

2008 VIRGINIA ELECTION ADMINISTRATION SURVEY

Conducted by

The Voter Registrars Association of Virginia

In consultation with

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2008 VIRGINIA ELECTION ADMINISTRATION SURVEY
– EXECUTIVE SUMMARY –

American citizens most often express their wishes for the direction of their government by voting. As they cast their ballot, many people give little thought to the organization that ensures that their voting experience is as convenient, efficient and reliable as possible. To understand how Virginia's elections are run the Voter Registrars Association of Virginia in consultation with researchers from George Mason University conducted a survey of the state's local general registrars and electoral board members on issues such as workload, human resources, administrative resources, training and conducting elections.

The responses reveal that one size does not fit all as the needs and challenges of election administration differ between the state's populous urban areas and sparsely populated smaller jurisdictions. The survey offers a sobering assessment of pressing needs facing all election administrators in terms of basic support such as adequate staff and office space to an ad hoc framework for providing training, compensation and job definitions.

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2008 VIRGINIA ELECTION ADMINISTRATION SURVEY – SURVEY OVERVIEW –

VIRGINIA’S ELECTION ADMINISTRATION

Virginia’s election administration is organized into three tiers. At the highest tier, all election administration in the Commonwealth is the purview of the State Board of Elections (SBE). A “bipartisan agency responsible for ensuring uniformity, fairness, accuracy and purity in all elections in the Commonwealth of Virginia,” the SBE regulates elections, campaign finance and voter registration by formulating statewide rules and regulations and providing training and supervision to county and city officials.

The second tier of administration is at the county or independent city level. Voter registration and the conduct of elections in Virginia’s 134 counties and independent cities are each the responsibility of a general registrar and an electoral board. Electoral boards are appointed three-member bodies led by a secretary. Two board members are of the party of the incumbent governor and one is affiliated with the other major political party. The boards’ responsibilities include preparing ballots, conducting the election and declaring a winner for the jurisdiction. The board appoints a general registrar for each locality whose responsibilities include maintaining voter registration records in their jurisdiction.

The bottom tier closest to the voters is at the precinct level, encompassing a single polling place and the area it serves. Each precinct is staffed by at least three officers of election, including a chief and assistant, hired and trained by the county or city.

The Commonwealth of Virginia’s diversity among its 134 large urban and small rural jurisdictions poses challenges to ensuring all Virginian votes are equal through a uniform election administration. Some areas have changed rapidly in population, economic infrastructure and demographics while others remain relatively small and static. These variations impose different demands on a jurisdiction’s administration and resources. In addition, the decentralized nature of election administration within the second tier jurisdiction level ensures that four individuals – the general registrar and the three-member electoral board – take part in many major decisions. Different regulations depending on a jurisdiction’s size also work to ensure a variety of different strategies are employed by counties and cities across the Commonwealth to administer elections.

In Their Own Words: Respondents’ Thoughts on Virginia’s Electoral Administration

“Local and state officials need to consult with Election Officials before making decisions.”

“The General Assembly needs to recognize that the Registrar’s position is no longer that of a secretary.”

“Workload has increased in administrative work. It was taken away from [others] and put on the Registrar.”

FINDINGS

The 2008 Virginia Election Administration Survey (VEAS) asked questions of general registrars and electoral board members among the second tier of the Commonwealth’s election administration located in its 134 local electoral jurisdictions. General registrars and electoral board members who responded to the survey represent localities that differ greatly in population and election procedures. Clear patterns emerge from this diversity that inform us how elections are administered within the Commonwealth.

The survey gauged these election officials' procedures within their localities, their opinions and demographic information. We caution that the findings of this survey are tentative. While trends are apparent among election officials' responses, a less than full response rate and the broad nature of some questions suggest a more in-depth study of Virginia's election officials may prove further enlightening.

In particular, the findings regarding training of election officials should be read with care. This survey was fielded during July, 2008 and does not include any evaluations of subsequent SBE training conducted later that year. At the annual meeting of Voter Registration Association of Virginia, a large number of registrars verbally expressed greater satisfaction with the new training regimen. We recommend a new survey to evaluate SBE's current training program.

The survey asked 67 questions of both general registrars and electoral board members and 32 additional questions of general registrars only. These survey responses are provided in detailed tables at the end of this report. We highlight some of these responses here, with regards to the sharing of workload between general registrars and electoral board members, human resources, office administration, election official training, recent election performance and implementation of recent changes in election procedures. To analyze patterns with regards to jurisdiction size, we divide respondents into the following five categories:

Small – Part Time Registrar	under 10,000 residents
Small – Full Time Registrar	10,001 to 15,500 residents
Medium	15,501 to 25,000 residents
Large	25,001 to 50,000 residents
Very Large	over 50,000 residents

While the categories are increasing in population size, the designation of the small jurisdictions underscores an important factor in election administration—whether the locality registrar is a full-time or part-time employee.

Sharing of Workload

Under Virginia law, general registrars and electoral board members are both responsible for running elections. Survey responses reveal that in some jurisdictions an extensive partnership exists between general registrars and electoral board members while in others responsibilities are more clearly divided.

We begin with the number of hours worked. General registrars and electoral board members report a substantial difference in the number of hours worked each week. Generally, registrars report working substantially more hours and increasing workload for both position as jurisdiction size increases; officials in large jurisdictions work more hours than small ones. Some electoral board members in the largest and smallest jurisdictions are exceptions. While the average electoral board member reports working 5.8 hours a week, some electoral board members in the largest localities report being essentially full-time employees who work 40 hours a week and have additional responsibilities and salaries commensurate with their status. Conversely, electoral board members in the smallest localities work the most hours per week of any locality size. These localities, according to § 24.2-411 of the Code of Virginia, are staffed only by part-time general registrars with a three-day work week. Electoral board members in these jurisdictions likely work more hours to compensate for the limited work week of the registrar.

Average Breakdown of Responsibilities Among Jurisdictions Surveyed

	Small PT Reg	Small FT Reg	Medium	Large	Very Large
Registrar & Board	34%	46%	52%	49%	49%
Registrar Only	36%	34%	42%	37%	44%
Board Only	26%	10%	3%	10%	2%
Neither	4%	10%	3%	5%	6%

We asked both general registrars and electoral board members if they are responsible for eighteen separate duties, for example, hiring of election officers for polling places, purchasing election supplies, and administering absentee voting. By comparing the

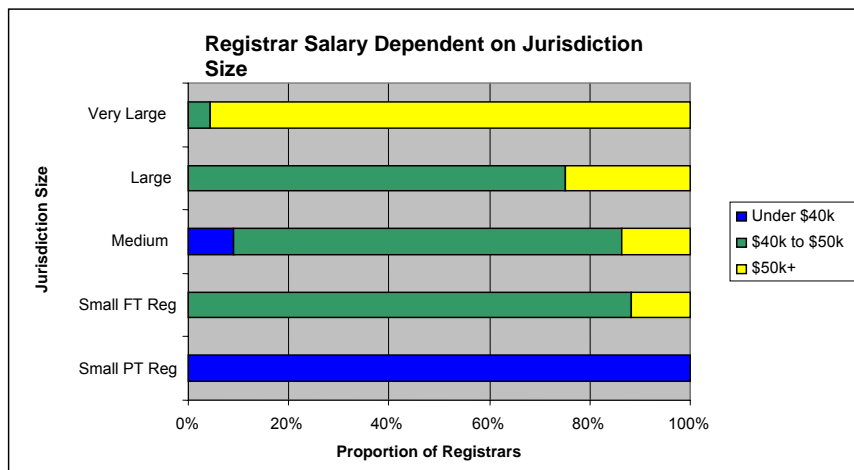
answers of general registrars and electoral board members from the same jurisdiction, we can evaluate the sharing of responsibilities among general registrars and electoral board members. Not surprisingly, the sharing of responsibilities follows a pattern similar to number of hours worked. In small jurisdictions with a part-time general registrar, electoral board members alone report performing many election functions that are elsewhere done by the general registrar or shared between the registrar and board. Electoral board members in these small jurisdictions report being solely responsible for over a quarter of the election duties, which is more than twice as much as any other jurisdiction size. In large and very large jurisdictions, the trend is towards a greater number of shared responsibilities, especially in the administrative area, such as administration of campaign finance report filings and administration of absentee voting.

Human Resources

Election officials were queried about their work situation, such as their salary, benefits, whether or not their position includes a written description and if they are covered under a personnel policy.

Reported salaries for registrars and electoral board members increase

with the size of the jurisdiction. The basic salary for general registrars and electoral board members is allocated in the state budget for compensating these officials based on locality population under the authority of Title 24.2, Chapter 1 of the Code of Virginia.¹ In almost all cases, the values that were reported in the 2008 VEAS follow this prescription.



All part-time general registrars make less than \$40,000 a year and none report that their local jurisdiction opts to supplement their salary. The lower salary of part-time registrars reflects the current state budget where their salary is set at 60% that of full-time registrars. The state budget sets the salary for full-time registrars in small and medium jurisdictions at \$43,363. In small and medium-sized localities a majority of full-time general registrars report a salary in the \$40,000 to \$50,000 range. Salaries for registrars in very large jurisdictions range between \$52,220 and \$84,470 and over 95% of these registrars report salaries of greater than \$50,000 a year.

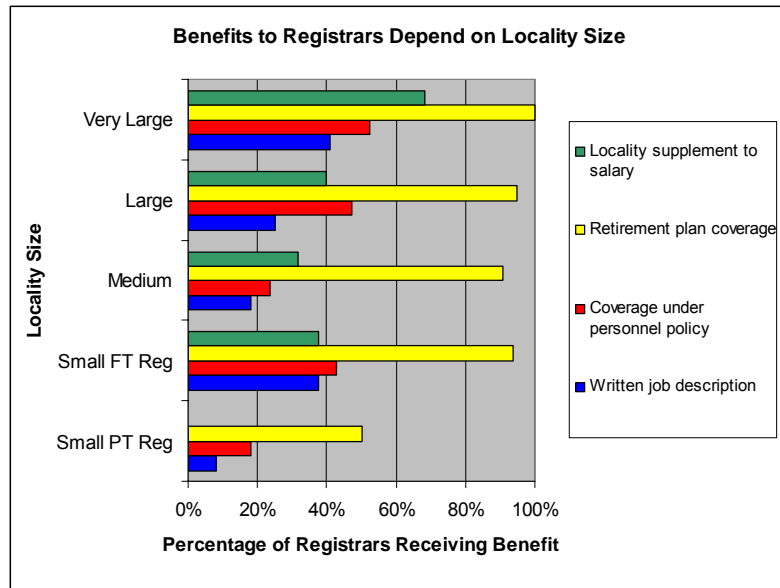
Among electoral board members, the vast majority in all sizes of jurisdiction report their position's salary is less than \$5,000 annually. The Commonwealth of Virginia provides a salary for the secretary of the electoral board between \$2,007 in small part-time registrar localities and \$9,020

¹ Details regarding funding for electoral services are set in Item 90 of the state budget bill.

in localities with 350,000 citizens or more. Board members not serving as secretary make only half of this amount, meaning the *maximum* salary from the state for a non-secretary board member is less than \$5,000. The only notable departure from the pattern is in very large jurisdictions where the “full-time” electoral board members report salaries commensurate with a greater number of hours worked. As is the case with registrars, supplements to board member salary are at the discretion of the locality. This flexibility likely accounts for the utilization of these board members in a more active “full-time” role.

Support for registrars, such as benefits, from the locality itself seems to be heavily dependent on the city or county’s size. Although, overall, 39% of registrars reported that their locality supplemented their salary, no part-time registrars receive a supplement. Further reflective of the different manner by which part-time registrars are supported by their locality compared to full-time registrars, only 50% of part-time registrars reported being covered under their jurisdiction’s retirement plan, compared with the overall average of 89%.

