COUNTY OF LOS ANGELES
REGISTRAR-RECORDER/COUNTY CLERK
12400 IMPERIAL HWY. – P.O. BOX 1024, NORWALK, CALIFORNIA 90651-1024 (562) 462-271

CONNY B. McCORMACK
Registrar-Recorder/County Clerk

August 2, 2006

TO: Supervisor Michael D. Antonovich, Mayor
Supervisor Gloria Molina
Supervisor Yvonne B. Burke
Supervisor Zev Yaroslavsky
Supervisor Don Knabe

FROM: Conny B. McCormack, Registrar-Recorder/County Clerk

RESPONSE TO CITIZEN COMMENTS 8/1/06 REGARDING TWO RECENT APPOINTMENTS: CHIEF DEPUTY, AND ASSISTANT REGISTRAR-RECORDER/COUNTY CLERK OF ELECTION SERVICES BUREAU

This memo is provided to your Board to address comments raised by members of the public at yesterday's Board of Supervisors meeting in regard to my recent appointments of the department's Chief Deputy Dean Logan and Assistant Registrar-Recorder for the Election Services Bureau, Tim McNamara. After examining the information provided herein regarding the stellar background and experience of these two new hires, I hope you will agree that these selections will greatly contribute to the mission of our Department and enhance the services provided to the citizens we all serve.

At the outset, please be assured that I share the passion for fair, transparent and accountable elections mentioned by the speakers at yesterday's Board meeting – as do Mr. Logan, Mr. McNamara and all of our elections staff. We recognize that a constructive dialogue on issues such as election security, accuracy and integrity is appropriate, especially given the historic election administration reform taking place at the State and Federal levels. As the largest electoral jurisdiction in the country, we appreciate those challenges and seek to enhance the process together with all members of the community.

With regard to our Department's hiring practices, I want to assure you that the Registrar-Recorder/County Clerk Department is fully aligned and compliant with the County's diversity goals and affirmative action hiring practices. Similarly, I am committed to the Board's direction to department heads to engage in succession planning, reflecting on future stability of the delivery of County services as well as on current departmental needs. Our performance in each of these areas is reflected in the diversity, skill and background of our staff.

Recognizing the accelerating pace of change in elections administration as well as the vital operations of the Recorder/County Clerk functions of the department, I sought to fill

these two senior management positions with seasoned, experienced, and reputable professionals who could make immediate and positive impact on our operations and service to the public. Given recent turnover within the Department, I was looking for professionals with good personnel management skills in addition to knowledge of the specifics of our multi-faced operations. Additionally, skills in project management, strategic planning, crisis-response capability and media relations were all areas I focused on in making these important selections. These key factors, coupled with the demands of the upcoming November General Election including the legal requirement to implement a new voting system, made it essential to focus recruitment efforts with all of these multiple goals in mind.

In a Chief Deputy, my wish list included recruitment of an individual with experience in the multiple Recorder/County Clerk functions as well as a seasoned background in the complex, ever-changing arena of elections administration in a large urban area. Of the 18 counties in the U.S. with more than one million registered voters, only two – King County, WA and Los Angeles County, CA – combine the duties of elections administration with the Recorder/County Clerk functions. Dean Logan has held the Director position for the past three years in King County, WA. He has the perfect background, demeanor and outstanding professional experience and reputation to join and contribute to our County's executive management team. I am thrilled that he agreed to move from Director of those multiple operations for King County, WA to Chief Deputy of the Los Angeles County Registrar-Recorder/County Clerk department.

For your reference, I have attached a brief bio of each of these new managers as an introduction to their background and exceptional skills.

RELOCATION EXPENSES: With regard to the request for reimbursement of temporary housing and relocation expenses for these two managers, I have contacted the Director of Human Resources Michael Henry to provide an addendum on this issue. We are in agreement that a stipulation is appropriate that in the event either manager leaves county service within their first year of employment, he will reimburse the county on a pro-rated basis for any costs expended for relocation expenses. Mr. Henry has agreed to provide suggested language to your Board prior to this issue coming before you next week.

Please contact me at (562) 462-2716 if you would like any additional information or if you wish to discuss this matter further.

Attachment

c: David E. Janssen, Chief Administrative Officer
Michael J. Henry, Director, Department of Human Resources

INTRODUCTION OF DEAN C. LOGAN
CHIEF DEPUTY REGISTRAR-RECORDER/COUNTY CLERK

Mr. Logan has 18 years experience in county government and elections administration – most recently as the Director of Records, Elections and Licensing Services for King County, Washington (metropolitan Seattle area) – a jurisdiction with 1.2 million registered voters and the twelfth largest county government in the United States. He previously served as the State Elections Director in the Washington Secretary of State's Office and as the elected county clerk in Kitsap County, Washington.

