

## **2009 Federal Human Capital Survey Evaluation**

The 2009 Federal Human Capital Survey (FHCS) results have been reviewed and analyzed to gauge employee perceptions on how well the Agency is meeting its goal of strengthening, developing and rewarding its employees.

### Evaluation of Survey Results:

When compared with the results of the 2008 Federal Human Capital Survey (FHCS), the National Capital Planning Commission (NCPC) maintained positive results in many areas that are important to NCPC employees. The following are examples of the most noteworthy results:

- More than 90% of NCPC employees reported that they feel encouraged to come up with new and better ways of doing things; that physical conditions allow them to perform their job well; that they are protected from health and safety hazards on the job; that they use information technology to perform their work; and that they are satisfied with retirement benefits, paid vacation time and paid leave for illness.
- Over 80% of NCPC employees reported that they like the kind of work they do; that their supervisors supports their need to balance work and other life issues; that they know how their work relates to NCPC's goals and priorities; that they understood what they had to do to be rated at different performance levels; that they are held accountable for achieving results; that their managers review and evaluate the organization's progress toward meeting its goals and objectives; and that their supervisors/team leaders are supportive of their development.
- A significant number of NCPC employees reported that they have trust and confidence in their supervisors; that overall, their supervisors/team leaders are doing a good job; that the workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals; that their managers promote communication among different work units; and that they are satisfied with their life insurance benefits and the alternative work schedules.
- Over 70% of NCPC employees reported that the people they work with cooperate to get the job done; that they had enough information to do their job well; that their work gives them a feeling of personal accomplishment; that they recommend NCPC as a good place to work; that the overall quality of work is very good; that their performance appraisal is a fair reflection of their performance; that their managers/supervisors/team leaders work well with employees of different backgrounds; that their managers communicate the goals and priorities of the organization; that NCPC has prepared them for potential security threats; that prohibited personnel practices are not tolerated; that their supervisors/team leaders provide them with constructive suggestions to improve their job performance; that they have electronic access to learning and training programs readily available at their desk; and that considering everything, they are very satisfied with their pay.

Despite these encouraging signs NCPC has some ongoing challenges. The 2009 survey results revealed that:

- Employee positive perceptions of having sufficient resources to get their job done and that they have an opportunity to get a better job in the organization had a 38.1% favorable rate. These perceptions were further substantiated by the 38.1% negative response (Disagreed or Strong Disagreed) received concerning these areas. The Office of Personnel Management (OPM) considers any area receiving a negative response higher than 35% as an area for potential improvement and agency follow-up.

Consequently, NCPC will engage in action planning that will concentrate on discovering the root causes of employees' perceptions in the areas where we are lacking and develop strategies to increase favorable perceptions.

#### How the survey was conducted

The survey was conducted online from October 20 until November 3, 2009. An invitation to participate in the survey was sent via e-mail to the agency employees selected in the sample. The invitation included a link to the survey web site.

#### Description of sample

The population of employees sampled for survey participation consisted of all full-time, permanent, non-seasonal employees. A total of 37 employees were selected for survey participation, including supervisors, managers, and executives. NCPC had a total workforce of 40 employees at the time the sample was drawn.

#### Survey Sample and Response Overview

Of the total agency sample of 37 employees, 21 responded for an overall agency response rate of 57%.

**National Capital Planning Commission  
2009 Federal Human Capital Survey Trend Report**

**Total Respondents: 21**

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"

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

**National Capital Planning Commission Trend Report**

**Personal Work Experiences**

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

	Positive	Neutral	Negative
2009 National Capital Commission	71.4%	19.0%	9.5%
2008 National Capital Commission	80.3%	10.4%	9.3%

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

	Positive	Neutral	Negative
2009 National Capital Commission	61.9%	14.3%	23.8%
2008 National Capital Commission	67.2%	13.1%	19.7%

03. I have enough information to do my job well.

	Positive	Neutral	Negative
2009 National Capital Commission	71.4%	9.5%	19.1%
2008 National Capital Commission	66.4%	14.9%	18.8%