Among all general registrars, 38% report being covered under a personnel policy and 27% report having a written job description. General registrars who are part-time employees located in small jurisdictions report the least frequency of being covered under a personnel policy, having a written job description and being covered under a retirement plan. Their full-time counterparts in small jurisdictions report a much higher frequency of having these job characteristics,



even greater than their colleagues in medium-sized jurisdictions, suggesting that small jurisdictions often consider the human resources aspect of the general registrar when establishing the job as a full-time position. Otherwise, as the size of the jurisdiction increases, the general registrar’s job becomes more professionalized in that it is more often covered under a personnel policy, has a written job description and offers coverage under a retirement plan.

Office Administration

We asked questions related to office administration, such as the size, employment status and adequacy of staff and the degree to which available resources meet the needs of the respondents’ jurisdictions. We observe variation in the resources that localities in the Commonwealth have access to necessary to fulfill their duties.

Overall, 89% of jurisdictions report having permanent staff other than general registrars and electoral board members. The percentage increases with locality size, with two-thirds of the smallest jurisdictions having permanent staff and all of the large and very large localities employing such staff. However, less than half of jurisdictions reported having *adequate* staff. This poverty of staffing was fairly consistent across all jurisdiction sizes, although we note very large jurisdictions were slightly more frequently affected. Of the localities surveyed, 9% had allowance in their budget for staff expansion.

Only 62% of localities reported having adequate work space. Small jurisdictions with part-time registrars and very large jurisdictions are the most likely to report having insufficient space. A similar pattern appears regarding storage space for voting equipment; 69% of registrars reported adequate space compared to 62% of small part-time localities and 57% of very large localities.

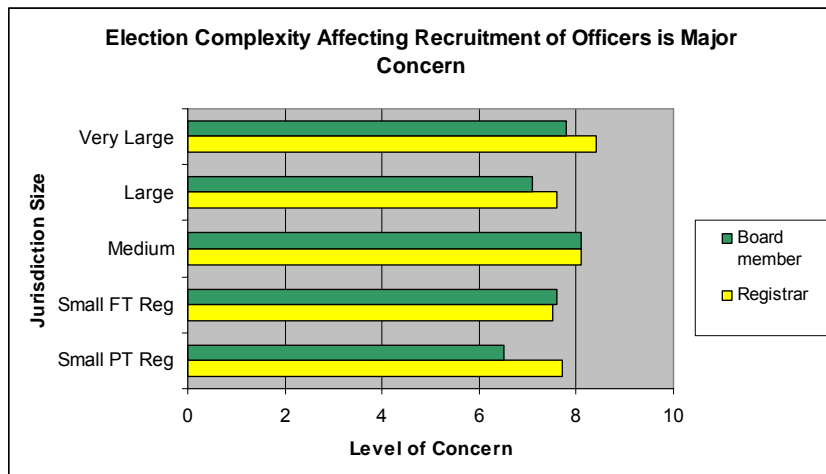
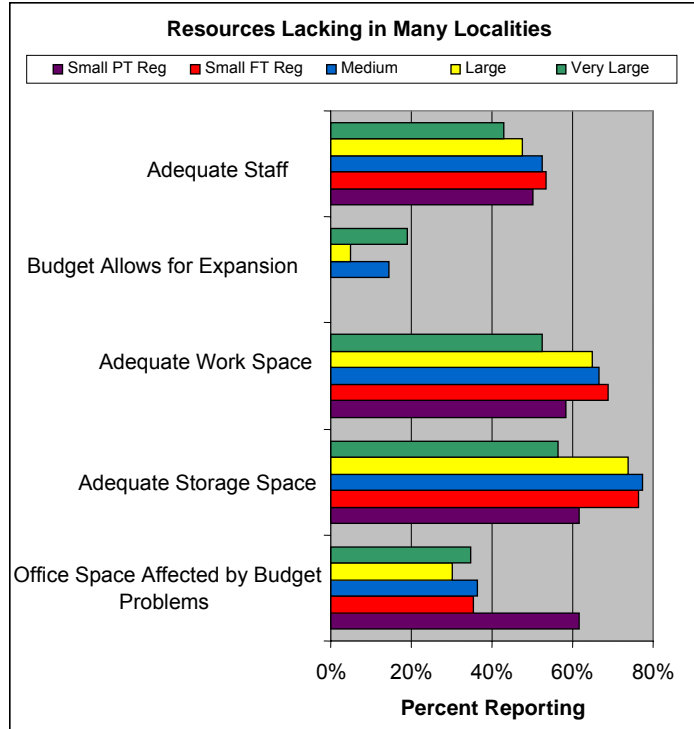
Insufficient space reported among small part-time jurisdictions appears to be related to budgetary problems. Sixty-two percent of small part-time jurisdictions report office space being affected by budget problems, which is a much greater percentage than the 34% reported among all other localities.

Election Administration

Some aspects of election administration are reported to consume more time than others. Much time is spent correcting errors in registration records; registrars rated researching incomplete registration applications and processing duplicate registrations as the aspects of their job that contribute the most to their workload. On a scale of 1 to 10, with 10 indicating the largest contribution to registrar workload, these activities were rated as a 7.4 and 7.9, respectively. Processing National Voter Registration Act (“motor voter”) applications was a distant third with an average score of 6.9, although the survey did not specify whether this increased workload was due to the large quantity of applications or a problem in the system. However, another question asking about the effectiveness of communication between the registrar’s office and NVRA offices such as the DMV seems to suggest the latter explanation. On a scale of 0 to 10, with 10 indicating very effective communication, the average score among registrars surveyed was only a 4.9.

Finally, an area of great concern among both general registrars and electoral board members is a lack or potential future shortfall of qualified election officers to staff precincts. Several respondents listed this as their greatest worry about elections and it

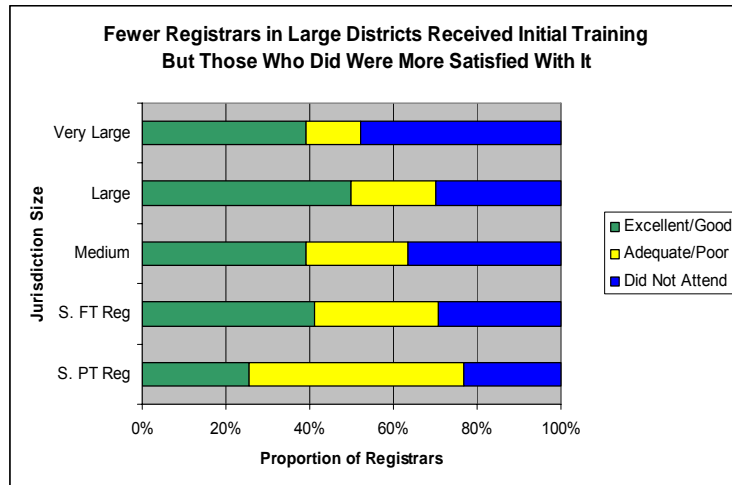
was rated as an issue of concern among respondents from all jurisdiction sizes. A consensus among respondents is that elections’ increasing complexity is making recruitment of election officers more difficult. On a scale of concern about this development, ranging from 0 to 10 with 10 being extremely concerned, the overall average score was 7.6.



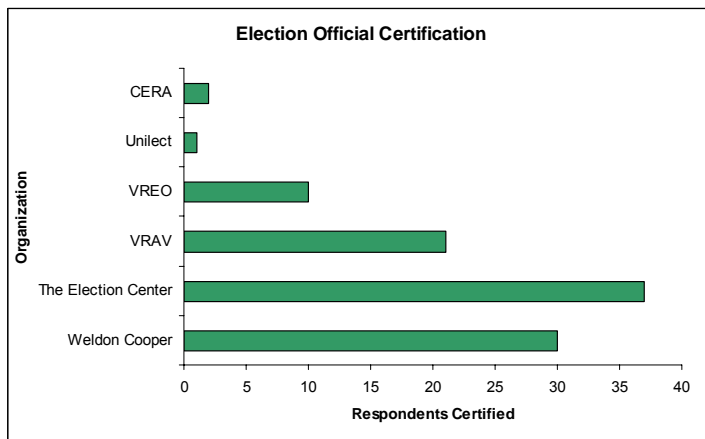
Election Official Training

We asked a sequence of questions related to the extent and perceived adequacy of training among registrars and board members, both initially and supplemented by the various resources in the Commonwealth of Virginia for additional education in election administration.

The reported level and quality of training among general registrars and electoral board members varies according to jurisdiction size and – to a large degree – the position of the respondent. Slightly more than half of respondents received initial training for their current position with nearly two-thirds of general registrars and 39% of board members being trained. Generally, general registrars in the smallest jurisdictions are more likely to receive training than their counterparts in the very large localities. However, officials in small localities are less satisfied with their training, with just 33% of registrars and 50% of board members that completed it categorizing it as “Excellent” or “Good.” Satisfaction increased with the size of the respondents’ jurisdiction; this figure jumped to 75% for both types of officials in very large jurisdictions.



All general registrars and most electoral board members report receiving additional training. Although sources of this training varied, satisfaction tends to increase with jurisdiction size in a similar manner to feelings about initial training.



Evaluating additional training was difficult due to the variety of sources as well as varying definitions of “training.” Many respondents listed on-the-job experience as training received, indicating a view that experience and training are integrated. This is echoed in officials’ feelings about elements of conducting a successful election; the overwhelming majority of all officials viewed training and experience as equally important.

Overall, election officials view training as important but inconsistent. Some important aspects of election administration such as resolving a voting system malfunction were only covered by half of the officials receiving training.

Election Officer Training

Training of election officers (workers staffing polling places during elections) at the jurisdiction level were reported as more intensive in smaller localities, with the smallest localities reporting the most frequent training and the lengthiest programs. Yet, very large jurisdictions reported teaching the most skills to their election officers. This may indicate that small localities have less efficient training programs or fewer resources with which to train officers.

Performance in the 2006 General Election

In evaluating election administration in Virginia, respondents were asked about their locality's performance in the 2006 General Election. Although a small number of jurisdictions reported some problems, the only chronic difficulty appeared to be a repairable electronic voting system malfunction. Slightly more than half of respondents reported such a problem during the election. The frequency of this increased from 27% in the smallest localities to 69% in very large jurisdictions. Given that the number of machines increases with locality size and with it the chance of malfunction, this pattern is expected. All other problems occurred 15% of the time or less. No localities reported election fraud or their electronic voting system being "hacked."

Implementation of Recent Changes

We asked election officials about recent changes to the way by which elections are administered, such as recent federal mandates found in the Help America Vote Act (HAVA) of 2002 and related implementation of the Virginia Election Registration and Implementation System (VERIS).

General registrars more often report being familiar with HAVA than electoral board members. On a scale of familiarity from 0 to 10, with 10 indicating extreme familiarity, registrars reported an average score of 7.8 while board members reported 6.7. Both positions in small jurisdictions with part-time registrars were significantly less familiar with the requirements than other localities. With the majority of HAVA requirements, registrars in small localities also reported the greatest difficulty with implementation.

With regards to VERIS, registrars in all jurisdictions report familiarity with the requirements (electoral board members were not asked about VERIS since voter registration is not among their duties). However, officials did not appear to be confident regarding contingency plans in the event of a failure.

CONCLUSIONS

This survey of registrars and electoral board members within the Commonwealth of Virginia reveals that votes of the same weight are not cast under the same circumstances. Variation in the size of Virginia's jurisdictions, regulations that treat localities and their election administrators in qualitatively different ways and a decentralized system of administration results in a non-uniform system of election administration.

In Their Own Words: Suggested Changes in Legislation and Policies

"All Registrars in Virginia should be full time."

"Legislation that would disallow split precincts."

"Allow purchase of additional DRE's."

"No excuse absentee voting."

"Give voters the option and encourage vote by mail."

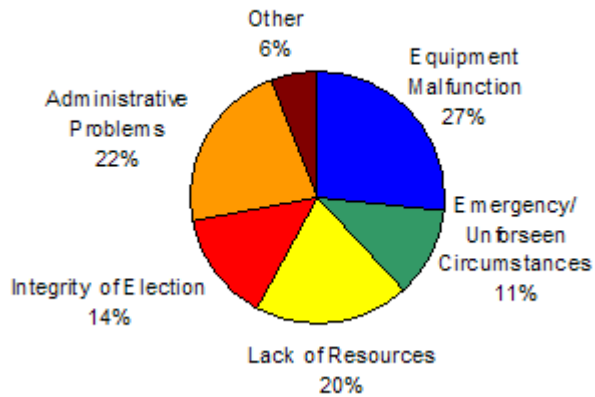
"Standardize election official training procedures statewide!"

