



# **2020 PRESIDENTIAL GENERAL ELECTION**

## **ELECTION WORKER PROGRAM**

**PRESENTED BY DEBORAH HAMER**

# ELECTION WORKER PROGRAM

The Montgomery County **Election Worker Program** is responsible for preparing capable volunteers to assist the portion of 680,000 registered voters that choose to cast their ballot during Early Voting or on Election Day. To accomplish this goal a team of temporary staff is hired to work along with the permanent Recruitment staff to obtain the required number of Election Workers (approximately 3,500) to ensure an excellent voting experience for these voters.

**Recruitment** of volunteers is handled by Recruiters, Outreach Staff and Support Staff. This involves informing potential workers about the program, processing applications, and leading each volunteer through the required steps to become an Election Worker. Previous workers are contacted, and new election workers are recruited for each election.

**Monitoring Training** is important to ensure workers are prepared to serve. Training results for each volunteer are provided to the appropriate Recruiters.

**Assignments** are made by Recruiters to meet the election worker staffing requirements for each Early Voting location and for Election Day.

**Stipends** are issued to workers wishing to receive payment for their services. SSL credits are offered as an alternative to students if they choose to receive SSL credits. The Board of Elections spent a total of \$1,685,787 + FICA Tax for Early Voting, Election Day and Canvass Worker stipends.

**Evaluations** are conducted once election events are completed to see how effective the Election Worker Program was in staffing Early Voting and Election Day precincts. We evaluate the performance of our Election Workers, the feedback provided to us from the Election Workers, the responsiveness of the Recruitment Staff to volunteers, the voter experiences during Early Voting and on Election Day, and the adequacy of our Election Worker Database to handle each aspect of the Recruitment tasks that need to be completed.

# BOARD OF ELECTIONS – RECRUITMENT STAFF

## Expected

1 Recruiting Coordinator  
2 Permanent Recruiters  
2 Temporary Early Voting Recruiters  
3 Temporary Election Day Recruiters  
2 Recruitment Support Staff

## Resulted

1 Acting Recruiting Coordinator  
0 Permanent Recruiters  
2 Temporary Early Voting Recruiters  
4 Temporary Election Day Recruiters  
4 Recruitment Support Staff

# ELECTION WORKER RECRUITMENT

The differences in staffing for the 2020 General Election compared to staffing previous elections were numerous.

- Montgomery County volunteers applied to the State Board of Elections as well as to Montgomery County
- A record number of applications were submitted for the 2020 General Election - 6,455
- Workers choosing to serve during Early Voting were not required to serve on Election Day
- Election Day and Early Voting training was the same (only one class needed not two)
- Changing from staffing Polling Precincts to staffing Vote Centers and Drop Boxes required **major updates** to the Election Worker Database and Recruitment processing
- The oldest and younger Election Workers opted out
- Almost half of the Election Workers were ages 41 - 60
- Although we changed from staffing 232 Polling Precincts to staffing 40 Vote Centers almost the same number of Election Workers were assigned
- Except for 4 members of the Recruitment staff, the remaining staff members had never worked in Recruitment and received on the job training for this most challenging General Election

