



## 2024 Survey of Local Election Officials

The 2024 Survey of Local Election Officials (LEOs) is the sixth annual survey of LEOs by the Elections & Voting Information Center and Portland State University. We are sending surveys to local election officials across the US. We recognize this is a very busy time of year for many jurisdictions. We know you are busy serving voters and thank you for taking the time to participate in the study.

### **Online Survey Option**

### You may also take this survey online by visiting leosurvey.org.

Once there, the survey will ask for a code printed at the bottom of this paper survey below the barcode.

### Why are we conducting this research?

We are using this survey to lift up local election officials' voices in national, regional, and state conversations about election administration, integrity, and conduct. The survey provides you with an important and timely opportunity to weigh in on issues of concern in the profession.

### What you can expect

Your responses to this survey will remain confidential. Neither your name nor jurisdiction's name 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. We offer you a chance at the end of the survey to mark your open ended responses private.

We will make the results of the survey available after the survey results have been analyzed. For more information about this project and past research reports, visit the Elections & Voting Information Center:

https://evic.reed.edu/leo\_survey\_project/

### Instructions

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 skip any questions you do not wish to answer.

Some questions will require a follow up, or ask you to skip, depending on your answers. Follow arrows and instructions at these questions

If you have any questions or concerns, call (503) 725-2955 or email: leosurvey@pdx.edu.

1. Are you the chief local election of	fficial in your jurisdiction?
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 $\bigcirc$	Yes, I am the chief local election official
 $\bigcirc$	No, but my office has determined I am t

- but my office has determined I am the right person to answer this survey
- This survey is for the chief election official in your jurisdiction. If you are not the chief local election official and received this link, No please email Paul Manson at leosurvey@pdx.edu.
- 2. Were you elected, appointed, or hired? (If you were appointed to fill a vacancy, but will sit for election in next cycle, indicate elected )

multule elected.j	
	$\bigcirc$ Appointed $\bigcirc$ Other:
○ Hired	O Contractor

→ 2a. You indicated you were elected to your position, what type of election was that?

- O Partisan election
- O Non-partisan election
- 2b. Was your most recent election contested or were you unopposed (in the general election)?
  - O Contested
  - O Unopposed

**3**. How many years have you been in your current position?

**4.** How many years have you worked in a paid capacity in the elections field, not including time as a volunteer or temporary worker?

**5.** Have you ever worked in other jurisdictions as the chief local election official?

**6a**. How many other jurisdictions have you served as the chief local election official?

## Workload

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*)

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

8. For how many weeks does this peak workload continue?

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

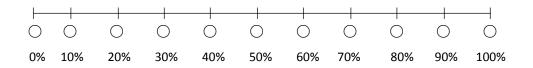
**10.** Do the following items require more, less, or about the same amount of your time compared with 4 years ago:

	A lot more than 4 years ago	More than 4 years ago	No change from 4 years ago	Less than 4 years ago	A lot less time than 4 years ago	Not applicable
Voter Registration	0	0	0	0	0	0
Preparing for Election Day Voting	0	0	0	0	0	0
Preparing for Pre- Election Day Voting	0	0	0	0	0	0
Signature Matching	0	0	0	0	0	$\bigcirc$
Ballot Curing	0	0	0	0	0	$\bigcirc$
Post-Election Audits	0	0	0	0	0	$\bigcirc$
Citizen Complaints	0	0	0	0	0	$\bigcirc$
Public Records Requests	0	0	0	0	0	0
Media Requests	0	0	0	0	0	0

**11.** Thinking a bit more about the workload of public records requests, please indicate your level of agreement with the following statements about public record requests:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
A few document requests disproportionately consume a significant portion of my time.	0	0	0	0	0
Unduly burdensome requests significantly impede my ability to perform my duties.	0	0	0	0	0

**12.** Approximately, what percentage of public records requests you have handled in the past six months do you believe were unduly burdensome? Please provide your best estimate as a percentage with the bubbles below.



