



U.S. ELECTION ASSISTANCE COMMISSION
1335 East West Highway, Suite 4300
Silver Spring, MD 20910

Annual Employee Survey Results

This brief analysis was provided along with the attached survey results:

EAC's response rate of 71% was quite good. However, given the very small number of people who work at EAC, even "Very Good" does not produce a large database. Fifteen out of 21 people responded. The response rates in the past have been similar so it's fair to compare the 2013 results to those from previous years.

Overall, EAC results were in line with 2012 results. Even given the small number of people involved, the data is convincing that the agency continues to be a better place to work than it was two years ago. Areas of focus for EAC leadership in 2014 include EAC's performance culture and diversity training.

Respondents were also given the opportunity to discuss EAC's strengths and areas they would like to see changes. Very few people made comments. The positive comments say EAC's mission is important and people are proud to perform it.

March 2014

**2013 Annual Employee Survey Results for
U.S. Election Assistance Commission
All Respondents**

Surveys Sent: 21

Surveys Returned: 15

Response Rate: 71%

Prescribed Questions: Personal Work Experiences							
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Total
1. The people I work with cooperate to get the job done.	Frequencies	7	6	1	1	0	15
	Percentages	46.7%	40.0%	6.7%	6.7%	0.0%	100.0%
2. I am given a real opportunity to improve my skills in my organization.	Frequencies	7	1	3	2	2	15
	Percentages	46.7%	6.7%	20.0%	13.3%	13.3%	100.0%
3. My work gives me a feeling of personal accomplishment.	Frequencies	8	4	1	1	1	15
	Percentages	53.3%	26.7%	6.7%	6.7%	6.7%	100.0%
4. I like the kind of work I do.	Frequencies	8	4	1	1	1	15
	Percentages	53.3%	26.7%	6.7%	6.7%	6.7%	100.0%
5. I have trust and confidence in my supervisor.	Frequencies	7	3	1	1	3	15
	Percentages	46.7%	20.0%	6.7%	6.7%	20.0%	100.0%
Item Text		Very Good	Good	Fair	Poor	Very Poor	Total
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Frequencies	7	3	1	2	2	15
	Percentages	46.7%	20.0%	6.7%	13.3%	13.3%	100.0%

**2013 Annual Employee Survey Results for
U.S. Election Assistance Commission
All Respondents**

Surveys Sent: 21

Surveys Returned: 15

Response Rate: 71%

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	7	6	1	0	1	0	15
	Percentages	46.7%	40.0%	6.7%	0.0%	6.7%		100.0%
8. My work unit is able to recruit people with the right skills.	Frequencies	5	3	3	1	3	0	15
	Percentages	33.3%	20.0%	20.0%	6.7%	20.0%		100.0%
9. I know how my work relates to the agency's goals and priorities.	Frequencies	9	5	0	0	1	0	15
	Percentages	60.0%	33.3%	0.0%	0.0%	6.7%		100.0%
10. The work I do is important.	Frequencies	8	6	0	0	1	0	15
	Percentages	53.3%	40.0%	0.0%	0.0%	6.7%		100.0%
11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Frequencies	6	6	2	1	0	0	15
	Percentages	40.0%	40.0%	13.3%	6.7%	0.0%		100.0%
12. Supervisors/team leaders in my work unit support employee development.	Frequencies	6	3	2	1	3	0	15
	Percentages	40.0%	20.0%	13.3%	6.7%	20.0%		100.0%
13. My talents are used well in the workplace.	Frequencies	7	2	2	3	1	0	15
	Percentages	46.7%	13.3%	13.3%	20.0%	6.7%		100.0%
14. My training needs are assessed.	Frequencies	5	4	1	3	2	0	15
	Percentages	33.3%	26.7%	6.7%	20.0%	13.3%		100.0%

