

ROXANNA MORITZ, C.E.R.A.
AUDITOR & COMMISSIONER OF ELECTIONS
600 W. 4TH Street
Davenport, Iowa 52801
Ph: (563) 326-8631 Fax: (563) 326-8601
Cell: (563) 370-3915
www.scottcountyiowa.com

To: Carol Earnhardt, Chairperson Scott County Board of Supervisors
From: Roxanna Moritz, Scott County Auditor
Re: Pay Rates for Precinct Election Officials

Date: November 20, 2017

This memo is to follow up on conversations we have held about pay rates for poll workers. All poll workers work 16 hours or more on election days. Precinct chairs also transport election documents and equipment, adding one to three hours of additional time. All poll workers attend four hours of training before each election. Our poll workers need to know how to operate a computer, operate our election equipment, and understand increasingly complex laws and procedures regarding the conduct of elections.

For this expertise we currently pay our precinct chairs \$8.71 per hour and poll workers \$7.92 per hour, plus mileage. The last time they had a raise was in 2012. This wage level is not adequate to attract and retain sufficient numbers of precinct officials, especially quality workers who can fulfill all of the increasing complex tasks expected of precinct officials.

This past election cycle I had to recruit eight new precinct chairs. We have lost dozens of poll workers in the past few years. Many times in a pinch I have made special accommodations to recruit chairs and poll workers because our current pay rate is too low. Also, poll workers are anticipating problems in making voters show IDs in the upcoming elections, and I expect even more workers quitting after the 2018 general election.

Recruitment and retention of quality poll workers is a constant topic in the Iowa Association of County Auditors. I discussed pay rates with several auditors and here is what some of the higher paying counties now pay.

County	Chair Pay Rate Per Hour	Worker Pay Rate Per Hour
Polk	\$13.33	\$10.00
Linn	\$15.00	\$12.50
Johnson*	\$14.00	\$14.00
Woodbury*	\$12.00	\$10.00
Clay	\$11.00	\$10.00
Grundy	\$11.00	\$10.00
Marshall	\$11.00	\$10.00
Sac	\$12.00	\$12.00
Story	\$10.50	\$10.00
Webster	\$12.00	\$12.00
Buchanan	\$14.00	\$14.00

*Johnson and Woodbury pay time and a half for more than eight hours per day.

Based on the size of our county I believe that a fair pay rate would be \$12.00 per hour for chairs and \$10.00 per hour for workers. We would be on the lower end of the scale for the urban counties of Iowa. My hope is that this rate is sufficient to retain workers and encourage other quality applicants. My staff built that rate into our budget calculations for next fiscal year.

Please let me know if these amounts are in line with your thinking on this matter, and if there is anything else you want from my office.

THE COUNTY AUDITOR'S SIGNATURE
CERTIFIES THAT THIS RESOLUTION
HAS BEEN FORMALLY APPROVED BY THE
BOARD OF SUPERVISORS ON _____.
DATE

SCOTT COUNTY AUDITOR

RESOLUTION

SCOTT COUNTY BOARD OF SUPERVISORS

February 22, 2018

RESOLUTION TO INCREASE THE RATES OF PAY FOR PRECINCT ELECTION OFFICIALS

WHEREAS, Scott County's precinct election officials conduct our elections with the utmost integrity, and thereby protect and promote the public trust and confidence in the democratic process, and,

WHEREAS, Scott County's precinct election officials ensure safe, accurate and efficient voting processes, and,

WHEREAS, the efforts of Scott County's precinct election officials allow all Scott County voters to cast their ballots privately and independently, and,

WHEREAS, the pay rates for precinct election officials has not increased since 2012,

THEREFORE, BE IT RESOLVED by the Scott County Board of Supervisors as follows:

Section 1. The rate of pay for precinct chair people shall increase to \$12.00 per hour.

Section 2. The rate of pay for other precinct election officials shall increase to \$10.00 per hour.

Section 3. This resolution shall take effect on July 1, 2018.