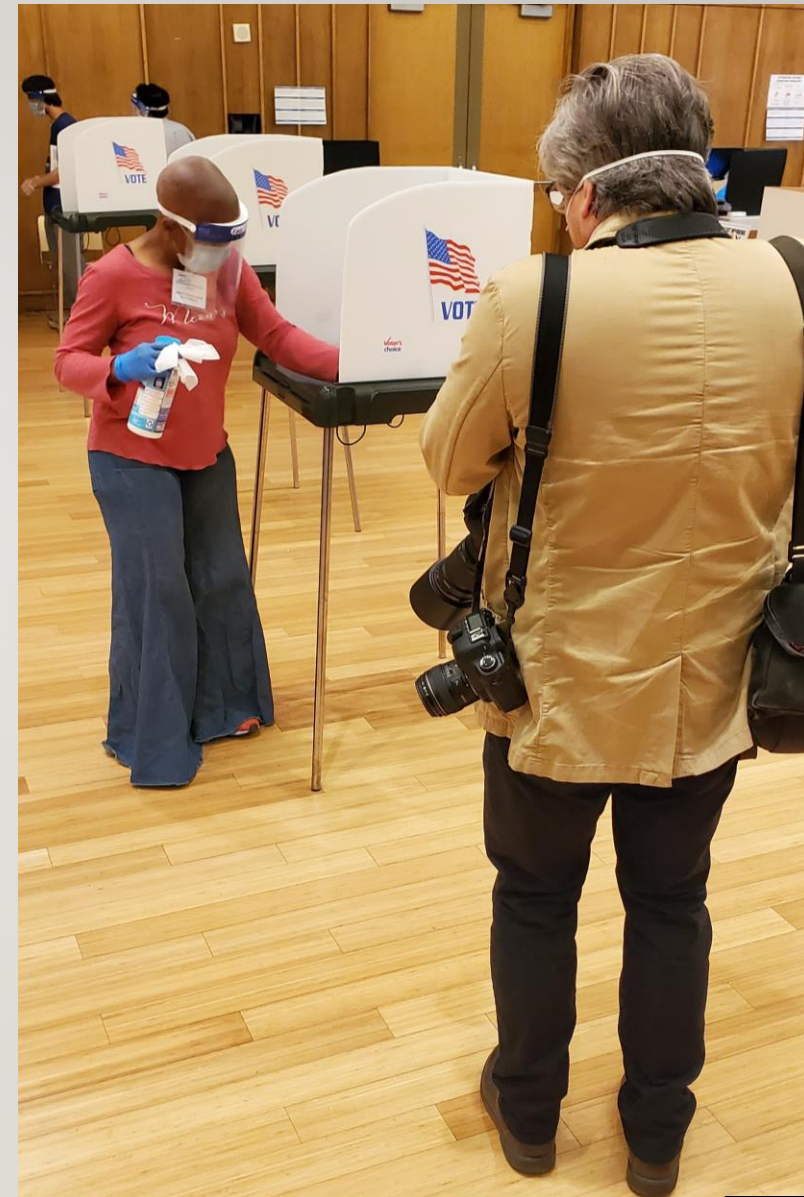
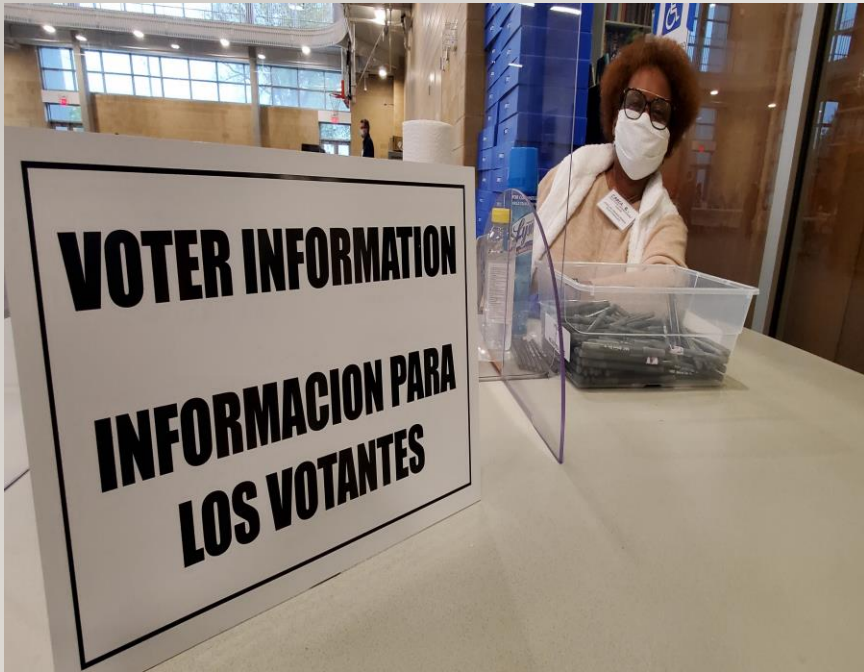


# New Positions and Duties

- All workers wiped down voting booths and sanitized supplies/equipment
- All workers were required to wear PPE and observe COVID-19 procedures
- **"New"** Election Night Workers to shut down the Vote Centers (190)
- **"New"** Curbside Workers to facilitate voting in BOE parking lot (21)
- **"New"** Ballot Assistants to collect ballots from Drop Boxes on Election night (31)
- **"New"** Drop Box Assistants to monitor the Drop Boxes during Election Day and Early Voting (196)