**2013 Annual Employee Survey Results for
U.S. Election Assistance Commission
All Respondents**

Surveys Sent: 21

Surveys Returned: 15

Response Rate: 71%

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	4	2	5	0	3	1	14
	Percentages	28.6%	14.3%	35.7%	0.0%	21.4%		100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	4	2	3	2	3	1	14
	Percentages	28.6%	14.3%	21.4%	14.3%	21.4%		100.0%
17. Creativity and innovation are rewarded.	Frequencies	5	1	2	2	2	1	12
	Percentages	41.7%	8.3%	16.7%	16.7%	16.7%		100.0%
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., Fully Successful, Outstanding).	Frequencies	4	3	5	0	1	2	13
	Percentages	30.8%	23.1%	38.5%	0.0%	7.7%		100.0%
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	5	2	4	1	2	1	14
	Percentages	35.7%	14.3%	28.6%	7.1%	14.3%		100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	3	2	4	2	1	3	12
	Percentages	25.0%	16.7%	33.3%	16.7%	8.3%		100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	5	3	3	1	1	2	13
	Percentages	38.5%	23.1%	23.1%	7.7%	7.7%		100.0%
22. Discussions with my supervisor/team leader about my performance are worthwhile.	Frequencies	6	3	1	1	3	1	14
	Percentages	42.9%	21.4%	7.1%	7.1%	21.4%		100.0%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	6	3	2	2	2	0	15
	Percentages	40.0%	20.0%	13.3%	13.3%	13.3%		100.0%
24. My supervisor supports my need to balance work and family issues.	Frequencies	8	4	2	1	0	0	15
	Percentages	53.3%	26.7%	13.3%	6.7%	0.0%		100.0%

**2013 Annual Employee Survey Results for
U.S. Election Assistance Commission
All Respondents**

Surveys Sent: 21

Surveys Returned: 15

Response Rate: 71%

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	7	3	2	1	2	0	15
	Percentages	46.7%	20.0%	13.3%	6.7%	13.3%		100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	6	2	3	2	2	0	15
	Percentages	40.0%	13.3%	20.0%	13.3%	13.3%		100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	6	3	2	1	1	2	13
	Percentages	46.2%	23.1%	15.4%	7.7%	7.7%		100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	7	7	0	0	0	1	14
	Percentages	50.0%	50.0%	0.0%	0.0%	0.0%		100.0%
29. Employees have a feeling of personal empowerment with respect to work processes.	Frequencies	7	4	1	1	2	0	15
	Percentages	46.7%	26.7%	6.7%	6.7%	13.3%		100.0%
30. My workload is reasonable.	Frequencies	4	7	1	1	1	1	14
	Percentages	28.6%	50.0%	7.1%	7.1%	7.1%		100.0%
31. Managers communicate the goals and priorities of the organization.	Frequencies	6	3	1	1	4	0	15
	Percentages	40.0%	20.0%	6.7%	6.7%	26.7%		100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	6	5	1	1	1	1	14
	Percentages	42.9%	35.7%	7.1%	7.1%	7.1%		100.0%

**2013 Annual Employee Survey Results for
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Response Rate: 71%

Prescribed Questions: Job Satisfaction								
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied		Total
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Frequencies	6	3	2	0	4		15
	Percentages	40.0%	20.0%	13.3%	0.0%	26.7%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	5	4	2	1	3		15
	Percentages	33.3%	26.7%	13.3%	6.7%	20.0%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	4	2	4	0	4		14
	Percentages	28.6%	14.3%	28.6%	0.0%	28.6%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	6	4	1	0	4		15
	Percentages	40.0%	26.7%	6.7%	0.0%	26.7%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	6	3	3	1	2		15
	Percentages	40.0%	20.0%	20.0%	6.7%	13.3%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	5	5	0	2	2		14
	Percentages	35.7%	35.7%	0.0%	14.3%	14.3%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	6	6	1	0	1		14
	Percentages	42.9%	42.9%	7.1%	0.0%	7.1%		100.0%
40. Considering everything, how satisfied are you with your pay?	Frequencies	4	8	2	0	0		14
	Percentages	28.6%	57.1%	14.3%	0.0%	0.0%		100.0%

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Agency-Specific Items								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	Total
41. I recommend my organization as a good place to work.	Frequencies	5	3	3	1	3	0	15
	Percentages	33.3%	20.0%	20.0%	6.7%	20.0%		100.0%
42. I have sufficient resources (for example, people; materials; budget) to get my job done.	Frequencies	7	5	1	1	1	0	15
	Percentages	46.7%	33.3%	6.7%	6.7%	6.7%		100.0%
43. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women; training in awareness of diversity issues; mentoring).	Frequencies	6	4	1	1	2	1	14
	Percentages	42.9%	28.6%	7.1%	7.1%	14.3%		100.0%
44. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Frequencies	6	2	3	2	1	0	14
	Percentages	42.9%	14.3%	21.4%	14.3%	7.1%		100.0%
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied		Total
45. Considering everything, how satisfied are you with your organization?	Frequencies	6	4	1	2	2		15
	Percentages	40.0%	26.7%	6.7%	13.3%	13.3%		100.0%

