

**2023 Survey of Local Election Officials Survey Questionnaire.****Landing Page****Welcome to the 2023 Survey of Local Election Officials!**

To get started, please enter your unique passcode that you received by email or mail here:

**Web introduction/instructions**

[DISPLAY TO ALL]

REED\_INTRO. Thank you for agreeing to participate in the 2023 Elections & Voting Information Center (EVIC) at Reed College's Survey of Local Election Officials. This is the fifth Local Election Official Survey that EVIC has undertaken since 2018.

This survey provides you with an important and timely opportunity to weigh in on issues of concern in your profession. It should take between 20-30 minutes to complete. We appreciate you taking the time to share your experiences, expertise, and viewpoints.

Responses to this survey are confidential. Neither your name nor your jurisdiction will be released, and only aggregate group characteristics will be published. We may share anonymous quotes from any comments you provide in the survey unless you ask us to keep them private.

For more information about this project, including past survey results and research reports, visit the EVIC website: <https://evic.reed.edu/leo-survey-summary/>.

The survey will ask you questions about your experience with and opinions on election administration. This survey does not ask detailed questions that require you to review any election records or data. You may start and stop this survey at any point, and the survey will return to where you left off if you click on the link again. The survey will save your progress. You may skip any questions you do not wish to answer. Finally, please do not share your link with anyone else outside of your office as it is unique to your jurisdiction.

If you have any questions or concerns, please contact us at [info@2023LocalElectionOfficialSurvey.org](mailto:info@2023LocalElectionOfficialSurvey.org) or (503) xxx-xxxx. Please click 'NEXT' to continue.

## Screenener

[ASK ALL]

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

- 1 Yes, I am the chief local election official
- 2 No, but my office has determined I am the right person to answer this survey
- 3 No
- 99 Web Blank

IF SCREENENER=3 OR 99 SHOW: Thank you for your time. We are trying to reach chief election officials or those designated to respond for them. If this does not apply to you, please contact us at [info@2023LocalElectionOfficialSurvey.org](mailto:info@2023LocalElectionOfficialSurvey.org) or (503) 517-7656 so we can determine the best person to contact in your jurisdiction. Thank you!

IF SCREENENER= 1 OR 2, CONTINUE TO TITLE

TITLE. What is your title?

[TEXT BOX]

- 99 Web Blank

(2022 CURPOS\_LEN, modified)

[ASK ALL]

[PN: NUMBER BOX RANGE 0-97]

CURPOS\_LEN. How many years have you been in your current position?

[NUMBER BOX]

- 99 Web blank

(2022 CURPOS\_LEN CAT)

[ASK IF CURPOS\_LEN = 99]

CURPOS\_LEN CAT. Have you been in your current position:

- 1 Less than 1 year
- 2 1 to 4 years
- 3 5 to 9 years
- 4 10 to 14 years
- 5 15 to 19 years
- 6 20 years or more
- 99 Web blank

(NEW)

[ASK ALL]

[PN: NUMBER BOX RANGE 0-97]

POS\_LEN How many years have you worked in a paid capacity in the elections field, not including time as a volunteer or temporary worker?

[NUMBER BOX]  
99 Web blank

(2022 CURPOS\_TENORLESS, modified option 6)

[ASK IF CURPOS\_LEN <10 or CORPOS\_LEN<4]

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

- 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 More than 5
- 98 I don't know
- 99 Web Blank

(2022 SELECTTYPE)

[ASK ALL]

SELECTTYPE. 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.)

- 1 Elected
- 2 Appointed
- 3 Hired
- 4 Contractor
- 5 Other (please specify): [PN: INSERT TEXT BOX]
- 99 Web Blank

(2022 CIVSRVC)

[ASK IF APPOINTED, HIRED, OR OTHER (SELECTTYPE=2 OR 3 OR 5)]

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

- 1 My position has civil service protection or is merited
- 2 My position is an at will position
- 98 I don't know
- 4 Other (please specify): [PN: INSERT TEXT BOX]
- 99 Web Blank

(2022 ELECTTYPE)

[ASK IF ELECTED (SELECTTYPE=1)]

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

- 1 Partisan election
- 2 Non-partisan election
- 99 Web Blank

(2022 ELECTCONTEST)

[ASK IF ELECTED (SELECTTYPE=1)]

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

- 1 Contested
- 2 Unopposed
- 99 Web Blank

*(2022 FTPTCUR)*

[ASK ALL]

**FTPTCUR.** Is your current position full-time or part-time?

- 1 Full-time
- 2 Part-time
- 3 Other (please specify): [PN: INSERT TEXT BOX]
- 99 Web Blank

**Path to LEO Position**

**(2022 PREVIOUSJOB)**

[ASK ALL]

**PREVIOUSJOB.** 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.)

- 1 Private business
- 2 Elected official
- 3 Non-elections related local government employment
- 4 Non-elections related state or federal government employment
- 5 Political campaign, party, or organization
- 6 Employed with a non-profit organization
- 7 Volunteered or served in an unpaid capacity for an election office
- 8 Employed in higher education
- 9 Enrolled in high school, college, or graduate school (hired after schooling)
- 10 Other (please specify): [PN: INSERT TEXT BOX]
- 99 Web Blank

**(2022 STARTWORK)**

[ASK ALL]

**STARTWORK.** How were you first employed in election administration?

- 1 I was hired to work in an election office or in some other office that also handled election administration
- 2 I was elected as a chief local election official
- 3 I was appointed as a chief local election official
- 4 I was hired as a contractor to work with an elections office
- 5 Other (please specify): [PN: INSERT TEXT BOX]
- 99 Web Blank

**Workload, Staff**

**(2022 WORKLOAD)**

[ASK ALL]

WORKLOAD. Which of the following best describes your job, for the year 2023?