A primary source of variability in the 2008 Virginia Election Administration Survey is the population of a locality. The Code of Virginia uses population in several cases to differentiate between the policies applied to a locality for an election's administration.

Among the most significant of these policies is the job status for registrars. Localities with part-time general registrars rely more heavily on electoral board members to carry out election responsibilities. Even though some nominally part-time registrars work close to full-time hours,

the support these officials receive from their locality may be dramatically different than their full-time counterparts in other jurisdictions

Respondents' Biggest Worry about Elections



Training is inconsistent. Election officials have a patchwork of skills and although many take advantage of opportunities to receive additional training at nearby facilities, a persistent comment on surveys requested uniformity in training procedures.

The good news is that while election administration is perhaps not performing optimally in the Commonwealth, no jurisdictions report

a crippling meltdown in the 2006 general election. Identifying the issues raised in this report now may help avert future difficulties.

2008 VIRGINIA ELECTION ADMINISTRATION SURVEY – SURVEY METHODS –

These data were collected from a survey of general registrars and electoral board members for county and independent city jurisdictions in Virginia, conducted July 5 – August 1, 2008 by the Voter Registrars' Association of Virginia with support from Associate Professor Michael P. McDonald and PhD student Matthew Thornburg of George Mason University. Survey questions were devised through collaboration among the Voter Registrars' Association and Dr. McDonald.

The survey was distributed to general registrars in either Excel or Adobe Acrobat format. General registrars were responsible for distributing surveys to electoral board members in their jurisdictions. These forms were completed electronically or were printed out, filled in and either e-mailed or mailed to VRAV, respectively. Surveys were then forwarded to Dr. McDonald and Mr. Thornburg for analysis. 47% of the questionnaires were completed electronically.

Due to budgetary considerations, the full survey is not printed in this report but can be obtained from Dr. McDonald through the contact information provided at the bottom of the Executive Summary. In the detailed tables of responses that follow, the text of all questions are generally reported along with the summary statistics for that question, except for a few introductory questions regarding the location of the locality that might otherwise identify respondents.

Unless otherwise noted, statistics in the report represent the percentages of all respondents in the category indicated. On questions where only the percentage of respondents answering 'Yes' is reported, such as Question 13, the remaining percentage of respondents answered 'No.' Please also note that percentages may not add up to exactly 100% due to rounding.

Since the 2008 VEAS was not a random sample, a margin of error cannot be calculated.

Categories

To further aid the interpretation of the survey results, responses may be reported by the jurisdiction size, the voting system used within the jurisdiction and the experience of the respondent. Responses may not be reported at a finer detail level in order to protect respondents' confidentiality.

When factual information about a respondent's locality is queried, only one answer from the locality is used to avoid over-representing localities. In instances where a general registrar provided a response, we report that response regardless if an electoral board member also responded. In instances where only an electoral board member responded, we use that response.

Jurisdiction Size

The classification of respondents by jurisdiction size is based on the number of residents in the respondent's city or county. The Code of Virginia uses this metric in several instances to choose among quantitatively or qualitatively different policies to apply to a locality. The categories established here separate localities that are subject to different policy in terms of hiring assistant registrars (§24.2-112), compensation (§ 24.2-111, specified in the appropriations bill) and the job status of the registrar as a full or part time employee (§ 24.2-411).

Small – Part Time Registrar	under 10,000 residents
Small – Full Time Registrar	10,001 to 15,500 residents
Medium	15,501 to 25,000 residents
Large	25,001 to 50,000 residents
Very Large	over 50,000 residents

Voting Systems

Classification of respondents by voting system(s) used in their locality was based on the respondent's answer to Question 50 of the survey. When two or more surveys came from the same locality but did *not* agree on the voting system(s) used by that locality, the general registrar's response to Question 50 was used for all surveys in that city or county.

Several categories of voting system(s) had too few respondents using that method to provide a representative picture of Virginia election officials in that category. These methods, "Paper ballots only" and "Optical Scan ballots only" were left off the following tables as their results were misleading alongside other categories with more representative data. Survey data excluded in this manner were still used in all analyses not dealing with voting systems.

Experience

Two questions on the survey attempted to ascertain the amount of experience that respondents had serving in their current position. Question 15 measured a respondent's experience by the number of elections administered and Question 16 measured it in the number of years served in the current capacity.

For the sake of consistency, the number of years served was used in the analysis as the measure of experience. Although it does not take into account that the number of elections per year can vary across both different jurisdictions and different years, Question 16 was answered much more often on surveys than Question 15.

For the categories defining experience in the analysis, 5 years was used as the cutoff point between less and more experience:

Less Experience	5 years or less in current capacity
More Experience	greater than 5 years in capacity

Response Rates

We are very grateful to the election administrators who took their time to respond to this lengthy survey and to all election administrators for running elections in their jurisdictions. The overall response rate out of all county and city election officials in the state was 43.1%. Response was higher among registrars than electoral board members. Slightly over half of the respondents came from large or very large jurisdictions and 14.7% came from jurisdictions with a part-time registrar. Response rates among part-time registrars and registrars in large and very large localities were lower than average, while electoral board members from small localities that had a full-time registrar responded only about half as often as other board members. In the case of the registrars, it is speculated that the heavy workload of part-time registrars and those in larger localities prevented them from responding.

Table 1: Response Rates among County and City Electoral Officials Statewide

	<i>Response From</i>	<i>Total Number</i>	<i>% of Respondents</i>	<i>% Responding</i>
Position				
All	231	536	100.0	43.1
General Registrar	96	134	41.6	71.6
Electoral Board	135	402	58.4	33.6
Jurisdiction Size				
All	231	536	100.0	43.1
Small – Part-Time Registrar	34	76	14.7	44.7
Small – Full-Time Registrar	29	84	12.6	34.5
Medium	51	112	22.1	45.5
Large	62	124	26.8	50.0
Very Large	55	140	23.8	39.3
General Registrar	96	134	100.0	71.6
Small – Part-Time Registrar	13	19	13.5	68.4
Small – Full-Time Registrar	18	21	18.8	85.7
Medium	22	28	22.9	78.6
Large	20	31	20.8	64.5
Very Large	23	35	24.0	65.7
Electoral Board	135	402	100.0	33.6
Small – Part-Time Registrar	21	57	15.6	36.8
Small – Full-Time Registrar	11	63	8.2	17.5
Medium	29	84	21.5	34.5
Large	42	93	31.1	45.2
Very Large	32	105	23.7	30.5

107 of Virginia's 134 counties and independent cities had the registrar and/or at least one board member respond. Most of these jurisdictions are located in Central Virginia or the Tidewater. Localities in Northern Virginia and the Shenandoah Valley were the most likely to respond to the survey.

Table 2: Response Rates among County and Independent Cities Statewide

	<i>Response From^a</i>	<i>Total Number</i>	<i>% of Localities</i>	<i>% Localities Responding</i>
Geographic Region^b				
All	107	134	100.0	76.2^c
Northern Virginia	16	19	15.0	84.2
Eastern Shore, DelMarVa	2	2	1.9	100.0
Tidewater, Hampton Roads	19	30	17.8	63.3
Central Virginia, Piedmont	31	40	29.0	77.5
SW, Blue Ridge Highlands	16	22	15.0	72.7
Shenandoah Valley	18	21	16.8	85.7
Unspecified	5	N/A	4.7	N/A
Type of Locality				
All	107	134	100.0	79.9
Independent City	27	39	25.2	69.2
County	80	95	74.8	84.2

^a A locality is considered to have responded if the registrar and/or at least one board member completed the survey. ^b Geographic regions are based on those provided by polidata.us. A list of the counties comprising each region is available at http://www.polidata.org/pub/maps/rg2000/va_reg.pdf ^c There was insufficient information to determine the location of five of the localities that responded to the survey. This number only accounts for known locations.

Table 3: Breakdown of Represented Localities and Survey Respondents According to Voting System(s)

	<i># of Localities</i>	<i>% of Localities Responding</i>	<i># of Respondents</i>	<i>% of Respondents</i>
Voting System(s)				
All	107	100.0	231	100.0
Paper	1	0.9	2	0.9
Optical Scan	3	2.8	11	4.8
DRE	36	33.6	83	35.9
DRE & Paper	15	14.0	29	12.6
DRE & Optical Scan	37	34.6	79	34.2
All Three	12	11.2	24	10.4
Didn't Answer	3	2.8	3	1.3
Voting System(s) Minus Invalid/Insufficient Answers				
All	100	100.0	215	100.0
DRE	36	36.0	83	38.6
DRE & Paper	15	15.0	29	13.5
DRE & Optical Scan	37	37.0	79	36.7
All Three	12	12.0	24	11.2

Of the 107 separate jurisdictions represented in the survey, all but three reported the voting system they used. These three jurisdictions and the three respondents residing in them were excluded from all analyses of voting system(s). Subsequent findings regarding jurisdiction voting system(s) use a sample size of 100 separate jurisdictions and 215 respondents.

**2008 VIRGINIA ELECTION ADMINISTRATION SURVEY
– DETAILED SURVEY RESULTS –**

Question 5: Average Hours per Week Spent on Election Duties

	All	General Registrar	Electoral Board
All	18.5	34.3	5.8
Small - Part Time Registrar	16.5	28.5	8.3
Small - Full Time Registrar	21.5	32.4	3.6
Medium	18.8	36.5	3.9
Large	15.4	34.4	4.8
Very Large	21.0	37.0	7.8

Question 6: “Did you spend more or less time preparing for elections over the past several years?”

Note: Numbers represent average rating on a scale of -5 to 5, with -5 indicating much less time, 0 the same amount of time and 5 indicating much more time.

	All	General Registrar	Electoral Board
All	3.6	3.7	3.5
Small - Part Time Registrar	4.0	4.2	3.9
Small - Full Time Registrar	3.5	3.8	3.1
Medium	3.9	3.9	3.8
Large	3.2	2.8	3.3
Very Large	3.4	3.5	3.4

Question 7: Additional Hours per Week Worked in 6 Weeks Prior to Election Day

	All	General Registrar	Electoral Board
All	15.9	22.4	10.8
Small - Part Time Registrar	12.8	19.8	8.1
Small - Full Time Registrar	18.9	24.6	11.7
Medium	12.1	15.4	9.2
Large	18.1	28.9	12.1
Very Large	17.6	23.5	12.1

Question 8: Sharing of Election Responsibilities within Localities

(Percentage of localities where the Registrar and at least one Board member responded)

	Registrar & Board	Registrar Only	Board Only	Neither
Authorize and adhere to a budget				
All	62.7%	35.6%	1.7%	0%
Small Part-Time Registrar	62.5%	25.0%	12.5%	0%
Small Full-Time Registrar	71.4%	28.6%	0%	0%
Medium	75.0%	25.0%	0%	0%
Large	64.7%	35.3%	0%	0%
Very Large	46.7%	53.3%	0%	0%

