

Thank you for participating in the **2022 Local Election Official Survey**. Your responses to this survey are confidential.

- If you prefer to **complete the survey online**, please go to:  
[www.2022LocalElectionOfficialSurvey.org](http://www.2022LocalElectionOfficialSurvey.org) and enter the following passcode: **XXXXXX**
- If you prefer to complete the survey on paper:  
Read each question carefully. Some questions will ask you to look ahead to the November 2022 election; some will ask you to reflect on past elections.  
**Use a blue or black pen** to complete this form. Return the completed survey in the enclosed prepaid envelope.  
To ensure you get the right questions, continue to the next question unless noted after arrow signs (→).

1. Are you the chief election official in your jurisdiction?

- Yes, I am the chief local election official
- No, but my office has determined I am the right person to answer this survey
- No → **Please contact us at [info@2022LocalElectionOfficialSurvey.org](mailto:info@2022LocalElectionOfficialSurvey.org). Thank you!**

2. What is your title? \_\_\_\_\_

3. How many years have you been in your current position? *Your best estimate is fine.*

\_\_\_\_\_ (Please enter number of years.)

4. Including yourself, how many people have served as the chief election official in this jurisdiction over the past ten years?

- 1
- 2
- 3
- 4
- 5
- Greater than 5
- I don't know

5. Were you elected, appointed, or hired? *If you were appointed to fill a vacancy, but will sit for election in the next cycle, indicate elected.*

- Elected → **GO TO Q6**
- Appointed
- Hired
- Contractor → **GO TO Q8**
- Other (Please specify: \_\_\_\_\_)

5a. Does your position have civil service protection (or merited), or do you serve at the will of the individual or board who appointed you?

- My position has civil service protection or is merited
- My position is an at will position
- I don't know
- Other (Please specify: \_\_\_\_\_)

6. You indicated you were elected to your position, what type of election was that?

- Partisan election
- Non-partisan election

7. You indicated you were elected to your position. Was your most recent election contested or were you unopposed (in the general election)?

- Contested  
 Uncontested
- 

8. Is your current position full-time or part-time?

- Full-time  
 Part-time  
 Other (Please specify: \_\_\_\_\_)

### PATH TO LEO POSITION

9. We are interested in how people became engaged in election administration. What were you doing just before you were first employed in an elections office? *If you were in multiple categories prior to this first employment, select all that apply.*

- Private business  
 Elected official  
 Non-elections related local government employment  
 Non-elections related state or federal government employment  
 Political campaign, party, or organization  
 Employed with a non-profit organization  
 Volunteered or served in an unpaid capacity for an election office  
 Employed in higher education  
 Enrolled in high school, college, or graduate school (hired after schooling)  
 Other (Please specify: \_\_\_\_\_)
- 

10. How were you first employed in election administration? *Please select only one.*

- I was hired to work in an election office or in some other office that also handled election administration  
 I was elected as a chief local election official  
 I was appointed as a chief local election official  
 I was hired as a contractor to work with an elections office  
 Other (Please specify: \_\_\_\_\_)

### WORKLOAD & STAFF

11. Which of the following best describes your job, for the year 2022? Election related matters constitute:

- All or almost all of my workload  
 The majority of my workload, but I have other duties not related to elections as well  
 Less than half of my workload
- 

12. **Including yourself**, how many permanent FTE (full-time equivalent) staff work in your office?

- No full-time staff, including myself  
 1  
 2 to 5  
 6 to 10  
 11 to 20  
 21 to 50  
 More than 50
-

13. How many elections will your office administer from January through December 2022? (This includes state, local, and special elections, and not individual contests.)

*Note: By 'elections' we mean events where your office needs to prepare all voting materials, distribute ballots, and tally results, etc.*

- 2 or less  
 3  
 4  
 5  
 6 or more

14. Have you ever worked in another jurisdiction as a local election official?

- Yes  
 No → **GO TO Q16**

15. How many other jurisdictions have you served in as a local election official?

- 1  
 2  
 3  
 4  
 5 or more

## TRAINING

16. Considering all the ongoing or regular training for elections that you have received **in the past year**, please indicate which of the statements apply. *Please select all that apply.*

- My state mandates training for election officials  
 I participate in training to maintain certification outside of my state's requirements  
 I voluntarily enroll in ongoing or regular training  
 I have not participated in ongoing or regular training in the past year

