



**MEMORANDUM**  
**OFFICE OF THE**  
**PLACER COUNTY CLERK – RECORDER –**  
**REGISTRAR OF VOTERS**

**TO:** Honorable Board of Supervisors  
**FROM:** Jim McCauley, Placer County Clerk – Recorder – Registrar of Voters  
**DATE:** October 10, 2006  
**SUBJECT:** **Approve Resolution Approving an Increase in Election Day Wages and Training Pay for County of Placer Poll Workers and Other Election Officials**

---

**Recommendation**

Approve an increase in Election Day wages and training pay for County of Placer poll workers and other election officials.

**Background**

According to California state law, the elections official must provide a polling place for each consolidated precinct that has 250 or more voters. At its current size and consolidation level, the County of Placer can have as many as 300 precincts in a countywide election. Thus, the Elections Division is challenged with recruiting approximately 1,600 individuals to serve as polling place workers and other election officials each major election cycle.

To make the matter more challenging, in October 2002, the federal Help America Vote Act of 2002 (HAVA) was enacted. Among other provisions, this Act established requirements for identification verification of new voters, for allowance of provisional voting, for voting machines and for polling place accessibility. Requirements for accessible voting equipment, popularly referred to as “touch screen” voting equipment,<sup>1</sup> are the most visible of the various HAVA requirements and are intended to enable almost every voter, including voters with disabilities, to vote independently and confidentially. Specifically, at least one HAVA compliant, federally qualified, accessible voting machine is required at each polling location in the County for the next federal election in November, 2006.

Due to these new regulations, polling place workers and other election officials will require additional training on the “touch screen” voting equipment prior to the election. Not only will polling place workers be required to be well-versed on the existing equipment used in the election, they must also become proficient in and be able to assist voters with the new “touch screen” voting equipment. Because of the complexity of training, these training sessions will be scheduled on different days than when the customary training sessions are held. This will require polling place judges, inspectors and roving inspectors to be available not only on Election Day, but also on two separate training session days.

Unfortunately, it has become increasingly difficult to recruit and retain poll workers and other election officials. The work day is long and both mentally and physically exhausting. Prior to

---

<sup>1</sup> The technical term for such equipment is Direct Record Electronic (DRE) voting equipment.

Unfortunately, it has become increasingly difficult to recruit and retain poll workers and other election officials. The work day is long and both mentally and physically exhausting. Prior to Election Day, these workers spend many hours training and reviewing procedure manuals on their own time. As election laws change, the work has become more technically demanding. With dual-income families on the rise and fewer individuals volunteering, the pool of available workers is dwindling. As a result, we must look into ways which encourage recruitment and retention of these valued temporary workers.

**Analysis**

Due to the multiple demands placed upon these Election Day workers, one way to encourage individuals to sign up to work on Election Day is to increase the pay offered for this service. While very few of our polling place workers and election officials sign up strictly for the compensation, an increase in pay does show we care about their invaluable contributions towards a successful election. Plus, the required extra day of training for some workers requires an adjustment in compensation. The current pay schedule for wages, fringe benefits (reimbursement for meals and transportation which is excluded from wages) and training pay is as set forth below:

	Wages	Meals & Transportation	Training Pay	Total Compensation
Roving Precinct Inspector	\$175.00	*	\$20.00	\$195.00*
Precinct Inspector	58.00	42.00	20.00	120.00
Precinct Judge	48.00	42.00	20.00	110.00
Precinct Clerk/Student Clerk	43.00	42.00	10.00	95.00
Receiving Center Supervisor	80.00			80.00
Receiving Center Head Clerk 60.00		60.00		
Receiving Center Clerk	60.00			60.00
Ballot Trapper	40.00	**		40.00**

\*Plus reimbursement for mileage according to Internal Revenue Service regulations at time of service and/or receipted meals according to Placer County Administrative Policy.

\*\*Plus mileage reimbursement according to Internal Revenue Service regulations at time of service.

As a point of comparison, El Dorado County pays its Clerks \$95.00, Judges \$105.00 and Inspectors \$120.00, and San Bernardino County pays its Clerks \$100.00, Inspectors \$135.00, Assistant Rover \$175.00 and Lead Rovers \$250.00.