**13.** Please indicate your level of support or opposition with the following possible solutions for handling unduly burdensome requests in your organization.

	Strongly support	Support	Neither support nor oppose	Oppose	Strongly oppose	Not applicable
Enhance training for public records staff on best practices for handling requests.	0	0	0	0	0	0
Use technology to more effectively handle records requests.	0	0	0	0	0	0
Increase public records staffing levels.	0	0	0	0	0	0
Outright deny, by law, unduly burdensome requests.	0	0	0	0	0	0
Charge additional fees for excessive search and redaction time.	0	0	0	0	0	0
Proactively post commonly requested records online.	0	0	0	0	0	0
Educate citizens on best practices for submitting requests.	0	0	0	0	0	0
Fine requesters who are unduly burdensome.	0	0	0	0	0	0
Ban requesters who are unduly burdensome from future requests.	0	0	0	0	0	0

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## Organization and Staff Management

14.Including yourself, how (If your answer was 0 please)				-	mate is fine)?
14a. How many of these	staff are fully dedicate	d to elections?			
14b. How many staff men	nbers have left your of	ffice in the past 12	months? (Your best e.	stimate is fine)	
<b>15.</b> Has your office hired ────────────────────────────────────	-	or employees in th	e past two years?	L	
<b>16.</b> Was it more difficult,	less difficult, or about	the same level of	difficulty to fill these p	oosition as in the I	past?
Much more difficult	Somewhat more difficult	About the same	Somewhat less difficult	Much less difficult	l don't know
$\bigcirc$	$\bigcirc$	$\cup$	$\cup$	$\bigcirc$	$\bigcirc$
<ul> <li>Not applicat</li> <li>18. How many temporary for office support, ele</li> <li>None</li> </ul>	ction boards, and othe	ly qualified $\bigcirc$ 1 of s your office expected er elections duties, $\bigcirc$ 6 to 10	, but <b>excluding poll w</b> 〇 11 to 20  〇	vember 2024 gen	eral election, such as 51 to 100
<ul> <li>100 to 250</li> <li><b>19.</b> Do you expect it to be temporary positions (</li> </ul>		fficult, or about the	e same level of difficu	lty as it has been	in the past to fill
Much more difficult	Somewhat more difficult			ess Much less difficult	l don't know 〇
20. How many poll worke None 100 to 250 (If your answer was NONE of	<ul> <li>1 to 5</li> <li>More than 250</li> </ul>	<ul><li>6 to 10</li><li>We do not have</li></ul>	11 to 20	21 to 50 O	51 to 100 I don't know

**21.** How difficult or easy will it be for your jurisdiction to obtain a sufficient number of poll workers for the November 2024 general election?

O       O       O       O         22. Do you have a succession plan (formal or informal) for your position?       O       O	
<b>22.</b> Do you have a succession plan (formal or informal) for your position?	
_	
O Yes	
🔘 I don't know	
<ul> <li>22a. Why do you not have a succession plan? (Select One)</li> <li>It is too soon for me to prepare a succession plan</li> <li>I have not had time to prepare a succession plan</li> <li>I have not found an appropriate successor</li> </ul>	an
→ 22b. What best describes your succession plan? (Select One)	
$\bigcirc$ 1'm preparing my deputy or hand-picked successor to run for office to replace me	
$\bigcirc$ I'm preparing our government body to appoint my deputy or hand-picked successor to replace me (whet	her or

not they may subsequently run for my office)

○ I have another succession plan (please describe)

23. The cost of administering elections can be funded by several sources. Please indicate how much in the last fiscal year you relied on each of the following types of revenue to fund elections in your office? (*Your best estimate is fine*)

