



MEMORANDUM

Date: February 28, 2022

To: The Honorable Chair and Members
Pima County Board of Supervisors

From: Jan Leshar 
Acting County Administrator

Re: **Hiring of New Election Director**

I'm pleased to announce the hiring of Constance Hargrove as the new Pima County Elections Director. Ms. Hargrove has been the Elections Director of Chesterfield County, Virginia, since 2017. Prior to that she was the Deputy Registrar of Voters for Chesterfield from 2013-2017, and she worked for the City of Richmond, VA, for 16 years, leaving there as the Deputy General Registrar.

Chesterfield County has a population of about 350,000 and is southwest of metropolitan Richmond. It is a diverse county that includes small rural communities in addition to suburbs and exurbs of greater Richmond.

While working for Richmond, she spearheaded the implementation of electronic pollbooks in 2011, and she successfully implemented satellite early voting locations in Chesterfield County for the 2020 election to reduce wait times and exposure risks during the pandemic.

Ms. Hargrove was the top-ranked candidate by an ad hoc review committee comprised of County Recorder Gabriela Cázares-Kelly, Elections Integrity Commission members Brian Bickel and Benny White, former Tucson City Clerk Roger Randolph, and Assistant to the County Administrator Nicole Fyffe.

Of particular note by the committee in addition to her considerable elections experience, was her commitment to operational efficiency and productivity so that her Elections Department operated with the greatest possible efficiency at the lowest possible cost. She also heavily emphasized increasing and expanding voter engagement in the County.

Since there are quite a bit of logistics involved in moving across the country, Ms. Hargrove will be starting on the job in early April.

I am deeply impressed with Ms. Hargrove and her experience and knowledge of modern elections systems, as well as her ability to adeptly manage elections expectations during these times of heightened scrutiny as to how elections are conducted in Arizona. I believe she will be an excellent Elections Director and a great addition to the County.

c: The Honorable Gabriela Cázares-Kelly, Pima County Recorder
Carmine DeBonis, Jr., Deputy County Administrator for Public Works
Francisco García, MD, MPH, Deputy County Administrator for Health and Community Services & Chief Medical Officer
Mary Martinson, Interim Director, Pima County Elections
Elections Integrity Commission