



Legislation Text

File #: 18-1463, **Version:** 2

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 2016.

In 2012, Ann Arbor raised its election inspector pay rates for the first time in many years, and at that time, we were among the lowest paying in the County for election inspectors. In 2016, Ann Arbor rates had again fallen below the average for Washtenaw County and were raised by about \$2.00/hour at that time to remain competitive for recruitment for the Presidential Election. The City Clerk's Office is requesting that City Council approve a similar pay increase for the 2018 General Election to allow Ann Arbor to continue to be competitive in election inspector recruitment across Washtenaw County. 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, Pittsfield Township, one of the highest paying in the County offers \$14.00 for inspectors and \$17.00 per hour for chairpersons, compared to \$11.00 per hour for inspectors and \$15.00 per hour for chairs in Ann Arbor. Manchester Township pays between \$16.00 and \$20.00 per hour. Scio Township pays between \$12.00 and \$15.00 per hour. Ypsilanti Township pays between \$12.00 and \$17.00 per hour, and is working towards raising their election inspectors to \$13.00 per hour this year. In addition, many of the smaller townships in the County provide meals on election days, which is not a practical option in Ann Arbor.

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, 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. In addition, the change to a floater "bonus" instead of a different pay rate will make hiring and payroll processing easier with the elimination of a job code.

PROPOSED NEW ELECTION INSPECTOR PAY RATES

Election Inspector - \$13.00/hour (increase from \$11.00)

Floater bonus - \$15.00/election (elimination of \$0.50/hour pay increase vs. inspectors)

Chairperson/Receiving Board - \$17.00/hour (increase from \$15.00)

AVCB Chairperson - \$16.00/hour (increase from \$15.00)

AV Count Board Supervisor/EPB Specialist - \$18.00/hour (increase from \$15.50/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 2019, 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. The City Election Commission reviewed this resolution at its August 24, 2018 meeting and recommended approval.

Prepared by: Jacqueline Beaudry, City Clerk

Approved by: Howard S. Lazarus, City Administrator

Sponsored by: City Election Commission

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 2016;

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 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 - \$13.00/hour (increase from \$11.00)

Floater bonus - \$15.00/election (elimination of \$0.50/hour pay increase vs. inspectors)

Chairperson/Receiving Board - \$17.00/hour (increase from \$15.00)

AVCB Chairperson - \$16.00/hour (increase from \$15.00)

AV Count Board Supervisor/EPB Specialist - \$18.00/hour (increase from \$15.50/hour)

RESOLVED, That the new election inspector pay rates be made effective for the November 6, 2018 General Election.

Sponsored by: City Election Commission