17. How frequently do you receive ongoing training as an election official?

- Never  
 Less than once a year  
 Once a year  
 More than once a year

18. Please indicate your preference for receiving elections training and additional education through each of the following modes, assuming cost is not an issue. *Please record a response for each item below.*

	Least preferred	Somewhat preferred	Moderately preferred	Most preferred
Online training or course with an instructor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Online training or course that is self-directed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In-person training or courses offered in your state or region	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
On-site training or courses offered at your jurisdiction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technical assistance offered at your jurisdiction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
One-on-one training offered at your jurisdiction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

19. In general, how **important** are the following types of training for your office to optimize your election operations? Your office includes yourself and your staff. *Please record a response for each item below.*

	Extremely important	Very important	Important	Somewhat important	Not at all important	Not applicable
Introductory Elections Topics ("Elections 101")	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voter Registration and List Maintenance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administration: Election Day Polling Places	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administration: Early Voting and Vote Centers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voting By Mail/Absentee Ballot Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Post-Election Canvassing and Certification	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cybersecurity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Continuity of Operations Planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

20. In general, how **satisfied** have you been with the following types of training for your office? Your office includes yourself and your staff. *Please record a response for each item below.*

	Extremely satisfied	Very satisfied	Satisfied	Somewhat satisfied	Not at all satisfied	Not applicable
Introductory Elections Topics ("Elections 101")	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voter Registration and List Maintenance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administration: Election Day Polling Places	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administration: Early Voting and Vote Centers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voting By Mail/Absentee Ballot Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Post-Election Canvassing and Certification	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cybersecurity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Continuity of Operations Planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. Now we would like to ask about training for you, your permanent staff, and your temporary staff (if you have them). If you do not have other permanent or temporary staff, please choose "not applicable." Considering all topics in general, how **important** is it for the following team members to receive elections training? *Please record a response for each item below.*

	Extremely important	Very important	Important	Somewhat important	Not at all important	Not applicable
Myself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My regular/permanent staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My temporary staff, such as poll workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22. Considering all topics in general, how **satisfied** are you with the elections training for the following team members? *Please record a response for each item below.*

	Extremely satisfied	Very satisfied	Satisfied	Somewhat satisfied	Not at all satisfied	Not applicable
Myself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My regular/permanent staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My temporary staff, such as poll workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## MEETINGS &amp; MEMBERSHIP

23. Are you a member of any of the following professional election organizations? *Please select all that apply.*

- International Association of Government Officials (iGO)
- Election Center (National Association of Election Officials)
- My state association of local election officials
- My regional and/or local association of election officials
- I am not a member of any professional election organization → **GO TO Q27**

24. Do you regularly attend, or do you plan to regularly attend, professional meetings with other election officials?

- Yes
- No → **GO TO Q26**

25. How many meetings have you traditionally attended, or would you plan to attend, in a normal year?

- 0
- 1
- 2
- 3
- 4 or more

26. Why don't you regularly attend or plan to attend professional meetings? *Please select all that apply.*

- There is insufficient budget to pay for meeting fees
- I cannot afford to take time away from office duties
- I don't find these meetings helpful
- There are travel and logistical challenges, aside from time and budget
- Some other reason

27. Now we'd like you to think about your state association of election officials. How effective is your state association in each of the following areas? *Please record a response for each item below.*

	Very effective	Somewhat effective	Not very effective	Not at all effective	Not active in this area
Influencing bills and policy changes proposed by the state legislature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representing the interests of jurisdictions like mine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Building a positive and supportive community among election administrators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Helping me recruit new members of my staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Helping <b>me</b> develop and advance my skills as an effective administrator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Helping <b>my staff</b> develop and advance their skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## RETIREMENT PLANS

28. Will you be **eligible** to retire from your work as a local election official within the next two years (any time prior to the November 2024 presidential election)?

- Yes  
 No → **GO TO Q31**  
 I don't know → **GO TO Q31**

29. Are you considering retiring?

- Yes, I am considering retirement before the November 2022 election  
 Yes, I am considering retirement before the November 2024 election  
 No, I am not considering retirement → **GO TO Q33**  
 I don't know  
 Other (*Please specify:* \_\_\_\_\_) → **GO TO Q33**

30. What factors are influencing your considerations of retirement? *Please select all that apply.*

- I can afford to retire earlier than expected  
 I want to do something else for work  
 I want to do something else with my time  
 I no longer enjoy the position  
 Personal, family, or other changes unrelated to my work environment  
 I have served long enough to retire now  
 I do not enjoy the political environment  
 My spouse or partner is retiring  
 I do not like the changes in my work environment that occurred during and after the November 2020 election  
 Other (*Please specify:* \_\_\_\_\_)

31. Are you considering leaving your work as a local election official within the next two years (any time prior to the November 2024 presidential election)?