Question 8 (cont.)					
	Registrar & Board	Registrar Only	Board Only	Neither	
Hire election officers					
All	61.0%	10.2%	25.4%	3.4%	
Small Part-Time Registrar	37.5%	12.5%	50.0%	0%	
Small Full-Time Registrar	42.9%	0%	57.1%	0%	
Medium	75.0%	16.7%	8.3%	0%	
Large	70.6%	0%	23.5%	5.9%	
Very Large	60.0%	20.0%	13.3%	6.7%	
Hire election administrators or staff					
All	52.5%	28.8%	6.8%	11.9%	
Small Part-Time Registrar	50.0%	25.0%	12.5%	12.5%	
Small Full-Time Registrar	71.4%	14.3%	0%	14.3%	
Medium	58.3%	16.7%	8.3%	16.7%	
Large	35.3%	41.2%	11.8%	11.8%	
Very Large	60.0%	33.3%	0%	6.7%	
Manage election officers					
All	67.8%	13.6%	16.9%	1.7%	
Small Part-Time Registrar	50.0%	12.5%	37.5%	0%	
Small Full-Time Registrar	57.1%	14.3%	28.6%	0%	
Medium	91.7%	8.3%	0%	0%	
Large	70.6%	5.9%	23.5%	0%	
Very Large	60.0%	26.7%	6.7%	6.7%	
Manage election administrators or staff					
All	49.2%	32.2%	10.2%	8.5%	
Small Part-Time Registrar	37.5%	37.5%	25.0%	0%	
Small Full-Time Registrar	42.9%	28.6%	0%	28.6%	
Medium	50.0%	25.0%	16.7%	8.3%	
Large	41.2%	41.2%	11.8%	5.9%	
Very Large	66.7%	26.7%	0%	6.7%	
Purchase election supplies					
All	40.7%	55.9%	3.4%	0%	
Small Part-Time Registrar	12.5%	62.5%	25.0%	0%	
Small Full-Time Registrar	57.1%	42.9%	0%	0%	
Medium	41.7%	58.3%	0%	0%	
Large	52.9%	47.1%	0%	0%	
Very Large	33.3%	66.7%	0%	0%	
Purchase a voting system					
All	55.9%	10.2%	30.5%	3.4%	
Small Part-Time Registrar	37.5%	12.5%	50.0%	0%	
Small Full-Time Registrar	42.9%	0%	57.1%	0%	
Medium	75.0%	8.3%	16.7%	0%	

Question 8 (cont.)				
	Registrar & Board	Registrar Only	Board Only	Neither
Large	41.2%	11.8%	41.2%	5.9%
Very Large	73.3%	13.3%	6.7%	6.7%
Maintain a voting system				
All	59.3%	25.4%	11.9%	3.4%
Small Part-Time Registrar	75.0%	0%	25.0%	0%
Small Full-Time Registrar	42.9%	14.3%	28.6%	14.3%
Medium	58.3%	41.7%	0%	0%
Large	70.6%	11.8%	17.6%	0%
Very Large	46.7%	46.7%	0%	6.7%
Serve as a liaison between my jurisdiction and state and federal election officials				
All	13.6%	54.2%	3.4%	28.8%
Small Part-Time Registrar	12.5%	50.0%	12.5%	25.0%
Small Full-Time Registrar	14.3%	28.6%	0%	57.1%
Medium	8.3%	75.0%	0%	16.7%
Large	17.6%	52.9%	0%	29.4%
Very Large	13.3%	53.3%	6.7%	26.7%
Maintain contact with vendors				
All	49.2%	47.5%	3.4%	0%
Small Part-Time Registrar	25.0%	50.0%	25.0%	0%
Small Full-Time Registrar	42.9%	57.1%	0%	0%
Medium	50.0%	50.0%	0%	0%
Large	70.6%	29.4%	0%	0%
Very Large	40.0%	60.0%	0%	0%
Participate in an election recount when necessary				
All	93.2%	1.7%	5.1%	0%
Small Part-Time Registrar	75.0%	0%	25.0%	0%
Small Full-Time Registrar	100%	0%	0%	0%
Medium	100%	0%	0%	0%
Large	94.1%	0%	5.9%	0%
Very Large	93.3%	6.7%	0%	0%
Maintain the voter registration database				
All	8.5%	88.1%	1.7%	1.7%
Small Part-Time Registrar	12.5%	75.0%	12.5%	0%
Small Full-Time Registrar	0%	100%	0%	0%
Medium	8.3%	91.7%	0%	0%
Large	0%	94.1%	0%	5.9%
Very Large	20.0%	80.0%	0%	0%

Question 8 (cont.)

	Registrar & Board	Registrar Only	Board Only	Neither
Administer the establishment and management of polling places				
All	66.1%	11.9%	15.3%	6.8%
Small Part-Time Registrar	37.5%	12.5%	37.5%	12.5%
Small Full-Time Registrar	57.1%	0%	0%	42.9%
Medium	91.7%	8.3%	0%	0%
Large	58.8%	5.9%	35.3%	0%
Very Large	73.3%	26.7%	0%	0%
Administer candidate filings for the ballot				
All	15.3%	83.1%	1.7%	0%
Small Part-Time Registrar	12.5%	75.0%	12.5%	0%
Small Full-Time Registrar	14.3%	85.7%	0%	0%
Medium	8.3%	91.7%	0%	0%
Large	11.8%	88.2%	0%	0%
Very Large	26.7%	73.3%	0%	0%
Administer campaign finance report filings				
All	18.6%	74.6%	3.4%	3.4%
Small Part-Time Registrar	0%	75.0%	25.0%	0%
Small Full-Time Registrar	14.3%	85.7%	0%	0%
Medium	8.3%	83.3%	0%	8.3%
Large	23.5%	76.5%	0%	0%
Very Large	33.3%	60.0%	0%	6.7%
Administer absentee voting				
All	20.3%	78.0%	0%	1.7%
Small Part-Time Registrar	12.5%	75.0%	0%	12.5%
Small Full-Time Registrar	14.3%	85.7%	0%	0%
Medium	16.7%	83.3%	0%	0%
Large	23.5%	76.5%	0%	0%
Very Large	26.7%	73.3%	0%	0%
Train election officers				
All	89.8%	5.1%	5.1%	0%
Small Part-Time Registrar	62.5%	0%	37.5%	0%
Small Full-Time Registrar	100%	0%	0%	0%
Medium	91.7%	8.3%	0%	0%
Large	100%	0%	0%	0%
Very Large	86.7%	13.3%	0%	0%
Manage the redistricting process				
All	25.4%	49.2%	3.4%	22.0%
Small Part-Time Registrar	0%	50.0%	25.0%	25.0%
Small Full-Time Registrar	42.9%	28.6%	0%	28.6%
Medium	25.0%	66.7%	0%	8.3%
Large	35.3%	41.2%	0%	23.5%
Very Large	20.0%	53.3%	0%	26.7%

Question 10: Average Number of Personnel Working Under Official's Supervision during the 2004 Election

	All	General Registrar	Electoral Board
Full-Time Staff			
All	2.3	1.9	2.6
Small Part-Time Registrar	0.5	0.3	0.6
Small Full-Time Registrar	0.6	0.1	1.0
Medium	4.1	0.5	7.0
Large	1.2	0.9	1.4
Very Large	3.1	4.1	1.9
Permanent Part-Time Staff			
All	1.5	1.6	1.4
Small Part-Time Registrar	1.5	1.2	1.7
Small Full-Time Registrar	1.4	1.4	1.5
Medium	1.3	1.5	1.0
Large	1.7	1.3	1.9
Very Large	1.8	2.5	0.7
Seasonal Staff			
All	8.4	9.0	7.9
Small Part-Time Registrar	0.2	0.5	0
Small Full-Time Registrar	1.2	1.1	1.5
Medium	1.4	2.4	0.7
Large	1.4	1.8	1.1
Very Large	26.5	23.6	31.1
Chief/Assistant Chief Election Officers			
All	29.9	37.6	23.9
Small Part-Time Registrar	7.1	7.9	6.7
Small Full-Time Registrar	13.0	12.5	14.1
Medium	17.7	18.7	16.9
Large	25.1	26.0	24.7
Very Large	71.0	95.5	47.6
Election Officers			
All	104.9	144.4	73.5
Small Part-Time Registrar	16.9	16.6	17.1
Small Full-Time Registrar	34.6	32.5	39.1
Medium	44.6	42.8	45.9
Large	70.4	69.1	71.1
Very Large	290.2	435.1	158.6
Volunteers (NOT election officers or chief election officers)			
All	11.6	10.6	12.5
Small Part-Time Registrar	0.2	0	0.3
Small Full-Time Registrar	5.3	6.2	0
Medium	7.1	3.3	11.5
Large	5.9	2.5	7.9
Very Large	27.4	28.4	26.5

Question 11: Average Compensation for Election Officers on Election Day (\$/Day)

	All	General Registrar	Electoral Board
Chief Election Officer			
All	143.39	145.01	142.12
Small Part-Time Registrar	126.55	127.08	126.20
Small Full-Time Registrar	138.21	139.71	135.91
Medium	136.37	135.57	137.04
Large	143.15	142.11	143.71
Very Large	164.14	170.09	159.07

Assistant Chief Election Officer

All	122.67	123.06	122.35
Small Part-Time Registrar	107.53	109.00	106.53
Small Full-Time Registrar	117.01	114.20	121.50
Medium	118.78	117.38	120.00
Large	124.24	124.12	124.31
Very Large	137.36	141.57	133.78

Election Officer

All	113.73	113.23	114.13
Small Part-Time Registrar	103.67	103.23	103.95
Small Full-Time Registrar	105.62	106.31	104.55
Medium	113.37	110.48	115.80
Large	114.27	113.16	114.86
Very Large	124.66	126.57	123.04

Question 12: General Registrar Salary

	Under \$40k	\$40k to \$50k	\$50k+
All	15.8%	50.5%	33.7%
Small - Part Time Registrar	100%	0%	0%
Small - Full Time Registrar	0%	88.2%	11.8%
Medium	9.1%	77.3%	13.6%
Large	0%	75.0%	25.0%
Very Large	0%	4.3%	95.7%

Question 12: Electoral Board Member Salary

	Under \$5k	Over \$5k
All	86.7%	13.3%
Small - Part Time Registrar	90.5%	9.5%
Small - Full Time Registrar	100%	0%
Medium	96.6%	3.4%
Large	90.5%	9.5%
Very Large	65.6%	34.4%

Question 13: “Do you have adequate storage space to store your voting equipment?”

	Percent Answering ‘Yes’		
	All	General Registrar	Electoral Board
All	72.5%	69.1%	75.0%
Small - Part Time Registrar	70.6%	61.5%	76.2%
Small - Full Time Registrar	82.1%	76.5%	90.9%
Medium	76.0%	77.3%	75.0%
Large	79.3%	73.7%	82.1%
Very Large	57.7%	56.5%	58.6%

Question 14: “Has your office space been affected by budget problems?”

	Percent Answering ‘Yes’		
	All	General Registrar	Electoral Board
All	38.0%	37.9%	38.0%
Small - Part Time Registrar	54.8%	61.5%	50.0%
Small - Full Time Registrar	35.7%	35.3%	36.4%
Medium	37.5%	36.4%	38.5%
Large	30.5%	30.0%	30.8%
Very Large	38.0%	34.8%	40.7%

Question 16: Number of Years Served in Current Capacity

	All	General Registrar	Electoral Board
All	8.9	10.8	8.4
Small - Part Time Registrar	8.9	10.9	7.6
Small - Full Time Registrar	11.0	13.5	7.2
Medium	11.1	11.7	10.7
Large	8.9	12.6	7.2
Very Large	7.8	6.4	8.7

Question 17: “Did you initially receive training specifically designed to prepare you for your duties?”

	Percent Answering ‘Yes’		
	All	General Registrar	Electoral Board
All	50.2%	65.3%	39.4%
Small - Part Time Registrar	55.9%	76.9%	42.9%
Small - Full Time Registrar	50.0%	70.6%	18.2%
Medium	54.9%	63.6%	48.3%
Large	45.9%	70.0%	34.1%
Very Large	47.2%	52.2%	43.3%

Question 18: “How Would You Characterize Your Initial Training?”