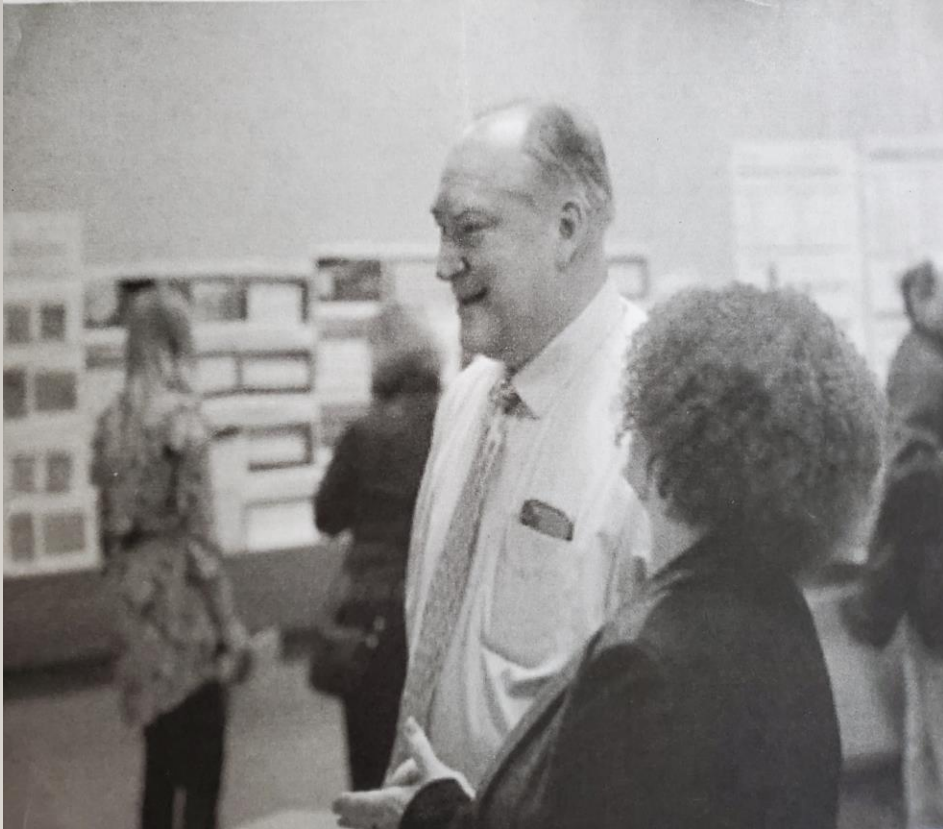






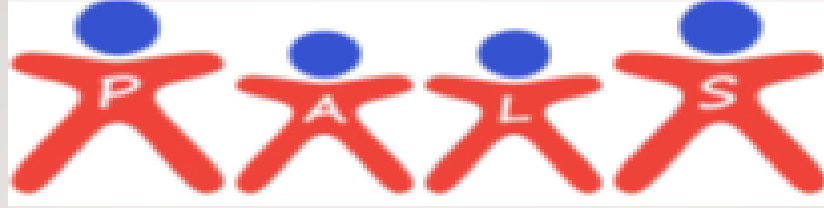


# The Pick-A-Pal Promotion and Its Conception



- In January 2020 I graduated from an 8-week Innovation Accelerator Course offered to Montgomery County employees
- This course was designed to foster creative thinking and introduce structured problem-solving processes
- Students were required to select three problems, called A3s, and utilize these new skills to arrive at solutions
- One of my A3s was to find another way to recruit
- At graduation students displayed their A3s to classmates, supervisors and other interested employees including County Executive Marc Elrich and the former Chief Administrative Officer Andrew Kleine
- My A3 became the Pick-A-Pal Promotion and was implemented in the 2020 election cycle

# Pick-A-Pal Promotion Rules



- Eligible participants were Election Workers who had applied, trained online and attended a training class
- Election Workers added their name and a referral (Pal) with contact information to a raffle ticket
- Recruiters contacted each referral
- Workers and Pals were both required to serve to be eligible for the Grand Prize
- 162 referrals were received from which there were 2 Grand Prize Winners and 36 consolation prizes awarded





