



## **LUBBOCK COUNTY ELECTIONS**

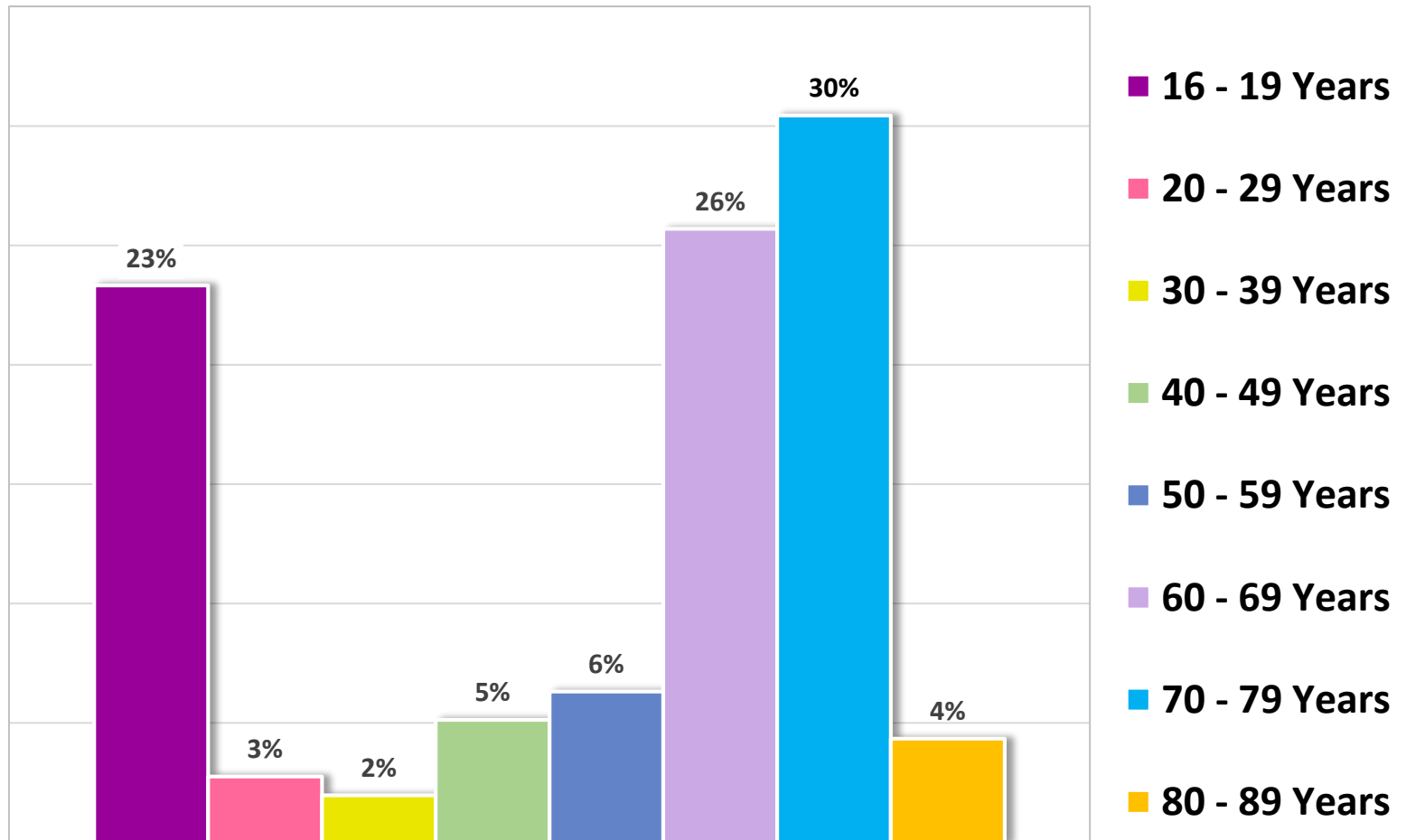
# **2022 November**

### **Poll Worker Survey**

# Statistics

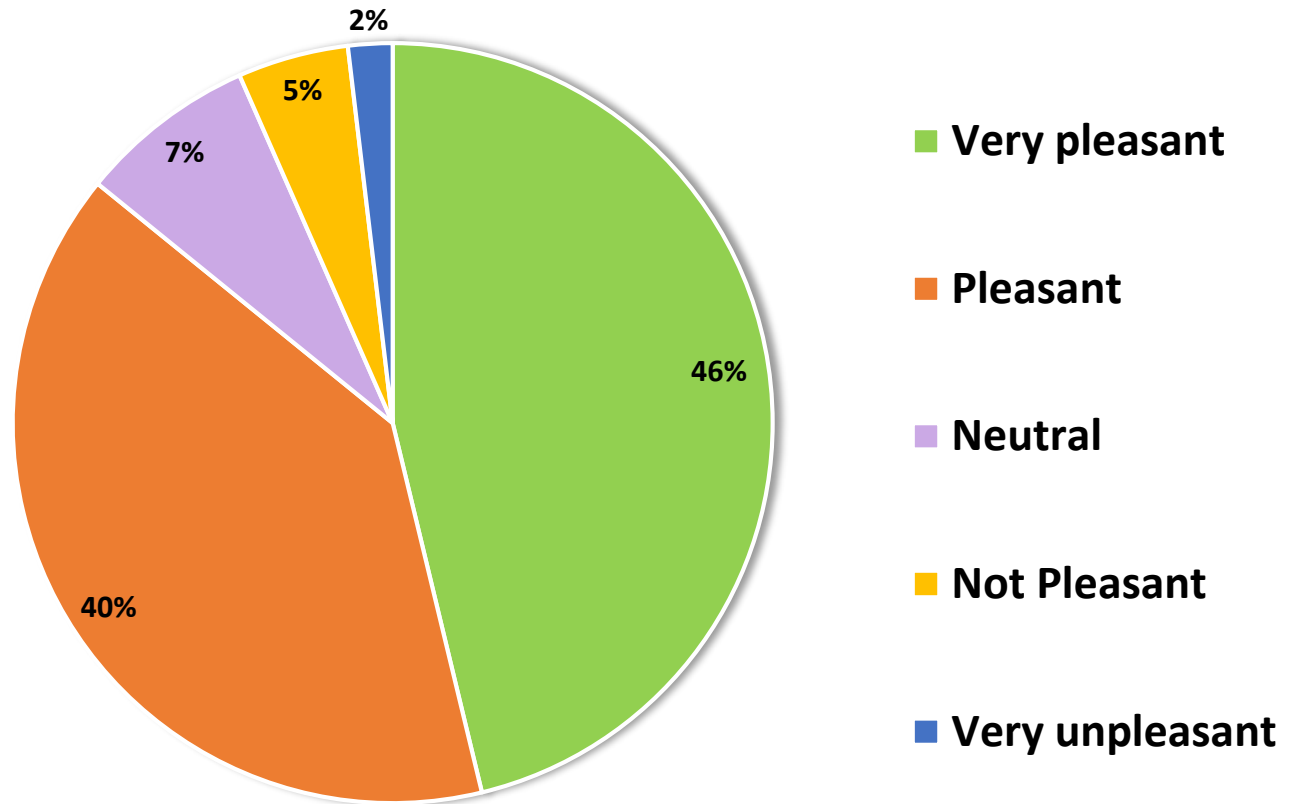
- 253 Surveys were sent out
- 42% were received back
- Out of the 42% received back, 11% of those were brand new poll workers
- Out of the 42% received back, 24% were Judges
- 57 High School students worked Election Day