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Demographics

Is your position considered:	N	%
Full-time equivalent (FTE)	10	100%
Intermittent (with a not to exceed date)	0	0%
Detail	0	0%

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	0	0%
1-3 years	0	0%
4-5 years	0	0%
6-10 years	3	33%
11-20 years	6	67%
More than 20 years	0	0%

How long have you been with your current agency?	N	%
Less than 1 year	0	0%
1-3 years	0	0%
More than 3 years	9	100%



Annual Employee Survey (AES) 3-Year Results Comparison for 2013 vs. 2012/2011

This is a summary of changes in scores for 2013 vs the 2012/2011
U.S. Election Assistance Commission Annual Employee Survey.
Differences must be at least 15 percentage points to be considered meaningful (e.g., 55% vs. 70%).

Personal Work Experiences (Items 1 - 6)

There were no marked differences in the percent favorable scores since 2012/2011 for personal work experience items.

Recruitment, Development and Selection (Items 7 - 14)

There was one notable increase in percent favorable scores for recruitment, development and selection items.

- ▲ Favorability increased 16 percentage points for item 7: "The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals" since 2012, and 19 points since 2011.

Performance Culture (Items 15 - 24)

There were two conspicuous decreases in percent favorable scores for performance culture items.

- ▼ Favorability decreased 19 percentage points for item 16: "In my work unit, steps are taken to deal with a poor performer who cannot or will not improve" since 2012, but increased 8 points since 2011.
- ▼ Favorability decreased 15 percentage points for item 18: "In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding)" since 2012, and decreased 18 points since 2011.

Leadership (Items 25 - 32)

There were no noteworthy differences in the percent favorable scores since 2012/2011 for leadership survey items.

Job Satisfaction (Items 33 - 40)

There were two marked increases in percent favorable scores for job satisfaction items.

- ▲ Favorability increased 22 percentage points for item 39: "Considering everything, how satisfied are you with your job?" since 2012, and 28 points since 2011.
- ▲ Favorability increased 22 percentage points for item 40: "Considering everything, how satisfied are you with your pay?" since 2012, and 23 points since 2011.

Agency-Specific Items (Items 41 - 45)

There was one notable decrease in percent favorable responses for agency-specific items.

- ▼ Favorability decreased 21 percentage points for item 43: "Policies and programs promote diversity in the workplace (for example, recruiting minorities and women; training in awareness of diversity issues; mentoring)" since 2012, but increased 24 points since 2011.