	Not applicable	Less than 5%	5% to 25%	26% to 50%	51% to 75%	More than 75%
Local reimbursement of election costs (school board, city, etc.).	0	0	0	0	0	0
Dedicated county or local tax for elections.	0	0	0	0	0	0
County or local tax (e.g. allocations from property or sales taxes).	0	0	0	0	0	0
Candidate filing fees	0	0	0	0	0	0
Other office fees (e.g. recording fees or fees from other duties).	0	0	0	0	0	0
State reimbursement of election costs.	0	0	0	0	0	0
State grant funds.	0	0	0	0	0	0
State appropriation.	0	0	0	0	0	0
Federal grant funds.	0	0	0	0	0	0
Private and/or philanthropic grants.	0	0	0	0	0	0
Other:	0	0	0	0	0	0

24. If you were offered a long-term and stable increase in public funding, what one area would you prioritize.

 $\bigcirc$  Increase staffing

 $\bigcirc$  New equipment or technology

 $\bigcirc$  Expand training or professional development

- O Build or refurbish physical facilities
- $\bigcirc$  Other:

	Career	Pa	thway	S
<b>25.</b> Will you	be eligible to retire from your work as a local ele	ectior	n official v	vithin the next four years
-	e prior to the November 2028 Presidential election			,
O	Yes			
$\bigcirc$	No (please proceed t		stion 20)	
$\bigcirc$	I don't know	0 que	311011 201	
$\bigcirc$	Other:			
► <b>26a.</b> Are vou	د considering retiring?			
0	Yes, I am considering retirement before the Nov	/emb	er 2024 e	lection
$\bigcirc$	Yes, I am considering retirement after the Nove 2026 election			
$\bigcirc$	Before the 2028 election cycle			
$\bigcirc$	No, I am not considering retirement			
► 26b. What fa	actors are influencing your considerations of reti	reme	nt? (Sele	ct all that apply)
$\bigcirc$	I can afford to retire earlier than expected	$\bigcirc$		o do something else for work
$\bigcirc$	I want to do something else with my time	$\bigcirc$	I no lon	ger enjoy the position
$\bigcirc$	Personal, family, or other changes unrelated to	$\bigcirc$		s in how elections are administered make the work
	my work environment		unsatis	
$\bigcirc$	I have served long enough to retire now	$\bigcirc$	I do not	enjoy the political environment
$\bigcirc$	My spouse or partner is retiring	$\bigcirc$	Other:	
	considering leaving your work as a local election	offici	al any tin	ne prior to the November
2028 pre	sidential election?	$\sim$		
()	Yes O No (skip to question 29)	$\bigcirc$	I don't k	now
▶ <b>27a.</b> What re	eason(s) motivate you to leave working as a local	elec	tion offici	al? (Select all that apply)
0	I want to do something else for work		0	I can earn more in another position or career
Ó	I want to do something else with my time		$\bigcirc$	I do not enjoy the political environment
$\bigcirc$	I no longer enjoy the position		$\bigcirc$	I do not believe I will be reappointed or reelected
$\bigcirc$	Personal, family, or other changes unrelated to my work environment		$\bigcirc$	I can move to another position that earns the same, but workload is more balanced
$\bigcirc$	Changes in how elections are administered		$\bigcirc$	Other:
	makes the work unsatisfying			

## **Motivations and Job Satisfaction**

**28.** Next we would like to ask you about your personal experience in your role as a local election official. Please indicate your agreement or disagreement with the following statements:

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
My work is respected by other county or local officials.	0	0	0	0	0
I do not feel I can balance my work and home priorities.	0	0	0	0	0
I would encourage my own child to pursue a career in a local election administration.	0	0	0	0	0
I am proud to tell people that I work for my department.	0	0	0	0	0
I am able to leave problems at work.	0	0	0	0	0
My job activities are personally meaningful to me.	0	0	0	0	0
I am confident in my ability to do my job.	0	0	0	0	0
I have mastered the skills necessary for my job.	0	0	0	$\bigcirc$	0
It is likely that I will look for another job during the next year.	0	0	0	0	0
I have significant autonomy in determining how I do my job.	0	0	0	0	0
My impact on what happens in my job is large.	0	0	0	0	0
The work I do as a local election official is very important to me.	0	0	0	0	0
I am not afraid to go to bat for the rights of others even if it means I will be ridiculed.	0	0	0	0	0
Making a difference in society means more to me than personal achievements.	0	0	0	0	0
I am prepared to make enormous sacrifices for the good of society.	0	0	0	0	0
I am often reminded by daily events about how dependent we are on one another.	0	0	0	0	0
I often think of quitting this job.	0	0	0	0	0
There isn't much to be gained by staying in this job.	0	0	0	0	0

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

Very		Neither satisfied		Very
satisfied	Satisfied	nor dissatisfied	Dissatisfied	dissatisfied
$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$

## **Threats and Harassment**

**30.** 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?

- Yes, I know of one or two who have left their jobs because of concerns about their safety.
- Yes, I know of many left their jobs because of concerns about their safety.
- O No, I don't know of any who have left their jobs because of concerns about their safety.

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

- Yes
- O No
- I don't know

**32.** We will now ask you to answer a few questions about different types of incidents you may have experienced while serving in public office. For each type of incident, please indicate most recent time that you experienced it, to the best of your recollection. *If your answer is NEVER for all items please skip to question 35.* 

	Within the last 3 months	Within the last year	More than a year ago	Never
Insulted verbally, in writing, or online	0	0	0	0
Harassed verbally, in writing, or online	0	0	0	0
Threatened verbally, in writing, or online	0	0	0	0
Attacked physically	0	0	0	0
Property damage	0	0	0	0
Malicious impersonation	0	0	0	0

33. Have threats or harassment changed your willingness to engage with the public?

- $\bigcirc$  No, my level of engagement has **not changed**
- $\bigcirc$  Yes, I am **more hesitant** to engage with the public than in the past
- $\bigcirc$  Yes, I am **more likely** to engage with the public than in the past

34. Have you changed any policies or procedures in response to threats or harassment?

🔿 Yes 🔅 No 🔅 I don't know

→ 34a. What types of policies or procedures have you changed? (Select all that apply.)

- O Location of voting sites (e.g. polling places, drop boxes, vote centers)
- Security measures at voting sites (e.g. polling places, drop boxes, vote centers)
- O Access and security measures at our election office
- O Public access to observing elections
- O How public relations requests are handled
- O How public information requests are handled
- Other (please specify):

**35.** Some LEOs report that they have received politically based threats, while others report no such threats. Some say the threats come from one side while others say they come from all sides. Have you experienced politically based threats?

- $\bigcirc$  Yes, I have been subject to politically based threats, mainly from Republicans.
- $\bigcirc$  Yes, I have been subject to politically based threats, mainly from Democrats.
- $\bigcirc$  Yes, I have been subject to politically based threats, from partisans on both sides.
- O No, I have not been subject to politically based threats

# 36. Some LEOs report that they have had difficulties engaging with election skeptics from different places, while others report no such difficulties. How has your experience been engaging with election skeptics who are:

	No difficulties	Minor difficulties	Some difficulties	Moderate difficulties	Significant difficulties	Not applicable
Members of the general public	0	0	0	0	0	0
Election observers	0	0	0	0	0	$\bigcirc$
Polling place or vote center workers	0	0	0	0	0	0
Permanent elections staff	0	0	0	0	0	0
Temporary elections staff	0	0	0	0	0	0
Fellow election officials	0	0	0	0	0	$\bigcirc$
My county Board of Elections or Board of Canvassers	0	0	0	0	0	0
State elections office staff	0	0	0	0	0	0
Other elected or appointed officials in my county	0	0	0	0	0	0
State legislators in my state	0	0	0	0	0	0

# **37**. Do you think current levels of election skepticism are primarily motivated by political parties, fringe groups, or individual actors? I think it is:

