

AUTHORIZING REALLOCATION OF ELECTION SPECIALIST POSITION IN THE COUNTY CLERK OFFICE

The County Clerk's office currently has a vacancy in the Election Specialist position. There have been some changes in the position description. Also an evaluation (allocation) of the job duties by human resources of the position relative to other positions in County Government has been conducted.

While there is no election this fall, next spring and fall present the most difficult challenges the Clerk's office will face: a spring presidential primary and a Presidential election. The spring primary is extremely challenging, as the number of Democrats running for President will be very hard to coordinate with the large number of non-partisan local elections. That was true in the past, but now the County is clearly the target of foreign interference. As the highest turnout county in a closely divided purple state, Dane County is at the epicenter of foreign interference with our national elections.

The election specialist position has evolved significantly over the past decade. The complexity of the equipment, the constantly changing election law, the evolution of early voting has made this a particularly stressful and critical position. Next spring there will be hundreds of ballot styles. Dane County is twice as large as most counties and is far more complex than Milwaukee, Waukesha, or Brown. Hundreds of candidate names will need to be entered. Ward boundaries will need to be precisely drawn. Connecting the correct County Board districts with Aldermanic and school boundaries is very challenging. All of it needs to happen in two weeks with no margin for error. A mistake at this point will lead to disaster on a national scale as the Presidential primary adds a large degree of difficulty and public scrutiny.

The position description has been altered to account for the increased need for security and coordination between Emergency Management, IT, and our office. The election specialist will now manage a security team that will focus on election security. There is also the added responsibility of redistricting that is on the horizon for next year as well. Turnover at this position is not in the interest of Dane County and should be reallocated.

Dane County bills municipalities for the services of the election specialist. This year the total was over \$150,000. Typically local offices and referendums are on the Spring ballot only. The current trend of putting school referendums on the Fall ballot has resulted in an increase in revenue for the Clerk's office as we now also bill schools for part of those expenses. Those bills more than covers the expenses for the reallocation.

Currently the County Board funds 25% of this position, a decision made many years ago. This resolution also transfers that 25% to the County Clerk's office. There is no fiscal impact due to the transfer.

48 NOW, THEREFORE, BE IT RESOLVED that the Election Specialist position in the
49 County Clerk's office be reallocated from a P7 to a P9.

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51 BE IT FINALLY RESOLVED that the Election Specialist position authority currently
52 residing in the County Board Office (25%) be transferred to the Office of the County
53 Clerk.