United States Election Assistance Commission Annual Employee Survey



Annual Employee Survey (AES) Results						
Overall Results by Year						
This is a comparison report of the U.S. Election Assistance Commission's 2011, 2012 and 2013 Annual Employee Survey results. This report displays results by Favorable, Neutral, and Unfavorable responses. As shown below, for each response scale two responses are categorized as "Favorable," one response is categorized as "Neutral," and two are categorized as "Unfavorable." All of the data in this report is considered unweighted.						
Category	Item #	Item	Year	Favorable	Neutral	Unfavorable
Personal Work Experiences	1	The people I work with cooperate to get the job done.	2013	87%	7%	7%
			2012	86%	14%	0%
			2011	79%	11%	11%
	2	I am given a real opportunity to improve my skills in my organization.	2013	53%	20%	27%
			2012	64%	14%	21%
			2011	58%	16%	26%
3	My work gives me a feeling of personal accomplishment.	2013	80%	7%	13%	
		2012	86%	7%	7%	
		2011	74%	5%	21%	
4	I like the kind of work I do.	2013	80%	7%	13%	
		2012	93%	0%	7%	
		2011	84%	5%	11%	
5	I have trust and confidence in my supervisor.	2013	67%	7%	27%	
		2012	64%	21%	14%	
		2011	58%	11%	32%	
6	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	2013	67%	7%	27%	
		2012	64%	29%	7%	
		2011	63%	21%	16%	
Recruitment, Development, & Retention	7	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	2013	87%	7%	7%
			2012	71%	21%	7%
			2011	68%	16%	16%
	8	My work unit is able to recruit people with the right skills.	2013	53%	20%	27%
			2012	64%	29%	7%
			2011	50%	17%	33%
	9	I know how my work relates to the agency's goals and priorities.	2013	93%	0%	7%
			2012	100%	0%	0%
2011			89%	5%	5%	
10	The work I do is important.	2013	93%	0%	7%	
		2012	93%	0%	7%	
		2011	84%	11%	5%	
11	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	2013	80%	13%	7%	
		2012	93%	0%	7%	
		2011	68%	16%	16%	
12	Supervisors/team leaders in my work unit support employee development.	2013	60%	13%	27%	
		2012	69%	15%	15%	
		2011	61%	22%	17%	
13	My talents are used well in the workplace.	2013	60%	13%	27%	
		2012	57%	14%	29%	
		2011	58%	16%	26%	
14	My training needs are assessed.	2013	60%	7%	33%	
		2012	64%	14%	21%	
		2011	42%	21%	37%	
Performance Culture	15	Promotions in my work unit are based on merit.	2013	43%	36%	21%
			2012	45%	36%	18%
			2011	32%	37%	32%
	16	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	2013	43%	21%	36%
			2012	62%	15%	23%
			2011	35%	47%	18%
	17	Creativity and innovation are rewarded.	2013	50%	17%	33%
			2012	50%	29%	21%
			2011	39%	28%	33%
	18	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	2013	54%	38%	8%
			2012	69%	23%	8%
			2011	72%	11%	17%
19	In my work unit, differences in performance are recognized in a meaningful way.	2013	50%	29%	21%	
		2012	50%	42%	8%	
		2011	39%	17%	44%	
20	Pay raises depend on how well employees perform their jobs.	2013	42%	33%	25%	
		2012	50%	30%	20%	
		2011	25%	19%	56%	
21	My performance appraisal is a fair reflection of my performance.	2013	62%	23%	15%	
		2012	67%	25%	8%	
		2011	71%	24%	6%	
22	Discussions with my supervisor/ team leader about my performance are worthwhile.	2013	64%	7%	29%	
		2012	58%	33%	8%	
		2011	76%	0%	24%	
23	Managers/supervisors/team leaders work well with employees of different backgrounds.	2013	60%	13%	27%	
		2012	69%	15%	15%	
		2011	50%	11%	39%	
24	My supervisor supports my need to balance work and family issues.	2013	80%	13%	7%	
		2012	86%	14%	0%	
		2011	84%	16%	0%	