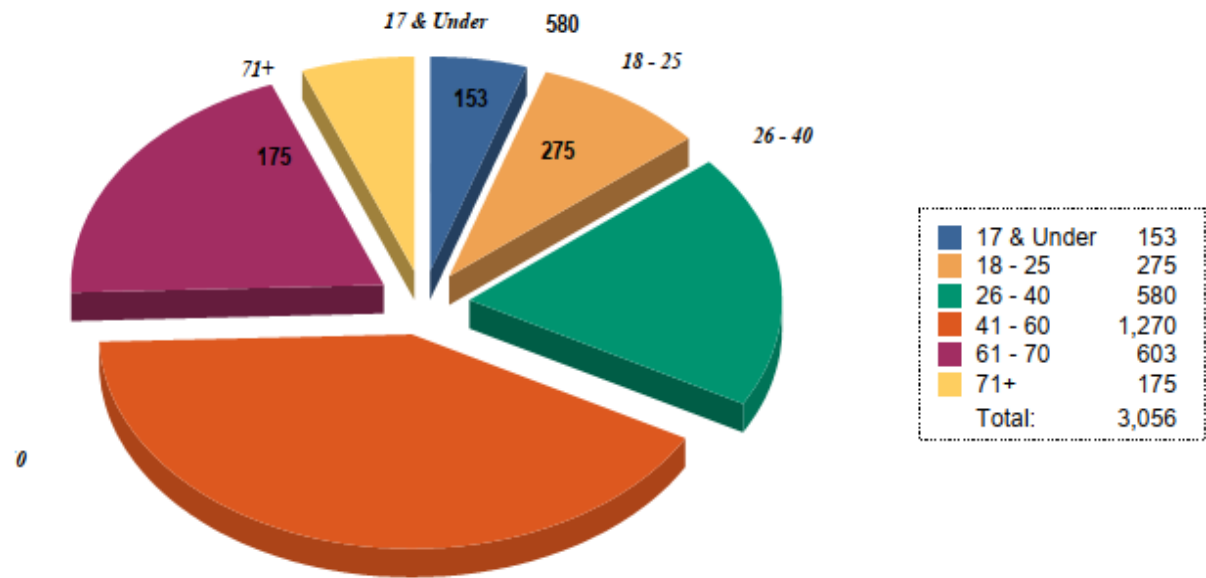
ELECTION



WORKERS



Montgomery County Board of Elections  
Assigned Election Judges by Age Range  
2020 Presidential General Election



# General Election Day AGE Distribution

2018		2020	
Under 18	16%	Under 18	5%
18 – 25	8%	18 – 25	9%
26 – 40	8%	26 – 40	19%
41 – 60	26%	41 – 60	42%
61 – 70	26%	61 – 70	20%
71 – 95	16%	71 – 95	5%
TOTAL	100%	TOTAL	100%





## OCTOBER 26, 2020 – NOVEMBER 2, 2020

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Required Positions

3,933

Number of Early Voting workers 1,480

Assigned Positions

3,601

**EV workers served a 2-day minimum**



# US Voting Rights Act, Section 203

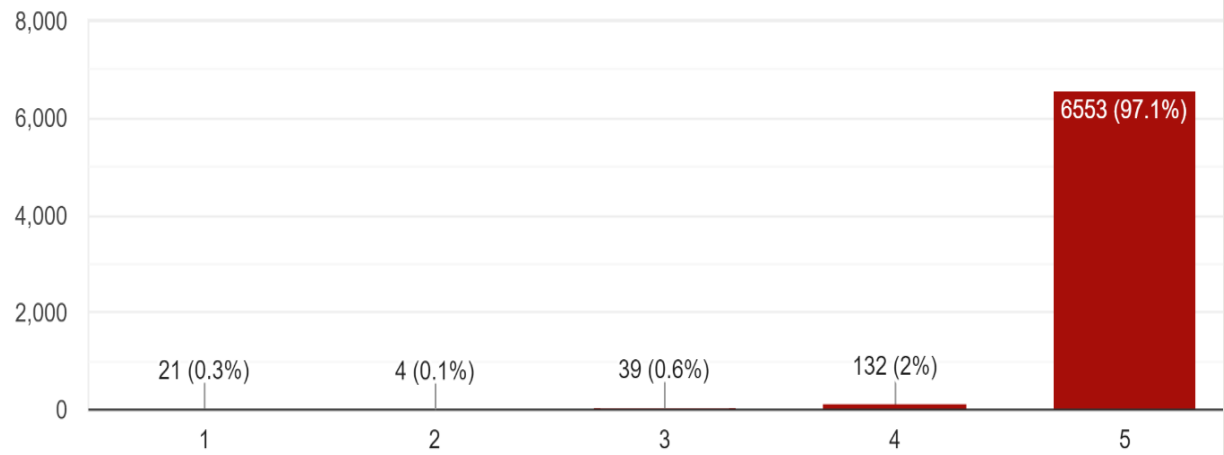
## Early Voting Spanish Speaking Election Workers Assigned

	EV01-Mid County Rec	EV02-EOB	EV03- Germantown	EV04-Praisner	EV05-Silver Spring Civic	EV06-Boher Park	EV07- Damascus Rec	EV08-Jane Lawton Rec	EV09- Wheaton Lib	EV10-Potomac Rec	EV11-Sandy Spring Fire Dept	
10/26/2021	5	3	8	4	9	5	4	6	9	7	4	64
10/27/2021	3	3	9	5	8	7	3	6	4	8	3	59
10/28/2021	4	3	5	5	5	7	5	5	9	8	5	61
10/29/2021	3	3	7	4	9	6	3	2	4	9	3	53
10/30/2021	2	4	8	5	8	9	4	6	7	8	2	63
10/31/2021	6	4	11	6	5	5	5	7	12	5	5	71
11/1/2021	7	4	7	5	11	11	5	4	8	6	4	72
11/2/2021	4	4	12	6	13	8	4	6	10	7	3	77
												520



Are the Election Workers in this early voting center welcoming?