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

	Positive	Neutral	Negative
2009 National Capital Commission	66.7%	19.0%	14.3%
2008 National Capital Commission	61.4%	19.7%	18.9%

**National Capital Planning Commission Trend Report**

**Personal Work Experiences**

05. My work gives me a feeling of personal accomplishment.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	71.5%	9.5 %	19.1%
2008 National Capital Commission	76.7%	5.0%	18.3%

06. I like the kind of work I do.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	81.0%	14.3%	4.8%
2008 National Capital Commission	91.2%	4.6%	4.3%

07. I have trust and confidence in my supervisor.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	76.2%	4.8%	19.0%
2008 National Capital Commission	68.1%	0.0%	31.9%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	71.4%	9.5%	19.0%
2008 National Capital Commission	62.1%	19.1%	18.8%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	76.2%	9.5%	14.3%
2008 National Capital Commission	63.9%	26.9%	9.3%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	71.2%	28.6%	0.0%
2008 National Capital Commission	81.6%	18.4%	0.0%

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**National Capital Planning Commission Trend Report**

**Recruitment, Development, & Retention**

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	76.2%	14.3%	4.8%	4.8%
2008 National Capital Commission	68.1%	4.2%	27.7%	0.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	80.9%	19.0%	0.0%	0.0%
2008 National Capital Commission	81.7%	13.3%	5.0%	0.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	57.1%	19.0%	23.8%	0.0%
2008 National Capital Commission	70.8%	15.4%	13.9%	0.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	47.7%	33.3%	19.1%	0.0%
2008 National Capital Commission	59.6%	17.3%	18.1%	5.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	38.1%	28.6%	28.6%	4.8%
2008 National Capital Commission	54.1%	22.8%	18.9%	4.3%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	38.1%	23.8%	38.1%	0.0%
2008 National Capital Commission	35.2%	34.0%	26.5%	4.3%

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**National Capital Planning Commission Trend Report**

**Recruitment, Development, & Retention**

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17. My workload is reasonable.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	57.1%	9.5%	33.4%	0.0%
2008 National Capital Commission	65.6%	17.4%	12.7%	4.3%

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18. My talents are used well in the workplace.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	57.2%	9.5%	33.3%	0.0%
2008 National Capital Commission	76.8%	9.6%	13.6%	0.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	81.0%	4.8%	14.3%	0.0%
2008 National Capital Commission	85.5%	5.0%	5.0%	4.4%

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20. The work I do is important.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	66.7%	23.8%	9.6%	0.0%
2008 National Capital Commission	81.0%	14.0%	5.0%	0.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	95.2%	0.0%	4.8%	0.0%
2008 National Capital Commission	86.0%	14.0%	0.0%	0.0%

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**National Capital Planning Commission Trend Report**

**Performance Culture**

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	47.6%	14.3%	28.5%	9.5%
2008 National Capital Commission	53.0%	19.2%	14.3%	13.5%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	33.4%	19.0%	23.8%	23.8%
2008 National Capital Commission	34.8%	19.1%	36.5%	9.5%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	52.4%	28.6%	19.0%	0.0%
2008 National Capital Commission	54.6%	17.7%	27.6%	0.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	66.7%	14.3%	19.1%	0.0%
2008 National Capital Commission	66.2%	14.1%	19.7%	0.0%

26. Creativity and innovation are rewarded.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	61.9%	19.0%	19.1%	0.0%
2008 National Capital Commission	52.5%	23.2%	24.3%	0.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	47.7%	19.0%	28.5%	4.8%
2008 National Capital Commission	35.2%	27.7%	24.0%	13.1%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	47.6%	23.8%	23.8%	4.8%
2008 National Capital Commission	53.0%	24.1%	13.7%	19.2%

**National Capital Planning Commission Trend Report**

**Performance Culture**

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	28.6%	28.6%	23.8%	19.0%
2008 National Capital Commission	48.4%	10.3%	27.6%	13.7%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	71.5%	9.5%	19.0%	0.0%
2008 National Capital Commission	81.7%	9.0%	5.0%	4.3%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	66.6%	14.3%	19.1%	0.0%
2008 National Capital Commission	73.1%	12.9%	9.4%	4.6%

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).