United States Election Assistance Commission Annual Employee Survey



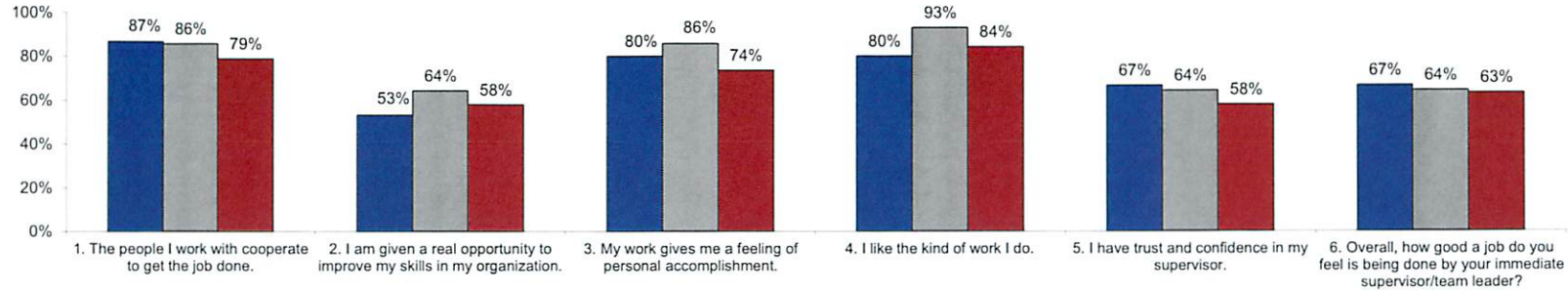
Annual Employee Survey (AES) Results						
Overall Results by Year						
This is a comparison report of the U.S. Election Assistance Commission's 2011, 2012 and 2013 Annual Employee Survey results. This report displays results by Favorable, Neutral, and Unfavorable responses. As shown below, for each response scale two responses are categorized as "Favorable," one response is categorized as "Neutral," and two are categorized as "Unfavorable." All of the data in this report is considered unweighted.						
Category	Item #	Item	Year	Favorable	Neutral	Unfavorable
Leadership	25	I have a high level of respect for my organization's senior leaders.	2013	67%	13%	20%
			2012	64%	21%	14%
			2011	37%	21%	42%
	26	In my organization, leaders generate high levels of motivation and commitment in the workforce.	2013	53%	20%	27%
			2012	54%	31%	15%
			2011	37%	16%	47%
	27	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	2013	69%	15%	15%
			2012	69%	15%	15%
			2011	53%	18%	29%
	28	Employees are protected from health and safety hazards on the job.	2013	100%	0%	0%
			2012	93%	7%	0%
			2011	89%	0%	11%
29	Employees have a feeling of personal empowerment with respect to work processes.	2013	73%	7%	20%	
		2012	71%	21%	7%	
		2011	47%	26%	26%	
30	My workload is reasonable.	2013	79%	7%	14%	
		2012	92%	8%	0%	
		2011	74%	16%	11%	
31	Managers communicate the goals and priorities of the organization.	2013	60%	7%	33%	
		2012	71%	14%	14%	
		2011	47%	5%	47%	
32	My organization has prepared employees for potential security threats.	2013	79%	7%	14%	
		2012	93%	7%	0%	
		2011	79%	5%	16%	
Job Satisfaction	33	How satisfied are you with the information you receive from management on what's going on in your organization?	2013	60%	13%	27%
			2012	71%	0%	29%
			2011	42%	11%	47%
	34	How satisfied are you with your involvement in decisions that affect your work?	2013	60%	13%	27%
			2012	71%	0%	29%
			2011	42%	16%	42%
	35	How satisfied are you with your opportunity to get a better job in your organization?	2013	43%	29%	29%
			2012	46%	31%	23%
			2011	17%	28%	56%
	36	How satisfied are you with the recognition you receive for doing a good job?	2013	67%	7%	27%
			2012	64%	7%	29%
			2011	42%	26%	32%
37	How satisfied are you with the policies and practices of your senior leaders?	2013	60%	20%	20%	
		2012	64%	21%	14%	
		2011	42%	16%	42%	
38	How satisfied are you with the training you receive for your present job?	2013	71%	0%	29%	
		2012	79%	14%	7%	
		2011	58%	16%	26%	
39	Considering everything, how satisfied are you with your job?	2013	86%	7%	7%	
		2012	64%	14%	21%	
		2011	58%	11%	32%	
40	Considering everything, how satisfied are you with your pay?	2013	86%	14%	0%	
		2012	64%	14%	21%	
		2011	63%	11%	26%	
Agency-Specific Items	41	I recommend my organization as a good place to work.	2013	53%	20%	27%
			2012	57%	21%	21%
			2011	21%	21%	58%
	42	I have sufficient resources (for example, people; materials; budget) to get my job done.	2013	80%	7%	13%
			2012	71%	21%	7%
			2011	37%	21%	42%
	43	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women; training in awareness of diversity issues; mentoring).	2013	71%	7%	21%
			2012	92%	0%	8%
			2011	47%	26%	26%
	44	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	2013	57%	21%	21%
2012			67%	17%	17%	
2011			56%	6%	38%	
45	Considering everything, how satisfied are you with your organization?	2013	67%	7%	27%	
		2012	71%	14%	14%	
			2011	33%	33%	33%



