

2005-06 SESSION

COMMITTEE HEARING RECORDS

Assembly Committee on Campaigns & Elections (AC-CE)

Sample:

Record of Comm. Proceedings ... RCP

- 05hrAC-EdR_RCP_pt01a
- 05hrAC-EdR_RCP_pt01b
- 05hrAC-EdR_RCP_pt02

➤ Appointments ... Appt

➤ **

➤ Clearinghouse Rules ... CRule

➤ **

➤ Committee Hearings ... CH

➤ **

➤ Committee Reports ... CR

➤ **

➤ Executive Sessions ... ES

➤ **

➤ Hearing Records ... HR

➤ **

➤ Miscellaneous ... Misc

➤ **05hr_AC-CE_Misc_pt07b**

➤ Record of Comm. Proceedings ... RCP

➤ **

SURVEYS

County Clerks-Survey on the Training, Recruitment and Compensation of Poll Workers

General Information

1

Name of county:

2

Name and title of person completing the questionnaire.

Name:

Title:

3

How many years has the county clerk been in this position?

Less than 1 year

1-3 years

4-7 years

8-11 years

12 or more

I don't know



County Clerks-Survey on the Training, Recruitment and Compensation of Poll Workers

Training

4

Does the county clerk provide election-related training for MUNICIPAL CLERKS?

YES NO

If YES, please give a brief description of the training, how many hours it is and how often it takes place.

5

Does the county clerk provide election-related training for POLL WORKERS?

YES NO

If YES, please give a brief description of the training, how many hours it is and how often it takes place.

6

In what areas of election day activities do you believe the poll workers in your county need more training?

- Pre-Election preparations (setting up the polling place, making sure that the required supplies are there)
- Election Day Activities (maintaining voter lists, handling observers, processing absentee ballots, assisting electors)
- Post Election Activities (counting ballots, completing forms, securing ballots)
- None

Other, please specify



7 What is the one issue with which the poll workers in your county have the most problems on election day?



8 Have you as a county clerk ever received election related training?

YES NO



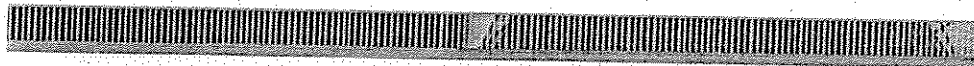
9 If you answered YES to Question 8, please indicate from whom you received the training (mark all that apply).

Clerks' Association Meeting

WisLine

State Elections Board

Other, please specify



10 If you answered YES to Question 8, please give a brief description of the training, how many hours it was and how often it takes place.



11 Would you be interested in receiving more election-related training?

If yes, please describe the type of training desired:



12

What other types of professional training has the county clerk received?
Please list below.



13

If you answered Question 12, please explain the type of training and
from whom the clerk received the training?



Survey Page 2

County Clerks-Survey on the Training, Recruitment and Compensation of Poll Workers



Routing/Organization of Election Materials



14

Are you aware of any special way your municipal clerks organize their
election materials, route the materials and supplies that has worked out
well? If so please explain below.



Other Information



15

If you have any other comments, please use the following space and/or email Sutton Meagher at sutton.meagher@seb.state.wi.us.



[REDACTED]

General Information

[REDACTED]

1 *The type of municipality:

Town

Village

City

[REDACTED]

2 *Name of municipality:

3 *Name of county:

[REDACTED]

4 *Name and title of person completing the questionnaire.

Name:

Title:

5 *How many years has the municipal clerk been in this position?

Less than one year

1-3 years

4-7 years

8-11 years

12 or more

I don't know

[REDACTED]

6 *HINDI Number (The unique ID number given to your municipality by the State Elections Board. The number can be found on the address label of this mailing, or the number can be found on the State Elections Board Web site at the following link:
<http://elections.state.wi.us/docview.asp?docid=2803&locid=47> under Clerk's Corner. :

7 *How would you describe your municipality?

- Rural
- Urban
- Suburban

8 *Please indicate the number of polling places in your municipality at each election listed below? A polling place is defined as a physical location.

Fall Presidential	<input type="text"/>
Fall Gubernatorial	<input type="text"/>
Spring	<input type="text"/>

Poll Worker Compensation

9 How much do you pay your poll workers?

Per hour:	<input type="text"/>
Per day:	<input type="text"/>

10 How much do you pay your certified Chief Inspector?

Per hour:	<input type="text"/>
Per day:	<input type="text"/>

11 *How much do you pay your poll workers to attend training sessions? If you do not pay please indicate "nothing."

12 *Do you provide any other "benefits" (e.g. paid meals/snacks, parking) for your poll workers at the training sessions and/or on election day?

YES NO

If YES, what are the benefits?

13 *Do you think that the compensation offered affects your ability to recruit poll workers?

YES

NO

If YES, what do you think an appropriate compensation would be?

14 *Do your poll workers work in shifts?

YES

NO

15 If you answered YES to Question 14 how do you divide the shifts?

4 Hours

Half a day

Other, please specify

16 If you answered YES to Question 14 is there a different Chief Inspector for every shift?

YES

NO

17 *How many TOTAL poll workers do you have in your municipality to draw from at each election?

- 3-10
- 11-20
- 21-30
- 31-40
- 41-51
- If more, please specify the total

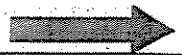
18 *On average, how many poll workers PER POLLING PLACE do you use at the Fall Gubernatorial Election? If you use shifts, then please indicate how many people per shift, NOT the total amount of poll workers.