(Among Respondents Answering ‘Yes’ to Question 17)

	All		General Registrar		Electoral Board	
	Excellent/ Good	Adequate/ Poor	Excellent/ Good	Adequate/ Poor	Excellent/ Good	Adequate/ Poor
All	61.9%	38.1%	61.7%	38.3%	62.1%	37.9%
Small - Part Time Registrar	42.9%	57.1%	33.3%	66.7%	50.0%	50.0%
Small - Full Time Registrar	57.1%	42.9%	58.3%	41.7%	50.0%	50.0%
Medium	57.7%	42.3%	61.5%	38.5%	53.8%	46.2%
Large	69.0%	31.0%	71.4%	28.6%	66.7%	33.3%
Very Large	75.0%	25.0%	75.0%	25.0%	75.0%	25.0%

Question 19: Percentage Receiving Additional Training or Education in Election Administration

	All	General Registrar	Electoral Board
All	95.4%	100%	91.8%
Small - Part Time Registrar	84.8%	100%	75.0%
Small - Full Time Registrar	100%	100%	100%
Medium	97.9%	100%	96.2%
Large	94.6%	100%	91.7%
Very Large	98.1%	100%	96.6%
Less Experience	92.5%	100%	87.5%
More Experience	97.5%	100%	95.3%

Question 20: Average Hours of Additional Training Received

(Among Respondents Answering 'Yes' to Question 19)

Note: Averages only include responses of 80 hours and below. See report for explanation.

	All	General Registrar	Electoral Board
SBE			
All	32.7	35.8	30.8
Small Part-Time Registrar	31.5	25.6	37.5
Small Full-Time Registrar	38.4	50.0	34.9
Medium	32.2	32.1	32.3
Large	29.7	32.7	28.4
Very Large	34.0	41.0	28.6
Less Experience	27.3	33.4	23.0
More Experience	38.9	39.3	38.6
Your predecessor			
All	23.3	25.7	16.2
Small Part-Time Registrar	11.8	12.3	10.0
Small Full-Time Registrar	41.0	41.0	-
Medium	22.0	25.8	10.5
Large	24.5	28.1	18.6
Very Large	20.3	20.0	22.0
Less Experience	22.1	22.3	21.8
More Experience	24.1	28.0	11.8
VRAV			
All	29.7	30.6	4.0
Small Part-Time Registrar	22.0	25.6	4.0
Small Full-Time Registrar	36.5	36.5	-
Medium	25.0	25.0	-
Large	32.1	32.1	-
Very Large	33.3	33.3	-
Less Experience	24.4	26.0	4.0
More Experience	34.5	34.5	-
Other			
All	30.8	34.3	10.4
Small Part-Time Registrar	21.3	21.3	-
Small Full-Time Registrar	30.8	30.8	-
Medium	36.4	36.4	-
Large	26.0	34.0	10.0
Very Large	35.9	42.2	11.0
Less Experience	28.7	32.0	12.2
More Experience	34.4	38.0	6.0

Question 21: “How Would You Characterize Your Additional Training?”

	All		General Registrar		Electoral Board	
	Excellent/ Good	Adequate/ Poor	Excellent/ Good	Adequate/ Poor	Excellent/ Good	Adequate/ Poor
All	55.1%	44.9%	59.1%	40.9%	51.4%	48.6%
Small - Part Time Registrar	41.4%	58.6%	41.7%	58.3%	41.2%	58.8%
Small - Full Time Registrar	40.7%	59.3%	58.8%	41.2%	10.0%	90.0%
Medium	55.8%	44.2%	57.1%	42.9%	54.5%	45.5%
Large	61.2%	38.8%	55.0%	45.0%	65.5%	34.5%
Very Large	64.0%	36.0%	73.9%	26.1%	55.6%	44.4%

Question 22: “If you received SBE training how would you characterize your training?”

	All		General Registrar		Electoral Board	
	Excellent/ Good	Adequate/ Poor	Excellent/ Good	Adequate/ Poor	Excellent/ Good	Adequate/ Poor
All	47.1%	52.9%	44.0%	56.0%	49.5%	50.5%
Small - Part Time Registrar	45.0%	55.0%	57.1%	42.9%	38.5%	61.5%
Small - Full Time Registrar	37.0%	63.0%	37.5%	62.5%	36.4%	63.6%
Medium	62.8%	37.2%	60.0%	40.0%	65.2%	34.8%
Large	40.4%	59.6%	38.9%	61.1%	41.4%	58.6%
Very Large	46.2%	53.8%	34.8%	65.2%	55.2%	44.8%

Question 23: Percentage Receiving Certification in Election Administration

	All	General Registrar	Electoral Board
All	35.8%	79.8%	0.8%
Small - Part Time Registrar	33.3%	75.0%	0%
Small - Full Time Registrar	46.4%	76.5%	0%
Medium	40.8%	86.4%	3.7%
Large	30.9%	85.0%	0%
Very Large	32.1%	73.9%	0%
Less Experience	28.4%	69.4%	0%
More Experience	41.5%	86.2%	1.5%

Question 23a: Certifying Organization

Organization	All	General Registrar	Electoral Board
Weldon Cooper	30	30	0
The Election Center	37	37	0
VRAV	21	21	0
VREO	10	10	0
Unilect	1	0	1
CERA	2	2	0

Question 24: “To what degree did additional training improve your overall effectiveness?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating no improvement and 10 indicating substantial improvement

	All	General Registrar	Electoral Board
All	6.2	6.7	5.8
Small Part-Time Registrar	6.2	7.0	5.7
Small Full-Time Registrar	6.2	6.6	5.7
Medium	5.8	6.1	5.6
Large	6.2	6.5	6.1
Very Large	6.7	7.5	5.9
Less Experience	6.5	7.4	5.8
More Experience	6.1	6.3	5.9

Question 25: “To what degree did your additional training improve your ability to solve the problems you encounter?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating no improvement and 10 indicating substantial improvement

	All	General Registrar	Electoral Board
All	6.1	6.5	5.8
Small Part-Time Registrar	6.0	6.3	5.8
Small Full-Time Registrar	6.0	6.6	5.0
Medium	5.9	6.1	5.8
Large	6.1	6.3	5.9
Very Large	6.5	7.4	5.8
Less Experience	6.6	7.4	6.1
More Experience	5.8	6.0	5.6

Question 26: “Did your training prepare you to administer your voting system(s)?”

Percent answering ‘Yes’

	All	General Registrar	Electoral Board
All	63.4%	52.8%	71.6%
Small - Part Time Registrar	58.1%	50.0%	63.2%
Small - Full Time Registrar	60.0%	53.3%	70.0%
Medium	66.0%	65.0%	66.7%
Large	74.1%	52.6%	85.7%
Very Large	54.0%	43.5%	63.0%
DRE	64.9%	51.7%	73.3%
DRE & Paper	65.5%	66.7%	64.3%
DRE & Optical Scan	63.4%	48.3%	73.8%
All Three	57.1%	54.5%	60.0%
Maintain Voting System (Q. #8)	70.7%	57.7%	83.5%
Don’t Maintain Voting System	40.0%	18.2%	46.2%
Less Experience	62.4%	42.9%	76.0%
More Experience	64.2%	59.3%	68.2%

Question 27: “Did your training prepare you to deal with a voting system malfunction?”

	Percent answering ‘Yes’		
	All	General Registrar	Electoral Board
All	50.5%	37.0%	67.3%
Small - Part Time Registrar	45.2%	16.7%	63.2%
Small - Full Time Registrar	38.5%	37.5%	40.0%
Medium	50.0%	38.1%	59.3%
Large	61.5%	45.0%	71.9%
Very Large	49.0%	39.1%	57.7%
DRE	49.3%	29.0%	64.3%
DRE & Paper	62.1%	60.0%	64.3%
DRE & Optical Scan	49.3%	33.3%	61.0%
All Three	47.6%	36.4%	60.0%
Maintain Voting System (Q. #8)	54.8%	39.5%	71.1%
Don’t Maintain Voting System	36.7%	18.2%	42.1%
Less Experience	45.2%	25.0%	60.4%
More Experience	54.2%	44.6%	62.5%

Question 28: Most Important Element to Conducting a Successful Election

Note: No respondents indicated that they believed "Training is all that matters."

	Experience is all that matters	Experience is more important than training	Experience and training are equally important	Training is more important than experience
All Officials				
All	1.3%	10.7%	83.1%	4.9%
Small - Part Time Registrar	0%	0%	94.1%	5.9%
Small - Full Time Registrar	0%	17.9%	78.6%	3.6%
Medium	2.0%	17.6%	76.5%	3.9%
Large	0%	6.8%	91.5%	1.7%
Very Large	3.8%	11.3%	75.5%	9.4%
Less Experience	1.1%	9.6%	80.9%	8.5%
More Experience	1.6%	11.6%	84.5%	2.3%
General Registrars				
All Registrars	1.1%	11.6%	82.1%	5.3%
Small - Part Time Registrar	0%	0%	92.3%	7.7%
Small - Full Time Registrar	0%	11.8%	88.2%	0%
Medium	0%	13.6%	77.3%	9.1%
Large	0%	20.0%	80.0%	0%
Very Large	4.3%	8.7%	78.3%	8.7%
Less Experience	0%	10.8%	81.1%	8.1%
More Experience	1.7%	12.1%	82.8%	3.4%
Electoral Board Members				
All Board Members	1.5%	10.0%	83.8%	4.6%
Small - Part Time Registrar	0%	0%	95.2%	4.8%
Small - Full Time Registrar	0%	27.3%	63.6%	9.1%
Medium	3.4%	20.7%	75.9%	0%
Large	0%	0%	97.4%	2.6%
Very Large	3.3%	13.3%	73.3%	10.0%
Less Experience	1.8%	8.8%	80.7%	8.8%
More Experience	1.4%	11.3%	85.9%	1.4%

Questions 30 & 32: Election Officer Training

Note: Numbers in right three columns represent average rating on a scale of 0 to 10, with 0 indicating not important at all and 10 indicating very important.

	Average hours training officer must complete each election	How important do you consider election officers' training to be?		
		All	General Registrar	Electoral Board
All	3.1	9.7	9.7	9.6
Small - Part Time Registrar	3.9	9.8	9.9	9.7
Small - Full Time Registrar	3.0	9.5	9.9	8.7
Medium	3.1	9.6	9.6	9.6
Large	3.0	9.7	9.6	9.7
Very Large	2.9	9.8	9.8	9.8
DRE	2.8	9.6	9.6	9.7
DRE & Paper	3.1	9.7	9.8	9.5
DRE & Optical Scan	3.0	9.7	9.9	9.6
All Three	3.2	9.8	9.9	9.8

Question 33: Regularity of Election Officer Training

	Percent of Represented Jurisdictions			
	Every Election	Once a year	Periodically	Other
All	94.5%	2.8%	1.8%	0.9%
Small - Part Time Registrar	100%	0%	0%	0%
Small - Full Time Registrar	94.4%	5.6%	0%	0%
Medium	92.0%	0%	4.0%	4.0%
Large	100%	0%	0%	0%
Very Large	88.5%	7.7%	3.8%	0%
DRE	97.2%	2.8%	0%	0%
DRE & Paper	94.1%	5.9%	0%	0%
DRE & Optical Scan	97.4%	0%	2.6%	0%
All Three	83.3%	8.3%	0%	8.3%

Question 34: Compensation of Election Officers to Attend Training

	Percent of Jurisdictions Compensating Officers
All	81.5%
Small - Part Time Registrar	86.7%
Small - Full Time Registrar	82.4%
Medium	68.0%
Large	88.0%
Very Large	84.6%
DRE	69.4%
DRE & Paper	70.6%
DRE & Optical Scan	94.7%
All Three	83.3%

Question 31: Percent of Jurisdictions Teaching Skill to Election Officers

	Percent of All VA Jurisdictions With at Least One Respondent					
	Operating the voting equipment	Reporting election results	Adhering to federal, state & local election laws	Accessing the electronic voter registration	Administering voter check-in procedures	Resolving conflict with problem voters
All	100%	97.2%	97.2%	11.9%	98.2%	94.5%
Small Part-Time Registrar	100%	93.3%	100%	6.7%	100%	93.3%
Small Full-Time Registrar	100%	100%	94.4%	0%	94.4%	94.4%
Medium	100%	100%	100%	24.0%	100%	96.0%
Large	100%	92.0%	92.0%	4.0%	96.0%	92.0%
Very Large	100%	100%	100%	19.2%	100%	96.2%
DRE	100%	97.2%	97.2%	8.3%	100%	94.4%
DRE & Paper	100%	100%	100%	17.6%	100%	94.1%
DRE & Optical Scan	100%	97.4%	97.4%	7.9%	97.4%	97.4%
All Three	100%	100%	100%	25.0%	100%	100%
	Responding to the media	Protecting the integrity of the election	Assisting handicapped voters	Administering provisional ballots	Verifying voter identification	Other
All	34.9%	100%	99.1%	99.1%	100%	22.0%
Small Part-Time Registrar	26.7%	100%	100%	100%	100%	20.0%
Small Full-Time Registrar	22.2%	100%	100%	94.1%	100%	11.1%
Medium	44.0%	100%	100%	100%	100%	24.0%
Large	32.0%	100%	100%	100%	100%	8.0%
Very Large	42.3%	100%	96.2%	100%	100%	42.3%
DRE	25.0%	100%	100%	100%	100%	19.4%
DRE & Paper	47.1%	100%	100%	100%	100%	17.6%
DRE & Optical Scan	26.3%	100%	97.4%	100%	100%	23.7%
All Three	75.0%	100%	100%	100%	100%	25.0%

Question 35: “Do you believe that elections today are more complex to administer than previous elections?”

