.7%	41.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	23,682	58.2%	24.0%	17.8%	1,499
BUREAU OF LAND MANAGEMENT	3,118	55.3%	26.0%	18.7%	179
UTAH STATE OFFICE	250	59.5%	27.6%	13.0%	6
CANYON COUNTRY DISTRICT OFFICE	13	79.8%	20.2%	0.0%	0
DIVISION OF LANDS & MINERALS	23	71.3%	12.1%	16.6%	0
DIVISION OF NATURAL RESOURCES	17	59.7%	28.4%	11.9%	3
DIVISION OF SUPPORT SERVICES	20	76.4%	23.6%	0.0%	1
FILLMORE FIELD OFFICE	10	72.7%	9.3%	18.0%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	51.0%	30.5%	18.5%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	9	56.3%	23.5%	20.2%	0
GREEN RIVER DISTRICT OFFICE	14	62.2%	12.5%	25.3%	0
PRICE FIELD OFFICE	17	54.0%	36.4%	9.6%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	12	76.0%	16.6%	7.4%	1
SALT LAKE FIELD OFFICE	12	65.7%	34.3%	0.0%	0
VERNAL DISTRICT LANDS & MINERALS	22	35.0%	42.0%	23.0%	0
VERNAL DISTRICT RENEWABLE RESOURCES	14	35.3%	23.2%	41.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	24,639	49.3%	27.1%	23.6%	532
BUREAU OF LAND MANAGEMENT	3,217	42.3%	30.2%	27.5%	78
UTAH STATE OFFICE	245	46.8%	29.2%	24.0%	9
CANYON COUNTRY DISTRICT OFFICE	13	57.4%	30.8%	11.8%	0
DIVISION OF LANDS & MINERALS	22	64.0%	18.4%	17.6%	1
DIVISION OF NATURAL RESOURCES	18	32.9%	33.2%	33.9%	2
DIVISION OF SUPPORT SERVICES	20	70.0%	21.3%	8.7%	0
FILLMORE FIELD OFFICE	10	69.4%	21.1%	9.5%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	14	35.8%	45.9%	18.4%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	48.0%	18.8%	33.2%	0
GREEN RIVER DISTRICT OFFICE	13	47.1%	7.4%	45.6%	0
PRICE FIELD OFFICE	17	38.0%	45.9%	16.0%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	11	44.0%	37.5%	18.4%	1
SALT LAKE FIELD OFFICE	12	51.6%	6.7%	41.7%	0
VERNAL DISTRICT LANDS & MINERALS	22	29.8%	43.9%	26.3%	0
VERNAL DISTRICT RENEWABLE RESOURCES	13	20.9%	32.0%	47.1%	1

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	22,469	58.7%	25.6%	15.7%	2,727
BUREAU OF LAND MANAGEMENT	2,921	54.8%	28.9%	16.3%	375
UTAH STATE OFFICE	228	54.8%	27.9%	17.3%	29
CANYON COUNTRY DISTRICT OFFICE	13	85.6%	14.4%	0.0%	0
DIVISION OF LANDS & MINERALS	20	63.7%	21.1%	15.2%	3
DIVISION OF NATURAL RESOURCES	13	38.2%	47.8%	14.0%	7
DIVISION OF SUPPORT SERVICES	17	78.4%	11.3%	10.3%	4
FILLMORE FIELD OFFICE	9	89.5%	0.0%	10.5%	1
FIRE & AVIATION MANAGEMENT & COORDINATION	14	39.6%	30.5%	29.9%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	48.0%	42.6%	9.4%	0
GREEN RIVER DISTRICT OFFICE	14	49.3%	28.8%	21.8%	0
PRICE FIELD OFFICE	16	46.2%	42.2%	11.6%	1
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	11	63.2%	36.8%	0.0%	2
SALT LAKE FIELD OFFICE	12	42.6%	22.9%	34.5%	0
VERNAL DISTRICT LANDS & MINERALS	20	34.4%	46.4%	19.2%	2
VERNAL DISTRICT RENEWABLE RESOURCES	13	29.3%	32.6%	38.1%	1

