

UNIFIED PERSONNEL SYSTEM

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Beverly Waldron
Interim Director

To: The Honorable Chair and Members of the Unified Personnel Board

From: Beverly Waldron, Director of Human Resources (interim)

Date: January 7, 2016

Subject: Information Item: Employee Survey

In early 2013 the Appointing Authorities agreed to conduct a biennial Unified Personnel System employee survey. The first survey was conducted in November 2013 using the National Research Center's National Employee Survey. Use of this national instrument was cost efficient, provided anonymity to our employees, and allowed us to compare our results to national data. We had a 74% participation rate by employees (2,103 out of 2,850). The survey results were presented to the Appointing Authorities, Departments, and the Unified Personnel Board in February 2014.

In November 2015 the survey was conducted again using the National Research Center's National Employee Survey with a few added items. The survey was open from November 9 – 20. This year's response rate, while still a high response rate compared to national norms, dropped to 58% (1,712 out of 2,965). We anticipate having the results to the Appointing Authorities, Departments and the Personnel Board in February.