

2008 Federal Human Capital Survey

United States International Boundary & Water Commission

1. Interpretation of Results:

The 2008 agency results were similar to the 2007 survey results. The agency scored high (average of 60% favorable - Strongly Agree, Agree, Very Satisfied, Satisfied) on a majority of the items in the Personal Work Experiences and Recruitment, Development, & Retention sections of the survey. A majority of those that responded to the survey seem satisfied with their overall work experiences with the agency.

Employee seem to be generally satisfied with benefits available to them (average of 50% showed a positive response only 19% dissatisfied and the remainder are neutral or had no basis to judge)

Leadership shows that it has slightly declined (32% compared to 48% Strongly Agree, Agree, Very Satisfied) when it came to respect for senior leaders. Employees seem to be declining in respect for the agency's senior leaders and feel that they need to maintain higher standards of honesty and integrity.

Performance culture seems to be an area that employees are still dissatisfied with (only an average of 37% favorable). Performance culture continues to be an ongoing challenge. With the adoption of the new Performance Management and Recognitions System (PMRS) we are we are confident that this area can improve.

2. How the survey was conducted: The survey was conducted by the Office of Personnel Management (OPM) through an online survey.

3. Description of sample: All employees who have been with the agency one year or more from the date the survey was administered, 210 employees, were surveyed.

4. Survey items and response choices: See the tables on following pages.

5. Number of employees surveyed, number responded, and representativeness of respondents: Of the 210 employees surveyed, 89 responded, for a 42% response rate. These respondents are representative of the population.

**2008 Federal Human Capital Survey
International Boundary and Water Commission Trend Report
Number of Surveys Returned: 89**

This is a summary of your department's or agency's responses to the 2008 Federal Human Capital Survey. This summary displays results by Positive, Neutral, Negative and where applicable, Do Not Know or No Basis to Judge responses. As shown below, for each response scale two responses are categorized as "Positive", one response is categorized as "Neutral", and two responses are categorized as "Negative"

<i>Positive Responses</i>		<i>Neutral Responses</i>	<i>Negative Responses</i>		<i>Do Not Know/No Basis to Judge</i>
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Do Not Know</i>
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>No Basis to Judge</i>
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	<i>No Basis to Judge</i>
<i>Very Good</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Very Poor</i>	

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Personal Work Experiences

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.9%	8.4%	7.7%
2008 International Boundary and Water Commission	83.0%	8.0%	8.9%
2006 International Boundary and Water Commission	84.7%	7.4%	7.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	64.0%	17.9%	18.1%
2008 International Boundary and Water Commission	45.3%	19.7%	35.0%
2006 International Boundary and Water Commission	57.8%	20.5%	21.6%

03 I have enough information to do my job well.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	73.4%	15.2%	11.4%
2008 International Boundary and Water Commission	59.6%	16.2%	24.2%
2006 International Boundary and Water Commission	68.3%	18.6%	13.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	60.7%	19.4%	19.9%
2008 International Boundary and Water Commission	44.3%	20.6%	35.2%
2006 International Boundary and Water Commission	56.7%	23.7%	19.6%

05 My work gives me a feeling of personal accomplishment.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	73.4%	14.9%	11.7%
2008 International Boundary and Water Commission	69.8%	18.5%	11.7%
2006 International Boundary and Water Commission	74.1%	16.5%	9.4%

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Personal Work Experiences

06 *I like the kind of work I do.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.8%	11.0%	5.2%
2008 International Boundary and Water Commission	84.8%	11.7%	3.5%
2006 International Boundary and Water Commission	82.4%	15.1%	2.5%

07 *I have trust and confidence in my supervisor.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	64.2%	17.8%	18.0%
2008 International Boundary and Water Commission	42.0%	19.8%	38.2%
2006 International Boundary and Water Commission	51.8%	24.1%	24.1%

08 *I recommend my organization as a good place to work.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	65.5%	19.6%	14.9%
2008 International Boundary and Water Commission	48.0%	25.8%	26.2%
2006 International Boundary and Water Commission	63.4%	18.6%	18.0%