Election-related matters constitute:

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

(NEW)

[SHOW ALL]

MAXWORKLOAD. The next few questions ask you to think about the maximum number of hours you dedicate per week to elections-related work during peak periods and non-election periods, and how long the peak period lasts. Your best estimate is fine.

**[ASK ALL]**

(NEW)

MAX\_HOURS\_ELECTION

Please enter your best estimate of the **maximum number of hours per week** you dedicate to **election-related tasks** during peak election periods.

[PN: INSERT NUMBER BOX RANGE 0-168]

- 98 I don't know / Unable to estimate
- 99 Web blank

(NEW)

MAX\_HOURS\_WEEKS

For how many weeks does this peak workload continue?

[PN: INSERT NUMBER BOX RANGE 0-168]

- 98 I don't know / Unable to estimate
- 99 Web blank

(NEW)

MAX\_HOURS\_NONELECTION

Please enter your best estimate of the maximum number of hours per week you dedicate to election-related tasks during a **non-elections** period.

[PN: INSERT NUMBER BOX RANGE 0-168]

- 98 I don't know / Unable to estimate
- 99 Web blank

(NEW)

[ASK ALL]

[PN: PROGRAM AS GRID]

[PN: CREATE VAR STRAIGHTLINE\_WC TO FLAG WHEN RESPONDENT SELECT ONLY ONE ANSWER OPTION FOR ALL ITEMS. 1=YES, STRAIGHTLINED, 2=NO, NOT STRAIGHTLINED]

[PN: ROTATE ANSWER OPTIONS 1-5/5-1 KEEPING 98 LAST AND MATCH IN QUESTION TEXT]

WORKLOAD\_CHANGE. Do the following items require more, less, or about the same amount of your time compared with 4 years ago:

- 1 A lot more time than a 4 years ago
- 2 More time than 4 years ago
- 3 No change from 4 years ago
- 4 Less time than 4 years ago
- 5 A lot less time than 4 years ago
- 98 I don't know
- 99 Web Blank
  
- a Voter registration
- b Preparing for **Election Day** voting
- c Preparing for **pre-Election Day** voting
- d Signature matching
- e Ballot curing
- f Post-election audits
- g Citizen complaints
- h Public Records Requests
- l Media requests

(2022 FTE)

[ASK ALL]

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

- 1 No full-time staff, including myself
- 2 1
- 3 2 to 5
- 4 6 to 10
- 5 11 to 20
- 6 21 to 50
- 7 More than 50
- 99 Web Blank

(NEW)

[ASK IF FTE > 1, AT LEAST 1 FTE]

FTE\_ELECTIONS. How many of these staff are fully dedicated to elections?

- 1 1 (SHOW IF FTE=2 THRU 7)
- 2 2 to 5 (SHOW IF FTE=3 THRU 7)
- 3 6 to 10 (SHOW IF FTE=4 THRU 7)
- 4 11 to 20 (SHOW IF FTE=5 THRU 7)

- 5 21 to 50 (SHOW IF FTE=6 THRU 7)
- 6 More than 50 (SHOW IF FTE=7)
- 7 All of my staff are fully dedicated to elections (SHOW TO ALL)
- 8 None of my staff are fully dedicated to elections
- 99 Web Blank

(NEW)

[ASK ALL]

**HIRED.** Has your office hired new **permanent** staff or employees in the **past two years?**

- 1 Yes
- 2 No
- 99 Web Blank

(NEW)

[ASK IF HIRED=1]

**DIFFICULT.** Was it more difficult, less difficult, or about the same level of difficulty to fill this position as in the past?

- 1 Much more difficult
- 2 Somewhat more difficult
- 3 About the same
- 4 Somewhat less difficult
- 5 Much less difficult
- 99 Web Blank

(NEW)

[ASK ALL]

**TEMP\_ELECTIONS.** How many temporary election workers does your office expect to recruit for the November 2024 general election, such as for office support, election boards, and other elections duties, but excluding poll workers?

- 1 None
- 2 1 to 5
- 3 6 to 10
- 4 11to 20
- 5 21to 50
- 6 51to 100
- 7 100 to 250
- 8 More than 250
- 98 I don't know
- 99 Web Blank

(NEW)

[ASK IF TEMP\_ELECTIONS=2,3,4,5,6,7,8,98]

[PN: PLEASE ROTATE ANSWER OPTIONS AND ORDER IN QUESTION]

DIFFICULT\_TEMP. Do you expect it to be more difficult, less difficult, or about the same level of difficulty as it has been in the past to fill temporary positions (excluding poll workers) for the November 2024 elections?

- 1 Much more difficult
- 2 Somewhat more difficult
- 3 About the same
- 4 Somewhat less difficult
- 5 Much less difficult
- 98 I don't know
- 99 Web Blank

(NEW)

[ASK ALL]

TEMP\_PW. How many poll workers does your office expect to recruit for the November 2024 general election?

- 1 None
- 2 1 to 5
- 3 6 to 10
- 4 11 to 20
- 5 21 to 50
- 6 51 to 100
- 7 100 to 250
- 8 More than 250
- 9 We do not have poll workers in our state
- 98 I don't know
- 99 Web Blank

(NEW)

[ASK IF TEMP\_PW=2,3,4,5,6,7,8,98]

[PN: PLEASE ROTATE ANSWER OPTIONS AND ORDER IN QUESTION]

DIFFICULT\_TEMP\_PW. Do you expect it to be more difficult, less difficult, or about the same level of difficulty as it has been in the past to fill poll worker positions for the November 2024 election?