- 3
- 5
- 7
- 9
- 11
- More than 11, please specify the number below

19 *On average, how many poll workers PER POLLING PLACE do you use at the Fall Presidential Election? If you use shifts, then please indicate how many people per shift, NOT the total amount of poll workers.

- 3
- 5
- 7
- 9
- 11

Answers continued on
next page



More than 11, please specify the number below

20 *On average, how many poll workers PER POLLING PLACE do you use at spring elections? If you use shifts, then please indicate how many people per shift, NOT the total amount of poll workers.

3

5

7

9

11

More than 11, please specify the number below

Poll Worker Compensation

21 *Please indicate the method or methods below you use to recruit the majority of your poll workers? Mark all that apply.

Political parties

Word of mouth

Other poll workers recommend individuals

Civic groups or volunteer organizations

Advertising

Other, please specify

22 *Do you have problems recruiting poll workers?

YES

NO

23 If you answered YES to Question 22, please indicate below the issue or issues you believe create the largest barrier to people in your community wanting to be poll workers. Mark all that apply.

- They work full time and cannot take a day off
- Not enough compensation
- They are just not interested
- They are required to work too many hours on election day
- Other, please specify

24 If you answered YES to Question 22, what could be done to assist you in making poll worker recruitment easier?

25 If you answered NO to Question 22, what are some of the strategies you use to recruit people?

26 *Have you ever used high school poll workers?

YES

NO

27 If you answered YES to Question 26, how successful/unsuccessful was your experience?

28 If you answered NO to Question 26, why do you think that this would not work in your municipality?

29 *Have you ever gone to a business, civic group or other volunteer organization to recruit poll workers?

YES

NO

If YES, please describe the groups you worked with and how successful or unsuccessful your experience was:

30 *What is the average age of the majority of your poll workers?

18-28

29-33

39-48

49-58

59-68

69-older

I don't know

31 *On average how much training, NOT counting the Chief Inspector, do your poll workers receive before each election.

None

1-3 hours

3-6 hours

6 or more

32 If applicable, please give a brief description of what your training entails, how many hours of training it is and how often the training occurs.

33 *Does your county clerk provide training for POLL WORKERS?

YES

NO

If YES, please give a brief explanation of how many hours, what the training entails and how often the training occurs.

34 *Does your county clerk do election related training for MUNICIPAL CLERKS?

YES

NO

If YES, please give a brief explanation of how many hours, what the training entails and how often the training occurs.

35 *In what areas do your poll workers need more training? Mark only one.

- Pre-Election preparations (setting up the polling place, making sure that the required supplies are there)
- Election Day Activities (maintaining voter lists, handling observers, processing absentee ballots, assisting electors)
- Post Election Activities (counting ballots, completing forms, securing ballots)
- None of the Above
- Other, please specify

36 What is the one issue with which your poll workers have the most problems on election day?

37 *Have you and your Chief Inspectors attended one of the State Election Board's Chief Inspector Training sessions?

YES

NO

If NO, please explain why you and your Chief Inspectors have not attended a training session?

38 If you answered YES to Question 37, was the training beneficial in helping your Chief Inspector(s) to conduct a better election and feel more confident on election day?

Very beneficial

Somewhat beneficial

Not beneficial at all

My Chief Inspector did not attend the training session.

39 Did your Chief Inspector find the Election Day Manual (the blue binder passed out at the training) helpful?

YES

NO

What was helpful about the materials, or how could the materials be improved?



40 *Have you as a municipal clerk ever received election training other than Chief Inspector Training?

YES

NO



41 If you have received training, please indicate from whom you received the training (mark all that apply):

- County Clerk
- Municipal Clerks' Association Meeting
- Towns Association
- WisLine
- State Elections Board
- Other, please specify



42 If you answered YES to Question 40, how many hours of training did you receive and what did the training entail?



43 Would you be interested in receiving more election-related training?

YES

NO

If yes, please describe the type of training desired:



- 44 What other types of professional training has the municipal clerk received? Please list below.

- 45 If Question 44 was answered, please explain the type of training and from whom the clerk received the training.

Routing/Organization of Election Materials

- 46 Do you have any special way you organize your election materials and supplies or route the materials at the end of the night that has worked out well? If so please explain below.

Other Information

- 47 If you have any other comments or suggestions please use the following space and/or email Sutton Meagher at sutton.meagher@seb.state.wi.us.

CHARTS AND GRAPHS OF SURVEY RESULTS

Respondents to the Survey

	Total # Municipalities	# Municipalities Responded	% Response Rate
ADAMS	20	17	85%
ASHLAND	16	11	69%
BARRON	36	23	64%
BAYFIELD	30	16	53%
BROWN	28	20	71%
BUFFALO	23	15	65%
BURNETT	24	16	67%
CALUMET	20	11	55%
CHIPPEWA	32	19	59%
CLARK	46	30	65%
COLUMBIA	35	24	69%
CRAWFORD	22	14	64%
DANE	61	44	72%
DODGE	45	28	62%
DOOR	19	15	79%
DOUGLAS	22	15	68%
DUNN	30	18	60%
EAU CLAIRE	18	10	56%
FLORENCE	8	5	63%
FOND DU LAC	34	22	65%
FOREST	15	12	80%
GRANT	52	36	69%
GREEN	24	17	71%
GREEN LAKE	16	13	81%
IOWA	29	23	79%
IRON	12	10	83%
JACKSON	27	19	70%
JEFFERSON	27	21	78%
JUNEAU	29	20	69%
KENOSHA	14	12	86%
KEWAUNEE	14	10	71%
LA CROSSE	18	14	78%
LAFAYETTE	28	16	57%
LANGLADE	19	12	63%
LINCOLN	18	12	67%
MANITOWOC	30	23	77%
MARATHON	62	40	65%
MARINETTE	25	17	68%
MARQUETTE	19	10	53%
MENOMINEE	1	1	100%
MILWAUKEE	19	19	100%
MONROE	34	26	76%
OCONTO	29	23	79%

