



BOARD OF SUPERVISORS AGENDA ITEM REPORT

Requested Board Meeting Date: 2/6/2024

**= Mandatory, information must be provided*

Click or tap the boxes to enter text. If not applicable, indicate "N/A".

***Title:**

Election Board Worker Compensation

***Introduction/Background:**

The Elections Department recruits election board workers (poll workers) for each of the 131 Vote Center locations on Election Day, as well as other one-day election workers. Board workers are single day workers that hold a paid position. Compensation rates are based on the title of position held.

***Discussion:**

A.R.S. §16-536 requires the Board of Supervisors to approve compensation for election board workers. The Elections Department requested an increase in board worker pay for the November 8, 2022 General Election. The Elections Department has re-evaluated board worker pay before the 2024 election cycle and is requesting the approval of the proposed rates. The Department would also like to clarify the rates for other one-day election workers as follows:

The requested stipend for poll worker positions is:

- Inspector - \$275.00
- Judge of the Opposite Party - \$230.00
- Judge of the Same Party - \$230.00
- Marshal - \$245.00
- Clerk - \$230.00

Requested stipend for poll worker training:

- \$25.00 per poll worker per day of training (maximum of 2 days) based on determination made by the Elections Director

Requested stipend for poll workers assigned to remote Vote Centers:

- \$75.00 increase per poll worker based on determination made by the Elections Director

Requested stipend for other one-day election workers:

- Hand Count Audit Board - \$75.00 per election
- Hand Count Auditors Non-County Employee - \$230.00
- Hand Count Auditors County Employee - \$330.00
- Receiving Board Non-County Employee - \$120.00
- Receiving Board County Employee - \$200.00
- Troubleshooters Non-County Employee - \$300.00
- Troubleshooters County Employee - \$500.00
- Rovers Non-County Employee - \$300.00
- Rovers County Employee - \$500.00
- Election Night Boards Non-County Employee - \$160.00
- Election Night Boards County Employee - \$260.00

***Conclusion:**

7/14/2021

By approving the compensation of election board workers, the Board of Supervisors and the Elections Department will be in compliance with A.R.S. §16-536.

***Recommendation:**

The Elections Department recommends the approval of the election worker compensation rates.

***Fiscal Impact:**

Board worker compensation will be paid using the Elections Department annual budget. The \$75.00 increase will lead to a total increase of approximately \$120,000.00 in poll worker pay. Rates for other election day workers are not increasing.

***Board of Supervisor District:**

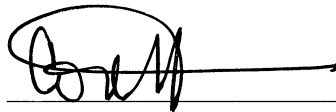
1 2 3 4 5 All

Department: Elections

Telephone: 724-6830

Contact: Vanessa Figueroa

Telephone: 724-6891

Department Director Signature: 

Date: 11/19/2021

Deputy County Administrator Signature: _____

Date: _____

County Administrator Signature: 

Date: 11/19/2021




ELECTIONS DEPARTMENT

PIMA COUNTY GOVERNMENT
6550 SOUTH COUNTRY CLUB RD., TUCSON, AZ 85756
(520) 724-6830 FAX (520) 724-6870

Date: January 19, 2024

TO: Melissa Manriquez
Clerk of the Board

FROM: Constance L. Hargrove 
Elections Director

RE: Poll Worker Pay Increase BOSAIR Supporting Documentation

Ms. Manriquez,

I am requesting approval of the proposed pay increases for poll workers. The Elections Department will be submitting an ordinance for the Board of Supervisors' approval after a 60-day review period, that reflects these changes and others in the fee schedule used to charge jurisdictions for elections services. Ordinance 2018-20 Election Fee Schedule sets the rate Pima County can charge for election services. Pima County administers elections for political subdivisions as required by law as per State Statute (A.R.S § 16-205 *et. seq.*). The statute allows the Board to enter into an intergovernmental agreement with each political subdivision to administer elections. After the election, each political subdivision receives an itemized accounting of the charges for the election as required by A.R.S. § 16-205(D). Political subdivisions are charged according to the rates set in the ordinance.

This BOSAIR is a request to set the rates the Elections Department pays poll workers and other one-day election workers. The increase in poll worker pay was previously approved by the Board as a temporary pay increase for the 2022 General Election. The Department would like to continue to pay poll workers at the rates authorized by the BOS in that meeting and clarify the rates paid to other one-day election workers. The BOSAIR submitted contains my request for your approval of an increase to poll worker pay to ensure a fair and free election. A.R.S. § 16-536 stipulates that the BOS must set the compensation for poll workers. This may be done by approving the Elections Department budget (2023 Election Procedures Manual, p. 137). Accordingly, the current year's budget is based on the previous year's actuals, which included the additional one time pay increase. The pay increase was absorbed into the 2022/23 adopted budget. Implementing the pay increase does not increase funding for poll worker pay. The increase of \$75 per poll worker or \$120,000 per election is offset by the reduced number of poll workers needed. Reducing the number of polling places from 279 precincts to 129 vote centers reduced poll worker pay by approximately \$185,000.

The pay for poll workers will increase by \$75 from the rate set in 2018. The basis of the increase reflects the increased responsibilities of poll workers to better ensure worker retention, and to recruit new poll workers. In addition, the department is clarifying the rates we pay other one-day election workers (troubleshooters, night boards, etc.). They are not receiving pay increases; however, we believe it

Constance L. Hargrove, Director

Re: Election Worker Pay

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prudent to put into writing the rates they are paid. The pay differentials for all anticipated workers are detailed in the tables below.

Lastly, moving forward requests for pay increases, in successive election years, would be specified when Elections submits its departmental budget.

Thank you in advance for your consideration.

Poll Worker Pay Increase¹			
Election Worker Position	Old Rate	New Rate	Rate Difference
Inspector	\$200	\$275	\$75
Judge²	\$170 and \$155	\$230	\$60 and \$75
Marshal³	\$155	\$245	\$90
Clerk	\$155	\$230	\$75

Other Election Workers – No Change in Pay Rate			
Election Worker Position	Non-County Employee Rate	County Employee Rate	Description of Position
Hand Count Audit Board⁴	\$75 per election	n/a	Hand count ballots after the election.
Hand Count Auditors	\$200	\$330	Supervises the hand count teams.
Receiving Board	\$120	\$200	Receives ballots and other items from vote centers on election night.
Troubleshooters⁵	\$300	\$500	Support vote centers on election day.
Rovers⁶	\$300	\$500	Support troubleshooters and vote centers on election day.
Election Night Boards⁷	\$160	\$260	Perform a variety of task in the counting center on election night.

¹ Poll workers are appointed by the Board of Supervisors ARS §16-531.

² Judges were categorized as traveling or non-traveling judges before 2023. There is no longer a distinction, and judges are no longer required to accompany the inspector to the receiving station to return election supplies.

³ The marshal now travels with the inspector to the receiving station. The role was previously performed by the traveling judge.

⁴ Audit boards are appointed by the political party chairs.

⁵ Troubleshooters are assigned by zone to cover between 5 and 6 vote centers on election day. Troubleshooters travel between vote centers addressing issuing, replenishing supplies, and replacing equipment as needed.

⁶ Rovers support the troubleshooters and serve as their supervisor on election day.

⁷ Election night boards can consist of the central receiving board, provisional and early ballot boards, and inspection board.