- Yes  
 No  
 I don't know  
 Other (*Please specify:* \_\_\_\_\_) } **GO TO Q33**

32. What reasons motivate you to consider leaving your work as a local election official? *Please select all that apply.*

- I want to do something else for work  
 I want to do something else with my time  
 I no longer enjoy the position  
 Changes in how elections are administered make the work unsatisfying  
 I can earn more in another position or career  
 I can move to another position where I can earn the same, but the workload is more balanced  
 I do not enjoy the political environment  
 I have concerns about my health or personal safety, aside from COVID-19 concerns  
 I do not believe I will be re-appointed or re-elected  
 Other (*Please specify:* \_\_\_\_\_)

## JOB SATISFACTION

33. To what extent do you agree or disagree with each of the following statements? *Please record a response for each item below.*

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
My work gives me a feeling of personal accomplishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My workload is reasonable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our office has enough physical space to do our job well	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work is respected by other county or local officials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work is respected by citizens	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am satisfied with my pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A lack of sufficient funding often prevents me from doing my job well	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I do not feel I can balance my work and home priorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I would encourage my own child to pursue a career in local election administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My county or local government does not consult me on policy or budget decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My state legislature does not consult my community on election policy decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In my job I am able to fully utilize my skills, abilities, and knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am proud to tell people that I work for my department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am able to leave problems at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34. All things considered, what is your level of overall satisfaction with your job?

- Very satisfied  
 Satisfied  
 Neither satisfied nor dissatisfied → **GO TO Q37**
- Dissatisfied → **GO TO Q36**  
 Very dissatisfied → **GO TO Q36**

35. What three words come to mind when you think about what makes you **satisfied** with your job as a local election official?

36. What three words come to mind when you think about what makes you **dissatisfied** with your job as a local election official?

## ELECTION THREATS

37. How concerned, if at all, are you about the reports of abuse, harassment, or threats directed at some elections officials?

- Very concerned  
 Somewhat concerned  
 Neither concerned nor unconcerned  
 Not very concerned  
 Not concerned at all

38. How seriously do you think the members of each of the following organizations take elections-related abuse, harassment, and threats? *Please record a response for each item below.*

	Very seriously	Somewhat seriously	Not too seriously	Not at all seriously	I don't know
Local media	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The national media	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My state legislature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Federal law enforcement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local law enforcement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My state's chief election official	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The United States Congress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

39. In the **past two years**, have you experienced any instances of abuse, harassment, or threats as part of your work as an election official?

- Yes  
 No

40. What types of abuse, harassment, or threats have you experienced, if any? *Please select all that apply.*

- Doxing, that is unwanted release of personal information on the internet  
 Verbal or physical abuse, harassment, or threats directed at yourself or family members  
 Unwanted visitors at your home  
 Confrontation in your workspace  
 Confrontation in other public spaces  
 Online harassment  
 Physical hate mail  
 Email threats  
 Other (*Please specify:* \_\_\_\_\_)  
 I have not experienced any of these in the past two years. → **GO TO Q42**

41. Were any of the threats **targeted** in a particular way? *Please select all that apply.*

- Gender based threats  
 Politically based threats  
 Racially or ethnically based threats  
 Other targeted threats (*Please specify:* \_\_\_\_\_)



## PREPAREDNESS FOR 2022 ELECTION

The next several questions ask you to think about the importance of certain issues for your ability to administer a safe, secure, and accessible election in November 2022, as well as your satisfaction with the same issues in the most recent statewide or federal election you ran.