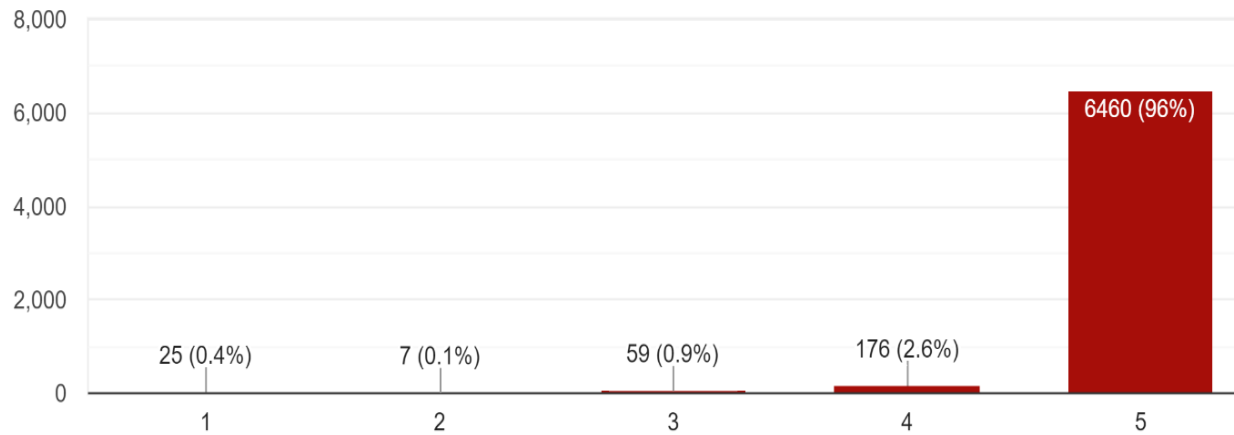
6,749 responses



Comment Cards collected from the **Early Voting Centers** rated Election Workers as highly Welcoming, Helpful and Knowledgeable

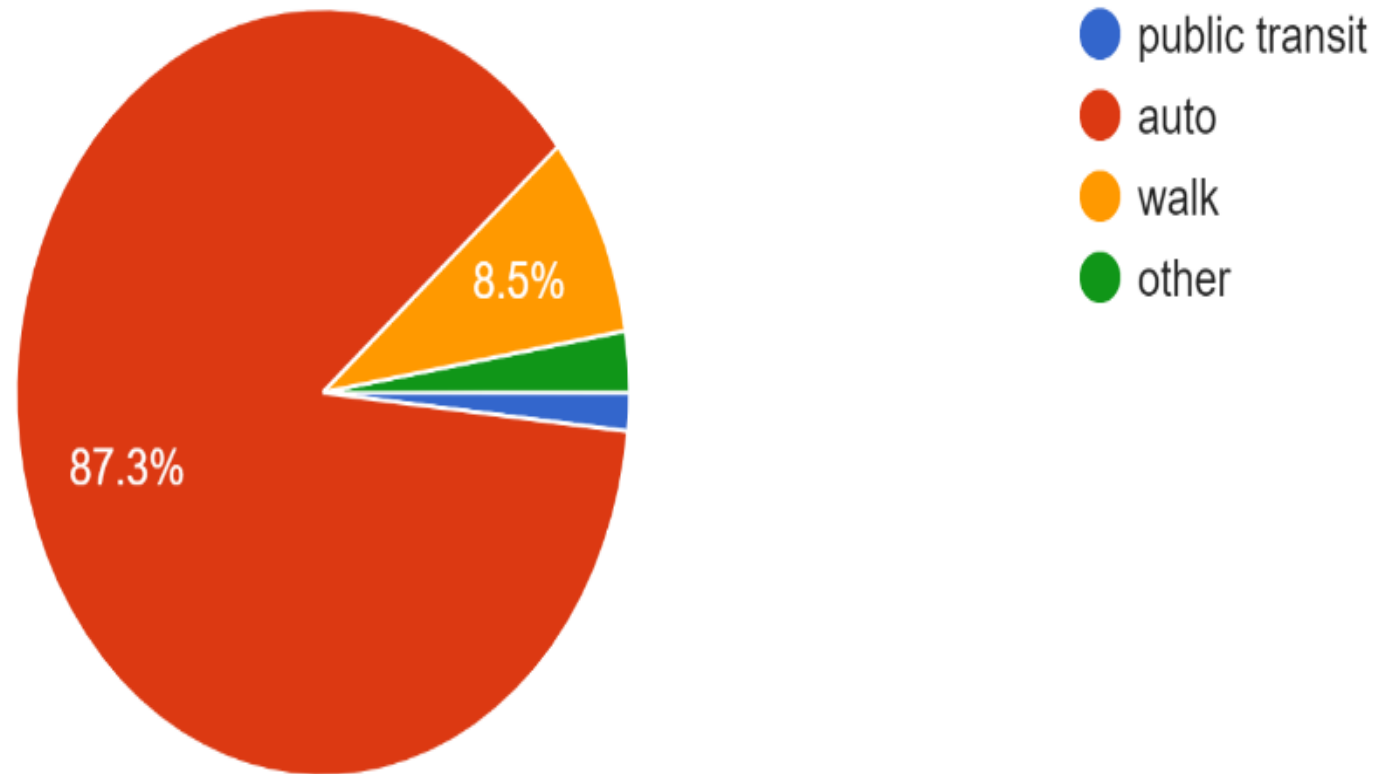
Are the Election Workers in this early voting center helpful and knowledgeable?

