



INTERNATIONAL BOUNDARY AND WATER COMMISSION
UNITED STATES AND MEXICO

OFFICE OF THE COMMISSIONER
UNITED STATES SECTION

July 31, 2009

Mr. Robert McCarthy
USIBWC
Legal Department
4171 N. Mesa, Bldg C
El Paso, TX 79902

Dear Mr. McCarthy,

Your conduct during the six month period in which you have been employed by the United States Section of the International Boundary and Water Commission (USIBWC) has failed to demonstrate to me your fitness for continued employment with this agency, and I have no recourse but to inform you that I am terminating your service with the USIBWC effective today, July 31, 2009.

It has been well known that one of my high priorities, as Commissioner has been to bring unity and develop a team partnership within the executive staff. I have had a series of meetings with you in which I discussed your lack of cooperation to support me in this effort. Since those meetings, your continued failure to support me or other members of the executive staff in a constructive and collegial manner as evidenced in your memoranda of June 19, 2009, "Legal Requirements for Information Management", June 19, 2009, "Legal Requirements for Separation of Budget and Finance Responsibilities", July 14, 2009, "Opinion on the Draft Internal Audit Program Directive and Manual", and July 20, 2009, "Comments on Proposed Directive Management System" leaves me no other recourse.

Sincerely,

C.W. Ruth
Commissioner