- 1 Much more difficult
- 2 Somewhat more difficult
- 3 About the same
- 4 Somewhat less difficult
- 5 Much less difficult
- 98 I don't know
- 99 Web Blank

(2022 ELECTION COUNT)

[ASK ALL]



ELECTIONCOUNT. How many elections will your office administer from January through December 2023? (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.*

- 1 2 or less
- 2 3
- 3 4
- 4 5
- 5 6 or more
- 99 Web Blank

*(REMOVED 2022 OTHERLEO, OTHERLEOCOUNT)*

**Training**

*(NEW Repeated from 2018, 2019, and 2020)*

[ASK ALL]

SINGLE RESPONSE

TRAINING\_NEW. When you first became an election official, did you receive training to prepare you for your duties?

- 1 Yes
- 2 No
- 99 Web Blank

*(NEW)*

[ASK IF TRAINING\_NEW = 1]

[PN: OPTION 7 SHOULD BE EXCLUSIVE PUNCH]

TRAININGNEW\_SOURCE. You said you received training when you started your job., Which of the following sources did you receive training from, if any? (Select all that apply.)

- 1 State managed training program
- 2 State Clerk or State Election Association
- 3 Locally managed training program
- 4 University or College Program
- 5 Informal / person to person training
- 6 Other (please specify): [PN: INSERT TEXT BOX]
- 7 None of the above
- 99 Web Blank

*(NEW)*

[ASK ALL]

[PN: OPTION 7 SHOULD BE EXCLUSIVE PUNCH]

TRAININGONGOING\_SOURCE. Now thinking about **ongoing training** - which of the following sources do you receive ongoing training from? (Select all that apply.)

- 1 State managed training program
- 2 State Clerk or State Election Association
- 3 Locally managed training program
- 4 University or College Program
- 5 Informal / person to person training
- 6 Other (please specify): [PN: INSERT TEXT BOX]
- 7 I do not receive ongoing training
- 99 Web Blank

(REMOVED TRAINING\_ONGOINGWHY, ONGOING\_WHEN)

(NEW)

[ASK ALL]

[PN: PROGRAM AS GRID]

[PN: CREATE VAR STRAIGHTLINE\_TE TO FLAG WHEN RESPONDENT SELECT ONLY ONE ANSWER OPTION FOR ALL ITEMS. 1=YES, STRAIGHTLINED, 2=NO, NOT STRAIGHTLINED]

[PN: ROTATE ANSWER OPTIONS 1-5/5-1 AND MATCH ORDER IN QUESTION TEXT]

TRAINING\_EVALUATION. The following questions are about elections training.

Please indicate to what extent you agree or disagree with the following statements.

- 1 Strongly agree
- 2 Agree
- 3 Neither agree nor disagree
- 4 Disagree
- 5 Strongly disagree
- 99 Web Blank

- a It important for a state to **mandate initial training** for elections officials
- b It is important for a state to **mandate ongoing training** for elections officials
- c I feel **well informed** about training opportunities available to election officials like me
- d **Due to my office's budget**, I cannot afford professional development opportunities
- e I don't think I need ongoing elections training
- f My job **keeps me so busy** that I never seem to have the time to pursue professional development opportunities
- g It is hard to find elections training programs that are applicable to **my jurisdiction's specific needs**
- h It is hard to find elections training programs that are applicable to **my own specific professional needs**
- i It is hard to find elections training programs that are **free or low cost**.
- j I **require my staff** to attend ongoing elections training and professional development.

(REMOVED 2022 TRAINING\_MODE)

(2022 TRAINING\_TOPICS\_IMPORTANCE)

[ASK ALL]

[PN: CREATE A RANDOM HALF SAMPLE A AND HALF SAMPLE B]

[PN: SHOW HALF SAMPLE A TRAINING\_TOPICS\_IMPORTANCE FIRST THEN SHOW TRAINING\_TOPICS\_SATISFIED. ROTATE ORDER OF QUESTIONS FOR HALF SAMPLE B]

[PN: FORMAT AS GRID]

[PN: CREATE VAR STRAIGHTLINE\_TTI TO FLAG WHEN RESPONDENT SELECT ONLY ONE ANSWER OPTION FOR ALL ITEMS. 1=YES, STRAIGHTLINED, 2=NO, NOT STRAIGHTLINED]

[PN: ROTATE OPTIONS 1-5/5-1, KEEP 6 AT THE END]

TRAINING\_TOPICS\_IMPORTANCE. 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.

- 1 Extremely important
- 2 Very important
- 3 Important
- 4 Somewhat important
- 5 Not at all important
- 6 Not applicable
- 99 Web Blank

- a. Introductory Elections Topics (“Elections 101”)
- b. Voter Registration and List Maintenance
- c. Administration: Election Day Polling Places
- d. Administration: Early Voting and Vote Centers
- e. Voting By Mail / Absentee Ballot Administration
- f. Post-Election Canvassing and Certification
- g. Physical Security
- h. Cybersecurity
- i. Continuity of Operations Planning
- j. Communications

(2022 TRAINING\_TOPICS\_SATISFIED)

[ASK ALL]

[PN: FORMAT AS GRID]

[PN: CREATE VAR STRAIGHTLINE\_TTS TO FLAG WHEN RESPONDENT SELECT ONLY ONE ANSWER OPTION FOR ALL ITEMS. 1=YES, STRAIGHTLINED, 2=NO, NOT STRAIGHTLINED]

[PN: ROTATE OPTIONS 1-5/5-1, KEEP 6 AT THE END]

TRAINING\_TOPICS\_SATISFIED. In general, how **satisfied** have you been with the following types of training for your office? Your office includes yourself and your staff.