- O Individual actors who reach their own conclusions
- $\bigcirc$  Fringe groups on the left
- $\bigcirc$  Fringe groups on the right
- The Democratic Party
- The Republican Party
- I Don't know
- Other (please specify):

**38.** Have you ever been skeptical of an election's outcome due to the mishandling or processing of ballots?

○ Yes	Which election was that and why?
O No	
🔿 I don't know	

### **Prepardness & Condfidence**

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

	Very confident	Confident	Somewhat confident	Not at all confident	l don't know
My office will be fully prepared to administer a safe, secure, and accessible election in November 2024.	0	0	0	0	0
My office will be sufficiently funded to administer a safe, secure, and accessible election in November 2024.	0	0	0	0	0
<b>Other election offices in my state</b> will be fully prepared to administer a safe, secure, and accessible election in November 2024.	0	0	0	0	0
<b>Election offices around the nation</b> will be fully prepared to administer a safe, secure, and accessible election in November 2024.	0	0	0	0	0

**40.** Looking ahead to the 2024 election, to what extent do you agree with the following statement: My jurisdiction has received sufficient guidance from state and/or federal authorities regarding the security of our election systems.

Strongly	Somewhat	Neither agree nor	Somewhat	Strongly
agree	agree	disagree	disagree	disagree
$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	) O

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

○ Yes

- O No (Skip to Question 44)
- I don't know

► 41a. On balance, do you think these new laws:

- O Improved election administration in your jurisdiction
- $\bigcirc$  Did not improve election administration in your jurisdiction
- I don't know

**42.** Some LEOs report facing pressure from officials in their jurisdiction to bend the rules or otherwise favor one side in an election. Have you experienced such situations?

- O Never (*Skip to Question 46*)
- Rarely
- Sometimes
- O Often
- Always

43. Have you changed any policies or procedures in response to political pressure?

- Yes
- No (Skip to Question 47)
- I don't know

43a. What types of policies or procedures have you changed? (Check all that apply)

- Location of voting sites
- Security measures at voting sites
- Access and security measures at our election office
- $\bigcirc$  Public access to observing elections
- $\bigcirc$  How public relations requests are handled
- O How public information requests are handled

O Other:

**44.** Election officials can face difficult ethical decisions about their own public political activities, such as whether to publicly endorse or fundraise for a candidate on the ballot in an election the official will oversee. Have you encountered difficult ethical decisions about political activity?

- Never
- Rarely
- Sometimes
- O Often
- O Always

**45.** Which of the three statements below is closest to your opinion as an election official:

- O I don't need guidance, support, or training on how to navigate election-related ethical situations.
- I already have access to sufficient guidance, support, or training on how to navigate election-related ethical situations.
- $\bigcirc$  I would welcome more guidance, support, or training to navigate election-related ethical situations.

46. During the past 12 months, how many surveys have you been asked to complete for your

office?

**47.** To what extent do you agree with each of the following statements regarding the relationship between local election officials and the general public?

	Strongly agree	Somewhat agree	Neither Agree nor disagree	Somewhat disagree	Strongly disagree
I <b>enjoy</b> educating citizens about voting rules and procedures.	0	0	0	0	0
The <b>lack of citizen knowledge</b> about voting rules and procedures causes significant problems when people go to vote.	0	0	0	0	0
The <b>primary responsibility</b> of local election officials is to <b>conduct the election</b> , not worry about voter education or voter.	0	0	0	0	0
Local election officials should consider it <b>part of their responsibilities</b> to work on voter education and voter.	0	0	0	0	0
My office has enough time and resources to work on educating voters, along with conducting the election.	0	0	0	0	0
It is part of my job to <b>encourage voter turnout.</b>	0	0	0	0	0
Local election officials should work to <b>reduce</b> <b>demographic disparities</b> in voter turnout.	0	0	0	0	0