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

	N	Positive	Neutral	Negative
Department of the Interior	25,091	55.3%	21.6%	23.0%
BUREAU OF LAND MANAGEMENT	3,285	50.7%	23.4%	25.9%
UTAH STATE OFFICE	257	56.1%	22.4%	21.5%
CANYON COUNTRY DISTRICT OFFICE	13	72.3%	27.7%	0.0%
DIVISION OF LANDS & MINERALS	23	69.5%	17.9%	12.6%
DIVISION OF NATURAL RESOURCES	20	40.1%	36.6%	23.3%
DIVISION OF SUPPORT SERVICES	21	70.5%	19.4%	10.2%
FILLMORE FIELD OFFICE	10	70.6%	9.3%	20.0%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	59.4%	15.8%	24.8%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	28.9%	71.1%	0.0%
GREEN RIVER DISTRICT OFFICE	14	31.6%	33.2%	35.2%
PRICE FIELD OFFICE	17	51.9%	30.7%	17.4%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	51.9%	22.8%	25.2%
SALT LAKE FIELD OFFICE	12	49.0%	15.8%	35.2%
VERNAL DISTRICT LANDS & MINERALS	22	47.3%	14.2%	38.5%
VERNAL DISTRICT RENEWABLE RESOURCES	14	35.3%	14.9%	49.8%

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64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Department of the Interior	25,061	49.8%	23.0%	27.1%
BUREAU OF LAND MANAGEMENT	3,279	43.8%	25.4%	30.8%
UTAH STATE OFFICE	256	51.2%	20.7%	28.2%
CANYON COUNTRY DISTRICT OFFICE	13	69.2%	16.3%	14.5%
DIVISION OF LANDS & MINERALS	23	68.3%	6.7%	25.0%
DIVISION OF NATURAL RESOURCES	20	29.2%	22.8%	48.0%
DIVISION OF SUPPORT SERVICES	21	56.6%	30.6%	12.8%
FILLMORE FIELD OFFICE	10	81.2%	0.0%	18.8%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	51.6%	20.7%	27.7%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	41.6%	26.4%	32.0%
GREEN RIVER DISTRICT OFFICE	14	33.4%	22.5%	44.0%
PRICE FIELD OFFICE	17	49.9%	35.7%	14.4%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	65.9%	34.1%	0.0%
SALT LAKE FIELD OFFICE	11	27.7%	26.1%	46.1%
VERNAL DISTRICT LANDS & MINERALS	22	56.1%	15.3%	28.6%
VERNAL DISTRICT RENEWABLE RESOURCES	14	12.6%	21.5%	65.9%

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65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Department of the Interior	24,973	53.0%	23.6%	23.4%
BUREAU OF LAND MANAGEMENT	3,269	49.4%	26.6%	23.9%
UTAH STATE OFFICE	256	47.8%	27.4%	24.7%
CANYON COUNTRY DISTRICT OFFICE	13	64.0%	30.0%	6.0%
DIVISION OF LANDS & MINERALS	23	50.5%	27.8%	21.8%
DIVISION OF NATURAL RESOURCES	20	38.7%	40.0%	21.3%
DIVISION OF SUPPORT SERVICES	20	54.5%	17.7%	27.8%
FILLMORE FIELD OFFICE	10	70.6%	0.0%	29.4%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	27.5%	13.8%	58.7%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	41.0%	9.4%	49.6%
GREEN RIVER DISTRICT OFFICE	14	40.5%	21.0%	38.6%
PRICE FIELD OFFICE	17	11.3%	60.1%	28.6%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	63.3%	29.8%	6.9%
SALT LAKE FIELD OFFICE	12	40.0%	40.8%	19.2%
VERNAL DISTRICT LANDS & MINERALS	22	51.5%	24.8%	23.7%
VERNAL DISTRICT RENEWABLE RESOURCES	14	35.3%	31.0%	33.7%

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

	N	Positive	Neutral	Negative
Department of the Interior	25,016	40.6%	32.1%	27.3%
BUREAU OF LAND MANAGEMENT	3,274	34.2%	34.3%	31.5%
UTAH STATE OFFICE	257	37.1%	35.8%	27.1%
CANYON COUNTRY DISTRICT OFFICE	13	49.9%	35.7%	14.4%
DIVISION OF LANDS & MINERALS	23	52.3%	31.1%	16.6%
DIVISION OF NATURAL RESOURCES	20	13.3%	46.4%	40.3%
DIVISION OF SUPPORT SERVICES	21	51.1%	25.3%	23.6%
FILLMORE FIELD OFFICE	10	72.7%	17.8%	9.5%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	35.8%	29.9%	34.3%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	37.1%	41.8%	21.1%
GREEN RIVER DISTRICT OFFICE	14	45.1%	21.0%	33.9%
PRICE FIELD OFFICE	17	20.2%	63.8%	16.0%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	40.8%	46.1%	13.1%
SALT LAKE FIELD OFFICE	12	15.7%	41.6%	42.7%
VERNAL DISTRICT LANDS & MINERALS	22	30.5%	34.8%	34.7%
VERNAL DISTRICT RENEWABLE RESOURCES	14	19.2%	31.4%	49.4%