- 1 Extremely satisfied
- 2 Very satisfied
- 3 Satisfied

- 4 Somewhat satisfied
  - 5 Not at all satisfied
  - 6 Not applicable/No experience with this training
  - 99 Web Blank
- 
- a. Introductory Elections Topics (“Elections 101”)
  - b. Voter Registration and List Maintenance
  - c. Administration: Election Day Polling Places
  - d. Administration: Early Voting and Vote Centers
  - e. Voting By Mail / Absentee Ballot Administration
  - f. Post-Election Canvassing and Certification
  - g. Physical Security
  - h. Cybersecurity
  - i. Continuity of Operations Planning
  - j. Communications

(2022 TRAINING\_TEAM\_IMPORTANCE)

[ASK ALL]

[PN: FORMAT AS GRID]

[PN: CREATE VAR STRAIGHTLINE\_TTEI TO FLAG WHEN RESPONDENT SELECT ONLY ONE ANSWER OPTION FOR ALL ITEMS. 1=YES, STRAIGHTLINED, 2=NO, NOT STRAIGHTLINED]

[PN: SHOW HALF SAMPLE A TRAINING\_TEAM\_IMPORTANCE FIRST THEN SHOW TRAINING\_TEAM\_SATISFIED. ROTATE ORDER OF QUESTIONS FOR HALF SAMPLE B]

[PN: ROTATE ITEMS 1-5/5-1, KEEP 6 AT THE END]

TRAINING\_TEAM\_IMPORTANCE.

Considering all topics in general, how **important** is it for the following team members to receive elections training?

- 1 Extremely important
  - 2 Very important
  - 3 Important
  - 4 Somewhat important
  - 5 Not at all important
  - 6 Not applicable
  - 99 Web Blank
- 
- a. Myself
  - b. My regular/permanent staff
  - c. My temporary staff, such as poll workers

(2022 TRAINING\_TEAM\_SATISFIED)

[ASK ALL]

[PN: FORMAT AS GRID]

[PN: CREATE VAR STRAIGHTLINE\_TTES TO FLAG WHEN RESPONDENT SELECT ONLY ONE ANSWER OPTION FOR ALL ITEMS. 1=YES, STRAIGHTLINED, 2=NO, NOT STRAIGHTLINED]

[PN: ROTATE ITEMS 1-5/5-1, KEEP 6 AT THE END]

TRAINING\_TEAM\_SATISFIED

Considering all topics in general, how **satisfied** are you with the elections training for the following team members?

*Note: If you do not have other permanent or temporary staff, please choose “not applicable.”*

- 1 Extremely satisfied
  - 2 Very satisfied
  - 3 Satisfied
  - 4 Somewhat satisfied
  - 5 Not at all satisfied
  - 6 Not applicable/No experience with this training
  - 99 Web Blank
- 
- a. Myself
  - b. My regular/permanent staff
  - c. My temporary staff, such as poll workers

**Meetings, membership=**

*(2022 MEMBER, modified option 3,4)*

[ASK ALL]

[PN: OPTION 5 IS AN EXCLUSIVE PUNCH]

MEMBER Are you a member of any of the following professional election organizations? (Select all that apply.)

- 1 International Association of Government Officials (iGO)
- 2 Election Center (National Association of Election Officials)
- 3 My state association of local election officials, clerks, or county officials, etc.
- 4 Another association of election officials not listed here
- 5 I am not a member of any professional election organization
- 99 Web Blank

*(REMOVED 2022 MEETING)*

*(2022 MEETING\_HOWMANY, modified base to all)*

[ASK ALL]

MEETING\_HOWMANY. How many professional election organization meetings have you traditionally attended, or would you plan to attend, in a normal year?

- 1 0
- 2 1
- 3 2
- 4 3
- 5 4 or more
- 99 Web Blank

*(2022 MEETING\_WHY, modified question text to apply to all)*

[ASK ALL]

[PN: OPTIONS 6 AND 7 SHOULD BE EXCLUSIVE PUNCH]

MEETING\_WHY. Which of the following, if any, keep you from attending professional election organization meetings? (Select all that apply.)

- 1 There is insufficient budget to pay for meeting fees
- 2 I cannot afford to take time away from office duties
- 3 I don't find these meetings helpful
- 4 There are travel and logistical challenges, aside from time and budget
- 5 Some other reason (please specify): [PN: INSERT TEXT BOX]
- 6 None of the above
- 7 Not applicable
- 99 Web Blank

(2022 STATE ASSOCIATION)

[ASK ALL]

[PN: PROGRAM AS GRID]

[PN: ROTATE ANSWER OPTIONS 1-4/4-1, KEEP 5 THE END]

[PN: RANDOMIZE ITEMS a-f; ALWAYS SHOW e AND f together]

STATE\_ASSOCIATION. 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?

- 1 Very effective
- 2 Somewhat effective
- 3 Not very effective
- 4 Not at all effective
- 5 Not active in this area
- 99 Web Blank

- legislature
- a. Influencing bills and policy changes proposed by the state
  - b. Representing the interests of jurisdictions like mine
  - c. Building a positive and supportive community among election administrators
  - d. Helping me recruit new members of my staff
  - e. Helping **me** develop and advance my skills as an effective administrator
  - f. Helping **my staff** develop and advance their skills

**Retirement Plans**

(2022 RETIREMENTELIG, modified to remove presidential and add November 2026 midterm)

[ASK ALL]

RETIREMENTELIG. Will you be **eligible** to retire from your work as a local election official any time prior to the November 2026 midterm election?