6,727 responses



# How did you arrive to this Early Voting Center?

6,339 responses







## Silver Spring Civic Center



**November 3, 2020**



# 40 ELECTION DAY VOTE CENTERS

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REQUIRED ELECTION WORKERS	2,243	(STANDBYS AVAILABLE)
ASSIGNED ELECTION WORKERS	2,243+	



Vote Center	Spanish Speaking
1-Mid-County	9
2-EOB	9
3-Germantown	7
4-Praisner	9
5-Silver Spring Civic	7
6-Boher Park	8
7-Damascus Rec	7
8-Lawton	17
9-Wheaton Lib/Rec	12
10-Potomac	7

Vote Center	Spanish Speaking
11-Sandy Spring	4
12-Einstein HS	7
13-BCC HS-Cafeteria	12
14-BCC HS-Gym	6
15-Clarksburg HS	4
16-Magruder HS	7
17-Damascus HS	9
18-Gaithersburg HS	6
19-Blake HS	8
20-Kennedy HS	8

Vote Center	Spanish Speaking
21-Blair HS	11
22-Marriott Bethesda	5
23-Potomac Rec	5
24-Northwest HS	6
25-Northwood HS	7
26-Paint Branch HS	7
27-Poolesville HS	6
28-Quince Orchard HS	5
29-R Montgomery HS	8
30-Rockville HS	7

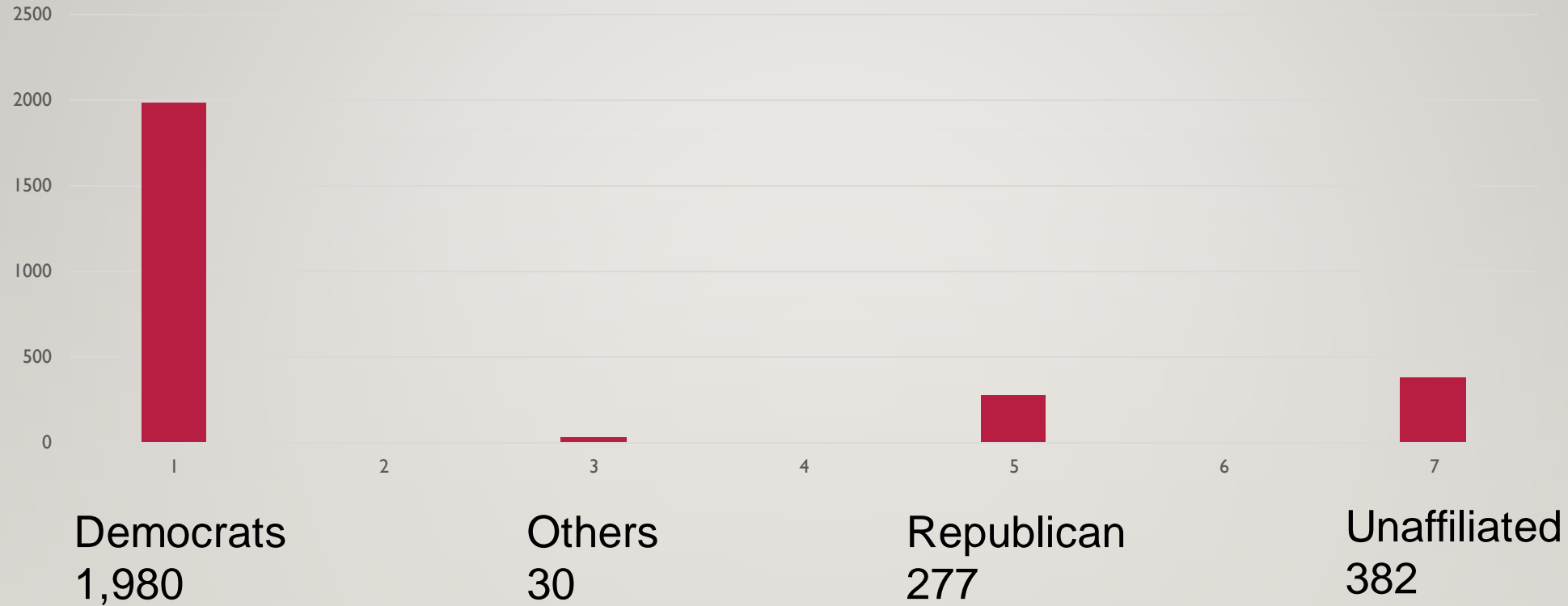
Vote Center	Spanish Speaking
31-Seneca Valley HS	6
32-Sherwood HS	6
33-Springbrook HS	6
34-Wootton HS	5
35-Walt Whitman HS	7
36-Walter Johnson HS	2
37-Watkins Mill HS	7
38-Wheaton HS	12
39-White Oak Rec	7
40-Churchill HS	7