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	81.0%	0.0%	19.1%	0.0%
2008 National Capital Commission	77.4%	13.3%	5.0%	4.3%

33. I am held accountable for achieving results.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	81.0%	14.3%	4.8%	0.0%
2008 National Capital Commission	90.6%	9.4%	0.0%	0.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	66.7%	9.5%	9.5%	14.3%
2008 National Capital Commission	71.6%	5.0%	8.9%	14.5%



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**National Capital Planning Commission Trend Report**

**Performance Culture**

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

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	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	66.7%	9.5%	14.3%	9.5%
2008 National Capital Commission	57.0%	20.6%	4.3%	18.1%

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

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	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	71.4%	9.5%	14.3%	4.8%
2008 National Capital Commission	70.7%	24.3%	5.0%	0.0%

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## National Capital Planning Commission Trend Report

### Leadership

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

	Positive	Neutral	Negative	Do Not Know
2009 National Capital Commission	61.9%	9.5%	28.5%	0.0%
2008 National Capital Commission	68.1%	8.8%	23.1%	0.0%

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

	Positive	Neutral	Negative	Do Not Know
2009 National Capital Commission	42.8%	28.6%	25.5%	0.0%
2008 National Capital Commission	48.7%	28.3%	23.0%	0.0%

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

	Positive	Neutral	Negative	Do Not Know
2009 National Capital Commission	57.2%	14.3%	23.8%	4.8%
2008 National Capital Commission	67.3%	13.9%	18.8%	0.0%

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

	Positive	Neutral	Negative	Do Not Know
2009 National Capital Commission	71.4%	14.3%	14.3%	0.0%
2008 National Capital Commission	72.1%	13.3%	14.6%	0.0%

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

	Positive	Neutral	Negative	Do Not Know
2009 National Capital Commission	81.0%	4.8%	9.6%	4.8%
2008 National Capital Commission	77.8%	4.3%	8.6%	9.3%

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

	Positive	Neutral	Negative	Do Not Know
2009 National Capital Commission	95.2%	4.8%	0.0%	0.0%
2008 National Capital Commission	100.0%	0.0%	0.0%	0.0%

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

	Positive	Neutral	Negative	Do Not Know
2009 National Capital Commission	71.5%	19.0%	9.6%	0.0%
2008 National Capital Commission	54.9%	13.3%	27.4%	4.4%

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## National Capital Planning Commission Trend Report

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### Leadership

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	42.8%	19.0%	19.1%	19.0%
2008 National Capital Commission	43.6%	14.6%	18.8%	23.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	66.6%	9.5%	23.8%	0.0%
2008 National Capital Commission	72.5%	0.0%	13.7%	13.8%

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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.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	71.4%	4.8%	4.8%	19.0%
2008 National Capital Commission	77.0%	4.3%	9.5%	9.3%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	52.4%	4.8%	23.8%	19.0%
2008 National Capital Commission	57.1%	4.3%	8.7%	29.8%

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**National Capital Planning Commission Trend Report**

**Learning (Knowledge Management)**

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	71.4%	9.5%	14.3%	4.8%
2008 National Capital Commission	52.7%	28.8%	18.5%	0.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	81.8%	9.1%	9.1%	0.0%
2008 National Capital Commission	86.1%	8.9%	5.0%	0.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	71.5%	19.0%	9.5%	0.0%
2008 National Capital Commission	52.1%	28.9%	19.0%	0.0%

51. My training needs are assessed.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	57.1%	14.3%	28.6%	0.0%
2008 National Capital Commission	72.3%	17.7%	10.0%	0.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	76.1%	9.5%	14.3%	0.0%
2008 National Capital Commission	63.1%	4.4%	23.1%	9.3%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	61.9%	4.8%	33.3%	0.0%
2008 National Capital Commission	82.1%	8.6%	9.3%	0.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2009 National Capital Commission	95.3%	4.8%	0.0%	0.0%
2008 National Capital Commission	100.0%	0.0%	0.0%	0.0%