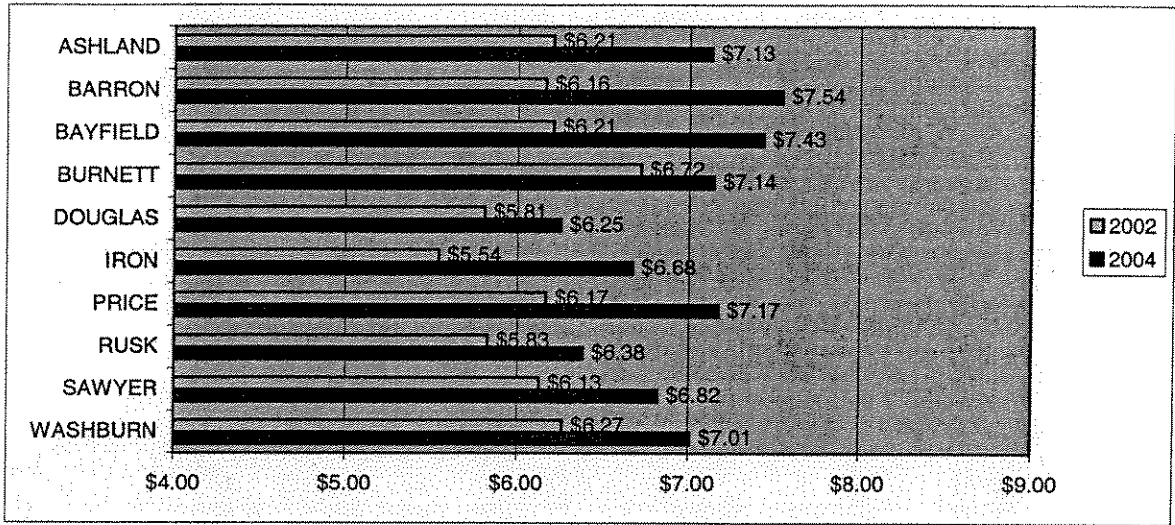
<i>Respondents to the Survey</i>			
	Total # Municipalities	# Municipalities Responded	% Response Rate
ONEIDA	21	18	86%
OUTAGAMIE	34	26	76%
OZAUKEE	16	12	75%
PEPIN	11	8	73%
PIERCE	25	19	76%
POLK	36	29	81%
PORTAGE	28	23	82%
PRICE	22	19	86%
RACINE	19	17	89%
RICHLAND	22	12	55%
ROCK	29	24	83%
RUSK	33	19	58%
ST. CROIX	35	21	60%
SAUK	39	28	72%
SAWYER	21	14	67%
SHAWANO	38	26	68%
SHEBOYGAN	28	20	71%
TAYLOR	27	17	63%
TREMPEALEAU	26	17	65%
VERNON	33	24	73%
VILAS	15	11	73%
WALWORTH	29	21	72%
WASHBURN	25	14	56%
WASHINGTON	21	17	81%
WAUKESHA	38	31	82%
WAUPACA	34	20	59%
WAUSHARA	26	17	65%
WINNEBAGO	22	18	82%
WOOD	34	26	76%

<i>Total Number of Poll Workers to Choose From</i>		
Total Number of Poll Workers	Number of Respondents	Percentage of Respondents
3 to 10	900	67%
11 to 20	289	21%
21 to 30	49	4%
31 to 40	33	2%
41 to 51	23	2%
More than 51	53	4%
Average number of poll workers for those who answered "More than 51" = 145		