09 *Overall, how good a job do you feel is being done by your immediate supervisor/team leader?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	66.2%	20.9%	12.9%
2008 International Boundary and Water Commission	44.6%	25.2%	30.3%
2006 International Boundary and Water Commission	52.1%	31.8%	16.1%

10 *How would you rate the overall quality of work done by your work group?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.4%	13.5%	3.0%
2008 International Boundary and Water Commission	79.4%	19.1%	1.4%
2006 International Boundary and Water Commission	78.7%	19.0%	2.3%

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Recruitment, Development, & Retention

11 *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	73.8%	15.1%	10.4%	0.7%
2008 International Boundary and Water Commission	60.9%	23.4%	13.8%	1.9%
2006 International Boundary and Water Commission	74.9%	6.8%	17.3%	1.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	75.3%	13.4%	10.6%	0.6%
2008 International Boundary and Water Commission	59.8%	21.2%	16.7%	2.2%
2006 International Boundary and Water Commission	81.4%	15.1%	3.5%	0.0%

13 *Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.6%	21.0%	17.4%	1.0%
2008 International Boundary and Water Commission	43.1%	22.6%	32.9%	1.4%
2006 International Boundary and Water Commission	48.4%	25.1%	26.5%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	44.9%	27.8%	24.5%	2.8%
2008 International Boundary and Water Commission	42.1%	27.5%	29.3%	1.2%
2006 International Boundary and Water Commission	44.7%	25.2%	25.7%	4.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	52.7%	27.2%	17.4%	2.6%
2008 International Boundary and Water Commission	46.6%	29.6%	21.5%	2.3%
2006 International Boundary and Water Commission	56.5%	21.6%	20.8%	1.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	51.2%	18.1%	29.9%	0.8%
2008 International Boundary and Water Commission	39.0%	17.7%	43.3%	0.0%
2006 International Boundary and Water Commission	49.7%	15.9%	34.4%	0.0%

17 *My workload is reasonable.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.0%	16.2%	23.3%	0.5%
2008 International Boundary and Water Commission	51.1%	18.4%	30.5%	0.0%
2006 International Boundary and Water Commission	57.1%	15.4%	27.6%	0.0%

18 *My talents are used well in the workplace.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	62.3%	17.0%	19.8%	0.9%
2008 International Boundary and Water Commission	55.0%	14.5%	27.2%	3.3%
2006 International Boundary and Water Commission	62.6%	14.9%	21.6%	0.9%

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Recruitment, Development, & Retention

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	83.9%	10.3%	5.1%	0.6%
2008 International Boundary and Water Commission	85.5%	7.7%	5.8%	0.9%
2006 International Boundary and Water Commission	76.6%	13.6%	9.8%	0.0%

20 *The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	90.8%	6.3%	2.6%	0.2%
2008 International Boundary and Water Commission	90.2%	6.4%	2.4%	0.9%
2006 International Boundary and Water Commission	91.7%	4.8%	3.6%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	67.2%	14.6%	17.7%	0.5%
2008 International Boundary and Water Commission	76.4%	13.1%	10.5%	0.0%
2006 International Boundary and Water Commission	79.9%	11.5%	7.5%	1.1%

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Performance Culture

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	35.2%	26.2%	34.0%	4.6%
2008 International Boundary and Water Commission	21.6%	20.7%	53.5%	4.1%
2006 International Boundary and Water Commission	36.4%	14.8%	41.2%	7.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	29.6%	26.5%	37.3%	6.5%
2008 International Boundary and Water Commission	29.6%	23.6%	38.1%	8.7%
2006 International Boundary and Water Commission	37.6%	17.5%	33.5%	11.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	43.8%	28.5%	25.4%	2.3%
2008 International Boundary and Water Commission	33.1%	34.0%	30.4%	2.5%
2006 International Boundary and Water Commission	41.7%	26.5%	28.2%	3.7%

25 *Employees are rewarded for providing high quality products and services to customers.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	46.1%	23.6%	28.0%	2.2%
2008 International Boundary and Water Commission	27.4%	25.6%	44.8%	2.3%
2006 International Boundary and Water Commission	34.5%	24.9%	39.3%	1.3%