42. **Looking ahead** to the November 2022 election, with reference to Election Day polling place or vote center management, how **important** are each of these for your ability to administer a safe, secure, and accessible election? *Please record a response for each item below.*

	Extremely important	Very important	Important	Somewhat important	Not at all important	Not applicable
Obtaining a sufficient number of poll workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Obtaining a sufficient number of <u>bilingual</u> poll workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Obtaining poll workers who have already been trained and have the knowledge and skills required to do their jobs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finding enough physical polling places	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Obtaining a sufficient number of accessible voting machines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

43. **Looking back** to the most recent statewide or federal election, with reference to Election Day polling place or voting center management, how **satisfied** were you with your performance in each area as it pertains to your ability to administer a safe, secure, and accessible election? *Please record a response for each item below.*

	Extremely satisfied	Very satisfied	Satisfied	Somewhat satisfied	Not at all satisfied	Not applicable
Obtaining a sufficient number of poll workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Obtaining a sufficient number of <u>bilingual</u> poll workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Obtaining poll workers who have already been trained and have the knowledge and skills required to do their jobs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finding enough physical polling places	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Obtaining a sufficient number of accessible voting machines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

44. **Looking ahead** to the November 2022 election, with reference to in-person early voting, how **important** are each of these for your ability to administer a safe, secure, and accessible election? *Please record a response for each item below.*

	Extremely important	Very important	Important	Somewhat important	Not at all important	Not applicable
Finding enough early voting locations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staffing early voting locations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Having adequate time to <u>conduct</u> early in person voting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Having adequate time to <u>process</u> early votes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

45. **Looking back** to the most recent statewide or federal election, with reference to in-person early voting, how **satisfied** were you with your performance or capabilities in each area as it pertains to your ability to administer a safe, secure, and accessible election? *Please record a response for each item below.*

	Extremely satisfied	Very satisfied	Satisfied	Somewhat satisfied	Not at all satisfied	Not applicable
Finding enough early voting locations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staffing early voting locations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Having adequate time to <u>conduct</u> early in person voting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Having adequate time to <u>process</u> early votes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

46. **Looking ahead** to the November 2022 election, with reference to absentee or by-mail voting, how **important** are each of these for your ability to administer a safe, secure, and accessible election? *Please record a response for each item below.*

	Extremely important	Very important	Important	Somewhat important	Not at all important	Not applicable
A sufficient number of staff to process absentee or by mail ballot applications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The technology to manage by mail ballots and ballot materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drop boxes for alternative ballot returns	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A sufficient state timeline for requesting, sending, and returning by mail ballots	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voter knowledge of USPS standard of delivery times in your area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An adequate ballot curing process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A permanent absentee ballot list	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A signature verification system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

47. **Looking back** to the most recent statewide or federal election, with reference to absentee or by-mail voting, how **satisfied** were you with your performance or capabilities in each area as it pertains to your ability to administer a safe, secure, and accessible election? *Please record a response for each item below.*

	Extremely satisfied	Very satisfied	Satisfied	Somewhat satisfied	Not at all satisfied	Not applicable
A sufficient number of staff to process absentee or by mail ballot applications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The technology to manage by mail ballots and ballot materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drop boxes for alternative ballot returns	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A sufficient state timeline for requesting, sending, and returning by mail ballots	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voter knowledge of USPS standard of delivery times in your area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An adequate ballot curing process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A permanent absentee ballot list	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A signature verification system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## COVID-19 PANDEMIC

48. Do you think the COVID-19 pandemic will continue to impact your election operations in 2022?

- Yes, I believe the COVID-19 pandemic will continue to impact my election operations
- No, I do not believe the COVID-19 pandemic will continue to impact my operations
- I don't know

49. How, if at all, do you think the COVID-19 pandemic will continue to impact your election operations in 2022?

*Please select all that apply.*

- My jurisdiction will need to obtain additional personal protective equipment for my staff, poll workers, and volunteers for election day (e.g., masks, gloves, sanitizing equipment or cleaners)
- I will be unable to utilize some traditional locations for polling places
- My offices and workspaces need additional changes to accommodate staff and volunteers for administering the election
- I am concerned about workforce shortages due to the COVID-19 pandemic
- I am concerned about recruiting sufficient poll workers for the November 2022 election
- I do not think the COVID-19 pandemic will continue to impact my election operations in 2022

## VOTE BY MAIL

50. Looking ahead to by-mail voting in the November 2022 election in your jurisdiction, do you anticipate a **larger proportion** of voters, a **smaller proportion** of voters, or **about the same proportion** of voters will request and use mail ballots, compared to the November 2020 election?