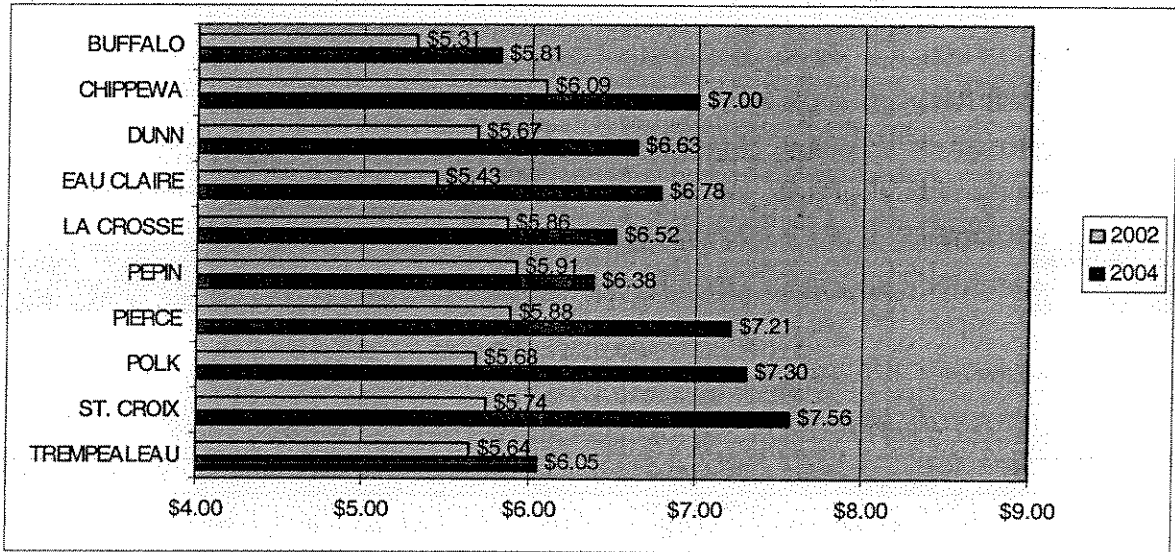
<i>Wages By County</i>						
	Poll Workers			Chief Inspectors		
	Average	Range		Average	Range	
		Low	High		Low	High
ADAMS	\$6.31	\$5.00	\$10.00	\$6.42	\$5.00	\$10.00
ASHLAND	\$7.13	\$5.75	\$11.25	\$7.86	\$6.25	\$11.25
BARRON	\$7.54	\$5.15	\$10.00	\$7.73	\$5.15	\$10.00
BAYFIELD	\$7.43	\$5.15	\$10.00	\$7.56	\$5.15	\$10.00
BROWN	\$7.93	\$6.45	\$11.00	\$8.34	\$6.45	\$11.00
BUFFALO	\$5.81	\$4.17	\$8.00	\$5.90	\$4.17	\$8.00
BURNETT	\$7.14	\$5.15	\$8.55	\$6.74	\$5.15	\$8.55
CALUMET	\$7.30	\$5.00	\$9.75	\$7.30	\$5.00	\$9.75
CHIPPEWA	\$7.00	\$5.15	\$14.00	\$7.18	\$5.15	\$14.00
CLARK	\$7.29	\$5.50	\$10.00	\$7.43	\$5.50	\$10.00
COLUMBIA	\$6.76	\$4.17	\$8.50	\$6.54	\$4.17	\$9.50
CRAWFORD	\$6.02	\$5.00	\$7.00	\$6.82	\$5.15	\$7.00
DANE	\$7.24	\$5.15	\$10.00	\$7.70	\$4.17	\$15.00
DODGE	\$6.81	\$4.58	\$8.76	\$7.18	\$4.58	\$4.17
DOOR	\$7.86	\$2.92	\$10.00	\$7.82	\$2.92	\$10.00
DOUGLAS	\$6.25	\$4.50	\$10.00	\$6.53	\$4.50	\$10.00
DUNN	\$6.63	\$5.15	\$8.50	\$6.74	\$5.15	\$8.50
EAU CLAIRE	\$6.78	\$5.15	\$10.00	\$7.12	\$5.15	\$10.00
FLORENCE	\$7.65	\$7.00	\$8.75	\$8.25	\$7.00	\$10.00
FOND DU LAC	\$7.09	\$5.00	\$8.50	\$7.69	\$5.50	\$14.25
FOREST	\$8.18	\$5.50	\$10.42	\$8.26	\$5.50	\$10.42
GRANT	\$6.39	\$5.00	\$10.00	\$6.47	\$5.00	\$10.00
GREEN	\$6.32	\$2.92	\$10.00	\$6.45	\$2.92	\$10.00
GREEN LAKE	\$6.49	\$5.15	\$8.50	\$6.53	\$5.15	\$9.00
IOWA	\$6.64	\$4.17	\$10.00	\$6.55	\$4.17	\$10.00
IRON	\$6.68	\$4.17	\$10.00	\$6.96	\$4.17	\$12.00
JACKSON	\$7.05	\$5.00	\$10.00	\$7.09	\$5.00	\$10.00
JEFFERSON	\$7.05	\$5.15	\$12.00	\$7.21	\$5.15	\$12.00
JUNEAU	\$6.67	\$5.00	\$9.17	\$7.14	\$5.00	\$16.67
KENOSHA	\$7.99	\$6.00	\$10.42	\$8.57	\$6.50	\$10.42
KEWAUNEE	\$7.10	\$5.50	\$8.00	\$7.10	\$5.50	\$8.00
LA CROSSE	\$6.52	\$4.17	\$8.50	\$6.99	\$5.00	\$10.00
LAFAYETTE	\$6.82	\$5.00	\$9.17	\$6.92	\$5.00	\$9.17
LANGLADE	\$7.21	\$5.15	\$8.33	\$7.48	\$5.15	\$10.00
LINCOLN	\$8.03	\$6.00	\$10.00	\$8.12	\$6.50	\$10.00
MANITOWOC	\$6.39	\$5.00	\$8.00	\$6.61	\$5.00	\$8.75
MARATHON	\$7.63	\$5.15	\$12.00	\$7.96	\$5.15	\$12.50
MARINETTE	\$7.04	\$5.25	\$8.50	\$7.19	\$5.25	\$9.00
MARQUETTE	\$6.87	\$5.75	\$8.00	\$6.92	\$5.75	\$8.00
MENOMINEE	\$8.50	\$8.50	\$8.50	\$10.00	\$10.00	\$10.00
MILWAUKEE	\$6.60	\$4.67	\$8.42	\$7.40	\$4.92	\$11.67
MONROE	\$5.92	\$4.17	\$8.33	\$6.10	\$4.17	\$9.00