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67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Department of the Interior	25,005	36.7%	28.7%	34.6%
BUREAU OF LAND MANAGEMENT	3,268	37.0%	29.2%	33.8%
UTAH STATE OFFICE	255	42.1%	26.0%	31.8%
CANYON COUNTRY DISTRICT OFFICE	13	77.6%	14.5%	7.9%
DIVISION OF LANDS & MINERALS	23	43.6%	42.2%	14.2%
DIVISION OF NATURAL RESOURCES	20	26.2%	31.9%	41.9%
DIVISION OF SUPPORT SERVICES	21	45.0%	31.0%	24.0%
FILLMORE FIELD OFFICE	10	53.7%	0.0%	46.3%
FIRE & AVIATION MANAGEMENT & COORDINATION	13	46.8%	15.8%	37.4%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	41.3%	30.2%	28.5%
GREEN RIVER DISTRICT OFFICE	14	24.6%	30.2%	45.2%
PRICE FIELD OFFICE	17	31.4%	24.3%	44.3%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	78.3%	12.5%	9.2%
SALT LAKE FIELD OFFICE	12	26.6%	30.4%	43.1%
VERNAL DISTRICT LANDS & MINERALS	22	41.7%	28.9%	29.3%
VERNAL DISTRICT RENEWABLE RESOURCES	14	20.0%	21.9%	58.1%

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68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Department of the Interior	24,978	55.9%	23.1%	21.0%
BUREAU OF LAND MANAGEMENT	3,273	53.6%	25.6%	20.8%
UTAH STATE OFFICE	257	51.0%	30.4%	18.6%
CANYON COUNTRY DISTRICT OFFICE	13	70.3%	21.7%	7.9%
DIVISION OF LANDS & MINERALS	23	46.0%	35.8%	18.2%
DIVISION OF NATURAL RESOURCES	20	47.6%	30.5%	22.0%
DIVISION OF SUPPORT SERVICES	21	54.4%	16.2%	29.4%
FILLMORE FIELD OFFICE	10	69.4%	21.2%	9.3%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	44.0%	44.4%	11.6%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	51.9%	27.8%	20.3%
GREEN RIVER DISTRICT OFFICE	14	47.2%	33.2%	19.6%
PRICE FIELD OFFICE	17	47.9%	32.1%	20.0%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	79.4%	20.6%	0.0%
SALT LAKE FIELD OFFICE	12	41.7%	31.2%	27.1%
VERNAL DISTRICT LANDS & MINERALS	22	39.0%	23.5%	37.4%
VERNAL DISTRICT RENEWABLE RESOURCES	14	20.0%	57.0%	22.9%

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

	N	Positive	Neutral	Negative
Department of the Interior	25,036	69.5%	16.5%	14.0%
BUREAU OF LAND MANAGEMENT	3,275	66.3%	17.8%	15.9%
UTAH STATE OFFICE	257	69.2%	16.4%	14.4%
CANYON COUNTRY DISTRICT OFFICE	13	86.3%	13.7%	0.0%
DIVISION OF LANDS & MINERALS	23	70.3%	22.2%	7.5%
DIVISION OF NATURAL RESOURCES	20	52.1%	18.4%	29.5%
DIVISION OF SUPPORT SERVICES	21	76.6%	13.7%	9.6%
FILLMORE FIELD OFFICE	10	70.6%	9.5%	19.9%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	59.4%	28.2%	12.4%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	68.0%	21.1%	10.9%
GREEN RIVER DISTRICT OFFICE	14	54.8%	32.3%	13.0%
PRICE FIELD OFFICE	17	73.6%	15.6%	10.8%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	64.2%	19.7%	16.0%
SALT LAKE FIELD OFFICE	12	72.4%	8.4%	19.2%
VERNAL DISTRICT LANDS & MINERALS	22	78.2%	11.4%	10.4%
VERNAL DISTRICT RENEWABLE RESOURCES	14	51.9%	20.2%	27.9%

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

	N	Positive	Neutral	Negative
Department of the Interior	25,052	62.6%	16.5%	20.8%
BUREAU OF LAND MANAGEMENT	3,275	62.8%	16.9%	20.3%
UTAH STATE OFFICE	256	63.2%	18.1%	18.7%
CANYON COUNTRY DISTRICT OFFICE	13	79.9%	14.1%	6.0%
DIVISION OF LANDS & MINERALS	23	77.3%	17.6%	5.1%
DIVISION OF NATURAL RESOURCES	20	64.4%	8.4%	27.2%
DIVISION OF SUPPORT SERVICES	20	69.1%	26.3%	4.5%
FILLMORE FIELD OFFICE	10	43.5%	0.0%	56.5%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	69.0%	12.4%	18.5%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	73.0%	0.0%	27.0%
GREEN RIVER DISTRICT OFFICE	14	46.0%	15.5%	38.6%
PRICE FIELD OFFICE	17	36.0%	26.8%	37.2%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	75.8%	24.2%	0.0%
SALT LAKE FIELD OFFICE	12	47.3%	42.7%	10.0%
VERNAL DISTRICT LANDS & MINERALS	22	69.1%	15.4%	15.6%
VERNAL DISTRICT RENEWABLE RESOURCES	14	25.6%	29.6%	44.9%

