

MOTION BY SUPERVISORS SHEILA KUEHL AND
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March 9, 2021

Enhanced County Employee Election Worker Program

Despite new challenges brought forth by the COVID-19 pandemic, the Registrar-Recorder/County Clerk (RR/CC) administered a highly successful Presidential General Election in November 2020 while refining the County’s new Voting Solutions for All People (VSAP) voting model. The election achieved many significant milestones including increased voter participation, transparency, accessibility, and integrity. A vital contributor to the success of this election was the use of County employees as Election Workers.

On September 3, 2019, as the Department prepared for the implementation of VSAP, the Board directed the RR/CC to make all necessary changes to the County Employee Poll Worker Program to support the new model, including adding more days to the length of the assignment aligned to the VSAP voting model and the Voter’s Choice Act. On August 4, 2020, in response to challenges encountered during the initial implementation of the new model and the challenges resulting from the COVID-19 pandemic, the Board approved further structural changes for November election, including the use of County Disaster Service Workers (DSW).

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The Board directed the RR/CC to temporarily suspend the voluntary County Employee Poll Worker Program and instead adopt the County DSW Election Worker Program, which included mandatory staffing from departments to ensure the County had sufficient Election Worker staffing during the pandemic. The motion also directed the RR/CC to conduct an analysis of the DSW Program with recommendations on ways to enhance the program for future elections.

The DSW Program proved to be extremely successful with participation by all County departments and resulted in the recruitment and assignment of 7,400 County employees. Following the election, the RR/CC conducted a thorough analysis of the program, including surveying all Election Workers. In the Department's report to the Board on January 21, 2021, it was highlighted that the County DSWs provided excellent customer service, were extremely reliable, and adhered to policies and procedures ensuring voter accessibility and protecting the integrity of the election. The attendance rates for DSWs were also much higher (99%) than the attendance rate (84%) of volunteer election workers in the 2020 Primary Election.

The RR/CC made recommendations to modify the County Employee Poll Worker Program based on the learnings from the DSW Program, including implementing Departmental assignment thresholds and creating more flexibility in shifts and number of days worked to facilitate and encourage maximum participation. As the Department continues to improve the VSAP model, the need for a large, stable pool of Election Workers to staff Vote Centers and provide excellent service to the voters in the largest, most diverse election jurisdiction in the nation remains a critical success factor.

The continued need for the interim DSW Election Worker program during the COVID-19 pandemic is imperative with a possible Statewide Gubernatorial Recall Election later this year. This Board should ensure that the RR/CC has access to County DSWs to

provide the necessary staffing resources while the County Employee Poll Worker Program is being revised.

WE, THEREFORE, MOVE that the Board of Supervisors direct the Registrar-Recorder/County Clerk, in collaboration with the Chief Executive Office, Department of Human Resources, and County Counsel to report back in 120 days with a revised program and corresponding ordinance for the County Employee Election Worker Program to replace the existing program/ordinance for County Employee Poll Workers that includes Departmental thresholds and creates greater flexibility in shifts and number of days worked by County employees.

WE FURTHER MOVE that the Board of Supervisors extend the Board's action from August 4, 2020, to continue the County DSW Election Worker Program for any Countywide elections prior to adoption of the new Ordinance.

S:MM/Enhanced County Employee Election Worker Program