**Recommendation**

We are asking to adjust the compensation package to the following schedule:

	Wages	Meals & Transportation	Training Pay	Total Compensation
Roving Precinct Inspector	\$175.00	*	\$70.00	\$245.00*
Precinct Inspector	58.00	42.00	70.00	170.00
Precinct Judge	48.00	42.00	70.00	160.00
Precinct Clerk/Student Clerk	43.00	42.00	20.00	105.00
Receiving Center Supervisor	100.00		10.00	110.00
Receiving Center Head Clerk	70.00		10.00	80.00
Receiving Center Clerk	60.00		10.00	70.00
Ballot Trapper	40.00	**	10.00	50.00**

\*Plus reimbursement for mileage according to Internal Revenue Service regulations at time of service and/or receipted meals according to Placer County Administrative Policy.

\*\*Plus mileage reimbursement according to Internal Revenue Service regulations at time of service.

All poll workers and election officials are vital to our organization and mission. By approving the recommended schedule, we will be rewarding those individuals assuming more responsibility with higher pay. This is essential in recruiting and retaining well-qualified, capable and dependable individuals for these important positions. The schedule is set to reward those with the most complex duties and highest responsibilities with the highest compensation, while giving a modest increase to the other workers impacted by a more minimal increase in duties.

**Fiscal Impact**

Approving this request will result in a cost increase of approximately \$40,440 for the November 2006 General Election. This cost was budgeted for in the current fiscal year's Elections Division budget. Future costs will vary depending on the number of polling place and other election officials required to staff precinct and receiving center sites.

**Action Requested**

It is therefore recommended that your Board approve the following requested action:

Approve a resolution authorizing an increase in Election Day wages and training pay for County of Placer poll workers and other election officials.

# Before The Board Of Supervisors County Of Placer, State Of California

In the matter of:

Resol. No: \_\_\_\_\_

**A RESOLUTION APPROVING AN INCREASE IN  
ELECTION DAY WAGES AND TRAINING PAY  
FOR COUNTY OF PLACER POLL WORKERS  
AND OTHER ELECTION OFFICIALS**

The following **Resolution** was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held **October 10, 2006** by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

\_\_\_\_\_  
Chairman, Board of Supervisors

Attest: \_\_\_\_\_  
Clerk of said Board

---

**WHEREAS**, County of Placer poll workers and other election officials are paid for the duties they perform on Election Day; and

**WHEREAS**, said poll workers and election officials are paid for attending one or more training classes prior to Election Day; and

**WHEREAS**, said poll workers receive reimbursements for mileage, meals and other expenses that add to the total compensation package; and

**WHEREAS**, the Help America Vote Act of 2002 enacted requirements which increased the duties and responsibilities of poll workers and election officials relating to the identification verification of new voters, for allowance of provisional voting, for voting machines and polling place accessibility; and

**WHEREAS**, many factors have combined to make it more difficult to recruit and retain poll workers and election officials across California; and

**WHEREAS**, these workers are crucial to the success of this county's Election Day activities;

**NOW, THEREFORE, BE IT RESOLVED** that the County of Placer Board of Supervisors approves the following increase in Election Day wages and training for County of Placer poll workers and other election officials:

	Wages	Meals & Transportation	Training Pay	Total Compensation
Roving Precinct Inspector	\$175.00	*	\$70.00	\$245.00*
Precinct Inspector	58.00	42.00	70.00	170.00
Precinct Judge	48.00	42.00	70.00	160.00
Precinct Clerk/Student Clerk	43.00	42.00	20.00	105.00
Receiving Center Supervisor	100.00		10.00	110.00
Receiving Center Head Clerk	70.00		10.00	80.00
Receiving Center Clerk	60.00		10.00	70.00
Ballot Trapper	40.00	**	10.00	50.00**

\*Plus reimbursement for mileage according to Internal Revenue Service regulations at time of service and/or receipted meals according to Placer County Administrative Policy.

\*\*Plus mileage reimbursement according to Internal Revenue Service regulations at time of service.