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

	N	Positive	Neutral	Negative
Department of the Interior	25,052	60.8%	20.9%	18.3%
BUREAU OF LAND MANAGEMENT	3,279	55.9%	23.0%	21.1%
UTAH STATE OFFICE	256	56.3%	24.3%	19.4%
CANYON COUNTRY DISTRICT OFFICE	13	72.2%	27.8%	0.0%
DIVISION OF LANDS & MINERALS	22	61.3%	30.7%	8.0%
DIVISION OF NATURAL RESOURCES	20	35.7%	24.9%	39.4%
DIVISION OF SUPPORT SERVICES	21	83.8%	7.9%	8.3%
FILLMORE FIELD OFFICE	10	58.8%	9.3%	31.8%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	50.3%	37.2%	12.4%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	49.2%	29.7%	21.1%
GREEN RIVER DISTRICT OFFICE	14	49.3%	21.0%	29.7%
PRICE FIELD OFFICE	17	47.9%	52.1%	0.0%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	52.7%	5.8%	41.5%
SALT LAKE FIELD OFFICE	12	49.0%	32.7%	18.3%
VERNAL DISTRICT LANDS & MINERALS	22	51.7%	32.2%	16.0%
VERNAL DISTRICT RENEWABLE RESOURCES	14	27.5%	21.1%	51.5%

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72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Department of the Interior	24,893	64.3%	15.0%	13.5%	7.3%
BUREAU OF LAND MANAGEMENT	3,245	62.5%	12.9%	15.0%	9.5%
UTAH STATE OFFICE	251	56.6%	19.7%	11.7%	11.9%
CANYON COUNTRY DISTRICT OFFICE	13	53.8%	31.5%	6.3%	8.4%
DIVISION OF LANDS & MINERALS	23	40.7%	39.3%	5.1%	14.9%
DIVISION OF NATURAL RESOURCES	20	90.0%	4.5%	5.5%	0.0%
DIVISION OF SUPPORT SERVICES	20	88.8%	5.7%	5.5%	0.0%
FILLMORE FIELD OFFICE	9	58.2%	19.2%	10.6%	12.0%
FIRE & AVIATION MANAGEMENT & COORDINATION	13	62.7%	21.6%	15.7%	0.0%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	79.7%	8.2%	12.1%	0.0%
GREEN RIVER DISTRICT OFFICE	13	42.3%	34.5%	23.1%	0.0%
PRICE FIELD OFFICE	17	30.8%	16.1%	15.9%	37.3%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	51.0%	22.0%	0.0%	26.9%
SALT LAKE FIELD OFFICE	12	78.7%	6.9%	0.0%	14.4%
VERNAL DISTRICT LANDS & MINERALS	22	31.0%	32.2%	31.5%	5.3%
VERNAL DISTRICT RENEWABLE RESOURCES	14	33.9%	21.5%	7.8%	36.7%

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73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Department of the Interior	24,938	4.2%	15.6%	9.0%	21.0%
BUREAU OF LAND MANAGEMENT	3,257	3.0%	10.2%	8.4%	23.4%
UTAH STATE OFFICE	254	1.7%	5.1%	7.1%	21.0%
CANYON COUNTRY DISTRICT OFFICE	13	0.0%	0.0%	0.0%	5.7%
DIVISION OF LANDS & MINERALS	23	0.0%	8.0%	4.0%	7.0%
DIVISION OF NATURAL RESOURCES	20	10.2%	14.8%	34.1%	30.8%
DIVISION OF SUPPORT SERVICES	21	11.4%	21.4%	4.0%	38.2%
FILLMORE FIELD OFFICE	10	0.0%	0.0%	8.4%	16.2%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	0.0%	6.1%	16.0%	40.3%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	0.0%	0.0%	29.3%	17.5%
GREEN RIVER DISTRICT OFFICE	13	0.0%	0.0%	0.0%	7.3%
PRICE FIELD OFFICE	17	0.0%	0.0%	0.0%	20.7%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	0.0%	0.0%	0.0%	37.1%
SALT LAKE FIELD OFFICE	12	0.0%	9.9%	0.0%	42.4%
VERNAL DISTRICT LANDS & MINERALS	21	0.0%	0.0%	0.0%	0.0%
VERNAL DISTRICT RENEWABLE RESOURCES	14	0.0%	6.6%	0.0%	6.6%

(continued)