	Percent answering ‘Yes’		
	All	General Registrar	Electoral Board
All	92.5%	100%	96.9%
Small - Part Time Registrar	94.1%	100%	90.5%
Small - Full Time Registrar	100%	100%	100%
Medium	98%	100%	96.4%
Large	98.4%	100%	97.6%
Very Large	100%	100%	100%
DRE	98.8%	100%	97.9%
DRE & Paper	96.6%	100%	92.9%
DRE & Optical Scan	97.4%	100%	95.7%
All Three	100%	100%	100%

Question 36: “How concerned are you that the increased complexity of elections is having a negative impact on the recruitment of election officers?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating not concerned at all and 10 indicating extremely concerned.

	All	General Registrar	Electoral Board
All	7.6	7.9	7.4
Small Part-Time Registrar	7.0	7.7	6.5
Small Full-Time Registrar	7.6	7.5	7.6
Medium	8.1	8.1	8.1
Large	7.3	7.6	7.1
Very Large	8.1	8.4	7.8
DRE	7.1	7.3	6.9
DRE & Paper	7.7	8.1	7.3
DRE & Optical Scan	8.0	8.2	7.9
All Three	7.7	7.9	7.5

Question 37: “To what extent is inadequate election officers' training responsible for problems with election administration?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating not responsible at all and 10 indicating extremely responsible.

	All	General Registrar	Electoral Board
All	6.0	6.0	6.0
Small Part-Time Registrar	5.5	5.2	5.7
Small Full-Time Registrar	6.2	6.4	5.7
Medium	6.4	6.3	6.4
Large	5.8	5.7	5.8
Very Large	6.3	6.2	6.3
DRE	5.6	5.4	5.8
DRE & Paper	6.6	6.5	6.6
DRE & Optical Scan	6.3	6.5	6.2
All Three	5.6	6.0	5.3

Question 38: “To what extent should election officers' training be improved?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating no improvement at all and 10 indicating a great deal of improvement.

	All	General Registrar	Electoral Board
All	6.1	6.1	6.0
Small Part-Time Registrar	5.9	5.9	6.0
Small Full-Time Registrar	5.8	5.7	6.0
Medium	6.5	6.6	6.5
Large	5.6	6.2	5.4
Very Large	6.3	6.1	6.5
DRE	5.9	5.7	6.1
DRE & Paper	6.8	6.4	7.1
DRE & Optical Scan	6.1	6.6	5.7
All Three	5.0	5.6	4.4

Question 39: “How familiar are you with HAVA requirements?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating not familiar at all and 10 indicating extremely familiar.

	All	General Registrar	Electoral Board
All	7.2	7.8	6.7
Small Part-Time Registrar	6.3	7.0	5.8
Small Full-Time Registrar	7.5	7.8	7.1
Medium	7.4	8.2	6.8
Large	7.3	7.9	7.0
Very Large	7.3	7.8	6.8
DRE	7.0	7.3	6.9
DRE & Paper	7.1	7.9	6.3
DRE & Optical Scan	7.5	8.3	7.0
All Three	6.8	7.8	5.8
Less Experience	6.9	7.4	6.6
More Experience	7.4	8.1	6.9

Question 40: “How difficult were the following HAVA requirements to implement?”

Note: Numbers represent average rating on a scale of 1 to 10, with 0 indicating not difficult at all and 10 indicating extremely difficult.

	All	General Registrar	Electoral Board
Requirements for disabled access to voting system			
All	5.6	5.7	5.5
Small Part-Time Registrar	6.1	6.9	5.6
Small Full-Time Registrar	6.2	5.9	6.7
Medium	5.0	4.8	5.1
Large	5.4	6.0	5.1
Very Large	5.5	5.5	5.5
DRE	5.4	5.6	5.2
DRE & Paper	4.7	5.5	3.8
DRE & Optical Scan	5.9	5.9	6.0
All Three	5.4	4.9	5.9

Question 40 (cont.)			
	All	General Registrar	Electoral Board
Less Experience	5.6	5.7	5.4
More Experience	5.6	5.7	5.5
Requirements for voter error corrections			
All	4.5	4.4	4.5
Small Part-Time Registrar	5.1	6.6	4.2
Small Full-Time Registrar	4.9	4.0	6.9
Medium	4.1	4.0	4.1
Large	4.3	4.2	4.3
Very Large	4.4	4.1	4.7
DRE	4.4	4.4	4.3
DRE & Paper	4.4	4.9	3.8
DRE & Optical Scan	4.7	4.6	4.8
All Three	3.6	3.7	3.5
Less Experience	5.1	4.7	5.4
More Experience	4.1	4.2	3.9
Process for certification of voting systems			
All	4.8	4.7	4.9
Small Part-Time Registrar	5.1	5.4	4.8
Small Full-Time Registrar	4.8	4.4	5.3
Medium	4.2	3.7	4.7
Large	4.7	4.6	4.8
Very Large	5.2	5.4	5.0
DRE	4.8	4.6	4.9
DRE & Paper	4.2	4.6	3.8
DRE & Optical Scan	5.0	5.1	5.0
All Three	4.1	3.8	4.5
Less Experience	5.2	5.1	5.3
More Experience	4.5	4.4	4.6
Provision of information for voters			
All	4.5	4.4	4.6
Small Part-Time Registrar	5.6	6.0	5.3
Small Full-Time Registrar	4.4	3.7	5.4
Medium	4.4	4.1	4.7
Large	3.9	4.4	3.6
Very Large	4.6	4.4	4.9
DRE	4.6	4.4	4.7
DRE & Paper	4.1	4.1	4.2
DRE & Optical Scan	4.3	4.3	4.3
All Three	4.6	4.9	4.2
Less Experience	5.1	4.9	5.2
More Experience	4.2	4.1	4.2

Question 40 (cont.)			
	All	General Registrar	Electoral Board
Requirements for centralized voting registration			
All	4.6	4.8	4.5
Small Part-Time Registrar	5.0	4.9	5.1
Small Full-Time Registrar	5.8	5.3	6.4
Medium	4.5	3.9	4.9
Large	3.9	4.9	3.3
Very Large	5.0	5.0	5.0
DRE	4.8	4.7	5.0
DRE & Paper	3.5	4.6	2.4
DRE & Optical Scan	4.9	5.1	4.6
All Three	3.3	4.0	2.2
Less Experience	4.9	5.1	4.8
More Experience	4.5	4.5	4.4
Requirement for provisional voting			
All	5.1	5.3	4.8
Small Part-Time Registrar	5.3	6.0	4.7
Small Full-Time Registrar	4.9	4.6	5.3
Medium	5.0	4.8	5.1
Large	4.7	5.8	4.0
Very Large	5.5	5.6	5.5
DRE	5.1	5.5	4.8
DRE & Paper	5.3	5.9	4.6
DRE & Optical Scan	5.1	5.2	5.0
All Three	4.5	5.3	3.4
Less Experience	5.3	5.5	5.2
More Experience	4.9	5.2	4.6
Facilitating participation for military overseas voters			
All	5.6	5.9	5.2
Small Part-Time Registrar	5.0	6.0	3.8
Small Full-Time Registrar	5.4	5.9	4.7
Medium	5.8	5.4	6.2
Large	5.7	6.7	5.0
Very Large	5.6	5.5	5.6
DRE	5.5	5.7	5.3
DRE & Paper	5.6	5.5	5.8
DRE & Optical Scan	5.6	6.0	5.1
All Three	5.2	6.6	2.7
Less Experience	5.5	5.5	5.6
More Experience	5.6	6.1	5.0

Question 40 (cont.)

	All	General Registrar	Electoral Board
Identification requirements for certain first-time voters			
All	5.0	5.5	4.5
Small Part-Time Registrar	4.7	6.5	3.5
Small Full-Time Registrar	4.5	4.4	4.6
Medium	4.7	5.3	4.2
Large	5.3	5.9	5.0
Very Large	5.3	5.5	5.0
DRE	4.7	5.5	4.2
DRE & Paper	4.3	5.0	3.6
DRE & Optical Scan	5.5	6.1	5.0
All Three	5.0	5.2	4.8
Less Experience	5.0	5.8	4.4
More Experience	5.0	5.3	4.7

Question 41: “To what extent is HAVA changing the nature of election officer training?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating no change at all and 10 indicating substantial change

	All	General Registrar	Electoral Board
All	6.4	7.2	5.9
Small Part-Time Registrar	5.8	6.6	5.2
Small Full-Time Registrar	6.7	7.0	6.2
Medium	6.5	7.5	5.8
Large	6.3	7.2	5.8
Very Large	6.8	7.5	6.3
DRE	6.2	6.5	5.9
DRE & Paper	6.6	6.9	6.3
DRE & Optical Scan	6.5	7.9	5.5
All Three	6.9	7.4	6.3
Less Experience	6.3	6.9	5.9
More Experience	6.6	7.4	5.9

Question 42: “To what degree is the funding your jurisdiction received to implement HAVA requirements sufficient for their implementation?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating not sufficient at all and 10 indicating extremely sufficient

	All	General Registrar	Electoral Board
All	5.6	5.3	5.8
Small Part-Time Registrar	5.8	5.5	6.1
Small Full-Time Registrar	6.0	6.1	6.0
Medium	5.4	4.7	6.0
Large	6.0	5.4	6.4
Very Large	4.9	5.0	4.8
DRE	6.1	5.6	6.5
DRE & Paper	5.9	5.0	6.9

Question 42 (cont.)

	All	General Registrar	Electoral Board
DRE & Optical Scan	5.1	5.5	4.8
All Three	6.5	5.3	8.0
Less Experience	5.2	5.4	5.0
More Experience	5.9	5.2	6.4

Question 43: “How concerned are you that limited funding in the future will leave you unable to comply with HAVA requirements for election administration?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating not concerned at all and 10 indicating extremely concerned

	All	General Registrar	Electoral Board
All	7.1	7.5	6.9
Small Part-Time Registrar	7.1	7.5	6.8
Small Full-Time Registrar	6.6	7.1	5.9
Medium	7.7	7.7	7.7
Large	6.5	7.7	5.8
Very Large	7.6	7.4	7.9
DRE	6.9	7.6	6.4
DRE & Paper	8.1	7.5	8.7
DRE & Optical Scan	7.2	7.6	6.9
All Three	6.5	6.9	6.1
Less Experience	7.1	7.8	6.6
More Experience	7.1	7.3	7.0

Question 44: “How has HAVA affected the cost of elections in your jurisdiction?”