- 1 Yes
- 2 No

- 98 I don't know
- 99 Web Blank

*(2022 RETIREMENT PLAN, modified options with new time frame)*

[ASK IF ELIGIBLE FOR RETIREMENT (RETIREMENTELIG=1)]

RETIREMENTPLAN. Are you considering retiring?

- 1. Yes, I am considering retirement before the November 2024 election
- 2. Yes, I am considering retirement after the November 2024 election but before the November 2026 election
- 3. No, I am not considering retirement
- 98. I don't know
- 5 Other (please specify): [PN: INSERT TEXT BOX]

*(2022 RETIREMENTREASON)*

[ASK IF PLAN TO RETIRE, OR DON'T KNOW (RETIREMENTPLAN=1 OR 2 OR 98)]

[PN: RANDOMIZE OPTIONS 1-11, LEAVE 12 AT END]

RETIREMENTREASON. What factors are influencing your considerations of retirement? (Select all that apply.)

- 1 I can afford to retire earlier than expected
- 2 I want to do something else for work
- 3 I want to do something else with my time
- 4 I no longer enjoy the position
- 5 Personal, family, or other changes unrelated to my work environment
- 6 Changes in how elections are administered make the work unsatisfying
- 7 I have served long enough to retire now
- 8 I do not enjoy the political environment
- 10 My spouse or partner is retiring
- 12 Other (please specify): [PN: INSERT TEXT BOX]
- 99 Web Blank

*(2022 LEAVE LEO, modified question text to remove "within the next two years")*

[ASK IF NOT ELIGIBLE FOR RETIREMENT (RETIREMENTELIG=2 OR 98 OR 99)]

LEAVELEO. Are you considering leaving your work as a local election official any time prior to the November 2024 presidential election?

- 1 Yes
- 2 No
- 98 I don't know
- 4 Other (please specify): [PN: INSERT TEXT BOX]
- 99 Web Blank

*(2022 LEAVEREASON)*

[ASK IF CONSIDERING LEAVING LEO WORK (LEAVELEO=1 OR 98)]

[PN: RANDOMIZE OPTIONS 1-9, LEAVE 10 AT END]

LEAVEREASON. What reasons motivate you to consider leaving your work as a local election official? (Select all that apply.)

- 1 I want to do something else for work
- 2 I want to do something else with my time

- 3 I no longer enjoy the position
- 11 Personal, family, or other changes unrelated to my work environment
- 4 Changes in how elections are administered make the work unsatisfying
- 5 I can earn more in another position or career
- 6 I can move to another position where I can earn the same, but the workload is more balanced
- 7 I do not enjoy the political environment
- 9 I do not believe I will be reappointed or reelected
- 10 Other (please specify): [PN: INSERT TEXT BOX]
- 99 Web Blank

(NEW)

[ASK ALL]

SUCCESSION\_PLAN. Do you have a succession plan (formal or informal) for your position?

- 1 Yes
- 2 No
- 98 I don't know
- 99 Web Blank

(NEW)

[ASK IF SUCCESSION\_PLAN = 1]

SUCCESSION\_YES. What best describes your succession plan?

- 1 I'm preparing my deputy or hand-picked successor to run for office to replace me
- 2 I'm preparing our governing body to appoint my deputy or hand-picked successor to replace me (whether or not they may subsequently run for my office)
- 3 I have another succession plan (please describe): [PN: INSERT TEXT BOX]
- 99 Web Blank

(NEW)

[ASK IF SUCCESSION\_PLAN = 2 or 98]

SUCCESSION\_NO. Why do you not have a succession plan?

- 1 It is too soon for me to prepare a succession plan
- 2 It is not my role to prepare a succession plan
- 3 I have not had time to prepare a succession plan
- 4 I have not found an appropriate successor
- 99 Web Blank

(NEW)

[ASK ALL]



MANUALS. Does your office have written manuals and procedures for the various election related tasks in your office so that if a position were vacated, a replacement could easily fill or transition into the position?

- 1 Yes, we have hard copies of manuals and processes
- 2 Yes, we have electronic copies of manuals and processes
- 3 Yes, we have both hard copies and electronic copies of manuals and processes
- 4 No, we do not have any documented manuals or processes
- 98 I don't know
- 99 Web Blank

(NEW)

[PN: ASK if FTE >1]

STAFF\_DEPARTURES. How many staff members have left your office in the past 12 months? *Your best estimate is fine.*

- 1 [PN: NUMBER BOX RANGE 0-998]
- 999 Web Blank

(NEW)

[ASK ALL]

[PN: RANDOMIZE 2-6]

[PN: OPTIONS 2-6/6-1. 7, 98, AND 1 SHOULD BE EXCLUSIVE PUNCH]

RECRUITMENT. Thinking about recent hirings, which items, if any, represent a barrier to good candidate application pools? (Select all that apply.)

- 2 Lack of social or interpersonal skills
- 3 Lack of practical or applied skills important for these positions
- 4 Lack of appropriate certification
- 5 Little or no experience in election administration
- 6 Lack of time management or commitment
- 7 Our office has not had any recent hires
- 98 I don't know
- 1 Not applicable, applicants generally qualified
- 99 Web Blank

(NEW)

[ASK ALL]

[PN: PROGRAM AS GRID]

[PN: CREATE VAR STRAIGHTLINE\_SD TO FLAG WHEN RESPONDENT SELECT ONLY ONE ANSWER OPTION FOR ALL ITEMS. 1=YES, STRAIGHTLINED, 2=NO, NOT STRAIGHTLINED]

[PN: ROTATE OPTIONS 1-5/5-1 AND MATCH IN QUESTION TEXT]

STAFFING\_DYNAMICS. Please indicate the extent to which you agree or disagree with each of the following statements.