26 *Creativity and innovation are rewarded.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	40.0%	28.1%	29.3%	2.5%
2008 International Boundary and Water Commission	27.5%	29.0%	42.4%	1.1%
2006 International Boundary and Water Commission	28.6%	29.0%	41.1%	1.3%

27 *Pay raises depend on how well employees perform their jobs.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	25.6%	26.7%	42.5%	5.2%
2008 International Boundary and Water Commission	14.8%	27.0%	53.7%	4.6%
2006 International Boundary and Water Commission	23.7%	22.2%	47.1%	7.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	41.4%	23.2%	30.9%	4.4%
2008 International Boundary and Water Commission	30.9%	24.3%	42.6%	2.2%
2006 International Boundary and Water Commission	42.3%	17.7%	36.2%	3.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	31.4%	30.5%	33.8%	4.2%
2008 International Boundary and Water Commission	24.5%	23.9%	44.9%	6.7%
2006 International Boundary and Water Commission	32.6%	25.3%	37.9%	4.2%

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Performance Culture

30 *My performance appraisal is a fair reflection of my performance.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	63.2%	18.0%	16.7%	2.2%
2008 International Boundary and Water Commission	47.9%	15.1%	35.9%	1.1%
2006 International Boundary and Water Commission	48.5%	23.3%	24.0%	4.2%

31 *Discussions with my supervisor/team leader about my performance are worthwhile.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	56.2%	23.1%	19.0%	1.8%
2008 International Boundary and Water Commission	36.4%	23.3%	39.5%	0.9%
2006 International Boundary and Water Commission	44.8%	28.1%	23.9%	3.2%

32 *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).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	64.3%	15.9%	16.2%	3.6%
2008 International Boundary and Water Commission	52.4%	19.0%	25.3%	3.3%
2006 International Boundary and Water Commission	N/A	N/A	N/A	N/A

33 *I am held accountable for achieving results.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	81.8%	12.7%	4.8%	0.8%
2008 International Boundary and Water Commission	80.6%	8.8%	10.6%	0.0%
2006 International Boundary and Water Commission	81.9%	12.1%	6.0%	0.0%

34 *Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	56.8%	25.7%	11.0%	6.5%
2008 International Boundary and Water Commission	41.8%	30.9%	15.0%	12.4%
2006 International Boundary and Water Commission	50.2%	28.9%	15.5%	5.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	59.7%	23.8%	10.6%	5.9%
2008 International Boundary and Water Commission	39.7%	30.3%	21.7%	8.4%
2006 International Boundary and Water Commission	44.4%	19.9%	23.4%	12.3%

36 *Managers/supervisors/team leaders work well with employees of different backgrounds.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	65.2%	19.4%	12.2%	3.3%
2008 International Boundary and Water Commission	52.1%	21.4%	25.5%	1.0%
2006 International Boundary and Water Commission	54.8%	25.3%	17.1%	2.9%

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Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	51.8%	22.7%	24.9%	0.6%
2008 International Boundary and Water Commission	32.5%	27.9%	39.6%	0.0%
2006 International Boundary and Water Commission	48.2%	23.3%	28.5%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	39.9%	28.0%	31.3%	0.9%
2008 International Boundary and Water Commission	27.2%	18.2%	53.4%	1.1%
2006 International Boundary and Water Commission	32.0%	27.8%	40.2%	0.0%

39 *My organization's leaders maintain high standards of honesty and integrity.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	49.5%	25.7%	21.6%	3.1%
2008 International Boundary and Water Commission	29.6%	22.5%	44.8%	3.1%
2006 International Boundary and Water Commission	45.0%	21.8%	29.9%	3.3%

40 *Managers communicate the goals and priorities of the organization.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	59.7%	21.4%	18.1%	0.8%
2008 International Boundary and Water Commission	46.8%	19.2%	34.0%	0.0%
2006 International Boundary and Water Commission	44.8%	21.6%	33.7%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	57.5%	23.6%	13.7%	5.1%
2008 International Boundary and Water Commission	41.7%	24.9%	27.0%	6.4%
2006 International Boundary and Water Commission	47.0%	17.9%	25.7%	9.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	76.2%	13.2%	9.6%	1.1%
2008 International Boundary and Water Commission	63.7%	17.1%	16.0%	3.1%
2006 International Boundary and Water Commission	69.3%	17.8%	10.4%	2.5%