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

- O Mailing print materials to voters (eg., pamphlets, voter guides)
- $\bigcirc$  Interacting with voters face-to-face in my office, via phone, or throu
- Organizing in-person town hall meetings
- $\bigcirc$  Conducting interviews with local newspapers or TV stations
- O Running ads in local newspapers
- O Running ads on TV or radio
- Sharing information on social media
- O Other (please specify)
- $\bigcirc$  None of the above

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

- O Mailing print materials to voters (eg., pamphlets, voter guides)
- $\bigcirc$  Interacting with voters face-to-face in my office, via phone, or through email
- Organizing in-person town hall meetings
- Conducting interviews with local newspapers or TV stations
- O Running ads in local newspapers
- O Running ads on TV or radio
- Sharing information on social media
- Other (please specify):

**50.** 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?

- $\bigcirc$  A serious problem
- $\bigcirc$  A minor problem
- $\bigcirc$  Not a problem at all
- I don't know
- Other:

51. Which approach to addressing misinformation do you think is most effective?

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

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

	Very confident	Somewhat confident	Not too confident	Not at all confident	l don't know
Voter registration lists <b>nationwide</b> will be secure from outside interference.	0	0	0	0	0
Voter registration lists <b>in my state</b> will be secure from outside interference.	0	0	0	0	0
Votes <b>nationwide</b> will be counted as intended.	0	0	0	0	0
Votes <b>in my state</b> will be counted as intended.	0	0	0	0	0

# **53**. If there is one change you could make that would help run more efficient, secure, and fair elections in the 2024 elections in your STATE, what would that be?

### Demographics

<b>54</b> . What is your age? 18 to 25	○ 26 to 34	<b>58</b> . What is the highest level of education you have completed?
🔿 35 to 49	🔿 50 to 64	○ Some high school ○ High school
○ 65+	○ 65+ ○ I prefer not to answer	○ Some college ○ College
		$\bigcirc$ Some graduate school $\bigcirc$ Graduate school
<b>55</b> . How do you describe	e yourself?	$\bigcirc$ I prefer not to answer
○ Female		
$\bigcirc$ Male		<b>59</b> . Please select your salary range.
○ Other( <i>please</i>	e specify):	○ Less than \$20,000 ○ \$20,000 to \$34,999
$\bigcirc$ I prefer not t	to answer	○ \$35,000 to \$49,999 ○ \$50,000 to \$74,999
		○ \$75,000 to \$99,999 ○ \$100,000 to \$124,999
		$\bigcirc$ \$125,000 and greater $\bigcirc$ I prefer not to answer
56. Are you of Hispanic,	Latino, or Spanish origin?	
<ul><li>○ Yes</li><li>○ No</li><li>○ I prefer not</li></ul>	to answer	<b>60.</b> Where would you place yourself on the following scale? Ostrong Democrat
		<ul> <li>Not very strong Democrat</li> <li>Independent, lean Democrat</li> </ul>
57. How would you desc	ribe vourself?	○ Independent
	dian or Alaskan Native	🔘 Independent, lean Republican
○ Asian		$\bigcirc$ Not very strong Republican
O Black or African American		○ Strong Republican
	aiian or other Pacific Islander	$\bigcirc$ Other party (please specify):
		$\bigcirc$ I prefer not to answer
	P races	
O I prefer not		

**61**. This survey includes questions that allow you to type in answers in your own words. Many of these messages help as we share LEO experiences across the US. However, if you would like us to not use any excerpts of these responses, please indicate that below. *Please do not directly excerpt any of my responses*.

62. Would you be willing to allow us to contact you with follow up questions?

- ⊖ Yes
- $\bigcirc$  No

Thank you for completing the survey! Please return the survey with the enclosed envelope. If the envelope is missing you can mail it to:

> Local Election Offical Survey Portland State University PO Box 751 PA-ELI Portland, OR 97207-0751

or Email leosurvey@pdx.edu for assistance