# November 2022 Election Poll Worker Ages



**Average Age = 54 Years Old**

**Please rate your overall experience working this  
past November 2022 Election.**

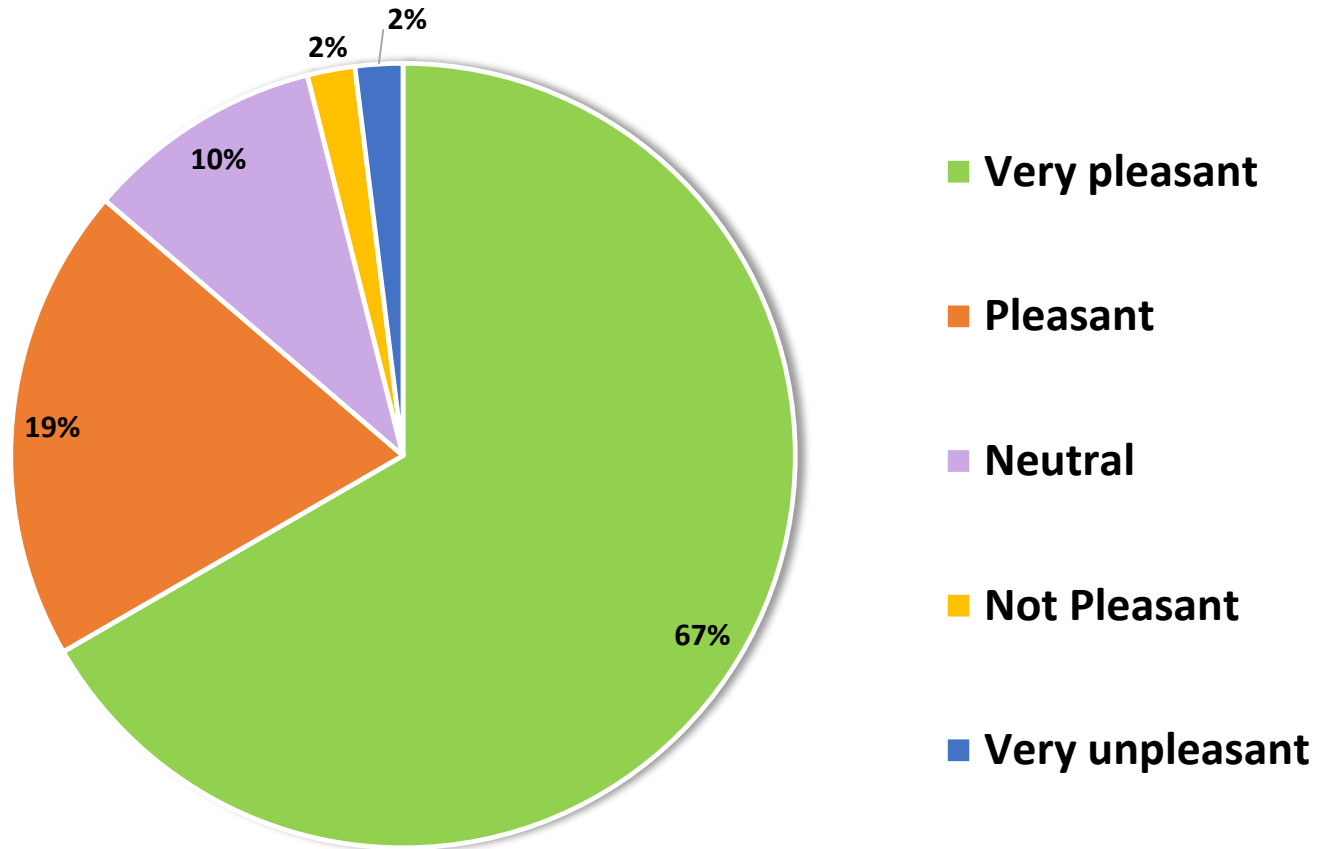


# Please rate your overall experience working this past November 2022 Election.

Comments:	
Best location I have worked so far.	Green
I enjoyed the work & the team I worked with. But the 15+ hour day was too long and the training materials were confusing.	Orange
I was very nervous about the new equipment and about being one of the lead judges.	Orange
I'm happy to work elections, but the post closing details are horrible. Breaking down the tables/machines etc. is hard work especially for us older folks (I am 64 my helper 70.) The worst part was the pickup truck was delayed until after 10 pm and we left at 10:30 pm (almost an 18hr day). My co-worker was unaware of this "extra" duty and was a hero to stay. Something has to give for such a long difficult day.	Yellow
Had a few come in rough. Settle down after they didn't know what to do and had to ask for help	Purple
Great people to work with at United, 114th & 98th & Quaker.	Green
Surprised that most voters didn't have any trouble loading the paper ballot in the slot. A very few thought the printed ballot was there "receipt" and we had to tell them they hadn't actually voted until the scanner scanned it. They seemed disappointed at that.	Green
I love working in my usual location. Great people & this time a great clerk & co-judge.	Green
Was not prepared for 14 plus hours	Yellow
First time at new location and our group worked well together	Green
Due to the weight placed on this election it was somewhat stressful to follow all the procedures, but overall-good.	Green

