

## 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](https://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/](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](mailto:leosurvey@pdx.edu).**

1. Are you the chief local 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 → ***This survey is for the chief election official in your jurisdiction. If you are not the chief local election official and received this link, please email Paul Manson at [leosurvey@pdx.edu](mailto: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.)

Elected

Appointed

Other:

Hired

Contractor

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

Partisan election

Non-partisan election

→ 2b. Was your most recent election contested or were you unopposed (in the general election)?

Contested

Unopposed





## Organization and Staff Management

14. Including yourself, how many permanent FTE (full-time equivalent) work in your office (*Your best estimate is fine*)?

(If your answer was 0 please skip to question 15, if it was 1 or more please continue to the next question)

14a. How many of these staff are fully dedicated to elections?

14b. How many staff members have left your office in the past 12 months? (*Your best estimate is fine*)

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

Yes       No

▶ 16. Was it more difficult, less difficult, or about the same level of difficulty to fill these position as in the past?

Much more difficult	Somewhat more difficult	About the same	Somewhat less difficult	Much less difficult	I don't know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Thinking about recent hirings, which items, if any, represent a barrier to good candidate application pools?

(Select all that apply)

- |  |   |
|--|---|
| <input type="radio"/> Lack of social or interpersonal skills         | <input type="radio"/> Lack of practical or applied skills important for these positions |
| <input type="radio"/> Lack of appropriate certifications             | <input type="radio"/> Little or no experience in election administration                |
| <input type="radio"/> Lack of time management or commitment          | <input type="radio"/> Our office not had any recent hires                               |
| <input type="radio"/> Not applicable, applicants generally qualified | <input type="radio"/> I don't know  |

18. 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**?

- None     
  1 to 5     
  6 to 10     
  11 to 20     
  21 to 50     
  51 to 100  
 100 to 250     
  More than 250     
  I don't know

19. 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?

Much more difficult	Somewhat more difficult	About the same	Somewhat less difficult	Much less difficult	I don't know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- None     
  1 to 5     
  6 to 10     
  11 to 20     
  21 to 50     
  51 to 100  
 100 to 250     
  More than 250     
  We do not have poll workers in our state     
  I don't know

(If your answer was **NONE** or **I DON'T KNOW** please proceed to question 22.)



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

- Increase staffing
- Build or refurbish physical facilities
- Other:
- New equipment or technology
- Expand training or professional development

## Career Pathways

25. Will you be eligible to retire from your work as a local election official within the next four years (any time prior to the November 2028 Presidential election)?

- Yes
- No
- I don't know
- Other:

26a. Are you considering retiring?

- Yes, I am considering retirement before the November 2024 election
- Yes, I am considering retirement after the November 2024 election but before the November 2026 election
- Before the 2028 election cycle
- No, I am not considering retirement

26b. What factors are influencing your considerations of retirement? (Select all that apply)

- I can afford to retire earlier than expected
- I want to do something else with my time
- Personal, family, or other changes unrelated to my work environment
- I have served long enough to retire now
- My spouse or partner is retiring
- I want to do something else for work
- I no longer enjoy the position
- Changes in how elections are administered make the work unsatisfying
- I do not enjoy the political environment
- Other:

27. Are you considering leaving your work as a local election official any time prior to the November 2028 presidential election?

- Yes
- No (skip to question 29)
- I don't know

27a. What reason(s) motivate you to leave working as a local election official? (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
- Personal, family, or other changes unrelated to my work environment
- Changes in how elections are administered makes the work unsatisfying
- I can earn more in another position or career
- I do not enjoy the political environment
- I do not believe I will be reappointed or reelected
- I can move to another position that earns the same, but workload is more balanced
- Other:

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not feel I can balance my work and home priorities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would encourage my own child to pursue a career in a local election administration.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud to tell people that I work for my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to leave problems at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job activities are personally meaningful to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident in my ability to do my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have mastered the skills necessary for my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is likely that I will look for another job during the next year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have significant autonomy in determining how I do my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My impact on what happens in my job is large.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work I do as a local election official is very important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am not afraid to go to bat for the rights of others even if it means I will be ridiculed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making a difference in society means more to me than personal achievements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am prepared to make enormous sacrifices for the good of society.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am often reminded by daily events about how dependent we are on one another.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often think of quitting this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There isn't much to be gained by staying in this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- Very satisfied       Satisfied       Neither satisfied nor dissatisfied       Dissatisfied       Very dissatisfied

## 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.  
 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  
 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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassed verbally, in writing, or online	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Threatened verbally, in writing, or online	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attacked physically	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Property damage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Malicious impersonation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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





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

- Individual actors who reach their own conclusions
- Fringe groups on the left
- 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?
- No
- I don't know

## Preparedness & Confidence

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	I don't know
<b>My office will be fully prepared</b> to administer a safe, secure, and accessible election in November 2024.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>My office will be sufficiently funded</b> to administer a safe, secure, and accessible election in November 2024.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Other election offices in my state</b> will be fully prepared to administer a safe, secure, and accessible election in November 2024.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Election offices around the nation</b> will be fully prepared to administer a safe, secure, and accessible election in November 2024.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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 agree        | Somewhat agree        | Neither agree nor disagree | Somewhat disagree     | Strongly disagree     |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |

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

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

→ **41a.** 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

**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?

- Never *(Skip to Question 46)*
- Rarely
- Sometimes
- 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
- Public access to observing elections
- How public relations requests are handled
- How public information requests are handled
- 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
- Often
- Always

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

- 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.
- 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The <b>lack of citizen knowledge</b> about voting rules and procedures causes significant problems when people go to vote.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The <b>primary responsibility</b> of local election officials is to <b>conduct the election</b> , not worry about voter education or voter.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local election officials should consider it <b>part of their responsibilities</b> to work on voter education and voter.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My office has enough time and resources to work on educating voters, along with conducting the election.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is part of my job to <b>encourage voter turnout</b> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local election officials should work to <b>reduce demographic disparities</b> in voter turnout.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.)

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

- Mailing print materials to voters (eg., pamphlets, voter guides)
- 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
- Running ads in local newspapers
- 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?

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

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

- 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)
- A mixture of reactive and proactive
- 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	I don't know
Voter registration lists <b>nationwide</b> will be secure from outside interference.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Voter registration lists <b>in my state</b> will be secure from outside interference.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Votes <b>nationwide</b> will be counted as intended.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Votes <b>in my state</b> will be counted as intended.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

54. What is your age?

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

55. How do you describe yourself?

- Female  
 Male  
 Other (*please specify*): \_\_\_\_\_  
 I prefer not to answer

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

- Yes  
 No  
 I prefer not to answer

57. How would you describe yourself?

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

58. 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

59. 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 to \$124,999  
 \$125,000 and greater    I prefer not to answer

60. 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 (*please specify*): \_\_\_\_\_  
 I prefer not to answer

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  
 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 Official Survey  
Portland State University  
PO Box 751 PA-ELI  
Portland, OR 97207-0751

or Email [leosurvey@pdx.edu](mailto:leosurvey@pdx.edu) for assistance