

AGENDA REPORT

TO: Mayor & City Commission
FROM: Jeremy Howard, City Manager
DATE: September 28, 2023
RE: Election Inspector Compensation

For the Agenda of October 2, 2023

Background. Chapter 4, Section 4.10 of the City Charter (att'd) provides that the compensation of election personnel shall be determined in advance of an election by the City Commission. Currently, our election inspectors are paid \$12.00 while other temporary staff (soccer coaches, parks maintenance, etc.) are paid \$13.00 per hour. The precinct vice chairperson currently receives \$14/hr. and the chairperson is paid \$15/hr.

Election inspectors play an essential role in Michigan elections. They perform a wide variety of election duties ranging from processing voters and absentee ballots, to protecting the integrity of elections by securing voting equipment, maintaining order and security in the precinct, and ensuring the accuracy of election results.

Today's elections have become increasingly complex and demanding due to increasing security measures and amplified training requirements. In recent years, Clare, like other cities and townships across the state, has grappled with ongoing election inspector shortages. For elections to function well, it is critical that election officials recruit a sufficient number of qualified individuals from all political parties to serve as election inspectors. In order to retain and attract qualified individuals to fulfill this essential role in government, it is equally critical that these inspectors are paid a fair and equitable wage to perform their important and necessary duties.

As such, I am proposing the following wage increase for election inspectors:

Election Chair – \$17.00 per hour
Vice Chair – \$16.00 per hour
Election Inspector – \$14.00 per hour

The City's Election Commission is scheduled to meet at 5:00 p.m. on October 2, 2023, to consider the proposed wage increase and provide a recommendation to the City Commission.

Issues & Questions Specified. Should the City Commission approve the new wage scale for the election inspectors?

Alternatives.

1. Approve the new wage scale.
2. Approve the wage scale with modifications.
3. Do not approve the wage scale.
4. Table the matter for further consideration and/or deliberation.

Financial Impact. Approximately \$300 increase per election. Funds are available and have been budgeted to support the revised wage scale.

Recommendation. I recommend that the City Commission approve the new wage scale for election inspectors and set the election inspector compensation by adoption of Resolution 2023-076.

Attachments.

1. Chapter 4, Section 4.10 City Charter.
2. Resolution 2023-076.

Section 4.10. - Election commission.

An election commission is hereby created, consisting of the clerk, the mayor, and the city attorney. The clerk shall be chairman. The commission shall have charge of all activities and duties required of it by state law and this charter relating to the conduct of elections in the city. The compensation of election personnel shall be determined in advance by the city commission. In any case where election procedure is in doubt, the election commission shall prescribe the procedure to be followed.

State Law reference— Boards of city election commissioners, MCL 168.25.

RESOLUTION 2023-076

A RESOLUTION OF THE CITY OF CLARE CITY COMMISSION SETTING THE COMPENSATION FOR ELECTION INSPECTORS

WHEREAS, Chapter 4, Section 4.10 of the City Charter provides that the compensation of election personnel shall be determined in advance of an election by the City Commission; and

WHEREAS, election inspectors play an essential role in Michigan elections and perform a wide variety of election duties ranging from processing voters and absentee ballots, to protecting the integrity of elections by securing voting equipment, maintaining order and security in the precinct, and ensuring the accuracy of election results; and

WHEREAS, elections have become increasingly complex and demanding due to increasing security measures and amplified training requirements; and

WHEREAS, it has been determined that in order to retain and attract qualified individuals to fulfill this essential role in government, it is critical that these inspectors are paid a fair and equitable wage to perform their important and necessary duties; and

WHEREAS, the Clare City Commission desires to compensate its inspectors at a rate commensurate with the work they perform.

NOW THEREFORE BE IT RESOLVED THAT the Clare City Commission hereby approves the hourly compensation rate for the precinct chairperson to be \$17.00 per hour; \$16.00 per hour for the precinct vice chairperson; and \$14.00 per hour for all other election inspectors.

This Resolution was introduced by Commissioner _____ and supported by Commissioner_____. The Resolution declared adopted by the following roll call vote:

YEAS:

NAYS:

ABSENT:

Resolution approved for adoption on this 2nd day of October, 2023.

Diane Lyon, City Clerk