

**REPORT
OF
2008 ANNUAL EMPLOYEE SURVEY RESULTS
FOR
THE PRESIDIO TRUST**

Introduction

The National Defense Authorization Act for Fiscal Year 2004 (Pub. L. 108-136, November 24, 2003, 117 STAT. 1641) requires federal agencies to conduct an annual survey of their employees to assess employee satisfaction as well as leadership and management practices that contribute to agency performance. Specifically, section 1128 of the Act requires each agency survey to cover—

- Leadership and management practices that contribute to agency performance
- Employee satisfaction with—
 - Leadership policies and practices
 - Work environment
 - Rewards and recognition for professional accomplishment and personal contributions to achieving organizational mission
 - Opportunity for professional development and growth
 - Opportunity to contribute to achieving organizational mission

The law also requires that the United States Office of Personnel Management (OPM) issue regulations prescribing survey questions that should appear in agency surveys. The law additionally requires each agency to make the survey results available to the public and to post the results on their web sites (unless the head of the agency determines that doing so would jeopardize or negatively impact national security).

Under the regulations issued by OPM (5 Code of Federal Regulations, part 250) and effective January 1, 2007, the posted survey results will include:

- The agency's evaluation of its survey results
- How the survey was conducted
- A description of the employee sample, unless all employees are surveyed
- The survey questions and response choices with the prescribed questions identified
- The number of employees surveyed and the number of survey respondents
- The number of respondents for each survey question and each response choice

The data must be collected by December 31 of each calendar year, and must be posted on the agency's web site and submitted to OPM no later than 120 days after the agency completes

survey administration. The results are to remain posted on the agency's web site until replaced by the results from the next year's survey.

Annual survey results will be used by OPM to compare data over time and across agencies. In addition, Trust management will use Trust employee data to assess its own performance, take appropriate management actions, and measure management performance from year to year.

The following survey results for the Presidio Trust are presented in the format developed for this purpose by the Office of Personnel Management.

We have included an Appendix containing a comparison of the 40-question Presidio Trust survey results with the 2008 Federal Human Capital Survey results. The Federal Human Capital Survey is a biannual study of the federal workforce conducted by the Office of Personnel Management. Although the 2008 Federal Human Capital Survey contained many more questions than the Presidio Trust's Annual Employee Survey, that survey did include all 40 questions which made up the 2008 Presidio Trust survey. By checking the Appendix to this survey, you can see how the Presidio Trust compares with summary Federal Human Capital Survey figures for the federal government as a whole, and how the Trust compares with the Department of the Interior. (You can view the entire 2008 Federal Human Capital Survey at www.fhcs.opm.gov/2008/Published but please note that the survey questions on the OPM website are numbered differently than the identical questions in the Presidio Trust survey.)

The Department of the Interior was chosen as a point of comparison because it is a resource management agency responsible—through the National Park Service—for administering national parklands, and because its workforce has a similar composition to the Presidio Trust workforce. The Presidio Trust is a resource management agency responsible for administering Area B of the Presidio, which is part of the Golden Gate National Recreation Area. Golden Gate National Recreation Area is a unit of the National Park System.

We have also included in the Appendix a comparison of the Presidio Trust 2008 survey with the Presidio Trust's 2007 survey.

1. Interpretation of Results

The 2008 Presidio Trust Annual Employee Survey measured five areas: Personal Work Experience; Recruitment, Development and Retention; Performance Culture; Leadership; and Job Satisfaction. Results for each area are reviewed using the percentage of positive responses (Strongly Agree/Agree; Very Good/Good; Very Satisfied/Satisfied) as a measure of how well the agency is performing. Results for each area are summarized and analyzed as follows:

- There was an increase in the percentage of favorable responses to 37 (92.5%) of the 40 questions in the 2008 Presidio Trust Annual Employee Survey
- The average percentage increase in favorable responses for the 37 questions was 5.7%

- The average percentage increase for questions in each subject category was as follows:
 - Personal Work Experience – up 5.3%
 - Recruitment, Development, & Retention – up 5.9%
 - Performance Culture – up 4.9%
 - Leadership – up 7.2%
 - Job Satisfaction – up 5.3%

See the Survey Tables for the full range of responses and exact percentages for each survey item. The results for each major category of the survey are analyzed below:

A. Personal Work Experience

The percentage of positive responses exceeded 65% for five of the six survey items under this heading. For example, 88.9% of respondents like the work they do; 83.5% agree that the people they work with cooperate to get the job done; and 81.8% agree that their work gives them a feeling of personal accomplishment. The one item where the 65% threshold was not met was “I am given a real opportunity to improve my skills in my organization”, where 64.3% agreed with that statement.

