



COMMISSIONERS COURT
COMMUNICATION

REFERENCE NUMBER _____

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DATE: 09/04/2024

SUBJECT: **APPROVAL OF PROPOSED PAY RATE INCREASE FOR
ELECTION JUDGES AND CLERKS**

COMMISSIONERS COURT ACTION REQUESTED

It is requested that the Commissioners Court approve an increase in pay rates for election judges and clerks effective October 1, 2024, in accordance with Section 32.091 of the Texas Elections Code.

BACKGROUND

Tarrant County election judges and clerks last received a pay increase in 2021, through Court Order #136398. Several factors in the last three (3) years have made it increasingly difficult for the Elections Department to recruit poll workers. Most notably, poll workers are expressing lack of interest in the job because of currently available benefits. The increase is meant to make the position more competitive.

Elections Administration is seeking the Court's approval to increase pay rates from \$15.00 an hour to \$18.00 an hour for election judges, and from \$13.00 an hour to \$15.00 an hour for election clerks.

For general elections, Tarrant County is responsible for paying 100% of poll worker's hourly salary; however, for primary elections, the Secretary of State will reimburse Tarrant County up to \$12.00 an hour, per poll worker and the County would assume the difference over the reimbursable rate.

The election judges and clerks are contract employees, not Tarrant County employees.

FISCAL IMPACT

The fiscal impact is estimated to be \$180,000.00 per year.

SUBMITTED BY:	Elections	PREPARED BY: APPROVED BY:	Troy Havard
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