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- 99 Web Blank

- a Job classifications of positions in my office reduce interest from job applicants (e.g. described as clerical or office support)
- b Job classifications of positions in my office limit pay scales that are competitive in my local job market
- c Potential job applicants perceive openings in my office as underpaid
- d Potential job applicants perceive the work in my office as too contentious or controversial with regards to election administration
- e Potential job applicants do not realize the value of benefits associated with jobs in my office (e.g. health care packages, retirement, etc.)
- h I lose employees to other parts of my jurisdiction due to the nature of work associated with elections
- l When compared to other positions in my jurisdiction, staff in my office are fairly compensated for the work they do

(NEW)

(ASK ALL)

CROSS\_TRAINING. Does your office rely on cross-training non-elections staff to support your work during election seasons?

- 1 Yes
- 2 No
- 99 Web Blank

(NEW)

(ASK ALL)

STAFF\_SHARING. Does your office rely on staff sharing from other offices in your jurisdiction to support your work during election seasons?

- 1 Yes
- 2 No
- 99 Web Blank

**Job Satisfaction**

(2022 JS, modified to remove item c and add items o, p, q, r)

[ASK ALL]

[PN: FORMAT AS GRID WITH ANSWER OPTIONS AS COLUMNS AND ITEMS AS

ROWS]

[PN: CREATE VAR STRAIGHTLINE\_JS TO FLAG WHEN RESPONDENT SELECT ONLY ONE ANSWER OPTION FOR ALL ITEMS. 1=YES, STRAIGHTLINED, 2=NO, NOT STRAIGHTLINED]

[PN: ROTATE ANSWER OPTIONS 1-5/5-1]

[PN: RANDOMIZE ITEMS a-n]

JS. Next we would like to ask you about your personal experience in your role as a local election official. To what extent do you agree or disagree with each of the following statements?

- 1 Strongly agree
  - 2 Somewhat agree
  - 3 Neither agree nor disagree
  - 4 Somewhat disagree
  - 5 Strongly disagree
  - 99 Web Blank
- 
- a. My work gives me a feeling of personal accomplishment
  - b. My workload is reasonable
  - d. My work is respected by other county or local officials
  - e. My work is respected by citizens
  - f. I am satisfied with my pay
  - g. A lack of sufficient funding often prevents me from doing my job well
  - h. I do not feel I can balance my work and home priorities
  - i. I would encourage my own child to pursue a career in local election administration
  - j. My county or local government does not consult me on policy or budget decisions
  - k. My state legislature does not consult my community on election policy decisions
  - l. In my job I am able to fully utilize my skills, abilities, and knowledge
  - m. I am proud to tell people that I work for my department
  - n. I am able to leave problems at work
  - o. Meaningful public service is very important to me.
  - p. I believe in putting duty before self
  - q. My job provides the primary health care benefits for my household
  - r. My job provides the primary retirement savings for my household

[ASK ALL]

[ROTATE ANSWER OPTIONS 1-5/5-1]

(2022 JOB SATISFIED)

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

[INSERT 3 TEXT BOXES]

99 Web Blank

(2022 JOB DISSATISFIED)

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

[INSERT 3 TEXT BOXES]

99 Web Blank

(2022 JS\_OVERALL)

JS\_OVERALL. All things considered, what is your level of overall satisfaction with your job?

- 1 Very satisfied
- 2 Satisfied
- 3 Neither satisfied nor dissatisfied
- 4 Dissatisfied
- 5 Very dissatisfied

**Election Threats**

(NEW)

[ASK ALL]

HARASS\_LEAVE. Do you personally know of any local election officials or election workers who have left their jobs at least in part because of fear for their safety, increased threats, or intimidation?

- 1 Yes, I know of one or two who have left their jobs because of concerns about their safety
- 2 Yes, I know of many who have left their jobs because of concerns about their safety
- 3 No, I don't know of any who have left their jobs because of concerns about their safety
- 99 Web Blank

(NEW)

[ASK ALL]

HARASS\_MYSELF. Have you considered leaving your job because of fear for your safety, increased threats, or intimidation?

- 1 Yes
- 2 No
- 99 Web Blank

**Voting Reforms, Election Integrity**

(2022 POL)

[ASK ALL]

[PN: FORMAT AS GRID]

[PN: CREATE VAR STRAIGHTLINE\_POL TO FLAG WHEN RESPONDENT SELECT ONLY ONE ANSWER OPTION FOR ALL ITEMS. 1=YES, STRAIGHTLINED, 2=NO, NOT STRAIGHTLINED]

[PN: ROTATE ANSWER OPTIONS 1-5/5-1]

[PN: RANDOMIZE ORDER OF ITEMS a-f]

**POL.** 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.

- 1 Strongly support
- 2 Somewhat support
- 3 Neutral
- 4 Somewhat oppose
- 5 Strongly oppose
- 99 Web Blank

- a. Run all elections by mail
- b. Allow people to register to vote on Election Day at the polls
- c. Make Election Day a national holiday
- d. Consolidate local, state, and federal elections to take place at the same time
- e. Increase the use of Internet voting (online voting)
- f. Require the use of photo identification for voting

(2022 CONF2022, modified time frame and question name)

[ASK ALL]

[PN: FORMAT AS GRID]

[PN: CREATE VAR STRAIGHTLINE\_CONF2022 TO FLAG WHEN RESPONDENT SELECT ONLY ONE ANSWER OPTION FOR ALL ITEMS. 1=YES, STRAIGHTLINED, 2=NO, NOT STRAIGHTLINED]

[PN: ROTATE ANSWER OPTIONS 1-4/4-1 KEEPING 98 LAST]

**CONF2022.** Looking **backwards** to the **November 2022 election**, to what extent are you confident about each of the following statements?

