



LOCAL ELECTION OFFICIAL SURVEY

SURVEY HISTORY & CONTEXT

The EVIC Local Election Official (LEO) Survey is a yearly, nationally representative dataset designed to track the administrative, policy, and operational conditions of election officials across the U.S. EVIC has fielded seven waves of the survey (2018, 2019, 2020, 2022, 2023, 2024, 2025), with the 2026 survey currently in development. The survey includes core measures as well as specialized subject-matter modules to explore specific policy shifts and emerging administrative challenges.

ACTIVE & ROTATING MEASURES

The following survey questions cycle every few years or are new additions, grouped by subject matter.

Workforce & Well-being

Job Satisfaction & Motivation	Sentiment on workload, pay, and respect; the official's altruistic drive and civic impact
Workload & Hours	Measurement of typical weekly hours during and outside of election periods, and perceived changes in workload volume
Burnout Indicators	Measurement of internal and external professional stressors
Threats & Harassment	Baseline threat experiences, resulting staff departures, and changes to office security
Retirement, Exit, & Succession	Retirement eligibility, stated intent and reasons to leave the profession, and organizational readiness for turnover
Hiring & Staffing	Recruitment and retention difficulties, permanent and temporary staffing barriers, and staff management during peak workloads
Training Needs	General training sources and effectiveness, preferred training modalities, specific training topics, and internal cross-training or staff sharing practices

Election Administration Climate, Public Trust & Engagement

Professional Networks & Support	External organizational memberships, sources of support, evaluation of organizations and effectiveness of support
Election Confidence & Preparedness	Confidence in local, state, and national count accuracy, registration security, and overall readiness
Voter Inclusion & Education	Attitudes toward civic inclusion and turnout, public outreach methods and perceived effectiveness of outreach
Misinformation & Election Skepticism	Efforts to combat misinformation and engage skeptics, as well as concerns regarding institutional fraud beliefs
Perceived Public Reputation	Official perceptions of how the public views their competence, fairness, and professional integrity

Policy, Budgets & Operations

Jurisdiction Scope & Duties	Election-related administrative tasks managed by the office and a quantitative measure of the total volume of elections administered annually
Election Policy & Legislative Impact	Tracking of support for election reforms, evaluations of how state legislation has impacted local office operations
Resource & Budgeting	Composition of revenue sources and new investment priorities, evaluations of the budget approval process
Information & Support Priorities	Identification of primary information sources and evaluation of support priorities from state and federal agencies required to successfully manage election cycles
Technology, Cybersecurity & AI	Digital modernization and technology adoption, including cybersecurity training and the emerging operational impact and policies regarding Artificial Intelligence
Public Records & Audits	Volume and administrative burden of public records requests; timing, independence, and public reporting of post-election tabulation audits
Political Pressure & Ethics	Partisan coercion and threats; ethical dilemmas regarding political activity and neutrality

CORE MEASURES

These represent the foundational metrics collected in every (or nearly every) survey cycle.

Demographics	Age, gender, racial/ethnic background, highest degree earned, and annual salary
Partisanship	Measurement of party identification on a 7-point scale
Current Role & Path to Office	Current status as a chief official, work schedule, how the position was acquired, and (where applicable) type of election
Career History & Tenure	Years of experience, prior employment status, past service in other jurisdictions, and early career details
Office Staffing	Total permanent FTE staff and the subset fully dedicated to elections
One Change	Open-ended about the single most impactful change to improve state elections

HISTORICAL / EVENT-DRIVEN MEASURES

These are one-off or limited-run modules designed to measure specific historical transitions or specific questions. They are maintained in the historical dataset but have not been fielded recently.

Pre-HAVA Baseline	Comparisons of modern election administration to prior eras
Policy & Structural Preferences	Priorities balancing access versus security and preferences for official selection methods
OVR/AVR Implementation	Administrative difficulty, financial costs, and data impacts resulting from the transition to online and automated voter registration
Past Cycle Readiness & Performance	Evaluations of resource sufficiency and performance satisfaction for the 2018, 2020, and 2022 election cycles
COVID-19 Response	Operational policy shifts, polling place disruptions, and impacts due to COVID-19

LEO Survey Measures over Time

Fielded measures grouped by category and theme (2018-2025)



QUESTIONS/CONNECT
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