<i>Wages By County</i>						
	Poll Workers			Chief Inspectors		
	Average	Range		Average	Range	
		Low	High		Low	High
OCONTO	\$7.38	\$5.15	\$10.00	\$6.76	\$5.15	\$10.00
ONEIDA	\$7.57	\$6.00	\$8.50	\$7.41	\$6.00	\$12.00
OUTAGAMIE	\$7.98	\$5.50	\$10.42	\$8.20	\$5.50	\$11.25
OZAUKEE	\$6.96	\$6.00	\$10.00	\$7.60	\$6.00	\$10.32
PEPIN	\$6.38	\$5.25	\$8.00	\$5.79	\$5.25	\$8.00
PIERCE	\$7.21	\$5.15	\$10.00	\$7.43	\$5.15	\$10.00
POLK	\$7.30	\$5.36	\$10.00	\$7.50	\$5.36	\$10.00
PORTAGE	\$7.69	\$4.58	\$10.42	\$7.97	\$4.58	\$12.50
PRICE	\$7.17	\$5.15	\$9.75	\$7.28	\$5.15	\$9.75
RACINE	\$6.95	\$5.00	\$10.00	\$6.77	\$5.00	\$10.00
RICHLAND	\$7.03	\$5.00	\$8.50	\$7.24	\$5.17	\$10.42
ROCK	\$6.69	\$5.15	\$10.00	\$7.15	\$5.15	\$10.00
RUSK	\$6.38	\$5.00	\$8.50	\$6.71	\$5.00	\$10.00
ST. CROIX	\$7.56	\$6.00	\$10.00	\$7.78	\$6.00	\$10.00
SAUK	\$7.14	\$5.00	\$10.00	\$7.39	\$5.00	\$10.42
SAWYER	\$6.82	\$5.25	\$9.00	\$7.11	\$5.83	\$9.00
SHAWANO	\$7.04	\$5.15	\$9.00	\$7.08	\$5.15	\$9.00
SHEBOYGAN	\$6.74	\$5.15	\$8.00	\$7.14	\$5.15	\$10.00
TAYLOR	\$6.95	\$4.72	\$8.50	\$7.01	\$4.72	\$8.50
TREMPEALEAU	\$6.05	\$4.17	\$8.33	\$6.41	\$4.17	\$8.33
VERNON	\$7.04	\$4.17	\$10.00	\$7.39	\$4.17	\$12.50
VILAS	\$7.65	\$6.00	\$10.00	\$7.78	\$6.00	\$10.00
WALWORTH	\$7.22	\$5.15	\$10.00	\$7.72	\$5.15	\$10.42
WASHBURN	\$7.01	\$5.65	\$8.00	\$7.08	\$5.65	\$9.00
WASHINGTON	\$8.08	\$6.00	\$12.00	\$8.61	\$6.00	\$12.00
WAUKESHA	\$6.73	\$2.33	\$9.17	\$7.53	\$2.50	\$12.00
WAUPACA	\$6.80	\$5.15	\$9.00	\$6.89	\$5.15	\$9.00
WAUSHARA	\$8.05	\$6.15	\$10.42	\$8.17	\$6.15	\$10.42
WINNEBAGO	\$7.54	\$5.15	\$10.00	\$7.76	\$5.15	\$10.42
WOOD	\$7.66	\$4.58	\$10.00	\$8.09	\$4.58	\$12.50

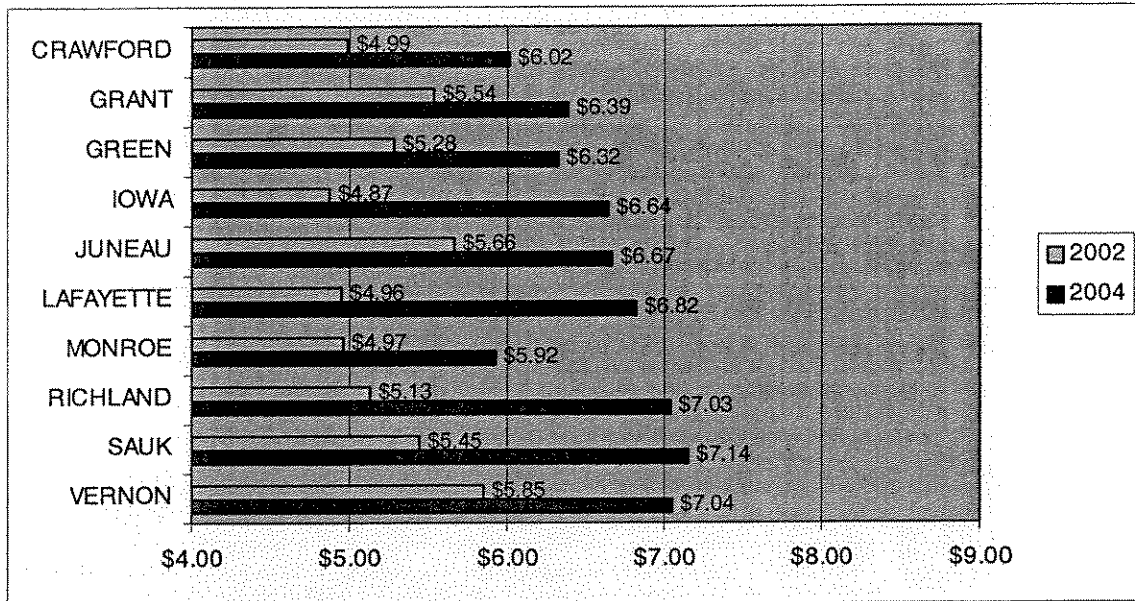
2002 Average Wages versus 2004 Average Wages by County
 North Western Region