- 1 Very confident
- 2 Somewhat confident
- 3 Not too confident
- 4 Not at all confident
- 98 I don't know
- 99 Web Blank

- a. Voter registration lists **nationwide** were secure from outside interference
- b. Voter registration lists **in my state** were secure from outside interference
- c. Votes **nationwide** were counted as intended
- d. Votes **in my state** were counted as intended

(2022 CONF, modified time frame)

[ASK ALL]

[PN: FORMAT AS GRID]

[PN: CREATE VAR STRAIGHTLINE\_CONF TO FLAG WHEN RESPONDENT SELECT ONLY ONE ANSWER OPTION FOR ALL ITEMS. 1=YES, STRAIGHTLINED, 2=NO, NOT STRAIGHTLINED]

[PN: ROTATE ANSWER OPTIONS 1-4/4-1 KEEPING 98 LAST]

CONF. Looking **ahead** to the **November 2024 election**, to what extent are you confident about each of the following statements?

- 1 Very confident
- 2 Somewhat confident
- 3 Not too confident
- 4 Not at all confident
- 98 I don't know
- 99 Web Blank

- a. Voter registration lists **nationwide** will be secure from outside interference
- b. Voter registration lists **in my state** will be secure from outside interference
- c. Votes **nationwide** will be counted as intended
- d. Votes **in my state** will be counted as intended

(2022 STATELEG, modified time frame)

(NEW)

[ASK ALL]

STATELEG. Since the November 2022 election, has your state legislature passed legislation that impacted the way you conduct elections in your jurisdiction?

- 1 Yes
- 2 No
- 98 I don't know
- 99 Web Blank

(2022 LAWSHELP)

[ASK IF STATELEG=1]

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

- 1 Improved election administration in your jurisdiction
- 2 Did not improve election administration in your jurisdiction
- 98 I don't know
- 99 Web Blank

**Voter Centric Orientation, Voter Education**

(2022 RELATE)

[ASK ALL]

[PN: FORMAT AS GRID WITH ANSWER OPTIONS AS COLUMNS AND ITEMS AS ROWS]

[PN: CREATE VAR STRAIGHTLINE\_RE TO FLAG WHEN RESPONDENT SELECT ONLY ONE ANSWER OPTION FOR ALL ITEMS. 1=YES, STRAIGHTLINED, 2=NO, NOT STRAIGHTLINED]

[PN: ROTATE ANSWER OPTIONS 1-5/5-1]

[PN: RANDOMIZE ORDER OF ITEMS a-g]

RELATE. 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?

ROWS

- 1 Strongly agree
  - 2 Somewhat agree
  - 3 Neither agree nor disagree
  - 4 Somewhat disagree
  - 5 Strongly disagree
  - 99 Web Blank
- 
- a. I enjoy educating citizens about voting rules and procedures
  - b. The lack of citizen knowledge about voting rules and procedures causes significant problems when people go to vote
  - c. The primary responsibility of local election officials is to conduct the election, not worry about voter education or voter satisfaction
  - d. Local election officials should consider it part of their responsibilities to work on voter education and voter satisfaction
  - e. My office has enough time and resources to work on educating voters, along with conducting the election
  - f. It is part of my job to encourage voter turnout
  - g. Local election officials should work to reduce demographic disparities in voter turnout

(REMOVED 2022 VOTER\_EDUCATION, LEO\_SOCIALMEDIA)

(NEW)

[ASK ALL]

[PN. OPTION 10 SHOULD BE AN EXCLUSIVE PUNCH]

VOTER EDUCATION\_1. Which methods of outreach have you regularly used in your jurisdiction, if any, so voters receive accurate information about elections? (Select all that apply.)

- email
- 1 Mailing print materials to voters (eg., pamphlets, voter guides)
  - 2 Interacting with voters face-to-face in my office, via phone, or through email
  - 3 Organizing in-person town hall meetings
  - 4 Conducting interviews with local newspapers or TV stations
  - 5 Running ads in local newspapers
  - 6 Running ads on TV or radio
  - 7 Sharing information on social media
  - 8 Other (please specify):[PN: INSERT TEXT BOX]
  - 10 None of the above
  - 99 Web Blank

(NEW)

[ASK ALL]

VOTER EDUCATION\_2. Which method of outreach do you think is **most effective** in your jurisdiction to ensure that voters receive accurate information about elections?

- email
- 1 Mailing print materials to voters (eg., pamphlets, voter guides)
  - 2 Interacting with voters face-to-face in my office, via phone, or through email
  - 3 Organizing in-person town hall meetings
  - 4 Conducting interviews with local newspapers or TV stations
  - 5 Running ads in local newspapers
  - 6 Running ads on TV or radio
  - 7 Sharing information on social media
  - 8 Other (please specify): [PN: INSERT TEXT BOX]
  - 99 Web Blank

(NEW)

[ASK ALL]

MISINFORMATION. Some jurisdictions have had to deal with misinformation over the past few election cycles. To what extent, if at all, is misinformation a problem in your jurisdiction?

- 1 A serious problem
- 2 A minor problem
- 3 Not a problem at all
- 98 I don't know
- 99 Web Blank

(NEW)

[ASK IF MISINFORMATION=1 or 2)



COMBAT\_MISINFORMATION1. Which approach to addressing misinformation do you think is most effective?