- A larger proportion of voters will request and use mail ballots
- About the same proportion of voters will request and use mail ballots
- A smaller proportion of voters will request and use mail ballots
- I don't feel confident forecasting change in the request and use of mail ballots

## VOTING REFORMS & ELECTION INTEGRITY

51. The following is a list of ideas people sometimes propose, arguing that they will make elections more convenient or more secure. Please indicate how much you support or oppose each of these ideas regardless of whether or not they are in place in your state. *Please record a response for each item below.*

	Strongly support	Somewhat support	Neutral	Somewhat oppose	Strongly oppose
Run all elections by mail	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allow people to register to vote on Election Day at the polls	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make Election Day a national holiday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consolidate local, state, and federal elections to take place at the same time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increase the use of Internet voting (online voting)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Require the use of photo identification for voting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

52. Looking **back** to the **November 2020 election**, to what extent are you confident about each of the following statements? *Please record a response for each item below.*

	Very confident	Somewhat confident	Not too confident	Not at all confident	I don't know
Voter registration lists <b>nationwide</b> were secure from outside interference	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voter registration lists <b>in my state</b> were secure from outside interference	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Votes <b>nationwide</b> were counted as intended	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Votes <b>in key battleground states</b> were counted as intended	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Votes <b>in my state</b> were counted as intended	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

53. Looking **ahead** to the **November 2022 election**, to what extent are you confident about each of the following statements? *Please record a response for each item below.*

	Very confident	Somewhat confident	Not too confident	Not at all confident	I don't know
Voter registration lists <b>nationwide</b> will be secure from outside interference	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voter registration lists <b>in my state</b> will be secure from outside interference	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Votes <b>nationwide</b> will be counted as intended	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Votes <b>in key battleground</b> states will be counted as intended	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Votes <b>in my state</b> will be counted as intended	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

54. Since the November 2020 election, has your state legislature passed legislation that impacted the way you conduct elections in your jurisdiction?

- Yes  
 No → **GO TO Q56**  
 I don't know → **GO TO Q56**

55. On balance, do you think these new laws:

- Improved election administration in your jurisdiction  
 Did not improve election administration in your jurisdiction  
 I don't know

## CYBERSECURITY

56. To what extent do you agree or disagree with the following statement?

**My jurisdiction has received sufficient guidance from state and/or federal authorities regarding the security of our election systems.**

- Strongly agree  
 Somewhat agree  
 Neither agree nor disagree  
 Somewhat disagree  
 Strongly disagree

57. Have you attended, or do you plan to attend a training session about cybersecurity before the November 2022 election, or is cybersecurity handled by another office?

- I have done this in the past year
  - I plan to do this before the November 2022 election
  - Responsibility is handled by another local office
  - Responsibility is handled by the state elections office/board
  - Not applicable to my situation
- } GO TO Q59

58. Please briefly share why you selected this option.

59. Have you held, or do you plan to hold, cybersecurity training sessions for **your employees or election workers** before the November 2022 election, or is cybersecurity handled by another office?

- I have done this in the past year
  - I plan to do this before the November 2022 election
  - Responsibility is handled by another local office
  - Responsibility is handled by the state elections office/board
  - Not applicable to my situation
- } GO TO Q61

60. Please briefly share why you selected this option.

**VOTER-CENTRIC ORIENTATION & VOTER EDUCATION**

61. To what extent do you agree or disagree with each of the following statements regarding the relationship between local election officials and the general public? *Please record a response for each item below.*

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I enjoy educating citizens about voting rules and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The lack of citizen knowledge about voting rules and procedures causes significant problems when people go to vote	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The primary responsibility of local election officials is to conduct the election, not worry about voter education or voter satisfaction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local election officials should consider it part of their responsibilities to work on voter education and voter satisfaction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My office has enough time and resources to work on educating voters along with conducting the election	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is part of my job to encourage voter turnout	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local election officials should work to reduce demographic disparities in voter turnout	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

62. What modes of outreach do you use to educate voters? *Please select all that apply.*

- Print advertising
- Online advertising
- Television advertising
- Radio advertising
- Running at least one active social media account
- In person outreach events

63. Where do you post elections related content?

- Twitter
- Facebook
- Instagram
- YouTube
- Reddit
- TikTok
- Other (*Please specify:* \_\_\_\_\_)

**VOTING VALUES**

The next few questions list several pairs of phrases that might be used to describe voting and elections. For each set of statements, please indicate how you fall between them by selecting a value along the spectrum.

64.

**I prefer that all voters cast ballots on Election Day at a polling place or voting center.**

**I prefer that voters have lots of options at home or early in-person voting along with Election Day voting.**

Strongly agree			Neutral				Strongly agree
1	2	3	4	5	6	7	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

65.