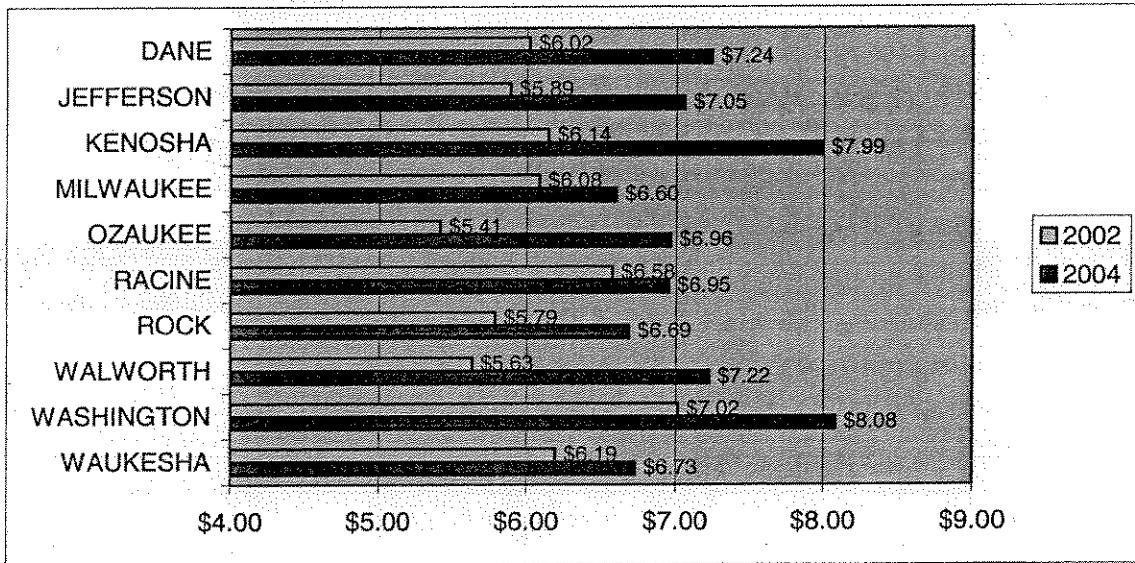
Western Region



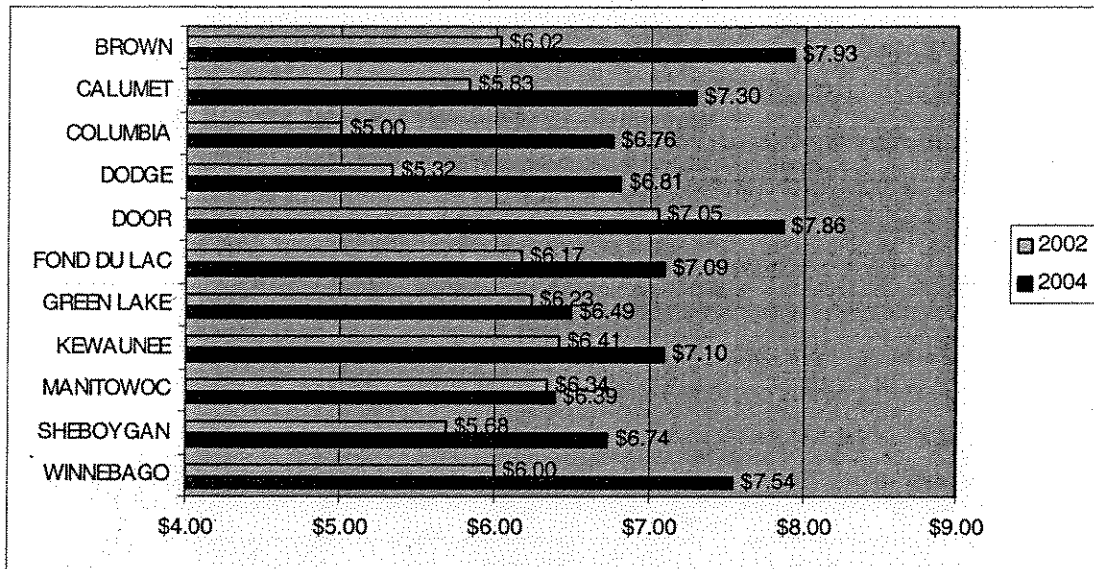
South Western Region



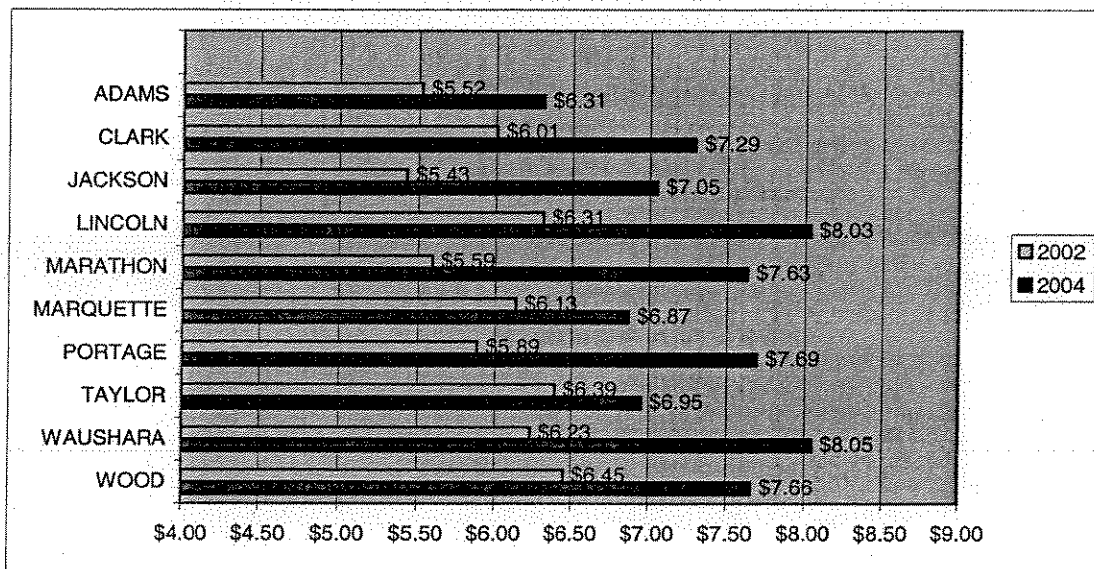
South Eastern Region



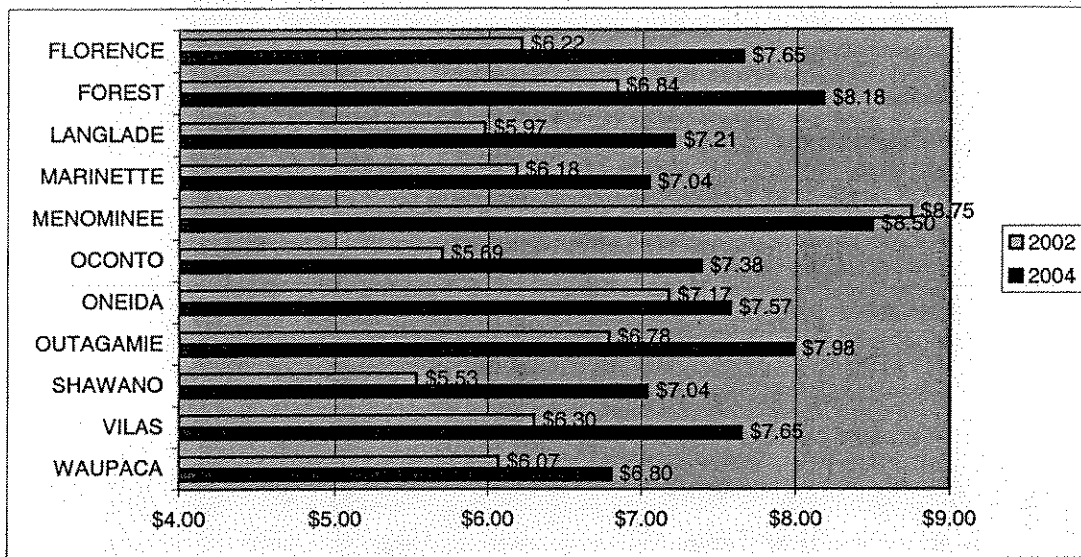
Eastern Region



Central Region