- 1 Mostly reactive (e.g. debunking/ responding to stories as they emerge)
- 2 Mostly proactive (e.g. pre-bunking dominant mis/disinformation claims from recent election cycles)
- 3 A mixture of reactive and proactive
- 4 None of it seems to be effective
- 98 I don't know

(NEW)

(NEW ITEM)

[ASK IF MISINFORMATION=1 or 2)

[PN: RANDOMIZE OPTIONS 1-6]

[PN: OPTION 8 SHOULD BE AN EXCLUSIVE PUNCH]

COMBAT\_MISINFORMATION 2. Which of the following, if any, have you done to directly confront or combat misinformation in your jurisdiction? (Select all that apply.)

- 1 Developed a webpage or FAQ about misinformation
- 2 Written Op-Eds
- 3 Sent informational mailers or newsletters
- 4 Provided statements to newspapers
- 5 Appeared on television news
- 6 Posted information on social media
- 7 Other (please specify): [PN: INSERT TEXT BOX]
- 8 None of the above
- 99 Web Blank

**Voting Values**

[SHOW ALL]

Next, we list several pairs of phrases that might be used to describe voting and elections.

(2022 PC\_EDEARLY)

[ASK ALL]

PC\_EDEARLY. Please indicate how you fall between these two phrases by selecting a value along the spectrum from "Strongly agree with Statement A" to "Strongly agree with Statement B".

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

**Statement B:** I prefer that voters have lots of options, such as at home or early in-person voting along with Election Day voting.

- 1 Strongly agree with Statement A

- 2
- 3
- 4 Neutral
- 5
- 6
- 7 Strongly agree with Statement B
- 99 Web Blank

(2022 PC\_ACCESSECURE)

[ASK ALL]

PC\_ACCESSECURE. Please indicate how you fall between these two phrases by selecting a value along the spectrum from "Strongly agree with Statement A" to "Strongly agree with Statement B".

**Statement A:** 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.

**Statement B:** 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.

- 1 Strongly agree with Statement A
- 2
- 3
- 4 Neutral
- 5
- 6
- 7 Strongly agree with Statement B
- 99 Web Blank

(2022 PC\_INDIVGOVT)

PC\_INDIVGOVT. Please indicate how you fall between these two phrases by selecting a value along the spectrum from "Strongly agree with Statement A" to "Strongly agree with Statement B".

**Statement A:**

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

**Statement B:**

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

- 1 Strongly agree with Statement A
- 2
- 3
- 4 Neutral
- 5
- 6
- 7 Strongly agree with Statement B

99 Web Blank

(PC\_DUTYCHOICE)

PC\_DUTYCHOICE. Please indicate how you fall between these two phrases by selecting a value along the spectrum from "Strongly agree with Statement A" to "Strongly agree with Statement B".

**Statement A:**

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

**Statement B:**

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

- 1 Strongly agree with Statement A
- 2
- 3
- 4 Neutral
- 5
- 6
- 7 Strongly agree with Statement B
- 99 Web Blank

**Closing Items**

(2022 ONECHANGE, modified time frame)

[ASK ALL]

ONECHANGE. If there is one change you could make that would help run more efficient, secure, and fair elections in the November 2024 election in YOUR STATE what would that be?

- [INSERT TEXTBOX]
- 99 Web Blank

(2022 AGE)

[ASK ALL]

**Demographics, Partisanship**

- AGE. What is your age?
- 1 18 to 25
- 2 26 to 34
- 3 35 to 49
- 4 50 to 64
- 5 65+
- 6 I prefer not to answer
- 99 Web Blank

(2022 GENDER)

[ASK ALL]

- GENDER. How do you describe yourself?
- 1 Male
  - 2 Female
  - 3 Other (please specify): [PN: INSERT TEXT BOX]
  - 4 I prefer not to answer
  - 99 Web Blank

(2022 ETHNIC)

[ASK ALL]

- ETHNIC: Are you of Hispanic, Latino, or Spanish origin?
- 1 Yes
  - 2 No
  - 3 I prefer not to answer
  - 99 Web Blank

(2022 RACE)

[ASK ALL]

- RACE. How would you describe yourself?
- 1 American Indian or Alaskan Native
  - 2 Asian
  - 3 Black or African American
  - 4 Native Hawaiian or other Pacific Islander
  - 5 White
  - 6 2 or more races
  - 7 I prefer not to answer
  - 99 Web Blank

(2022 EDUC)

[ASK ALL]

- EDUC. What is the highest level of education you have completed?
- 1 Some high school
  - 2 High school
  - 3 Some college
  - 4 College
  - 5 Some graduate school
  - 6 Graduate school
  - 7 I prefer not to answer
  - 99 Web Blank

(2022 SALARY)

[ASK ALL]

- SALARY. Please select your salary range.

- 1 Less than \$20,000
- 2 \$20,000 to \$34,999
- 3 \$35,000 to \$49,999
- 4 \$50,000 to \$74,999
- 5 \$75,000 to \$99,999
- 6 \$100,000 or more
- 7 I prefer not to answer
- 99 Web Blank

(2022 PARTISANSHIP)

[ASK ALL]

[PN: ROTATE 1-7/7-1 AND RECORD; KEEP 8 AND 10 LAST]

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

- 1 Strong Democrat
- 2 Not very strong Democrat
- 3 Independent, lean Democrat
- 4 Independent
- 5 Independent, lean Republican
- 6 Not very strong Republican
- 7 Strong Republican
- 8 Other party (please specify): [PN: INSERT TEXT BOX]
- 10 I prefer not to answer
- 99 Web Blank