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# MEMORANDUM

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Date: December 14, 2012

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

From: C.H. Huckelberry  
County Administrator

Re: **Election Department Poll Worker Performance**

Beginning in 2008, the Pima County Election Department began tracking poll worker performance regarding proper polling place procedures and chain of custody in the reception and return of election materials and results.

Overall, past performance was good. The tracking that began in 2008 of individual precinct performance and individual poll worker performance has provided detailed data used in a post-election review to assist poll workers in remedial training where necessary. The data is also used to recognize poll workers who have performed at the very highest level. Some of the criteria tracked for poll worker performance focuses on proper return of voted ballots, precinct scanners and touch screens, ballots reports and result tapes.

After each election, the returns and results of each precinct are reviewed by Election staff members as the post-election audit is performed. Discrepancies are noted, and the political parties are notified as necessary depending on the severity of the discrepancy.

Thereafter, individual precinct "report cards" are sent to each poll worker to notify them of their performance discrepancies or to inform them that they and their fellow poll workers performed perfectly. These report cards often generate telephone calls from the poll workers to the Election Department training staff. These telephone calls have provided an excellent opportunity for poll workers to make the necessary corrections to improve their future performance.

The table below reflects some of the performance criteria and the overall success rate in each criterion:

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<b>Date and Type of Election</b>	<b>Scanner returned and sealed (percentage)</b>	<b>Touch screen returned and sealed (percentage)</b>	<b>Voted ballots returned and secured (percentage)</b>	<b>Results tapes returned and signed (percentage)</b>	<b>Ballot reports returned and signed (percentage)</b>
2008 General	97	97	65	92	94
2009 Special Election	99	97	68	98	96
2010 Primary	99	97	87	96	96
2010 General	93	95	91	95	95
2012 PPE	94	94	75	95	97
2012 Congressional District (CD) 8 Primary	92	92	90	97	97
2012 CD 8 General	94	94	92	97	99
2012 Primary	99	99	88	98	98
2012 General	95	95	86	98	99

As noted above, the criterion with the greatest amount of fluctuation is "Voted ballots returned and secured." One should not interpret failure in this criterion to reflect that the voted ballots were not secured. Failure in this criterion most often reflects that the poll workers failed to use the dedicated numbered security seal provided in their precinct supplies; instead, they may have used an alternative numbered seal not dedicated for ballot security. Regardless of the type of seal used, ballot integrity is additionally provided by having two poll workers, not of the same political party, transport the sealed ballots to a receiving center.

In summary, the poll workers have performed well. The poll worker report cards have provided for improvement for each individual poll worker and provide a means for them to give feedback to the Election Department as to how we might improve our training, forms, supplies and procedures.

CHH/mjk

Attachment

- c: Chair and Members, Election Integrity Commission
- Brad Nelson, Elections Director
- Dr. John Moffatt, Director, Office of Strategic Planning