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73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Department of the Interior	24,938	20.0%	3.7%	10.9%	15.5%
BUREAU OF LAND MANAGEMENT	3,257	15.6%	4.6%	13.5%	21.2%
UTAH STATE OFFICE	254	19.0%	7.0%	16.6%	22.5%
CANYON COUNTRY DISTRICT OFFICE	13	44.3%	11.6%	16.0%	22.4%
DIVISION OF LANDS & MINERALS	23	26.1%	10.2%	18.3%	26.5%
DIVISION OF NATURAL RESOURCES	20	0.0%	0.0%	0.0%	10.1%
DIVISION OF SUPPORT SERVICES	21	0.0%	0.0%	5.3%	19.8%
FILLMORE FIELD OFFICE	10	36.0%	0.0%	9.3%	30.0%
FIRE & AVIATION	14	16.8%	0.0%	20.9%	0.0%
MANAGEMENT & COORDINATION					
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	17.6%	0.0%	0.0%	35.6%
GREEN RIVER DISTRICT OFFICE	13	31.0%	7.0%	42.6%	12.1%
PRICE FIELD OFFICE	17	26.5%	0.0%	17.1%	35.6%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	33.2%	0.0%	6.3%	23.4%
SALT LAKE FIELD OFFICE	12	8.8%	16.2%	0.0%	22.7%
VERNAL DISTRICT LANDS & MINERALS	21	21.0%	14.5%	39.4%	25.1%
VERNAL DISTRICT RENEWABLE RESOURCES	14	7.8%	21.9%	29.5%	27.5%

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Department of the Interior	24,936	48.0%	42.5%	9.5%
BUREAU OF LAND MANAGEMENT	3,244	56.9%	36.1%	7.0%
UTAH STATE OFFICE	254	49.8%	44.7%	5.5%
CANYON COUNTRY DISTRICT OFFICE	13	57.0%	43.0%	0.0%
DIVISION OF LANDS & MINERALS	23	42.0%	54.3%	3.7%
DIVISION OF NATURAL RESOURCES	20	28.4%	59.0%	12.5%
DIVISION OF SUPPORT SERVICES	21	61.8%	38.2%	0.0%
FILLMORE FIELD OFFICE	10	46.0%	54.0%	0.0%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	58.9%	34.8%	6.3%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	50.1%	40.5%	9.4%
GREEN RIVER DISTRICT OFFICE	14	38.9%	52.3%	8.8%
PRICE FIELD OFFICE	17	65.1%	30.4%	4.4%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	69.7%	30.3%	0.0%
SALT LAKE FIELD OFFICE	10	76.8%	23.2%	0.0%
VERNAL DISTRICT LANDS & MINERALS	22	66.1%	25.5%	8.3%
VERNAL DISTRICT RENEWABLE RESOURCES	14	30.6%	48.1%	21.3%

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Department of the Interior	24,945	28.3%	58.7%	13.0%
BUREAU OF LAND MANAGEMENT	3,250	28.0%	60.2%	11.8%
UTAH STATE OFFICE	253	29.1%	54.4%	16.5%
CANYON COUNTRY DISTRICT OFFICE	13	45.2%	54.8%	0.0%
DIVISION OF LANDS & MINERALS	23	3.8%	84.3%	11.9%
DIVISION OF NATURAL RESOURCES	20	27.4%	49.6%	23.0%
DIVISION OF SUPPORT SERVICES	21	25.3%	65.2%	9.5%
FILLMORE FIELD OFFICE	10	17.2%	71.0%	11.8%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	38.6%	42.7%	18.7%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	17.6%	53.7%	28.7%
GREEN RIVER DISTRICT OFFICE	14	19.1%	66.6%	14.3%
PRICE FIELD OFFICE	16	31.4%	56.0%	12.6%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	51.9%	26.4%	21.7%
SALT LAKE FIELD OFFICE	12	8.8%	32.6%	58.6%
VERNAL DISTRICT LANDS & MINERALS	22	34.6%	51.4%	14.0%
VERNAL DISTRICT RENEWABLE RESOURCES	14	33.2%	44.2%	22.5%

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76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Department of the Interior	24,818	19.3%	78.1%	2.6%
BUREAU OF LAND MANAGEMENT	3,233	23.0%	75.2%	1.8%
UTAH STATE OFFICE	253	22.5%	76.7%	0.8%
CANYON COUNTRY DISTRICT OFFICE	13	27.6%	72.4%	0.0%
DIVISION OF LANDS & MINERALS	23	35.8%	64.2%	0.0%
DIVISION OF NATURAL RESOURCES	20	24.6%	75.4%	0.0%
DIVISION OF SUPPORT SERVICES	21	17.7%	82.3%	0.0%
FILLMORE FIELD OFFICE	10	37.2%	62.8%	0.0%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	23.6%	76.4%	0.0%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	37.3%	62.7%	0.0%
GREEN RIVER DISTRICT OFFICE	14	0.0%	91.2%	8.8%
PRICE FIELD OFFICE	17	12.2%	82.6%	5.2%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	36.0%	64.0%	0.0%
SALT LAKE FIELD OFFICE	11	7.6%	92.4%	0.0%
VERNAL DISTRICT LANDS & MINERALS	22	21.4%	78.6%	0.0%
VERNAL DISTRICT RENEWABLE RESOURCES	14	14.5%	85.5%	0.0%