**It is important to establish processes that make it easy for people to exercise the right to vote, even if doing so presents some security risks.**

**It is important to make voting as secure as possible, even if doing so makes it harder for eligible citizens to exercise the right to vote.**

Strongly agree			Neutral				Strongly agree
1	2	3	4	5	6	7	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

66.

**Individuals ought to take responsibility for making sure they're registered to vote.**

**Government ought to take responsibility for making sure all eligible voters are registered to vote.**

Strongly agree			Neutral				Strongly agree
1	2	3	4	5	6	7	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

67.

**Voting is a duty; people should vote in every election no matter how they feel about the candidates and parties.**

**Voting is a choice; people can choose to vote or not to vote depending on how they feel about the candidates and parties.**

Strongly agree			Neutral				Strongly agree
1	2	3	4	5	6	7	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

68. How frequently, if at all, do you think the following types of election fraud occur nationwide? *Please record a response for each item below.*

	It is very common	It occurs occasionally	It occurs infrequently	It almost never occurs	I don't know
Voting more than once in an election	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stealing or tampering with votes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Falsely claiming to be someone else, in order to vote (i.e., voter impersonation)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voting by non-citizens	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voting by people who are not legal residents of the county or city they vote in	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### LOOKING AHEAD TO NOVEMBER 2022

69. Based on your expertise and knowledge of election administration, and considering the uncertainties of this time, how confident are you that:

*Please record a response for each item below.*

	Very confident	Confident	Somewhat confident	Not at all confident
<b>My office will be fully prepared</b> to administer a safe, secure, and accessible election in November 2022?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>My office will be sufficiently funded</b> to administer a safe, secure, and accessible election in November 2022?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Other election offices in my state</b> will be fully prepared to administer a safe, secure, and accessible election in November 2022?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Election offices around the nation</b> will be fully prepared to administer a safe, secure, and accessible election in November 2022?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

70. If there is one change you could make that would help run more efficient, secure, and fair elections in the November 2022 election in **your state** what would that be?

## DEMOGRAPHICS

71. What is your age?

- 18 to 25  
 26 to 34  
 35 to 49  
 50 to 64  
 65+  
 I prefer not to answer

72. How do you describe yourself?

- Male  
 Female  
 Other  
 I prefer not to answer

73. Are you of Hispanic, Latino, or Spanish origin?

- Yes  
 No  
 I prefer not to answer

74. How would you describe yourself?

- American Indian or Alaskan Native  
 Asian  
 Black or African American  
 Native Hawaiian or other Pacific Islander  
 White  
 2 or more races  
 I prefer not to answer

75. What is the highest level of education you have completed?

- Some high school  
 High school  
 Some college  
 College  
 Some graduate school  
 Graduate school  
 I prefer not to answer

76. Please select your salary range.

- Less than \$20,000  
 \$20,000 to \$34,999  
 \$35,000 to \$49,999  
 \$50,000 to \$74,999  
 \$75,000 to \$99,999  
 \$100,000 or more  
 I prefer not to answer

77. Where would you place yourself on the following scale?

- Strong Democrat  
 Not very strong Democrat  
 Independent, lean Democrat  
 Independent  
 Independent, lean Republican  
 Not very strong Republican  
 Strong Republican  
 Other party  
 I prefer not to answer

## PRIVACY & CONTACT CHECK

78. We have asked you to share your opinion in your own words in some questions in this survey. Many of these statements are compelling to policy and decision makers. Any quotes we use will be anonymized and not connected to you or to your state. If you would like us to keep these private, please select the option below.

- You may use my anonymized statements  
 Please keep my statements private

79. Thank you very much for your time. We may seek additional input from local election officials on matters related to election administration. If you are willing to allow us to follow up with you, please select that option below.

- Yes, I'd be happy to →  
 No, thank you

*Please print*

Name: \_\_\_\_\_

Email address: \_\_\_\_\_

Phone Number: \_\_\_\_\_

This is the end of the survey. Thank you, we greatly appreciate your time and cooperation!  
 Please place the completed survey in the prepaid return envelope and mail it back to the address on the envelope.  
 If you have misplaced the return envelope, please call 1-800-633-1986, Ext. 1978 for a replacement.

*If you have any questions about the study, please call Elizabeth Sciupac at 800-633-1986, Ext. 1978.*