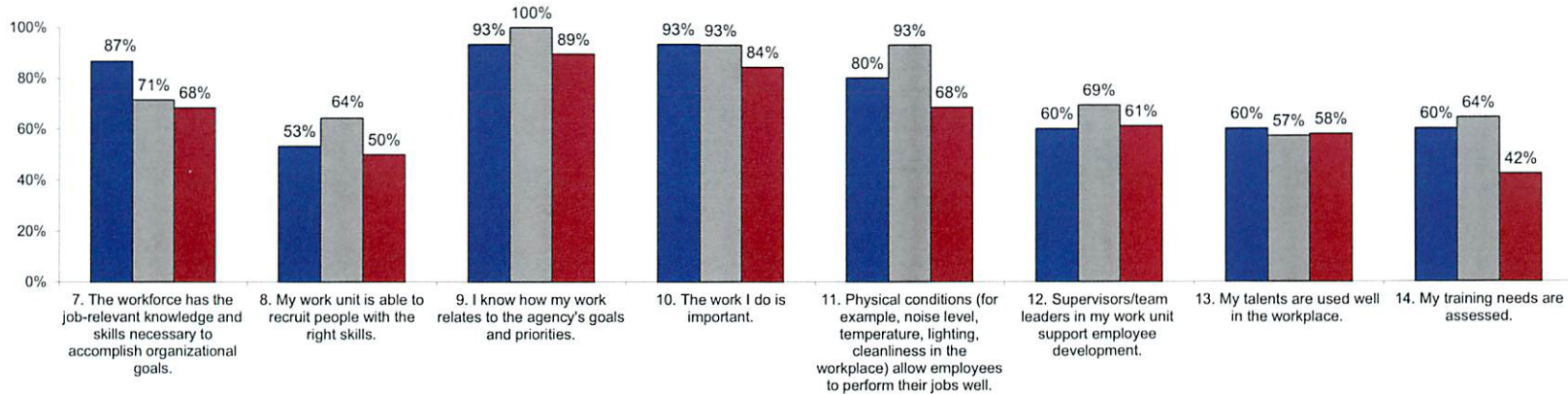
Annual Employee Survey (AES) Results
Percentage Favorable by Year

This is a comparison report of the 2013, 2012 and 2011 U.S. Election Assistance Commission's Annual Employee Survey results. This report displays the % favorable for each item by year. The data in this report are unweighted. Differences between 2013 and 2012/2011 need to be at least 15 percentage points to be considered meaningful (e.g., 55% vs. 70%).

Personal Work Experiences
Percentage Favorable



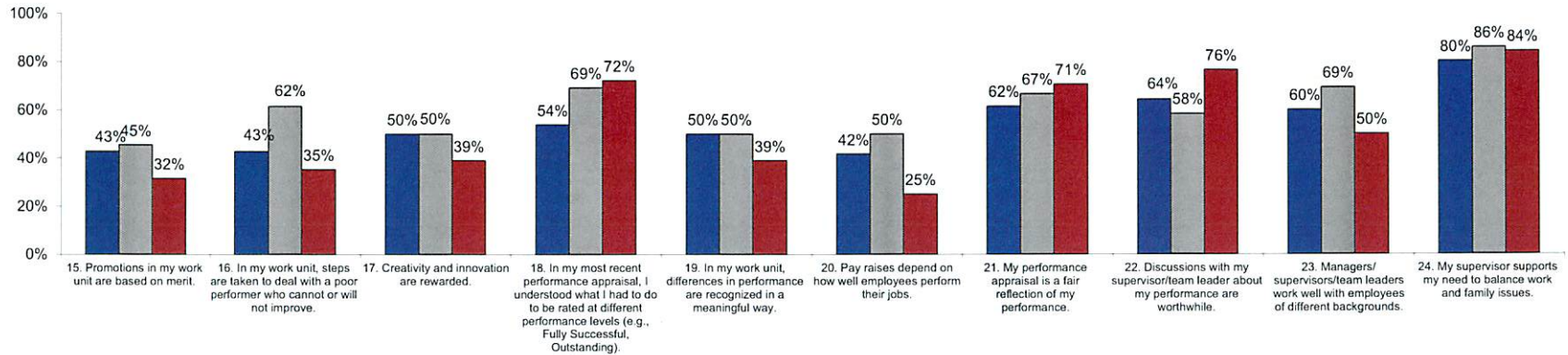
Recruitment, Development and Retention
Percentage Favorable





Annual Employee Survey (AES) Results
Percentage Favorable by Year

Performance Culture
Percentage Favorable



Leadership
Percentage Favorable