Mr. Logan is a nationally known and recognized leader on election issues and is continually sought by elections officials and associations for his commitment to protecting the voting process and fostering transparent government services. Under his leadership, the King County Elections Office was recently awarded the National Association of County Recorders, Election Officials and Clerks (NACRC) 2006 Best Practices Award for mail ballot processing and reconciliation.

Mr. Logan also has Recorder experience in two counties – including leading one of the first jurisdictions in the country to accept and process electronic recordings. Additionally, Mr. Logan was responsible for marriage, pet, and vehicle licensing services and management of animal services and programs in King County.

During Mr. Logan's tenure in public service, he has managed a number of significant projects including major systems conversions, implementation of federal and state election reform measures, and the introduction of new public services. He is experienced in addressing high profile issues, media relations, and cooperating with third party operational reviews and audits – and he is accustomed to the demands and, sometimes contentious, nature of senior level public service performance.

Attached to this introduction is a sampling of news clippings and correspondence that speak to Mr. Logan's background and highly regarded professional reputation throughout the United States.

(Mr. McNamara's information on next page)

INTRODUCTION OF TIM McNAMARA
ASSISTANT REGISTRAR-RECORDER – ELECTION SERVICES BUREAU

Mr. McNamara has worked as a California elections administrator for over 15 years – most recently as the Assistant Registrar of Voters in San Diego County. He is well-known and respected by his colleagues statewide due to his vital service as the Chair of the California Association of Clerks and Elections Officials (CACEO) Help America Vote Act (HAVA) Voting Systems Certification Subcommittee. Mr. McNamara holds a Bachelor of Arts Degree in Linguistics. He is fluent in Spanish as a result of his multi-ethnic background and upbringing.

One of Mr. McNamara's key areas of expertise is his knowledge and experience installing new voting systems – including meeting the disability access requirements of both federal HAVA and State elections law. His experience also includes the management of minority language compliance programs under Section 203 of the U. S. Voting Rights Act, training poll workers on the use of new voting equipment, and preparing written procedures for all elements of the elections process.

Mr. McNamara is well-versed in California election laws and practices. He is regularly sought out as a leader and resource on voting systems issues and implementation of state and federal election reform initiatives at both the State and National levels.

Mr. McNamara was selected for the position of Assistant Registrar-Recorder/County Clerk for the Election Services Bureau through a competitive recruitment process. While the field of candidates interviewed was strong, Mr. McNamara's background and experience was the most impressive. Additionally, he was the only applicant who had 1) held the equivalent of a Chief Deputy position (Asst. Registrar of Voters), and 2) possessed vital experience in implementing new voting systems. As Los Angeles County is preparing to rollout new HAVA-compliant voting equipment countywide in November 2006, this experience was the most critical area of need within the department at this time.

King County

King County Executive, Ron Sims
King County Executive

June 13 , 2006

King County Executive Ron Sims' Statement on Election Director Dean Logan's Decision to Accept A New Job in Los Angeles

King County Executive Ron Sims today issued the following statement regarding Records, Elections and Licensing Director Dean Logan's decision to leave his current position on July 14 to become the Chief Deputy Registrar-Recorder/County Clerk for Los Angeles County, California:

"It was with great sadness that I learned of Dean Logan's decision to accept an elections position with Los Angeles County, the largest elections jurisdiction in the nation. He is a dedicated public servant and one of the most respected elections administrators in the nation. His consummate professionalism, unswerving integrity and exceptional work ethic will be sorely missed here in King County.

"While it is an incredible disappointment for King County to lose him, I am happy for Dean and his family. I have known for some time that, despite his calm and collected outward demeanor, Dean has been personally hurt by the constant barrage of harsh personal attacks on his character and professionalism leveled by some partisan extremists and elected officials. It is truly unfortunate that some unscrupulous people bent on partisan gain have chosen to treat Dean very unfairly as they have worked to undermine confidence in our elections system.

"Still, I was pleased to learn that his strong record of service through extremely trying times has not been lost on his peers in his chosen profession. I am happy that, after so many difficult days and months in which he has displayed tremendous grace under pressure, he will now have a chance to make use of his professional skills and vast knowledge of elections procedures in a more congenial environment. On behalf of the citizens of King County, I offer him my heartfelt thanks and wish him all the best in his future endeavors.

"Replacing Dean Logan will be a challenge, and not only because individuals of his expertise in administering elections are few and far between. It has not been lost on me that despite several successful elections and three outside reviews that have praised the immense progress the department has made under Dean's leadership, our entire Elections staff continues to operate in very

difficult circumstances. The toxic political environment created by some unhinged partisan critics has made recruiting professionals of Dean's caliber much more difficult.