B. Recruitment, Development and Retention

The percentages of positive responses were generally higher in this category than in any other. The results show that 72.2% of respondents agree that the supervisors/team leaders in their work units support employee development; 74.4% agree that their talents are well used in the workplace; 77.6% agree that physical conditions allow employees to perform well; 78.1% agree that the workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals; 86.2% agree that they know how their work relates to the Trust’s goals and priorities; and 95.1% agree that the work they do is important. All of these positive response numbers (which cover 7 of the 8 items in this category) are higher than the government-wide and Department of the Interior percentages for these survey items (see Appendix). There was a somewhat lower positive response percentage for an item associated with employee development, where 52.7% of respondents agreed that training needs are assessed. That percentage is slightly under the government-wide percentage of 53.4%, but well ahead of the Department of the Interior percentage of 46.7%.

C. Performance Culture

86.9% of respondents agree that their supervisors supported their need to balance work and family issues, and 72.6% agree that their performance appraisal is a fair reflection of their performance. Both figures are higher than the government-wide and Department of the Interior numbers for those same items. Trust positive response percentages were higher in comparison with government-wide and Department of the Interior percentages on 9 of the 10 survey items in this category. We refer you to the Appendix to see how the Trust compares with government-

wide and Department of the Interior figures on the remainder of the survey items covering Performance Culture.

D. Leadership

Positive survey responses for 4 of the 8 items in this category were higher than those for the government-wide average and the Department of the Interior. Despite some significant improvement in the positive responses over last year's percentages for several items in this category, the numbers indicate that the agency needs to keep working on increasing the effectiveness of communications with employees in regard to agency and organizational goals and objectives, and in regard to progress toward meeting those goals and objectives. The agency also intends to better publicize the initiatives in place to enhance employee security.

E. Job Satisfaction

Survey responses show that 78.1% of employees are satisfied with their jobs, which is well above the government-wide average of 68.5%. On the other hand, only 36.4% were satisfied with their opportunity to get a better job in their organization. That figure is lower than the government-wide satisfaction number of 39%, but it is slightly higher than the Department of the Interior satisfaction number of 36.2%. In comparison with larger government agencies having duty stations in many locations across the country, the Trust is a small organization where the only work available is on the Presidio; opportunities, therefore, are limited.

The survey shows that 50.5% of Trust employees are satisfied with their pay, 19.2% are neither satisfied nor dissatisfied, and 30.3% are dissatisfied.

Trust employees are more satisfied with the recognition they receive for doing a good job (57.6% positive responses) than Department of the Interior employees (45.6%) or the government as a whole (50.3%). The positive responses of Trust employees demonstrate that the agency's recognition programs are more appreciated by our employees (on average) than comparable recognition programs in other agencies.

2. The Presidio Trust Survey—How It Was Conducted

The survey was conducted by regular mail from November 21, 2008 until December 31, 2008. On November 14, 2008 an advance notice of the survey was mailed to all employees. The notice explained the survey's purpose and how the results would be used, urged each employee to participate, and assured employees that it was anonymous. The survey itself was mailed on November 21, 2008. Employees were to return it to the Presidio Trust Human Resources Office in a pre-addressed, prepaid envelope by December 31, 2008. The due date was extended for one week. Follow-up post cards were mailed to employees each week through mid-December reminding them to complete and submit their surveys. Returned surveys were reviewed by the

Human Resources Office where each response was manually recorded and tallied on spreadsheets.

3. Description of Sample

The 2008 Annual Employee Survey was not sent to a statistical sample, but to the entire target audience -- all 307 Regular employees. Regular employees are all those full-time and part-time employees who are serving under appointments that have no time limitation.

4. Survey Items and Response Choices

The questions for the Presidio Trust Employee Survey consisted of the 40 questions that all federal agencies were required to ask.