North Eastern Region



Municipalities that give poll workers extra benefits

	Number of Respondents	Percentage of Respondents
Yes	602	45%
No	745	55%

Most Responses: meals and mileage

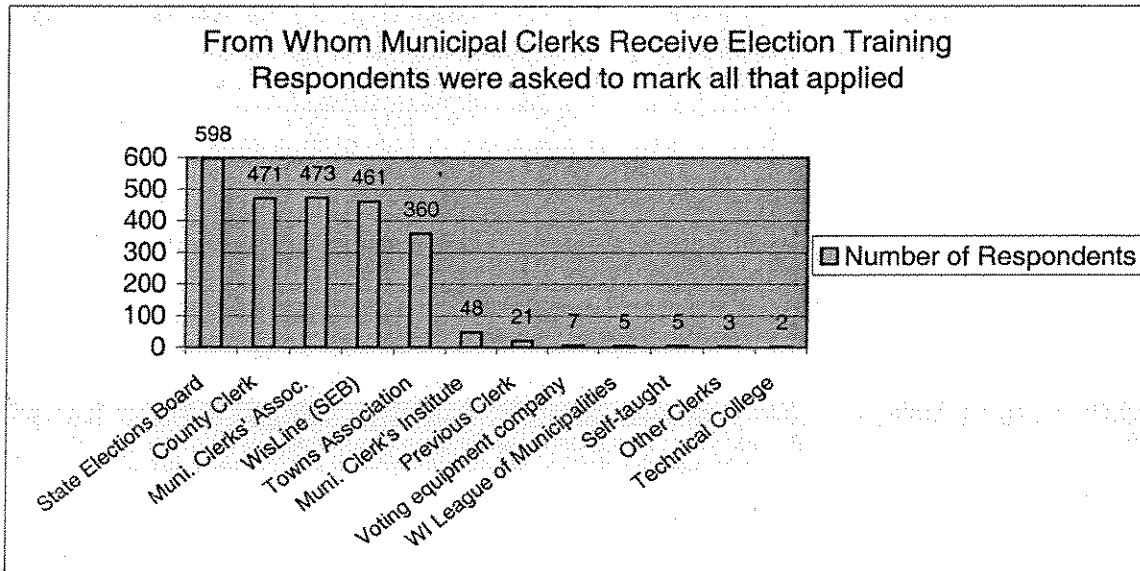
Trouble Recruiting Poll Workers By County