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77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Department of the Interior	24,952	1.7%	74.1%	24.2%
BUREAU OF LAND MANAGEMENT	3,261	1.5%	72.1%	26.4%
UTAH STATE OFFICE	253	2.0%	72.6%	25.4%
CANYON COUNTRY DISTRICT OFFICE	13	0.0%	91.6%	8.4%
DIVISION OF LANDS & MINERALS	21	0.0%	90.9%	9.1%
DIVISION OF NATURAL RESOURCES	20	6.5%	50.7%	42.8%
DIVISION OF SUPPORT SERVICES	21	0.0%	84.9%	15.1%
FILLMORE FIELD OFFICE	10	0.0%	83.0%	17.0%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	0.0%	54.1%	45.9%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	0.0%	41.6%	58.4%
GREEN RIVER DISTRICT OFFICE	13	0.0%	83.4%	16.6%
PRICE FIELD OFFICE	17	0.0%	73.4%	26.6%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	0.0%	85.1%	14.9%
SALT LAKE FIELD OFFICE	12	15.7%	43.3%	41.0%
VERNAL DISTRICT LANDS & MINERALS	22	8.1%	67.6%	24.3%
VERNAL DISTRICT RENEWABLE RESOURCES	14	0.0%	41.1%	58.9%

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78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Department of the Interior	24,934	1.4%	75.2%	23.4%
BUREAU OF LAND MANAGEMENT	3,256	1.2%	73.7%	25.1%
UTAH STATE OFFICE	255	0.3%	74.4%	25.2%
CANYON COUNTRY DISTRICT OFFICE	13	0.0%	91.6%	8.4%
DIVISION OF LANDS & MINERALS	23	0.0%	91.6%	8.4%
DIVISION OF NATURAL RESOURCES	20	0.0%	60.0%	40.0%
DIVISION OF SUPPORT SERVICES	21	0.0%	84.9%	15.1%
FILLMORE FIELD OFFICE	10	0.0%	83.0%	17.0%
FIRE & AVIATION MANAGEMENT & COORDINATION	14	0.0%	54.1%	45.9%
GRAND STAIRCASE ESCALANTE NAT MONUMEN	10	0.0%	41.6%	58.4%
GREEN RIVER DISTRICT OFFICE	14	0.0%	79.1%	20.9%
PRICE FIELD OFFICE	17	0.0%	67.4%	32.6%
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	13	0.0%	85.1%	14.9%
SALT LAKE FIELD OFFICE	12	0.0%	50.2%	49.8%
VERNAL DISTRICT LANDS & MINERALS	21	4.0%	75.0%	21.0%
VERNAL DISTRICT RENEWABLE RESOURCES	14	0.0%	41.1%	58.9%

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

	N	Positive	Neutral	Negative	NBJ
Department of the Interior	12,788	80.5%	12.3%	7.2%	271
BUREAU OF LAND MANAGEMENT	1,476	74.3%	16.8%	8.9%	36
UTAH STATE OFFICE	87	68.8%	23.5%	7.7%	5
CANYON COUNTRY DISTRICT OFFICE	1	0.0%	100.0%	0.0%	0
DIVISION OF LANDS & MINERALS	5	63.1%	18.5%	18.5%	0
DIVISION OF NATURAL RESOURCES	18	100.0%	0.0%	0.0%	0
DIVISION OF SUPPORT SERVICES	15	81.8%	6.2%	12.0%	1
FILLMORE FIELD OFFICE	2	100.0%	0.0%	0.0%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	9	28.0%	47.4%	24.6%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	5	56.6%	43.4%	0.0%	0
GREEN RIVER DISTRICT OFFICE	1	100.0%	0.0%	0.0%	1
PRICE FIELD OFFICE	3	40.0%	60.0%	0.0%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	5	60.0%	40.0%	0.0%	0
SALT LAKE FIELD OFFICE	6	81.0%	19.0%	0.0%	0
VERNAL DISTRICT LANDS & MINERALS	1	0.0%	100.0%	0.0%	0
VERNAL DISTRICT RENEWABLE RESOURCES	2	50.0%	0.0%	50.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