5. Number of Employees Surveyed, Number Responded, and Representativeness of Respondents.

Employees returned 225 surveys of the 307 originally sent out, for a response rate of 73.3%. By way of comparison, the average federal agency response rate for the 2008 Federal Human Capital Survey was 51%.

Attachments

2008 Presidio Trust Annual Employee Survey Results

Appendix A – Comparison with 2008 Federal Human Capital Survey

Appendix B – Comparison with 2007 Presidio Trust Annual Survey

**2008 Annual Employee Survey Results
The Presidio Trust**

Surveys Sent: 307

Surveys Returned: 225

Response Rate: 73.3%

Prescribed Questions: Personal Work Experience								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total*
1. The people I work with cooperate to get the job done.	Frequencies	84	104	23	11	3		225
	Percentages	37.3	46.2	10.2	4.9	1.3		99.9
2. I am given a real opportunity to improve my skills in my organization	Frequencies	57	87	38	22	20		224
	Percentages	25.5	38.8	17.0	9.8	8.9		100
3. My work gives me a feeling of personal accomplishment	Frequencies	88	96	24	8	9		225
	Percentages	39.1	42.7	10.7	3.6	4.0		100.1
4. I like the kind of work I do.	Frequencies	113	86	18	4	3		224
	Percentages	50.5	38.4	8.0	1.8	1.3		100
5. I have trust and confidence in my supervisor.	Frequencies	77	85	32	13	17		224
	Percentages	34.4	38.0	14.3	5.8	7.6		100.1
Item Text		Very Good	Good	Fair	Poor	Very Poor		
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader.	Frequencies	79	73	48	10	12		222
	Percentages	35.6	32.9	21.6	4.5	5.4		100

*Total percentage may not equal 100% due to rounding. Frequency totals for individual items may be less than 225 because a few respondents did not provide an answer.

**2008 Annual Employee Survey Results
The Presidio Trust**

Surveys Sent: 307

Surveys Returned: 225

Response Rate: 73.3%

Prescribed Questions: Recruitment, Development & Retention								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Frequencies	60	115	34	10	4	1	224
	Percentages	26.8	51.3	15.2	4.5	1.8	0.5	100.1
8. My work unit is able to recruit people with the right skills.	Frequencies	56	75	50	19	18	3	221
	Percentages	25.3	33.9	22.6	8.6	8.2	1.4	100
9. I know how my work relates to the agency's goals and priorities.	Frequencies	92	102	14	10	7	0	225
	Percentages	40.9	45.3	6.2	4.4	3.1	0	99.9
10. The work I do is important.	Frequencies	136	76	7	3	1	0	223
	Percentages	61.0	34.1	3.1	1.4	0.5	0	100.1
11. Physical conditions (for example, noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.	Frequencies	56	117	30	12	8	0	223
	Percentages	25.1	52.5	13.5	5.4	3.6	0	100.1
12. Supervisor/team leaders in my work unit support employee development	Frequencies	66	95	33	14	15	0	223
	Percentages	29.6	42.6	14.8	6.3	6.7	0	100
13. My talents are used well in the workplace.	Frequencies	71	95	30	18	9	0	223
	Percentages	31.8	42.6	13.5	8.1	4.0	0	100
14. My training needs are assessed.	Frequencies	34	83	55	26	23	1	222
	Percentages	15.3	37.4	24.8	11.7	10.4	0.5	100.1

*Total percentage may not equal 100% due to rounding. Frequency totals for individual items may be less than 225 because a few respondents did not provide an answer.