"This is a wake up call. For the sake of the voters and the integrity of future elections I call on the Council to rise above partisanship and establish an atmosphere of trust, collaboration and joint problem solving. We need to work together to keep the Dean Logan's of the world here and not drive them out."

"Nonetheless, I am determined to ensure that the transition to a new director be a smooth one, and that all the gains we have made during Dean's tenure are not lost. I am heartened by the fact that Dean will be here over the next five weeks as we work on finding a replacement to step into what are very large shoes.

"Dean is a talented person, but he does not run elections by himself. The steady improvements and drive towards excellence have been a true partnership between the dozens of dedicated county elections staff and the thousands of volunteers who selflessly serve the public every time we cast a ballot. We have already begun the search for Dean's replacement but I have every confidence that our Elections team will step up once again in the primary and general elections and deliver fair, accurate and transparent results.

"As for the vote-by-mail transition proposal currently before Council, my staff and I will evaluate over the next few weeks how Dean's decision to move on will affect the plan. With Dean's departure, it may not be possible to implement the plan by the 2007 primary as originally envisioned," Sims said.

Related information

- Logan accepts new job
- King county election chief resigns, takes L.A. job, Seattle Times
- County elections director resigns, Seattle Post Intelligencer

Updated: June 13, 2006

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Editorial

Where's Logan? Somewhere, smiling

Outgoing King County Elections Director Dean Logan is a competent professional and solid public servant caught in the crossfire of the extremely close 2004 governor's election.

He endured a crisis and tried to turn around an office that was problem-plagued well before he arrived. His decision to take the No. 2 job with Los Angeles County, the largest election jurisdiction in the country, is King County's loss. It is fair to say he was hounded out of office by an overbearing County Council and an orchestrated political campaign designed to discredit him.

Logan was by no means perfect. His office made many unacceptable mistakes during the 2004 election. He accepted responsibility for the missteps and then worked tirelessly and cooperatively with three committees or task forces to fix the problems.

But few people can withstand incessant ranting of talk radio and sometimes rabid musings of the blogosphere, not to mention heavy-handed political posturing from the County Council.

Respect came from those who knew his work best. Logan received an impromptu standing ovation last week at a meeting of state elections officials.

Logan's boss, King County Executive Ron Sims, stood by him, writing a bitter epilogue: "While it is an incredible disappointment for King County to lose him, I am happy for Dean and his family. I have known for some time that, despite his calm and collected outward demeanor, Dean has been personally hurt by the constant barrage of harsh personal attacks on his character and professionalism leveled by some partisan extremists and elected officials."

Proof of Logan's importance came in Sims' decision to postpone by one year a switch to all-mail voting because Logan's departure leaves the county without an elections director or superintendent, the No. 2 position. A limited number of people have been interested in the superintendent's post because of the negative environment at elections.

The push to make the elections office an elected position is a non-starter because the elections office already has an elected official in charge, Sims. He was re-elected by a strong margin last November. No need to further politicize the office.

Logan will be missed by those who knew how hard he worked and how hard he tried to turn things around.

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LARRY PHILLIPS

Chair
Metropolitan King County Council

June 29, 2006

Dean Logan
Director
King County Records, Elections and Licensing Services
500 4th Avenue, Room 553
Seattle, WA 98104

Dear Mr. Logan,

I was very sorry to hear of your resignation as Director of the King County Records, Elections and Licensing Services Division.

Under your leadership the Elections Section has made great strides to stabilize and improve its systems. As a result, the last several elections have been held without any problems or controversy, despite partisan efforts to the contrary. You have endured personal attacks and focused on doing your job. You did not quit when King County citizens needed you the most. I hold you in high personal regard; you are a consummate professional and have conducted yourself admirably under extraordinary circumstances.

I am proud that the Metropolitan King County Council as a body has exercised policy oversight to help improve our elections systems. I believe the work done by the council-initiated Citizens' Election Oversight Committee, as well as The Elections Center audit, contributed positively to this effort. The Council is responsible to the voters who entrust us with public office to ask tough questions and to demand substantive responses and follow up action. I look forward to continued Council oversight on this important issue, which is fundamental to our democratic government.

Thank you for your commitment to outstanding public service. You have served King County well, and you will be missed. I wish you and your family the best.