43 *My organization has prepared employees for potential security threats.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	74.1%	15.6%	8.9%	1.4%
2008 International Boundary and Water Commission	42.5%	20.1%	32.7%	4.6%
2006 International Boundary and Water Commission	62.5%	21.0%	15.4%	1.1%

44 *Complaints, disputes or grievances are resolved fairly in my work unit.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	39.4%	27.5%	20.8%	12.2%
2008 International Boundary and Water Commission	36.0%	25.2%	28.4%	10.5%
2006 International Boundary and Water Commission	45.5%	22.0%	22.6%	9.9%

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Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	47.7%	23.4%	21.5%	7.4%
2008 International Boundary and Water Commission	39.0%	20.7%	34.0%	6.4%
2006 International Boundary and Water Commission	37.6%	22.1%	32.5%	7.8%

46 *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.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.1%	19.2%	11.5%	9.2%
2008 International Boundary and Water Commission	42.5%	24.3%	26.8%	6.4%
2006 International Boundary and Water Commission	56.9%	17.1%	17.3%	8.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	50.5%	22.6%	19.0%	7.9%
2008 International Boundary and Water Commission	36.4%	18.9%	39.2%	5.5%
2006 International Boundary and Water Commission	38.5%	19.7%	34.7%	7.2%

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Learning (Knowledge Management)

48 *Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	58.3%	22.3%	18.2%	1.3%
2008 International Boundary and Water Commission	40.9%	20.2%	38.9%	0.0%
2006 International Boundary and Water Commission	46.6%	29.8%	23.7%	0.0%

49 *Supervisors/team leaders in my work unit support employee development.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	64.5%	19.1%	15.6%	0.8%
2008 International Boundary and Water Commission	44.9%	21.3%	33.8%	0.0%
2006 International Boundary and Water Commission	61.5%	13.2%	25.3%	0.0%

50 *Employees have electronic access to learning and training programs readily available at their desk.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	78.6%	11.9%	7.8%	1.6%
2008 International Boundary and Water Commission	31.5%	29.0%	38.4%	1.1%
2006 International Boundary and Water Commission	44.1%	22.0%	28.7%	5.3%

51 *My training needs are assessed.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	53.4%	24.7%	20.4%	1.6%
2008 International Boundary and Water Commission	33.7%	23.1%	43.1%	0.0%
2006 International Boundary and Water Commission	56.3%	11.6%	30.1%	2.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	54.5%	23.1%	19.6%	2.8%
2008 International Boundary and Water Commission	36.9%	31.0%	30.9%	1.2%
2006 International Boundary and Water Commission	45.0%	20.8%	33.1%	1.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	75.4%	12.8%	11.3%	0.5%
2008 International Boundary and Water Commission	74.5%	14.5%	11.0%	0.0%
2006 International Boundary and Water Commission	73.1%	11.5%	14.1%	1.3%

54 *Employees use information technology (for example, intranet, shared networks) to perform work.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	87.3%	8.2%	3.8%	0.8%
2008 International Boundary and Water Commission	70.4%	15.3%	11.9%	2.4%
2006 International Boundary and Water Commission	80.9%	10.9%	6.0%	2.2%

International Boundary and Water Commission Trend Report

Job Satisfaction

55 *How satisfied are you with your involvement in decisions that affect your work?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	53.4%	22.8%	23.9%
2008 International Boundary and Water Commission	45.3%	18.6%	36.1%
2006 International Boundary and Water Commission	56.2%	21.2%	22.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	48.1%	24.4%	27.4%
2008 International Boundary and Water Commission	37.7%	17.6%	44.7%
2006 International Boundary and Water Commission	37.5%	27.9%	34.6%

57 *How satisfied are you with the recognition you receive for doing a good job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	50.3%	22.8%	26.9%
2008 International Boundary and Water Commission	29.6%	20.0%	50.4%
2006 International Boundary and Water Commission	39.8%	21.8%	38.5%