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80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Department of the Interior	11,856	91.2%	6.2%	2.6%	163
BUREAU OF LAND MANAGEMENT	1,856	90.1%	7.2%	2.7%	23
UTAH STATE OFFICE	128	85.7%	6.6%	7.7%	2
CANYON COUNTRY DISTRICT OFFICE	8	100.0%	0.0%	0.0%	0
DIVISION OF LANDS & MINERALS	8	73.0%	0.0%	27.0%	1
DIVISION OF NATURAL RESOURCES	6	100.0%	0.0%	0.0%	0
DIVISION OF SUPPORT SERVICES	13	82.1%	8.5%	9.4%	0
FILLMORE FIELD OFFICE	5	100.0%	0.0%	0.0%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	8	33.9%	25.0%	41.1%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	5	100.0%	0.0%	0.0%	0
GREEN RIVER DISTRICT OFFICE	4	100.0%	0.0%	0.0%	1
PRICE FIELD OFFICE	11	90.2%	9.8%	0.0%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	10	100.0%	0.0%	0.0%	0
SALT LAKE FIELD OFFICE	10	89.6%	10.4%	0.0%	0
VERNAL DISTRICT LANDS & MINERALS	15	93.5%	0.0%	6.5%	0
VERNAL DISTRICT RENEWABLE RESOURCES	4	27.0%	25.6%	47.3%	0

**The results for this item only include employees who indicated that they participated in this program.*

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81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Department of the Interior	6,840	77.5%	17.2%	5.3%	324
BUREAU OF LAND MANAGEMENT	873	73.1%	19.0%	7.9%	47
UTAH STATE OFFICE	69	67.9%	21.5%	10.7%	4
CANYON COUNTRY DISTRICT OFFICE	4	100.0%	0.0%	0.0%	0
DIVISION OF LANDS & MINERALS	1	100.0%	0.0%	0.0%	0
DIVISION OF NATURAL RESOURCES	4	69.6%	30.4%	0.0%	1
DIVISION OF SUPPORT SERVICES	5	77.0%	23.0%	0.0%	0
FILLMORE FIELD OFFICE	2	0.0%	100.0%	0.0%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	5	40.9%	59.1%	0.0%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	2	46.7%	53.3%	0.0%	0
GREEN RIVER DISTRICT OFFICE	3	100.0%	0.0%	0.0%	0
PRICE FIELD OFFICE	6	33.9%	33.1%	33.1%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	7	77.9%	22.1%	0.0%	0
SALT LAKE FIELD OFFICE	1	0.0%	0.0%	100.0%	0
VERNAL DISTRICT LANDS & MINERALS	5	62.4%	17.0%	20.7%	2
VERNAL DISTRICT RENEWABLE RESOURCES	5	37.9%	18.6%	43.5%	0

**The results for this item only include employees who indicated that they participated in this program.*

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82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Department of the Interior	4,547	76.7%	18.8%	4.5%	452
BUREAU OF LAND MANAGEMENT	728	75.3%	19.8%	4.9%	65
UTAH STATE OFFICE	50	77.2%	18.5%	4.2%	8
CANYON COUNTRY DISTRICT OFFICE	3	100.0%	0.0%	0.0%	0
DIVISION OF LANDS & MINERALS	5	100.0%	0.0%	0.0%	3
DIVISION OF NATURAL RESOURCES	3	64.9%	35.1%	0.0%	1
DIVISION OF SUPPORT SERVICES	4	46.3%	53.7%	0.0%	0
FILLMORE FIELD OFFICE	4	100.0%	0.0%	0.0%	0
FIRE & AVIATION MANAGEMENT & COORDINATION	3	35.8%	38.3%	25.9%	0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	4	100.0%	0.0%	0.0%	0
GREEN RIVER DISTRICT OFFICE	0				0
PRICE FIELD OFFICE	2	100.0%	0.0%	0.0%	0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	5	81.7%	18.3%	0.0%	0
SALT LAKE FIELD OFFICE	2	100.0%	0.0%	0.0%	0
VERNAL DISTRICT LANDS & MINERALS	3	0.0%	60.5%	39.5%	1
VERNAL DISTRICT RENEWABLE RESOURCES	1	0.0%	100.0%	0.0%	1