Note: Numbers represent average rating on a scale of -5 to 5, with -5 indicating costs have decreased and 5 indicating costs have increased

	All	General Registrar	Electoral Board
All	3.2	3.2	3.1
Small Part-Time Registrar	2.2	2.7	1.8
Small Full-Time Registrar	3.7	3.5	3.9
Medium	3.8	3.7	3.8
Large	3.0	2.5	3.2
Very Large	3.1	3.4	3.0
DRE	2.8	2.8	2.7
DRE & Paper	3.7	3.8	3.7
DRE & Optical Scan	3.6	3.7	3.5
All Three	1.9	1.8	2.1
Less Experience	2.9	3.0	2.9
More Experience	3.3	3.3	3.3

Questions 46 & 48: Average Numbers of Provisional Ballots and Percentages of Absentee Votes among Jurisdictions Represented, 2006

	Average # Provisional Ballots Cast 2006 Election	Average % Absentee Votes Cast 2006 Election
All	10.8	5.6
Small Part-Time Registrar	0.5	4.6
Small Full-Time Registrar	1.8	5.3
Medium	2.2	3.4
Large	4.8	5.6
Very Large	37.5	8.6
DRE	6.1	6.9
DRE & Paper	2.8	4.0
DRE & Optical Scan	13.9	5.1
All Three	14.9	5.0

Question 47: Type(s) of Absentee Voting System(s) in Place

	Hand-Counted Paper	Optical Scan	DRE	Other
All	44.0%	60.7%	78.5%	6.5%
Small Part-Time Registrar	73.3%	20.0%	46.7%	20.0%
Small Full-Time Registrar	61.1%	38.9%	66.7%	11.1%
Medium	52.0%	48.0%	84.0%	0%
Large	28.0%	72.0%	96.0%	4.0%
Very Large	23.1%	100%	80.8%	3.8%
DRE	58.3%	38.9%	66.7%	5.6%
DRE & Paper	100%	0%	94.1%	0%
DRE & Optical Scan	2.6%	97.4%	86.8%	10.5%
All Three	50.0%	91.7%	83.3%	8.3%

Question 45: “In your jurisdiction, did any of the following occur during the Nov. 2006 general election?”

	Percent of Localities Experiencing Problem			
	Repairable electronic voting system malfunction	Unrepairable electronic voting system malfunction	Electronic voting system was hacked	Election officers did not understand their jobs
All	50.5%	7.3%	0%	13.1%
Small Part-Time Registrar	26.7%	6.7%	0%	6.7%
Small Full-Time Registrar	38.9%	0%	0%	0%
Medium	44.0%	4.0%	0%	4.0%
Large	60.0%	4.0%	0%	16.0%
Very Large	69.2%	19.2%	0%	30.8%
DRE	55.6%	5.6%	0%	11.1%
DRE & Paper	52.9%	5.9%	0%	0%
DRE & Optical Scan	42.1%	13.2%	0%	21.1%
All Three	58.3%	0%	0%	8.3%
	Unfair media coverage of election administration	Vendors did not provide the support expected	Polling places failed to accurately report election results	Polling places failed to report election results in a timely manner
All	7.5%	9.3%	5.6%	15.0%
Small Part-Time Registrar	6.7%	0%	6.7%	20.0%
Small Full-Time Registrar	5.6%	5.6%	5.6%	11.1%
Medium	8.0%	4.0%	0%	12.0%
Large	4.0%	20.0%	4.0%	4.0%
Very Large	11.5%	11.5%	11.5%	26.9%
DRE	11.1%	13.9%	5.6%	19.4%
DRE & Paper	5.9%	5.9%	0%	17.6%
DRE & Optical Scan	5.3%	5.3%	5.3%	13.2%
All Three	0%	0%	8.3%	8.3%

Question 45 (cont.)

	Percent of Localities Experiencing Problem			
	Insufficient supply of paper ballots	Excessively long lines	Election officers did not report for duty	A close local race (2-3% margin of victory)
All	4.7%	9.3%	10.3%	8.4%
Small Part-Time Registrar	0%	0%	0%	0%
Small Full-Time Registrar	0%	0%	0%	5.6%
Medium	0%	4.0%	8.0%	8.0%
Large	4.0%	24.0%	8.0%	12.0%
Very Large	15.4%	11.5%	26.9%	11.5%
DRE	2.8%	13.9%	5.6%	5.6%
DRE & Paper	0%	5.9%	0%	17.6%
DRE & Optical Scan	10.5%	2.6%	15.8%	7.9%
All Three	0%	25.0%	16.7%	0%
	A local race resulting in an election recount	Deliberate election fraud	A local race resulting in a legal challenge	
All	3.7%	0%	3.7%	
Small Part-Time Registrar	0%	0%	0%	
Small Full-Time Registrar	0%	0%	0%	
Medium	12.0%	0%	16.0%	
Large	0%	0%	0%	
Very Large	3.8%	0%	0%	
DRE	2.8%	0%	2.8%	
DRE & Paper	11.8%	0%	11.8%	
DRE & Optical Scan	2.6%	0%	0%	
All Three	0%	0%	8.3%	

Question 49: Total Hours Spent Processing Absentee Voting Prior to Election Day

	Mailed AB	Optical Scan or DRE In-Person
All	100.2	309.1
Small Part-Time Registrar	77.6	47.8
Small Full-Time Registrar	56.9	72.1
Medium	54.9	73.4
Large	85.5	68.0
Very Large	209.1	897.1
DRE	79.6	115.2
DRE & Paper	57.3	31.4
DRE & Optical Scan	137.9	697.6
All Three	114.3	43.3

Questions 51 & 52: Main Voting System(s) of Jurisdiction

Note: Numbers in the right column represent the average rating on a scale of 0 to 10, with 0 indicating not well at all and 10 indicating extremely well

	Length Main Voting System in Place (Years)	Performance of Main System in 2006
All	5.40	8.80
Small Part-Time Registrar	5.50	9.00
Small Full-Time Registrar	5.79	9.06
Medium	5.61	8.68
Large	4.52	8.83
Very Large	6.08	8.35
DRE	4.01	8.81
DRE & Paper	3.94	8.75
DRE & Optical Scan	7.50	8.79
All Three	5.25	8.92

Question 55: “Overall, does election administration at the state level make your job easier or more difficult?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating very difficult and 10 indicating very easy

	All	General Registrar	Electoral Board
All	5.0	4.9	5.1
Small Part-Time Registrar	5.3	4.8	5.6
Small Full-Time Registrar	5.5	5.4	5.7
Medium	4.9	5.2	4.7
Large	4.5	4.3	4.6
Very Large	5.2	4.7	5.5
Less Experience	5.1	5.3	5.0
More Experience	4.9	4.6	5.2

Question 53: “How would you rate the current main voting system in your jurisdiction on the following characteristics?”

	Maintenance costs			Physical size			Storage requirements			Speed in voting counting		
	All	GR	EB	All	GR	EB	All	GR	EB	All	GR	EB
All	4.7	4.6	4.7	5.5	5.5	5.5	5.3	5.4	5.2	6.2	6.3	6.2
Small Part-Time Registrar	5.2	5.7	4.9	5.6	6.0	5.3	5.2	5.7	4.8	6.2	6.5	6.0
Small Full-Time Registrar	4.5	4.6	4.5	5.4	5.5	5.2	5.7	5.7	5.7	6.4	6.5	6.1
Medium	4.8	4.6	4.9	5.5	5.6	5.4	5.1	5.5	4.7	6.2	6.1	6.3
Large	4.7	4.5	4.8	5.7	5.6	5.7	5.6	5.3	5.8	6.3	6.3	6.3
Very Large	4.2	3.9	4.6	5.1	4.9	5.3	4.8	4.8	4.8	6.2	6.1	6.3
DRE	4.6	4.7	4.5	5.7	5.8	5.6	5.4	5.6	5.2	6.3	6.4	6.2
DRE & Paper	5.1	5.0	5.2	5.6	5.9	5.3	5.2	5.7	4.7	6.5	6.3	6.6
DRE & Optical Scan	4.5	4.1	4.8	5.4	5.2	5.6	5.2	5.2	5.3	6.3	6.3	6.2
All Three	4.8	4.9	4.6	4.7	4.7	4.7	5.2	5.1	5.3	6.1	6.0	6.1
Less Experience	4.7	4.5	4.8	5.3	5.2	5.3	5.2	5.1	5.2	6.1	6.1	6.0
More Experience	4.7	4.6	4.7	5.6	5.6	5.6	5.4	5.5	5.2	6.4	6.4	6.3
	Ease by use of election officers			Ease of use by voters			Ease of programming			Note: Numbers represent average rating on a scale of 1 to 7, with 1 indicating poor and 7 indicating excellent		
All	6.0	6.0	6.0	6.0	6.1	6.0	5.4	5.4	5.4			
Small Part-Time Registrar	6.0	6.2	5.8	5.8	6.2	5.5	5.8	5.9	5.8			
Small Full-Time Registrar	6.1	6.4	5.6	6.0	6.3	5.5	5.6	5.9	5.1			
Medium	6.1	6.1	6.1	6.2	6.3	6.1	5.3	5.2	5.3			
Large	6.1	6.2	6.1	6.1	6.0	6.1	5.5	5.5	5.5			
Very Large	5.7	5.2	6.1	6.0	5.9	6.2	5.0	4.7	5.4			
DRE	5.9	5.9	5.9	6.0	6.2	5.9	5.3	5.3	5.3			
DRE & Paper	6.2	6.2	6.2	5.9	6.0	5.9	5.7	5.8	5.5			
DRE & Optical Scan	5.9	5.9	6.0	6.1	6.2	6.0	5.5	5.4	5.6			
All Three	6.2	5.9	6.5	6.1	5.9	6.4	5.2	5.1	5.3			
Less Experience	5.7	5.7	5.7	5.8	6.0	5.6	5.4	5.2	5.6			
More Experience	6.2	6.1	6.2	6.2	6.2	6.2	5.4	5.4	5.3			

Question 56: “Would you be in favor of making the chief administrative officer of the State Board of Elections a non-appointed professional position?”

	In Favor	Opposed	Undecided
All	54.3%	15.5%	30.2%
General Registrar	79.6%	5.4%	15.1%
Electoral Board	54.3%	15.5%	30.2%
Small Part-Time Registrar	52.4%	19.0%	28.6%
Small Full-Time Registrar	50.0%	0%	50.0%
Medium	21.4%	32.1%	46.4%
Large	69.2%	10.3%	20.5%
Very Large	67.7%	9.7%	22.6%

Question 57: “Would you be in favor of making general registrar a non-appointed professional position?”

	In Favor	Opposed	Undecided
All	79.6%	5.4%	15.1%
General Registrar	46.7%	27.2%	26.1%
Electoral Board	27.6%	46.5%	26.0%
Small Part-Time Registrar	36.4%	18.2%	45.5%
Small Full-Time Registrar	88.2%	0%	11.8%
Medium	77.3%	4.5%	18.2%
Large	85.0%	10.0%	5.0%
Very Large	91.3%	0%	8.7%

Question 58: Average Age of Election Official

	All	General Registrar	Electoral Board
All	61.17	53.26	66.85
Small Part-Time Registrar	64.69	57.00	70.12
Small Full-Time Registrar	59.21	52.35	69.82
Medium	59.90	52.00	66.04
Large	63.94	57.63	66.68
Very Large	58.42	49.60	64.71

Question 59: Sex of Election Officials

	All		General Registrar		Electoral Board	
	Male	Female	Male	Female	Male	Female
All	37.7%	62.3%	15.1%	84.9%	53.8%	46.2%
Small - Part Time Registrar	24.2%	75.8%	0%	100%	40.0%	60.0%
Small - Full Time Registrar	25.0%	75.0%	0%	100%	63.6%	36.4%
Medium	38.0%	62.0%	14.3%	85.7%	55.2%	44.8%
Large	42.4%	57.6%	15.8%	84.2%	55.0%	45.0%
Very Large	47.2%	52.8%	34.8%	65.2%	56.7%	43.3%

Question 60: Race of Election Officials

	White	Black/African American	Multi-Racial	Decline to State
All	80.7%	12.1%	1.8%	5.4%
General Registrar	88.3%	5.3%	2.1%	4.3%
Electoral Board	75.2%	17.1%	1.6%	6.2%
Small Part-Time Registrar	78.8%	15.2%	6.1%	0%
Small Full-Time Registrar	85.7%	3.6%	3.6%	7.1%
Medium	80.4%	5.9%	2.0%	11.8%
Large	81.4%	18.6%	0%	0%
Very Large	78.8%	13.5%	0%	7.7%

Question 61: Education of Election Officials

	High School	College	Graduate School
All	18.0%	56.8%	25.2%
General Registrar	17.2%	69.9%	12.9%
Electoral Board	18.6%	47.3%	34.1%
Small Part-Time Registrar	28.1%	59.4%	12.5%
Small Full-Time Registrar	25.0%	50.0%	25.0%
Medium	28.0%	52.0%	20.0%
Large	11.9%	55.9%	32.2%
Very Large	5.7%	64.2%	30.2%
<65 years old	11.5%	61.9%	26.5%
65+ years old	25.0%	51.1%	23.9%

Question 62: Membership in Professional Election Organizations

	Percent answering 'Yes'		
	All	General Registrar	Electoral Board
National Association of County Recorders, Election Officials and Clerks			
All	1.8%	4.2%	0%
Small Part Time Registrar	3.0%	7.7%	0%
Small Full Time Registrar	0%	0%	0%
Medium	2.0%	4.5%	0%
Large	1.6%	5.0%	0%
Very Large	1.9%	4.3%	0%
The Election Center			
All	8.8%	18.9%	1.5%
Small Part Time Registrar	3.0%	7.7%	0%
Small Full Time Registrar	0%	0%	0%
Medium	8.0%	18.2%	0%
Large	4.9%	15.0%	0%
Very Large	22.2%	43.5%	6.5%

Question 62 (cont.)