# US Voting Rights Act, Section 203

Of the 40 Vote Centers	# of Bilingual Spanish Speaking Workers
1	2
2	4
4	5
7	6
13	7
4	8
4	9
1	11
3	12
1	17

# Spanish Speaking Election Day Workers Assigned

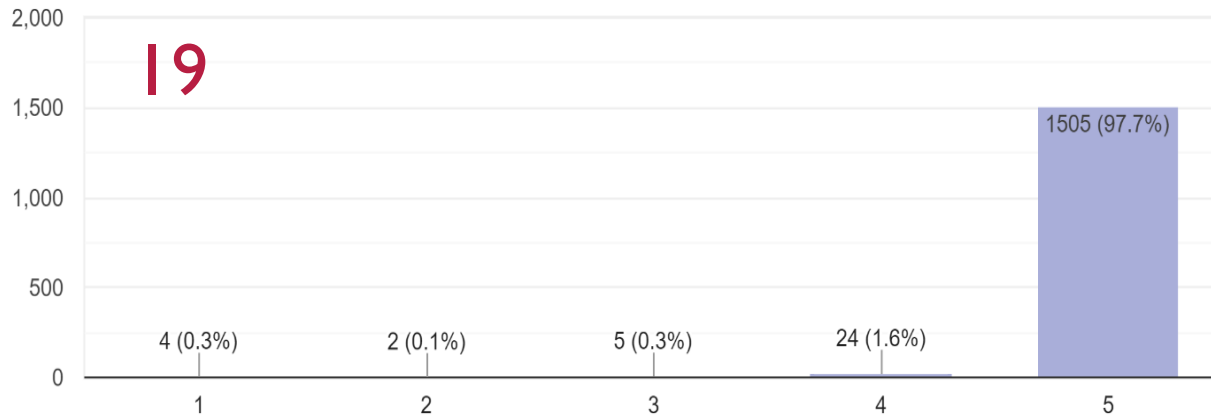
# ELECTION DAY - PARTY AFFILIATION DISTRIBUTION





Are the Election Workers in this polling place welcoming?

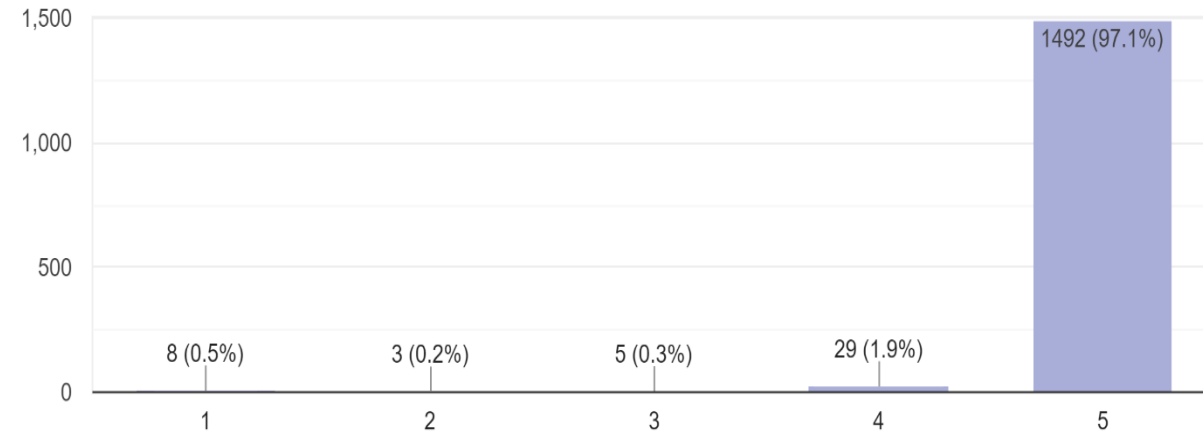
1,540 responses



Comment Cards collected from the **Vote Centers** also rated Election Workers performance as **Excellent**