**2008 Annual Employee Survey Results
The Presidio Trust**

Surveys Sent: 307

Surveys Returned: 225

Response Rate: 73.3%

Prescribed Questions: Performance Culture								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
15. Promotions in my work unit are based on merit.	Frequencies	22	61	53	27	39	19	221
	Percentages	10.0	27.6	24.0	12.2	17.7	8.6	100.1
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	11	74	48	31	37	20	221
	Percentages	5.0	33.5	21.7	14.0	16.7	9.1	100
17. Creativity and innovation are rewarded	Frequencies	27	60	62	28	38	7	222
	Percentages	12.2	27.0	27.9	12.6	17.1	3.2	100
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	Total
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g.,	Frequencies	42	107	28	25	10	8	220
	Percentages	19.1	48.6	12.7	11.4	4.6	3.6	100
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
19. In my work unit, differences in performance are recognized in a meaningful way.	Frequencies	12	70	56	41	25	14	218
	Percentages	5.5	32.1	25.7	18.8	11.5	6.4	100
20. Pay raises depend on how well employees perform their jobs.	Frequencies	16	41	51	45	50	19	222
	Percentages	7.2	18.5	23.0	20.3	22.5	8.6	100.1
21. My performance appraisal is a fair reflection of my performance.	Frequencies	48	114	25	17	11	8	223
	Percentages	21.5	51.1	11.2	7.6	4.9	3.6	99.9
22. Discussions with my supervisor/team leader about my performance are worthwhile.	Frequencies	41	99	42	17	20	4	223
	Percentages	18.4	44.4	18.8	7.6	9.0	1.8	100
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	50	101	37	20	13	2	223
	Percentages	22.4	45.3	16.6	9.0	5.8	0.9	100
24. My supervisor supports my need to balance work and family issues.	Frequencies	94	99	19	2	7	1	222
	Percentages	42.3	44.6	8.6	0.9	3.2	0.5	99.9

*Total percentage may not equal 100% due to rounding. Frequency totals for individual items may be less than 225 because a few respondents did not provide an answer.

**2008 Annual Employee Survey Results
The Presidio Trust**

Surveys Sent: 307

Surveys Returned: 225

Response Rate: 73.3%

Prescribed Questions: Leadership								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
25. I have a high level of respect for my organization's senior leaders.	Frequencies	38	86	42	32	25	2	225
	Percentages	16.9	38.2	18.7	14.2	11.1	0.9	100
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	24	65	54	46	30	5	224
	Percentages	10.7	29.0	24.1	20.5	13.4	2.2	99.9
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	24	83	65	25	10	17	224
	Percentages	10.7	37.1	29.0	11.2	4.5	7.6	100.1
28. Employees are protected from health and safety hazards on the job.	Frequencies	57	124	26	9	3	5	224
	Percentages	25.5	55.4	11.6	4.0	1.3	2.2	100
29. Employees have a feeling of personal empowerment and ownership of work processes.	Frequencies	30	79	58	34	19	4	224
	Percentages	13.4	35.3	25.9	15.2	8.5	1.8	100.1
30. My workload is reasonable.	Frequencies	36	114	31	27	17	0	225
	Percentages	16.0	50.7	13.8	12.0	7.6	0	100.1
31. Managers communicate the goals and priorities of the organization.	Frequencies	29	80	53	38	20	5	225
	Percentages	12.9	35.6	23.6	16.9	8.9	2.2	100.1
32. My organization has prepared employees for potential security threats.	Frequencies	30	63	69	24	21	18	225
	Percentages	13.3	28.0	30.7	10.7	9.3	8.0	100

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**2008 Annual Employee Survey Results
The Presidio Trust**

Surveys Sent: 307

Surveys Returned: 225

Response Rate: 73.3%

Prescribed Questions: Job Satisfaction								
Item Text		Very Satisfied	Satisfied	Neither	Dissatisfied	Very Dissatisfied		Total
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Frequencies	28	86	58	40	12		224
	Percentages	12.5	38.4	25.9	17.9	5.4		100.1
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	34	75	59	39	17		224
	Percentages	15.2	33.5	26.3	17.4	7.6		100
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	23	59	84	28	31		225
	Percentages	10.2	26.2	37.3	12.4	13.8		99.9
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	41	88	45	33	17		224
	Percentages	18.3	39.3	20.1	14.7	7.6		100
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	22	68	67	45	21		223
	Percentages	9.9	30.5	30.1	20.2	9.4		100.1
38. How satisfied are you with the training you receive for your present job?	Frequencies	36	93	57	18	17		221
	Percentages	16.3	42.1	25.8	8.2	7.7		100.1
39. Considering everything, how satisfied are you with your job?	Frequencies	76	99	30	16	3		224
	Percentages	33.9	44.2	13.4	7.1	1.3		99.9
40. Considering everything, how satisfied are you with your pay?	Frequencies	27	86	43	47	21		224
	Percentages	12.1	38.4	19.2	21.0	9.4		100.1

*Total percentage may not equal 100% due to rounding. Frequency totals for individual items may be less than 225 because a few respondents did not provide an answer.

