



## Legislation Text

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**File #:** 16-1050, **Version:** 1

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### Resolution to Approve New Election Inspector Pay Scales

The attached resolution proposes to raise the various rates of election inspectors' pay by about \$2.00 per hour. By City Charter (Section 13.7), City Council must set election personnel pay rates and the last time it did so was 2012. At the time of that increase, Ann Arbor had the lowest election inspector pay rates in Washtenaw County.

Since 2012, Ann Arbor's rates have remained fixed, while neighboring jurisdictions in Washtenaw County have continued to increase their pay rates, and Ann Arbor again is among the lowest paying in the County. With one of the lowest pay rates in Washtenaw County, election inspector recruitment efforts have become increasingly difficult for the City Clerk's Office. By law, election inspectors can be appointed to work the polls in any precinct in the State, with the only requirement being that they are a registered voter in Michigan. Competition between the City and neighboring townships in busy elections has meant the loss of some Ann Arbor poll workers to other jurisdictions, due to compensation. For example, the City of Ypsilanti pays \$10.50 per hour for election inspectors compared to \$9.00 in Ann Arbor. Pittsfield Township, one of the highest paying in the County offers \$14.00 for inspectors and \$17.00 per hour for chairpersons, compared to \$12.00 per hour for chairs in Ann Arbor. Scio Township pays between \$12.00 and \$15.00 per hour. In addition, many of the smaller townships in the County provide meals on election days, which is not a practical option in Ann Arbor. See attached list of comparable pay rates.

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 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, more and more is being expected of election inspectors. In the next few years, the State of Michigan will be implementing new optical scan vote tabulators.

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 also allow the City to be 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 - \$11.00/hour (increase from \$9.00)

Floater - \$11.50/hour (increase from \$9.50)

Chairperson - \$15.00/hour (increase from \$12.00)

Co-Chairperson - \$14.00/hour (increase from \$12.00)

AV Count Board Supervisor - \$15.50/hour (increase from \$14.50/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 2017, which includes the November Presidential Election.

Staff in the City Clerk's Office and Human Resources Unit have reviewed this proposal and recommend approval. The City Election Commission reviewed this resolution at its July 22, 2016 meeting and recommended approval.

Prepared by: Jacqueline Beaudry, City Clerk

Reviewed by: Robyn Wilkerson, Human Resources Director

Approved by: Howard S. Lazarus, 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 2012;

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, Ann Arbor is currently offering one of the lowest election inspector pay rates in Washtenaw County;

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 allow the City to remain competitive in recruiting new workers and retaining existing qualified workers for the upcoming Presidential Election;

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

Election Inspector - \$11.00/hour (increase from \$9.00)

Floater - \$11.50/hour (increase from \$9.50)

Chairperson - \$15.00/hour (increase from \$12.00)

Co-Chairperson - \$14.00/hour (increase from \$12.00)

AV Count Board Supervisor - \$15.50/hour (increase from \$14.50/hour)

RESOLVED, That the new election inspector pay rates be made effective for the November 8, 2016 Presidential Election.

Sponsored by: City Election Commission