**National Capital Planning Commission Trend Report**

**Job Satisfaction**

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	66.7%	14.3%	19.0%
2008 National Capital Commission	72.4%	5.0%	22.6%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	66.7%	4.8%	28.6%
2008 National Capital Commission	72.1%	18.3%	9.6%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	66.6%	14.3%	19.0%
2008 National Capital Commission	68.1%	22.6%	9.3%

58. How satisfied are you with the practices of your senior leaders?

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	52.4%	28.6%	19.1%
2008 National Capital Commission	76.9%	4.3%	18.8%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	38.1%	23.8%	38.1%
2008 National Capital Commission	50.1%	18.1%	31.8%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	61.9%	14.3%	23.8%
2008 National Capital Commission	71.3%	10.0%	18.6%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	66.7%	14.3%	19.1%
2008 National Capital Commission	68.1%	18.0%	13.9%

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## National Capital Planning Commission Trend Report

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### Job Satisfaction

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	71.4%	4.8%	23.8%
2008 National Capital Commission	76.7%	0.0%	23.3%

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63. Considering everything, how satisfied are you with the organization?

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	66.7%	14.3%	19.1%
2008 National Capital Commission	72.3%	8.9%	18.8%

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**National Capital Planning Commission Trend Report**

**Satisfaction with Benefits**

64. How satisfied are you with retirement benefits?

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>No Basis to Judge</b>
2009 National Capital Commission	100.0%	0.0%	0.0%	0.0%
2008 National Capital Commission	81.3%	4.2%	4.4%	10.0%

65. How satisfied are you with health insurance benefits ?

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>No Basis to Judge</b>
2009 National Capital Commission	61.9%	14.3%	19.1%	4.8%
2008 National Capital Commission	68.4%	14.0%	17.7%	0.0%

66. How satisfied are you with life insurance benefits?

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>No Basis to Judge</b>
2009 National Capital Commission	76.2%	14.3%	0.0%	9.5%
2008 National Capital Commission	64.3%	8.9%	4.3%	22.5%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>No Basis to Judge</b>
2009 National Capital Commission	28.5%	28.6%	14.3%	28.6%
2008 National Capital Commission	46.2%	4.5%	8.5%	40.8%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>No Basis to Judge</b>
2009 National Capital Commission	61.9%	19.0%	0.0%	19.0%
2008 National Capital Commission	68.4%	8.8%	4.4%	18.3%

69. How satisfied are you with paid vacation time?

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	95.2%	4.8%	0.0%
2008 National Capital Commission	87.1%	8.7%	4.2%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2009 National Capital Commission	95.2%	4.8%	0.0%
2008 National Capital Commission	86.8%	4.3%	8.9%

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## National Capital Planning Commission Trend Report

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### Satisfaction with Benefits

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71. How satisfied are you with child care subsidies?

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>No Basis to Judge</b>
2009 National Capital Commission	19.0%	19.0%	0.0%	61.9%
2008 National Capital Commission	20.3%	17.1%	4.5%	58.1%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>No Basis to Judge</b>
2009 National Capital Commission	66.7%	14.3%	0.0%	19.0%
2008 National Capital Commission	37.1%	12.8%	4.2%	45.9%

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73. How satisfied are you with telework/telecommuting?

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>No Basis to Judge</b>
2009 National Capital Commission	52.3%	9.5%	23.8%	14.3%
2008 National Capital Commission	55.0%	9.4%	8.5%	27.0%

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74. How satisfied are you with alternative work schedules?

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>No Basis to Judge</b>
2009 National Capital Commission	76.2%	4.8%	4.8%	14.3%
2008 National Capital Commission	76.9%	4.3%	0.0%	18.8%

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## National Capital Planning Commission Trend Report

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### Demographics

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#### 75 What is your supervisory status?

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Non-Supervisor	57.1%
Team Leader	28.6%
Supervisor	4.8%
Manager	4.8%
Executive	4.8%