APPENDIX

APPENDIX A
2008 ANNUAL EMPLOYEE SURVEY RESULTS
THE PRESIDIO TRUST

Comparison with 2008 Federal Human Capital Survey (Governmentwide & Department of the Interior) – Positive Responses

Percentages shown (except those in parentheses) are *positive responses* (Strongly Agree/Agree; Very Good/Good; or Very Satisfied/Satisfied).

Percentages shown in parentheses are *neutral responses* (Neither Agree nor Disagree; Do Not Know; No Basis to Judge; Neither Satisfied nor Dissatisfied; or Fair)

Personal Work Experience	Presidio Trust Survey Results 2008	Federal Human Capital Governmentwide Survey Results 2008	Federal Human Capital Department of the Interior Survey Results 2008
1. The people I work with cooperate to get the job done.	83.5% (10.2%)	83.8% (8.4%)	81.8% (9.4%)
2. I am given a real opportunity to improve my skills in my organization	64.3% (17.0%)	64.0% (17.9%)	62.2% (17.7%)
3. My work gives me a feeling of personal accomplishment	81.8% (10.7%)	73.4% (14.9%)	73.0% (14.9%)
4. I like the kind of work I do.	88.9% (8%)	83.9% (11.0%)	85.4% (10.2%)
5. I have trust and confidence in my supervisor.	72.4% (14.3%)	64.2% (17.8%)	61.5% (18.0%)
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader.	68.5% (21.6%)	66.2% (20.9%)	63.0% (21.2%)

Percentages shown (except those in parentheses) are *positive responses* (Strongly Agree/Agree; Very Good/Good; or Very Satisfied/Satisfied); percentages shown in parentheses are *neutral responses* (Neither Agree nor Disagree; Do Not Know; No Basis to Judge; Neither Satisfied nor Dissatisfied; or Fair)

Recruitment, Development & Retention	Presidio Trust Survey Results 2008	Federal Human Capital Governmentwide Survey Results 2008	Federal Human Capital Department of the Interior Survey Results 2008
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	78.1% (15.2%)	73.8% (15.1%)	71.7% (15.8%)
8. My work unit is able to recruit people with the right skills.	59.2% (22.6%)	44.9% (27.8%)	42.1% (27.9%)
9. I know how my work relates to the agency's goals and priorities.	86.2% (6.2%)	83.9% (10.3%)	82.5% (10.8%)
10. The work I do is important.	95.1% (3.1%)	90.8% (6.3%)	89.8% (7.3%)
11. Physical conditions (for example, noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.	77.6% (13.5%)	67.2% (14.6%)	68.5% (15.0%)
12. Supervisor/team leaders in my work unit support employee development	72.2% (14.8%)	64.5% (19.1%)	63.8% (18.6%)
13. My talents are used well in the workplace.	74.4% (13.5%)	62.2% (17.0%)	60.1% (16.5%)
14. My training needs are assessed.	52.7% (24.8%)	53.4% (24.7%)	46.7% (25.4%)

Percentages shown (except those in parentheses) are *positive responses* (Strongly Agree/Agree; Very Good/Good; or Very Satisfied/Satisfied); percentages shown in parentheses are *neutral responses* (Neither Agree nor Disagree; Do Not Know; No Basis to Judge; Neither Satisfied nor Dissatisfied; or Fair)

Performance Culture	Presidio Trust Survey Results 2008	Federal Human Capital Governmentwide Survey Results 2008	Federal Human Capital Department of the Interior Survey Results 2008
15. Promotions in my work unit are based on merit.	37.6% (24.0%)	35.2% (26.2%)	35.6% (26.6%)
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.5% (21.7%)	29.6% (26.5%)	27.2% (26.3%)
17. Creativity and innovation are rewarded	39.2% (27.9%)	40.1% (28.1%)	40.1% (27.2%)
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	67.7% (12.7%)	64.2% (15.9%)	64.0% (16.5%)
19. In my work unit, differences in performance are recognized in a meaningful way.	37.6% (25.7%)	31.4% (30.5%)	29.2% (30.2%)
20. Pay raises depend on how well employees perform their jobs.	25.7% (23.0%)	25.6% (26.7%)	21.9% (28.9%)
21. My performance appraisal is a fair reflection of my performance.	72.6% (11.2%)	63.2% (18.0%)	59.9% (19.7%)
22. Discussions with my supervisor/team leader about my performance are worthwhile.	62.8% (18.8%)	56.2% (23.1%)	54.3% (22.9%)
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	67.7% (16.6%)	65.2% (19.4%)	61.6% (21.2%)
24. My supervisor supports my need to balance work and family issues.	86.9% (8.6%)	75.3% (13.4%)	78.6% (11.5%)