**The results for this item only include employees who indicated that they participated in this program.*

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83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Department of the Interior	351	67.5%	26.8%	5.7%	191
BUREAU OF LAND MANAGEMENT	38	55.5%	37.0%	7.5%	22
UTAH STATE OFFICE	4	53.2%	46.8%	0.0%	4
CANYON COUNTRY DISTRICT OFFICE	0				0
DIVISION OF LANDS & MINERALS	1	0.0%	100.0%	0.0%	1
DIVISION OF NATURAL RESOURCES	1	100.0%	0.0%	0.0%	0
DIVISION OF SUPPORT SERVICES	0				0
FILLMORE FIELD OFFICE	0				0
FIRE & AVIATION MANAGEMENT & COORDINATION	0				0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	0				0
GREEN RIVER DISTRICT OFFICE	0				1
PRICE FIELD OFFICE	0				0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	0				0
SALT LAKE FIELD OFFICE	1	100.0%	0.0%	0.0%	1
VERNAL DISTRICT LANDS & MINERALS	1	0.0%	100.0%	0.0%	1
VERNAL DISTRICT RENEWABLE RESOURCES	0				0

**The results for this item only include employees who indicated that they participated in this program.*

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

	N	Positive	Neutral	Negative	NBJ
Department of the Interior	277	67.6%	30.4%	2.0%	195
BUREAU OF LAND MANAGEMENT	35	52.9%	47.1%	0.0%	22
UTAH STATE OFFICE	1	0.0%	100.0%	0.0%	1
CANYON COUNTRY DISTRICT OFFICE	0				0
DIVISION OF LANDS & MINERALS	0				0
DIVISION OF NATURAL RESOURCES	0				0
DIVISION OF SUPPORT SERVICES	0				0
FILLMORE FIELD OFFICE	0				0
FIRE & AVIATION MANAGEMENT & COORDINATION	0				0
GRAND STAIRCASE ESCALANTE NAT MONUMEN	0				0
GREEN RIVER DISTRICT OFFICE	0				0
PRICE FIELD OFFICE	0				0
RICHFIELD/ST GEORGE/KANAB FIELD OFFICES	0				0
SALT LAKE FIELD OFFICE	0				0
VERNAL DISTRICT LANDS & MINERALS	1	0.0%	100.0%	0.0%	1
VERNAL DISTRICT RENEWABLE RESOURCES	0				0

**The results for this item only include employees who indicated that they participated in this program.*

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Where do you work?

	N	%
Headquarters	70	27.5%
Field	185	72.5%

What is your supervisory status?

	N	%
Non Supervisor	145	56.9%
Team Leader	49	19.2%
Supervisor	38	14.9%
Manager	22	8.6%
Senior Leader	1	0.4%

Are you:

	N	%
Male	149	58.9%
Female	104	41.1%

Are you Hispanic or Latino?

	N	%
Yes	8	3.2%
No	241	96.8%

Race

	N	%
American Indian or Alaska Native	4	1.6%
Asian	2	0.8%
Black or African American	1	0.4%
Native Hawaiian or Other Pacific Islander	1	0.4%
White	228	92.3%
Two or more races	11	4.5%

Note: Percentages for demographic questions are unweighted.

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

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	11	4.3%
Trade or Technical Certificate	9	3.5%
Some College (no degree)	25	9.8%
Associate's Degree (e.g., AA, AS)	12	4.7%
Bachelor's Degree (e.g., BA, BS)	129	50.8%
Master's Degree (e.g., MA, MS, MBA)	62	24.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	6	2.4%

What is your pay category/grade?

	N	%
Federal Wage System	3	1.2%
GS 1 6	18	7.1%
GS 7 12	194	76.4%
GS 13 15	39	15.4%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	4	1.6%
1 to 3 years	26	10.2%
4 to 5 years	10	3.9%
6 to 10 years	45	17.7%
11 to 14 years	35	13.8%
15 to 20 years	54	21.3%
More than 20 years	80	31.5%

Note: Percentages for demographic questions are unweighted.

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

	N	%
Less than 1 year	14	5.5%
1 to 3 years	53	20.9%
4 to 5 years	15	5.9%
6 to 10 years	54	21.3%
11 to 20 years	70	27.7%
More than 20 years	47	18.6%

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

	N	%
No	178	70.1%
Yes, to retire	14	5.5%
Yes, to take another job within the Federal Government	36	14.2%
Yes, to take another job outside the Federal Government	13	5.1%
Yes, other	13	5.1%

I am planning to retire:

	N	%
Within one year	6	2.4%
Between one and three years	31	12.3%
Between three and five years	27	10.7%
Five or more years	188	74.6%

What is your US military service status?

	N	%
No Prior Military Service	209	82.9%
Currently in National Guard or Reserves	3	1.2%
Retired	7	2.8%
Separated or Discharged	33	13.1%

Note: Percentages for demographic questions are unweighted.

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Are you an individual with a disability?

	N	%
Yes	32	12.6%
No	222	87.4%

What is your age group?

	N	%
25 and under	2	0.8%
26 29	9	3.4%
30 39	68	26.0%
40 49	59	22.5%
50 59	82	31.3%
60 or older	42	16.0%

Note: Percentages for demographic questions are unweighted.