58 *How satisfied are you with the policies and practices of your senior leaders?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	42.3%	28.8%	28.9%
2008 International Boundary and Water Commission	32.0%	16.9%	51.1%
2006 International Boundary and Water Commission	39.2%	29.7%	31.2%

59 *How satisfied are you with your opportunity to get a better job in your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	39.0%	28.2%	32.8%
2008 International Boundary and Water Commission	27.4%	25.4%	47.2%
2006 International Boundary and Water Commission	38.7%	19.7%	41.7%

60 *How satisfied are you with the training you receive for your present job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	55.3%	24.5%	20.2%
2008 International Boundary and Water Commission	33.3%	25.2%	41.4%
2006 International Boundary and Water Commission	54.2%	17.1%	28.8%

61 *Considering everything, how satisfied are you with your job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	68.5%	17.5%	14.1%
2008 International Boundary and Water Commission	64.2%	22.5%	13.3%
2006 International Boundary and Water Commission	68.0%	16.7%	15.4%

62 *Considering everything, how satisfied are you with your pay?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	60.4%	17.4%	22.2%
2008 International Boundary and Water Commission	57.9%	18.9%	23.2%
2006 International Boundary and Water Commission	60.5%	20.5%	19.1%

International Boundary and Water Commission Trend Report

Job Satisfaction

63 *Considering everything, how satisfied are you with your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	57.5%	22.2%	20.3%
2008 International Boundary and Water Commission	42.0%	28.2%	29.9%
2006 International Boundary and Water Commission	53.9%	19.1%	27.0%

International Boundary and Water Commission Trend Report

Satisfaction with Benefits

64 *How satisfied are you with retirement benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.9%	19.4%	12.5%	7.3%
2008 International Boundary and Water Commission	63.6%	16.5%	12.8%	7.2%
2006 International Boundary and Water Commission	64.1%	15.1%	11.1%	9.7%

65 *How satisfied are you with health insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	62.0%	17.2%	15.8%	5.0%
2008 International Boundary and Water Commission	66.3%	11.4%	15.4%	6.9%
2006 International Boundary and Water Commission	65.6%	15.6%	16.7%	2.1%

66 *How satisfied are you with life insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.2%	21.7%	9.5%	8.6%
2008 International Boundary and Water Commission	72.8%	17.5%	5.9%	3.8%
2006 International Boundary and Water Commission	57.7%	23.2%	10.4%	8.7%

67 *How satisfied are you with long term care insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	32.0%	28.4%	9.6%	30.0%
2008 International Boundary and Water Commission	38.3%	29.0%	9.5%	23.1%
2006 International Boundary and Water Commission	34.9%	32.9%	7.5%	24.8%

68 *How satisfied are you with the flexible spending account (FSA) program?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	34.8%	27.0%	3.7%	34.5%
2008 International Boundary and Water Commission	33.9%	34.6%	3.4%	28.1%
2006 International Boundary and Water Commission	31.8%	34.6%	1.3%	32.3%

69 *How satisfied are you with paid vacation time?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	87.7%	7.7%	4.7%
2008 International Boundary and Water Commission	92.5%	6.3%	1.2%
2006 International Boundary and Water Commission	94.6%	3.5%	2.0%

70 *How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	84.3%	9.4%	6.3%
2008 International Boundary and Water Commission	91.2%	6.3%	2.5%
2006 International Boundary and Water Commission	92.2%	5.4%	2.4%

71 *How satisfied are you with child care subsidies?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	9.1%	23.0%	4.2%	63.7%
2008 International Boundary and Water Commission	7.7%	29.0%	12.3%	50.9%
2006 International Boundary and Water Commission	11.7%	22.6%	5.3%	60.4%

International Boundary and Water Commission Trend Report

Satisfaction with Benefits

72 *How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	28.5%	24.4%	7.4%	39.7%
2008 International Boundary and Water Commission	29.8%	20.3%	19.4%	30.5%
2006 International Boundary and Water Commission	26.2%	36.4%	9.2%	28.3%