Percentages shown (except those in parentheses) are *positive responses* (Strongly Agree/Agree; Very Good/Good; or Very Satisfied/Satisfied); percentages shown in parentheses are *neutral responses* (Neither Agree nor Disagree; Do Not Know; No Basis to Judge; Neither Satisfied nor Dissatisfied; or Fair)

Leadership	Presidio Trust Survey Results 2008	Federal Human Capital Governmentwide Survey Results 2008	Federal Human Capital Department of the Interior Survey Results 2008
25. I have a high level of respect for my organization's senior leaders.	55.1% (18.7%)	51.8% (22.7%)	42.8% (25.4%)
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	39.7% (24.1%)	39.9% (28.0%)	31.7% (29.5%)
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	47.8% (29.0%)	57.6% (23.6%)	48.5% (26.8%)
28. Employees are protected from health and safety hazards on the job.	80.9% (11.6%)	76.1% (13.2%)	77.0% (13.2%)
29. Employees have a feeling of personal empowerment and ownership of work processes.	48.7% (25.9%)	43.9% (28.5%)	41.1% (28.7%)
30. My workload is reasonable.	66.7% (13.8%)	60.0% (16.2%)	50.6% (17.6%)
31. Managers communicate the goals and priorities of the organization.	48.5% (23.6%)	59.7% (21.4%)	51.8% (23.9%)
32. My organization has prepared employees for potential security threats.	41.3% (30.7%)	74.1% (15.6%)	62.9% (21.4%)

Percentages shown (except those in parentheses) are *positive responses* (Strongly Agree/Agree; Very Good/Good; or Very Satisfied/Satisfied); percentages shown in parentheses are *neutral responses* (Neither Agree nor Disagree; Do Not Know; No Basis to Judge; Neither Satisfied nor Dissatisfied; or Fair)

Job Satisfaction	Presidio Trust Survey Results 2008	Federal Human Capital Governmentwide Survey Results 2008	Federal Human Capital Department of the Interior Survey Results 2008
33. How satisfied are you with the information you receive from management on what's going on in your organization?	50.9% (25.9%)	48.1% (24.4%)	43.2% (24.7%)
34. How satisfied are you with your involvement in decisions that affect your work?	48.7% (26.3%)	53.4% (22.8%)	52.7% (21.1%)
35. How satisfied are you with your opportunity to get a better job in your organization?	36.4% (37.3%)	39.0% (28.2%)	36.2% (29.6%)
36. How satisfied are you with the recognition you receive for doing a good job?	57.6% (20.1%)	50.3% (22.8%)	45.6% (23.3%)
37. How satisfied are you with the policies and practices of your senior leaders?	40.4% (30.1%)	42.3% (28.8%)	35.5% (30.5%)
38. How satisfied are you with the training you receive for your present job?	58.4% (25.8%)	55.3% (24.5%)	52.5% (25.2%)
39. Considering everything, how satisfied are you with your job?	78.1% (13.4%)	68.5% (17.5%)	66.6% (17.8%)
40. Considering everything, how satisfied are you with your pay?	50.5% (19.2%)	60.4% (17.4%)	61.3% (17.2%)

APPENDIX B
2008 ANNUAL EMPLOYEE SURVEY RESULTS
THE PRESIDIO TRUST

Comparison of 2008 with 2007 Presidio Trust Survey Results – Positive Responses

Percentages shown (except those in parentheses) are *positive responses* (Strongly Agree/Agree; Very Good/Good; or Very Satisfied/Satisfied); percentages shown in parentheses are *neutral responses* (Neither Agree nor Disagree; Do Not Know; No Basis to Judge; Neither Satisfied nor Dissatisfied; or Fair)