	Percent answering 'Yes'		
	All	General Registrar	Electoral Board
International Association of Clerks, Recorders, Election Officials and Treasurers			
All	1.3%	3.2%	0%
Very Large	5.6%	13.0%	0%
VRAV or VEBA			
All	84.1%	96.8%	74.8%
Small Part Time Registrar	81.8%	92.3%	75.0%
Small Full Time Registrar	82.1%	100%	54.5%
Medium	82.0%	95.5%	71.4%
Large	85.2%	100%	78.0%
Very Large	87.0%	95.7%	80.6%

Question 65: "What level of stress does the position of Registrar and Election Administrator put you under?"

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating no stress at all and 10 indicating very stressful

	All	General Registrar	Electoral Board
All	5.8	7.8	4.3
Small Part-Time Registrar	5.1	5.9	4.4
Small Full-Time Registrar	6.8	8.0	4.8
Medium	5.8	8.6	3.8
Large	5.4	7.9	4.2
Very Large	6.2	7.9	4.9
DRE	4.9	7.1	3.5
DRE & Paper	6.0	7.5	4.4
DRE & Optical Scan	6.5	8.3	5.3
All Three	7.0	8.6	5.3

FOLLOWING QUESTIONS ANSWERED BY REGISTRAR ONLY

Question 68: “Do you have a written job description outlining specific expectations for your position beyond the Code of Virginia?”

	Percent answering ‘Yes’
All	27.2%
Small - Part Time Registrar	8.3%
Small - Full Time Registrar	37.5%
Medium	18.2%
Large	25.0%
Very Large	40.9%
Less Experience	26.5%
More Experience	26.3%

Question 75: “Does your locality supplement your salary?”

	Percent answering ‘Yes’
All	39.1%
Small Part-Time Registrar	0%
Small Full-Time Registrar	37.5%
Medium	31.8%
Large	40.0%
Very Large	68.2%

Question 76: Supplement by Locality

(Among Respondents Answering ‘Yes’ to Question 75)

	Under \$10k	\$10k - \$19,999	\$20k - \$29,999
All	82.9%	5.7%	8.6%
Small Full-Time Registrar	80.0%	0%	20.0%
Medium	100%	0%	0%
Large	87.5%	0%	12.5%
Very Large	75.0%	12.5%	6.3%

Question 77: “Do you receive comp. time?”

	Percent answering ‘Yes’
All	39.1%
Small Part-Time Registrar	25.0%
Small Full-Time Registrar	37.5%
Medium	45.5%
Large	50.0%
Very Large	31.8%
Less Experience	29.4%
More Experience	45.6%

Question 80: Average % of Annual Supplemental Raise

	% Raise
All	4.4
Small Full-Time Registrar	2.3
Medium	6.0
Large	2.8
Very Large	6.1

Question 81: “Are you covered under your local jurisdiction's personnel policy?”

	Yes	No	Partially
All	38.4%	16.3%	45.3%
Small Part-Time Registrar	18.2%	45.5%	36.4%
Small Full-Time Registrar	42.9%	28.6%	28.6%
Medium	23.8%	9.5%	66.7%
Large	47.4%	10.5%	42.1%
Very Large	52.4%	4.8%	42.9%

Question 82: “Are you covered under your local jurisdiction's retirement plan?”

	Percent answering ‘Yes’
All	89.0%
Small Part-Time Registrar	50.0%
Small Full-Time Registrar	93.8%
Medium	90.9%
Large	95.0%
Very Large	100%
Less Experience	81.8%
More Experience	93.0%

Question 83a: Percent of Localities with Permanent Staff

All	89.4%
Small Part-Time Registrar	66.7%
Small Full-Time Registrar	94.1%
Medium	77.3%
Large	100%
Very Large	100%

Questions 70-74: Average Size of Locality

	Small Part-Time Registrar	Small Full-Time Registrar	Medium	Large	Very Large	All
Polling Places in Jurisdiction Nov. 2007 Election	4.4	7.0	9.6	12.8	46.8	18.1
# Precincts as of Nov. 2007	4.2	6.6	9.3	12.7	47.3	18.0
# of Split Precincts as of Nov. 2007	0	0.3	0.4	0.3	2.1	0.7
# of Towns in Jurisdiction for Purposes of Elections	0.6	1.4	1.6	2.6	1.6	1.6
# of Districts						
Congressional	1.1	1.1	1.1	1.1	1.7	1.2
General Assembly House	1.0	1.1	1.1	1.2	2.2	1.4
General Assembly Senate	1.0	1.1	1.2	1.4	4.0	1.9
School Board	2.5	3.3	3.7	5.1	5.9	4.3
County Board of Supervisors/City Council	2.9	3.8	4.3	4.9	6.1	4.6
Soil and Water Conservation Board	1.1	1.1	1.1	1.4	1.5	1.3
Other	0	0	1.0	1.0	0	0.5

Question 83b: Cumulative Salary Ranges of All Surveyed Registrars' Permanent Staff Members

	Under 10k	10k to 20k	20k to 30k	30k to 40k	40k to 50k	50k to 60k	60k to 70k	70k to 80k
All	38	44	31	40	17	8	0	2
Small Part-Time Registrar	7	1	0	0	0	0	0	0
Small Full-Time Registrar	13	6	0	0	0	0	0	0
Medium	6	7	5	3	0	0	0	0
Large	7	12	6	3	0	1	0	0
Very Large	5	18	20	34	17	7	0	2

Question 84: Cumulative Salary Ranges of All Surveyed Registrars' Temporary Staff Members

	No Temporary Staff	\$5.76-8	\$8-10	\$10-15	\$15-20	Over \$20
All	31.2%	10	49	50	5	2
Small Part Time Registrar	33.3%	5	3	1	0	0
Small Full Time Registrar	41.2%	2	3	4	0	0
Medium	33.3%	1	5	12	0	0
Large	35.0%	1	6	11	0	1
Very Large	17.4%	1	32	22	5	1

Question 85: “Do you have adequate staff for your office?”

	Percent answering ‘Yes’
All	48.9%
Small Part-Time Registrar	50.0%
Small Full-Time Registrar	53.3%
Medium	52.4%
Large	47.4%
Very Large	42.9%

Question 86: Average Number of Additional Staff Members Needed

(Among Respondents Answering ‘Yes’ to Question 85)

	Permanent full-time staff	Permanent part-time staff	Temporary full-time staff	Temporary part-time staff
All	1.1	1.4	1.0	1.6
Small Part-Time Registrar	1.0	0	0	1.5
Small Full-Time Registrar	1.0	1.0	1.0	1.5
Medium	1.0	1.0	1.0	1.0
Large	1.0	1.2	0	1.3
Very Large	1.1	1.9	0	2.7

Question 87: “Does your budget allow for staff expansion?”

	Percent answering ‘Yes’
All	9.0%
Small Part-Time Registrar	0%
Small Full-Time Registrar	0%
Medium	14.3%
Large	5.0%
Very Large	19.0%

Question 88: “Have you lost staff due to budget problems?”

	Percent answering ‘Yes’
All	10.2%
Small Part-Time Registrar	8.3%
Small Full-Time Registrar	12.5%
Medium	10.0%
Large	15.0%
Very Large	5.0%

Question 89: “Do you have adequate work space?”

	Percent answering ‘Yes’
All	62.2%
Small Part-Time Registrar	58.3%
Small Full-Time Registrar	68.8%
Medium	66.7%
Large	65.0%
Very Large	52.4%

Question 90: “Have you lost money needed for travel, training or education due to budget problems?”

	Percent answering ‘Yes’
All	45.5%
Small Part-Time Registrar	50.0%
Small Full-Time Registrar	56.3%
Medium	52.4%
Large	15.8%
Very Large	55.0%

Question 91: “How familiar are you with VERIS?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating not familiar at all and 10 indicating very familiar

All	8.1
Small Part-Time Registrar	7.9
Small Full-Time Registrar	8.3
Medium	8.2
Large	8.0
Very Large	8.2

Question 92: “Did your jurisdiction's implementation of VERIS require hiring any additional staff for its creation and maintenance?”

	Percent answering ‘Yes’
All	10.0%
Small Part-Time Registrar	0%
Small Full-Time Registrar	12.5%
Medium	4.8%
Large	20.0%
Very Large	9.5%

Question 93: “If yes, were you able to hire additional staff for its creation and maintenance?”

(Among Respondents Answering ‘Yes’ to Question 85)

	Percent answering ‘Yes’
All	44.4%
Small Full-Time Registrar	50.0%
Medium	100%
Large	25.0%
Very Large	50.0%

Question 95: “In the event of a problem with VERIS on Election Day, how confident are you in your jurisdiction's contingency plan?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating not confident at all and 10 indicating very confident

All	6.0
Small Part-Time Registrar	6.3
Small Full-Time Registrar	5.9
Medium	6.5
Large	4.4
Very Large	6.9

Question 96: “How effective is the communication between general registrar offices and NVRA offices such as DMV and social service agencies?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating not effective at all and 10 indicating very effective

All	4.9
Small Part-Time Registrar	4.5
Small Full-Time Registrar	4.8
Medium	5.5
Large	3.9
Very Large	5.4

Question 97: “Has your workload increased since VERIS was implemented?”

Note: Numbers represent average rating on a scale of 0 to 10, with 0 indicating not increased at all and 10 indicating greatly increased

All	8.2
Small Part-Time Registrar	8.6
Small Full-Time Registrar	8.0
Medium	8.5
Large	9.0
Very Large	7.4

Question 98: “How much have the following contributed to your workload?”

Note: Numbers represent average rating on a scale of 1 to 10, with 1 indicating no increase at all and 10 indicating significant increase

	Registrations originating from NVRA offices	Processing NCOA address changes	Processing in- locality address changes	Processing mail-in applications
All	6.9	5.9	6.6	6.7
Small Part-Time Registrar	7.1	5.9	7.0	7.2
Small Full-Time Registrar	6.8	5.4	6.4	6.8
Medium	7.1	6.0	6.9	6.3
Large	7.0	6.5	6.5	6.7
Very Large	6.5	5.8	6.3	6.6
	Processing third party registrations	Researching incomplete registration applications	Processing duplicate registrations	Processing denied registrations
All	5.9	7.4	7.9	6.8
Small Part-Time Registrar	6.2	7.4	7.6	6.6
Small Full-Time Registrar	5.8	7.6	8.1	6.3
Medium	5.8	7.8	8.4	6.6
Large	5.3	7.1	7.8	7.0
Very Large	6.4	7.1	7.7	7.2