



Legislation Text

File #: 22-0775, **Version:** 1

Resolution to Approve New Election Inspector Pay Scales

The attached resolution proposes to raise the various rates of election inspectors' pay to be in compliance with the City's Living Wage Ordinance (Section 1:81101:8221 of Chapter 23 of Title I of the Code) and to remain competitive across Washtenaw County. This increase represents an average increase of about \$3.00 per hour. By City Charter (Section 13.7), City Council must set election personnel pay rates and the last time it did so was 2018. Pay rates were not raised during the 2020 cycle, but grant funding at the time allowed for bonuses for those inspectors who worked during the challenges of the pandemic.

An election inspector must report for work at 6:00 a.m. and the typical Election Day is about 16 hours long. Due to the challenges with recruitment and the additional cost of training, we generally do not offer split shifts. The chairperson assigned to each precinct must contend with voter registration problems, poll challengers, and provisional ballots, in addition to the regular processing of voters. In busy even-year elections, the stream of voters can be almost non-stop from the opening of the polls at 7:00 a.m. until the closing at 8:00 p.m. As elections become more technologically complex, including the use of electronic poll books, new vote tabulators, more and more is being expected of election inspectors.

The proposed increases in the City of Ann Arbor election inspector pay rates take into consideration the additional knowledge and skills required to work the polls on Election Day and allows the City to remain competitive in its recruitment efforts in Washtenaw County. It is expected that the increased compensation will save the City in recruitment and training costs in the even-year elections, due to retention of existing trained workers.

PROPOSED NEW ELECTION INSPECTOR PAY RATES

Election Inspector - \$16.75/hour (increase from \$13.00)

Floater bonus - \$15.00/election (remains same)

Chairperson/Receiving Board - \$20.00/hour (increase from \$17.00)

AVCB Chairperson - \$18.00/hour (increase from \$16.00)

AV Count Board Supervisor/EPB Specialist - \$23.00/hour (increase from \$18.00/hour)

The increase in election inspector pay will cost between \$4000 in a local election and \$10,000 in a Presidential election. Funds are available in the Clerk's Office election budget for fiscal year 2023, which includes the November Gubernatorial Election.

Staff in the City Clerk's Office and City Administrator's Office have reviewed this proposal and recommend approval.

Prepared by: Stephen Gerhart, Chief Deputy Clerk

Reviewed by: Jacqueline Beaudry, City Clerk

Approved by: Milton Dohoney Jr., City Administrator

Whereas, By City Charter (Section 13.7) the pay rate of all election personnel, including election

inspectors is set by City Council;

Whereas, Ann Arbor last set its pay rates for election inspectors in 2018;

Whereas, It has become increasingly difficult to recruit and retain qualified election inspectors in the City of Ann Arbor, increasing staff time and costs for recruitment and training each year;

Whereas, Election inspectors are free to work elections for any jurisdiction in Washtenaw County;
and

Whereas, An increase in pay rates for election inspectors in the City of Ann Arbor will bring election inspector pay in line with the City Living Wage Scale and allow the City to remain competitive in recruiting new workers and retaining existing qualified workers for the upcoming General Election;

RESOLVED, That Council set the following pay scale for the various election inspector positions in the City of Ann Arbor:

Election Inspector - \$16.75/hour (increase from \$13.00)

Floater bonus - \$15.00/election

Chairperson/Receiving Board - \$20.00/hour (increase from \$17.00)

AVCB Chairperson - \$18.00/hour (increase from \$16.00)

AV Count Board Supervisor/EPB Specialist - \$23.00/hour (increase from \$18.00/hour)

RESOLVED, That the new election inspector pay rates be made effective for the August 2, 2022 Primary Election.