Sincerely,

Larry Phillips, Chair
Metropolitan King County Council

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Article published Nov 7, 2005

Oversight panel finds Logan"s `the right guy"

Dean A. Radford

A citizen oversight committee looking under the hood of the elections office won't recommend the firing of Dean Logan, its top manager, said the committee's spokesman.
The committee will join other groups that reviewed the elections operations in steering clear of such major personnel decisions, said Randy Matheson.
But the committee has found Logan receptive to its suggestions for improving elections operations, Matheson said, and has found him knowledgeable.
Logan was a top elections official in the secretary of state's office before he was hired by King County.
``We think they have the right guy in the office," Matheson said. ``We think he is doing all that he can to make sure every vote is counted."
Logan's long-term prospects with the county have been cast in doubt because of continuing human and technical errors that have marred recent elections.
David Irons, of Sammamish, has said that if he's elected county executive Tuesday, he'll fire Logan. Irons favors an elected auditor to oversee elections.
The 13-member committee was reconstituted this spring after last fall's troubled gubernatorial election. The original committee issued a report full of recommendations following earlier elections in which ballots weren't mailed on time and voters weren't properly tracked.
Some of its recommendations were followed, and others weren't, Matheson said.
For example, prior to last fall's election, the county didn't distinguish provisional ballots from the regular ones so voter registrations could be validated. The county also didn't do a better job of making sure absentee and provisional ballots weren't counted at a polling place, he said, before signatures were verified.
But since then, those flaws have been corrected, he said, and elections officials have been receptive to new suggestions. The committee will issue its final report in February.
The committee isn't trying ``to play gotcha," Matheson said. The members will observe all facets of the election Tuesday night.
The committee's top recommendation likely will be to consolidate all election operations into one location, Matheson said. Moving ballots from one plant to another ``is not a good way to manage an election," he said.
He said that recent revelations from the Republican Party of dual registrations and bogus residential addresses might get votes for its candidates.
But it also thwarts the committee's underlying goal of trying to restore the public's confidence in the elections process, he said.
Still, he's confident that Tuesday's election will go well.
It's unlikely that he or anyone else will ever say an election was 100 percent accurate, he said, but there's a ``high percentage" that Tuesday's election will leave people ``proud."
Dean Radford covers King County. He can be reached at dean.radford@kingcounty journal.com or 253-872-6719.

Elections

Records, Elections and Licensing Services Division
Department of Executive Services

Oct. 3, 2005

Statement from Dean Logan on the Council Management Audit of Election Operations

"I am pleased with the report's positive assessment of the progress we've made. The improvements we've seen in the 2005 Primary and recount are an important first step in regaining voter confidence by establishing a positive track record.

"We recognize there is more work to be done and this audit report is a valuable tool in our continued efforts to improve. Our own self-assessment, ordered by the King County Executive, mirrors much of what was presented in this audit: the need for legislative changes lengthening the time between the Primary and General Elections, the importance of a consolidated facility, the organizational position of the elections function within county government, and procedural flaws in the reconciliation process.

"The issues related to security and the need for a consolidated facility are underscored by the recount of the King County Sheriff's race. While we have already made many of the recommended improvements in security, still the limitations of our facility demand that the recount happen in three separate locations with ballots being transported between them.

"The security improvements we already have made include:

- Increased video surveillance at critical facilities -- King County Administration Building Tabulation Room, Front Counter and Back Door Access; and similar installation at the Mail Ballot Operations Satellite (MBOS).
- Tighter controls on access to election facilities through key card access to limited staff. Facilities include the Elections Office at the Administration Building , the Elections Section vault, and the ballot tabulation room through key card access to limited staff.
- Ballot storage has been further secured by extending fencing to the ceiling and scheduling coverage of the skylight.
- The presence of uniformed King County Sheriffs has been increased when ballots are being processed at MBOS, the Election Distribution Center and at the temporary recount facility during recounts.
- The transport of ballots has been made more secure by requiring two elections staff to escort the ballots and making the process open to official party observers.

"The recount also underscores the challenges of certifying an election in the short time allowed and conducting the General Election such a short time after the Primary. As we are seeing now, the extra time needed for the recount will mean the turnaround for finalizing the General Election ballot in time to make print deadlines will be less than 24-hours.

"Regarding our outreach to non-English speaking communities and efforts to make polling place accessible, we have already made a request to the Secretary of State for a facilities planner to help us make sure we have polling places that are compliant with the Americans with Disabilities Act. And, our bilingual program has seen tremendous success this year earning recognition from the Community Coalition. Thanks to voter outreach and education, we've seen an increase of 44 percent in the number requests for election materials in Chinese. In the 2005 Primary 96 bilingual poll workers were enlisted as compared to 62 in last year's General Election.

"The numerous external reviews and recommendations have been valuable to our elections team. Now it's time to devote the resources -- time and budget -- to ensuring security and consolidating our facilities. We are committed to making positive use of the audit process. Continued dedication to our mission will reflect that over time."

Dean Logan is Director of King County Records, Elections and Licensing Services.