

From: Alec Palmer
Sent: Thursday, October 20, 2016 7:22 AM
To: FEC Staff <FECStaff@fec.gov>
Subject: Morale Study

Colleagues,

I wanted to reach out to all staff to address the concerns that have been expressed about the disclosure of FEC employees' comments in response to the online survey that was conducted by the Office of the Inspector General (OIG) in connection with the Root Causes of Low Employee Morale Study here at the FEC. At the request of a senior manager in the Office of the Staff Director, OIG provided that manager with a redacted copy of the written comments submitted as part of the online survey. Before providing the comments to this manager, OIG redacted statements that might identify the employees who submitted the comments in order to preserve the confidentiality of the survey responses. That manager then shared those redacted comments with three managers in OSD, including myself. The redacted survey comments were not further distributed by these managers to any other persons, including any other FEC managers.

The intent of the senior manager was to better understand morale concerns in order to address them with the Labor Management Forum, and not to violate any employee confidences. We understand the serious concerns that have been expressed about the disclosure of the redacted comments, and want to ensure employee confidentiality is maintained as we address issues raised in the morale study. On behalf of myself and the other managers involved, I apologize for any distress this has created.

We have taken steps to delete all copies of any electronic files in our possession that contain the information and have returned any hard copies in a sealed envelope to the Acting General Counsel who returned them unopened to the OIG. I take very seriously any allegations of retaliation against any employee at the agency. Please be assured that if any concerns arise about those comments being used against individual staff members, they will be promptly addressed through appropriate means.

FEC management appreciates the feedback that staff provided during the OIG Morale Study. We look forward to working together to find collaborative solutions to improve morale here at the FEC and to identifying concrete steps we can take with Commission support to better the environment in which we work.

Sincerely,

Alec Palmer