Are the Election Workers in this polling place helpful and knowledgeable?

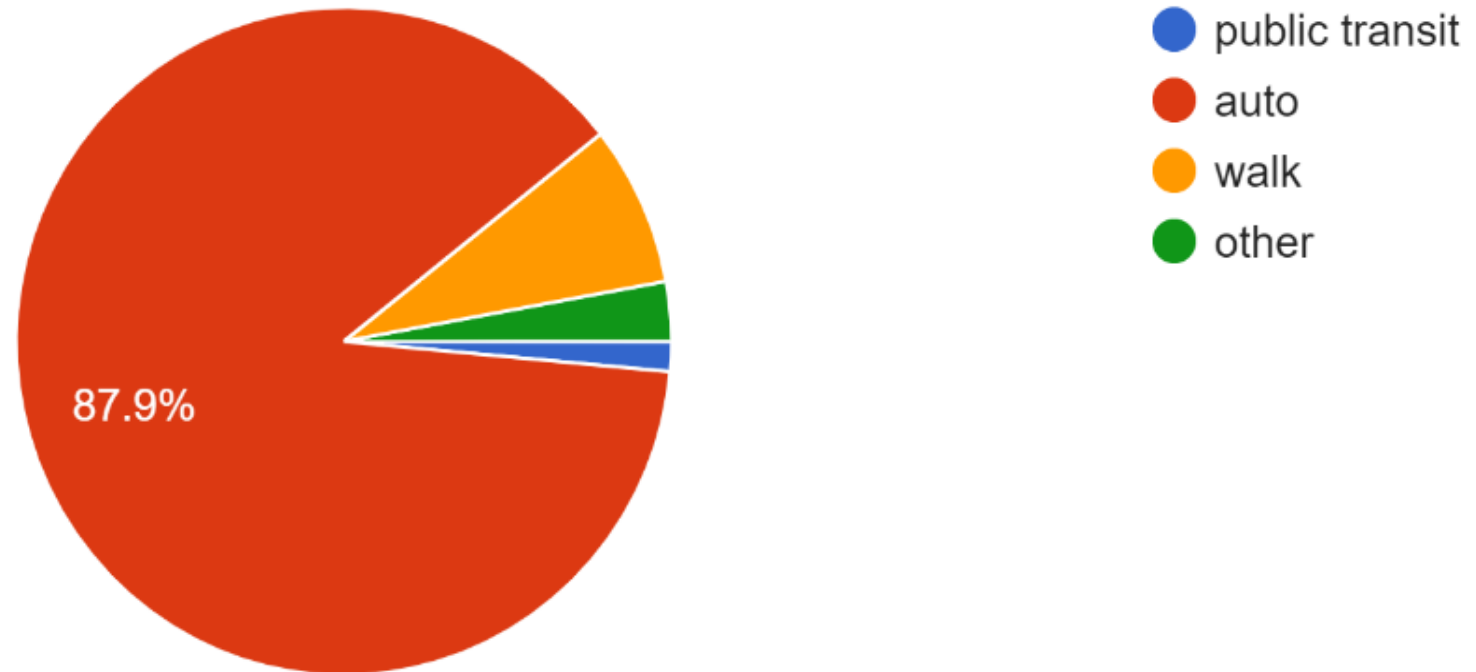
1,537 responses



19

## How did you arrive to this Polling Place?

1,453 responses





# NO SHOW REPORTS 2020

Event

Percentages

Presidential Primary Early Voting	N/A
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Presidential Primary Election Day: 8	2%
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Presidential General Early Voting: 230	6%
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Presidential General Election Day: 118	5%
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## IN CONCLUSION ...

- COVID-19 presented **numerous** challenges in this election
- The community of volunteers stepped up and supported the Board of Elections by performing their Civic Duty
- The Recruitment Staff worked tirelessly and dedicated themselves to staffing every Early Voting and Election Day position with outstanding success
- 97% of the Montgomery County voters had a favorable voting experience

... QUESTIONS?