	Yes	Percentage of Municipalities Stating Yes
ADAMS	2	12%
ASHLAND	0	0%
BARRON	1	4%
BAYFIELD	1	6%
BROWN	6	30%
BUFFALO	5	33%
BURNETT	4	25%
CALUMET	2	18%
CHIPPEWA	5	26%
CLARK	8	27%
COLUMBIA	6	25%
CRAWFORD	3	21%
DANE	9	20%
DODGE	5	18%
DOOR	3	20%

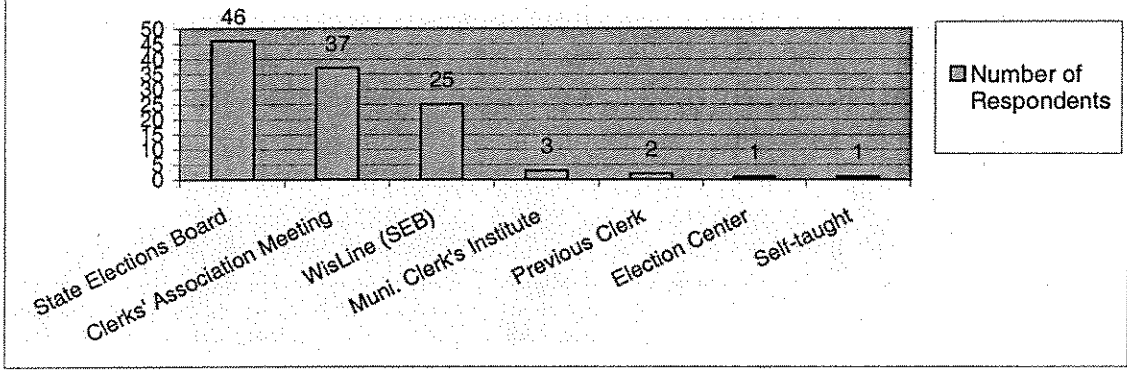
	Yes	Percentage of Municipalities Stating Yes
DOUGLAS	6	40%
DUNN	4	22%
EAU CLAIRE	2	20%
FLORENCE	1	20%
FOND DU LAC	7	32%
FOREST	3	25%
GRANT	9	25%
GREEN	3	18%
GREEN LAKE	4	31%
IOWA	9	39%
IRON	3	30%
JACKSON	6	32%
JEFFERSON	8	38%
JUNEAU	4	20%
KENOSHA	1	8%
KEWAUNEE	1	10%

<i>Length of the Shifts</i>	
	Number of Respondents
4 Hours	18
Half Day	244
Other	151

Most clerks who answered "other" stated that they allow workers to work in shifts as needed to fit their schedules. Several clerks stated that they allow shifts for meals. Some clerks stated that it depends on the election. For example, at a large election such as a presidential they would use shifts.

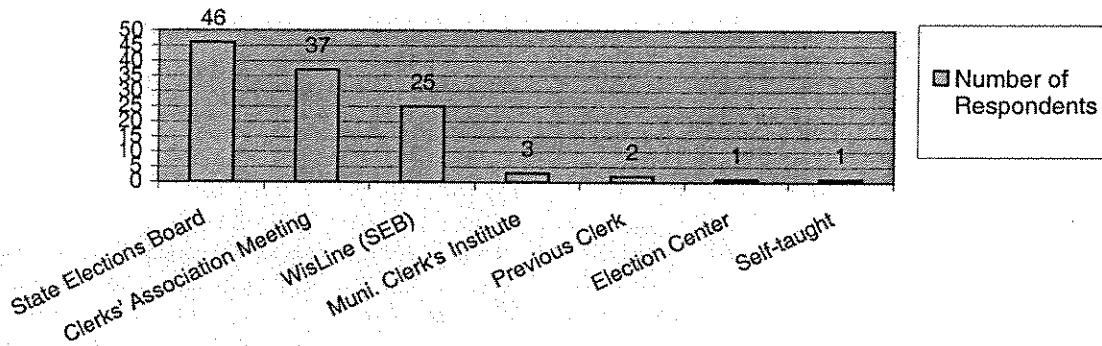


From Whom the County Clerk has Received Election
Training
Respondents marked all that applied



From Whom the County Clerk has Received Election Training

Respondents marked all that applied



*Main Issues and Topics County Clerks
Would Like to
Have Their Poll Workers
Trained On*

Respondents marked all that applied

	Number of Respondents
Pre-Election Preparations	3
Election Day Activities	32
Post Election	35
None of the Above	3
<i>Respondents stated one specific issue would like to have their poll workers trained on</i>	
Counting Ballots, completing tally sheet, counting write-in votes	12
Completing Forms	5
Registration	5
Completing the EB-104	3
Observers	3
Capturing the names and voter number accurately on the poll list	2
Absentee Ballots	1
Challenge Procedure	1
Municipal Canvass	1
New Regulations	1
Provisional Ballots	1
Determining Residency of Voters	1

Did your Chief Inspector find the Election Day Manual helpful?