73 *How satisfied are you with telework/telecommuting?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	22.6%	20.3%	13.7%	43.3%
2008 International Boundary and Water Commission	14.3%	28.2%	30.8%	26.7%
2006 International Boundary and Water Commission	17.3%	22.4%	12.4%	48.0%

74 *How satisfied are you with alternative work schedules?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	46.9%	17.0%	12.7%	23.4%
2008 International Boundary and Water Commission	29.1%	18.7%	34.0%	18.2%
2006 International Boundary and Water Commission	32.4%	20.3%	24.3%	22.9%

International Boundary and Water Commission Trend Report

Demographics

75. Where do you work?

<i>Headquarters</i>	<i>< 1%</i>
<i>Field</i>	<i>< 1%</i>

76. What is your supervisory status?

<i>Non-Supervisor</i>	<i>< 1%</i>
<i>Team Leader</i>	<i>< 1%</i>
<i>Supervisor</i>	<i>< 1%</i>
<i>Manager</i>	<i>< 1%</i>
<i>Executive</i>	<i>< 1%</i>

77. Are you:

<i>Male</i>	<i>< 1%</i>
<i>Female</i>	<i>< 1%</i>

78. Are you Hispanic or Latino?

<i>Yes</i>	<i>< 1%</i>
<i>No</i>	<i>< 1%</i>

79. Are you:

<i>American Indian or Alaska Native</i>	<i>< 1%</i>
<i>Asian</i>	<i>< 1%</i>
<i>Black or African American</i>	<i>< 1%</i>
<i>Native Hawaiian or Other Pacific Islander</i>	<i>< 1%</i>
<i>White</i>	<i>< 1%</i>
<i>Two or more races</i>	<i>< 1%</i>

80. What is your age group?

<i>25 and under</i>	<i>< 1%</i>
<i>26 - 29</i>	<i>< 1%</i>
<i>30 - 39</i>	<i>< 1%</i>
<i>40 - 49</i>	<i>< 1%</i>
<i>50 - 59</i>	<i>< 1%</i>
<i>60 or older</i>	<i>< 1%</i>

81. What is your pay category/grade?

<i>Federal Wage System</i>	<i>< 1%</i>
<i>GS 1-6</i>	<i>< 1%</i>
<i>GS 7-12</i>	<i>< 1%</i>
<i>GS 13-15</i>	<i>< 1%</i>
<i>Senior Executive Service</i>	<i>< 1%</i>
<i>Senior Level (SL) or Scientific or Professional (ST)</i>	<i>< 1%</i>
<i>Other</i>	<i>< 1%</i>

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

<i>Less than 1 year</i>	<i>< 1%</i>
<i>1 to 3 years</i>	<i>< 1%</i>
<i>4 to 5 years</i>	<i>< 1%</i>
<i>6 to 10 years</i>	<i>< 1%</i>
<i>11 to 14 years</i>	<i>< 1%</i>
<i>15 to 20 years</i>	<i>< 1%</i>
<i>More than 20 years</i>	<i>< 1%</i>

83. How long have you been with your current agency?

<i>Less than 1 year</i>	<i>< 1%</i>
<i>1 to 3 years</i>	<i>< 1%</i>
<i>4 to 5 years</i>	<i>< 1%</i>
<i>6 to 10 years</i>	<i>< 1%</i>
<i>11 to 20 years</i>	<i>< 1%</i>
<i>More than 20 years</i>	<i>< 1%</i>

84. Are you considering leaving your organization within the next year?

<i>No</i>	<i>< 1%</i>
<i>Yes, to retire</i>	<i>< 1%</i>
<i>Yes, to take another job in the Federal Government</i>	<i>< 1%</i>
<i>Yes, to take another job outside the Federal Government</i>	<i>< 1%</i>
<i>Yes, other</i>	<i>< 1%</i>

85. I am planning to retire:

<i>Within one year</i>	<i>< 1%</i>
<i>Between one and three years</i>	<i>< 1%</i>
<i>Between three and five years</i>	<i>< 1%</i>
<i>Five or more years</i>	<i>< 1%</i>