Personal Work Experience	Presidio Trust Survey Results 2008	Presidio Trust Survey Results 2007
1. The people I work with cooperate to get the job done.	83.5% (10.2%)	78.3% (11.5%)
2. I am given a real opportunity to improve my skills in my organization	64.3% (17.0%)	59.1% (24%)
3. My work gives me a feeling of personal accomplishment	81.8% (10.7%)	74.3% (16.8%)
4. I like the kind of work I do.	88.9% (8%)	84.9% (14.2%)
5. I have trust and confidence in my supervisor.	72.4% (14.3%)	65.8% (21.3%)
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader.	68.5% (21.6%)	65.4% (23.3%)

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Recruitment, Development & Retention	Presidio Trust Survey Results 2008	Presidio Trust Survey Results 2007
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	78.1% (15.2%)	73.5% (13.0%)
8. My work unit is able to recruit people with the right skills.	59.2% (22.6%)	56.0% (21.3%)
9. I know how my work relates to the agency's goals and priorities.	86.2% (6.2%)	83.0% (10.7%)
10. The work I do is important.	95.1% (3.1%)	91.6% (8.0%)
11. Physical conditions (for example, noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.	77.6% (13.5%)	72.2% (16.8%)
12. Supervisor/team leaders in my work unit support employee development	72.2% (14.8%)	60.0% (21.8%)
13. My talents are used well in the workplace.	74.4% (13.5%)	66.4% (17.7%)
14. My training needs are assessed.	52.7% (24.8%)	45.5% (25.5%)

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Performance Culture	Presidio Trust Survey Results 2008	Presidio Trust Survey Results 2007
15. Promotions in my work unit are based on merit.	37.6% (24.0%)	33.4% (26.1%)
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.5% (21.7%)	31.4% (22.9%)
17. Creativity and innovation are rewarded	39.2% (27.9%)	41.9% (21.4%)
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	67.7% (12.7%)	57.3% (20.0%)
19. In my work unit, differences in performance are recognized in a meaningful way.	37.6% (25.7%)	32.5% (23.9%)
20. Pay raises depend on how well employees perform their jobs.	25.7% (23.0%)	28.1% (21.0%)
21. My performance appraisal is a fair reflection of my performance.	72.6% (11.2%)	66.5% (12.1%)
22. Discussions with my supervisor/team leader about my performance are worthwhile.	62.8% (18.8%)	55.1% (21.8%)
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	67.7% (16.6%)	59.1% (24.4%)
24. My supervisor supports my need to balance work and family issues.	86.9% (8.6%)	82.2% (12.0%)

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Leadership	Presidio Trust Survey Results 2008	Presidio Trust Survey Results 2007
25. I have a high level of respect for my organization's senior leaders.	55.1% (18.7%)	41.3% (26.2%)
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	39.7% (24.1%)	27.4% (25.7%)
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	47.8% (29.0%)	43.7% (28.6%)
28. Employees are protected from health and safety hazards on the job.	80.9% (11.6%)	72.6% (15.5%)
29. Employees have a feeling of personal empowerment and ownership of work processes.	48.7% (25.9%)	32.8% (28.8%)
30. My workload is reasonable.	66.7% (13.8%)	60.2% (20.4%)
31. Managers communicate the goals and priorities of the organization.	48.5% (23.6%)	48.4% (22.7%)
32. My organization has prepared employees for potential security threats.	41.3% (30.7%)	44.5% (28.4%)

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Job Satisfaction	Presidio Trust Survey Results 2008	Presidio Trust Survey Results 2007
33. How satisfied are you with the information you receive from management on what's going on in your organization?	50.9% (25.9%)	44.2% (23.5%)
34. How satisfied are you with your involvement in decisions that affect your work?	48.7% (26.3%)	47.1% (23.1%)
35. How satisfied are you with your opportunity to get a better job in your organization?	36.4% (37.3%)	31.2% (36.9%)
36. How satisfied are you with the recognition you receive for doing a good job?	57.6% (20.1%)	52.2% (18.1%)
37. How satisfied are you with the policies and practices of your senior leaders?	40.4% (30.1%)	33.7% (27.8%)
38. How satisfied are you with the training you receive for your present job?	58.4% (25.8%)	54.0% (27.7%)
39. Considering everything, how satisfied are you with your job?	78.1% (13.4%)	69.7% (20.5%)
40. Considering everything, how satisfied are you with your pay?	50.5% (19.2%)	46.7% (21.8%)