Comments:	
Not enough help	Purple
We had a great team. Our election judges were very competent and patient with the voters and our team. Our lines never were delayed very much. A good experience although a little tiring to take down the machines at the end.	Green
Busy, hectic, physically exhausting	Purple
I worked with a very good judge, for early voting and election day also. I don't know what I would of done especially early voting new equipment and all first time workers.	Green
Very, very busy!!!	Green
Was extremely exhausted & sore throat from having to repeat directions to hundreds of time. Other than that I love working elections!	Green
Great people I worked with on election day	Orange
Not pleasant on election day	Orange
This was my 1st rodeo (never previously worked an election.)	Orange
The 2 judges were easy to work with!	Orange
I rated this neutral because we weren't prepared for all the provisionals we had. Other than that experience was very pleasant.	Orange
Lead clerks made the experience unpleasant. The voters were mostly appreciative.	Blue

**If you worked Early Voting, please rate the two Lead clerks this past November 2022 Election.**

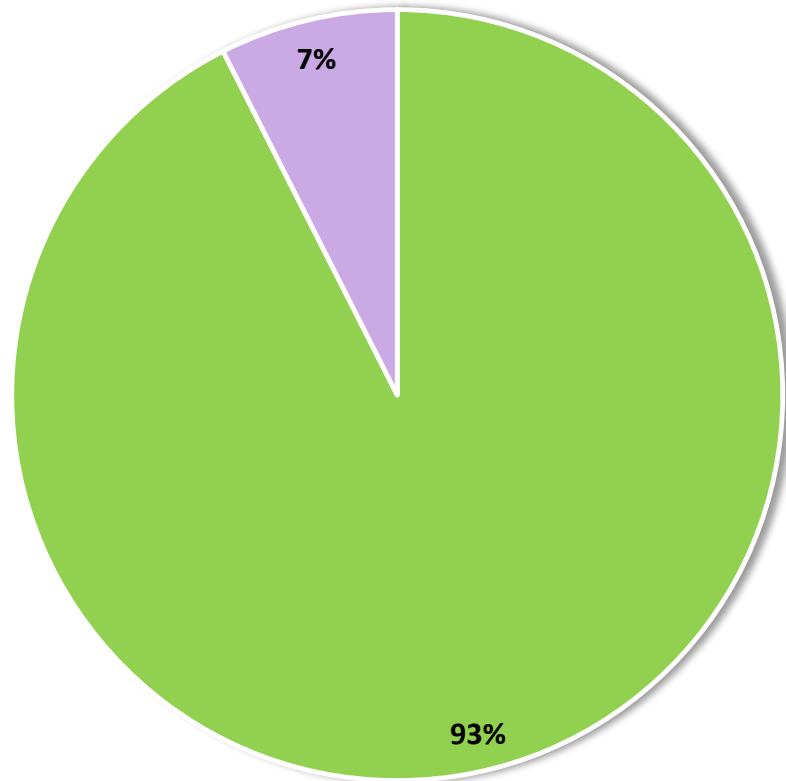


# If you worked Early Voting, please rate the two Lead clerks this past November 2022 Election.

Comments:	
I was one of the two lead clerks and this was my first time to do this. I thought we were very pleasant.	Green
One of he lead clerks was very good to work with.	Green
Did not enjoy working with one of the clerks	Yellow
The lead clerks were extremely encouraging and supportive and eager to explain and guide in all situations. As a "newbie" that was appreciated.	Green
The two lead clerks worked well at my location.	Green
Great to have 2 judges. When you have judge & co judge it seems like the co judge steps back. 2 Judges have equal responsibilities.	Green
Our lead clerk was incredibly knowledgeable & works to create a great environment for the voters & the workers. He's professional, funny & knows how to get the job done!	Green
One of our lead clerks was somewhat anal at times, but overall pleasant.	Orange
Enjoyed working with them	Purple
I wrote a request and gave to Roxzine. I filled out a incident report and wrote a page in a half.	Blue
It's a very rare pleasure indeed to come into a crew (most of whom you don't know) and within the course of a day or two come to know and trust each other no matter what the voters might throw at us. I would gladly work with this group again.	Green

**Do you believe, in your opinion, the two lead clerks  
worked together well?**

■ Yes    ■ No

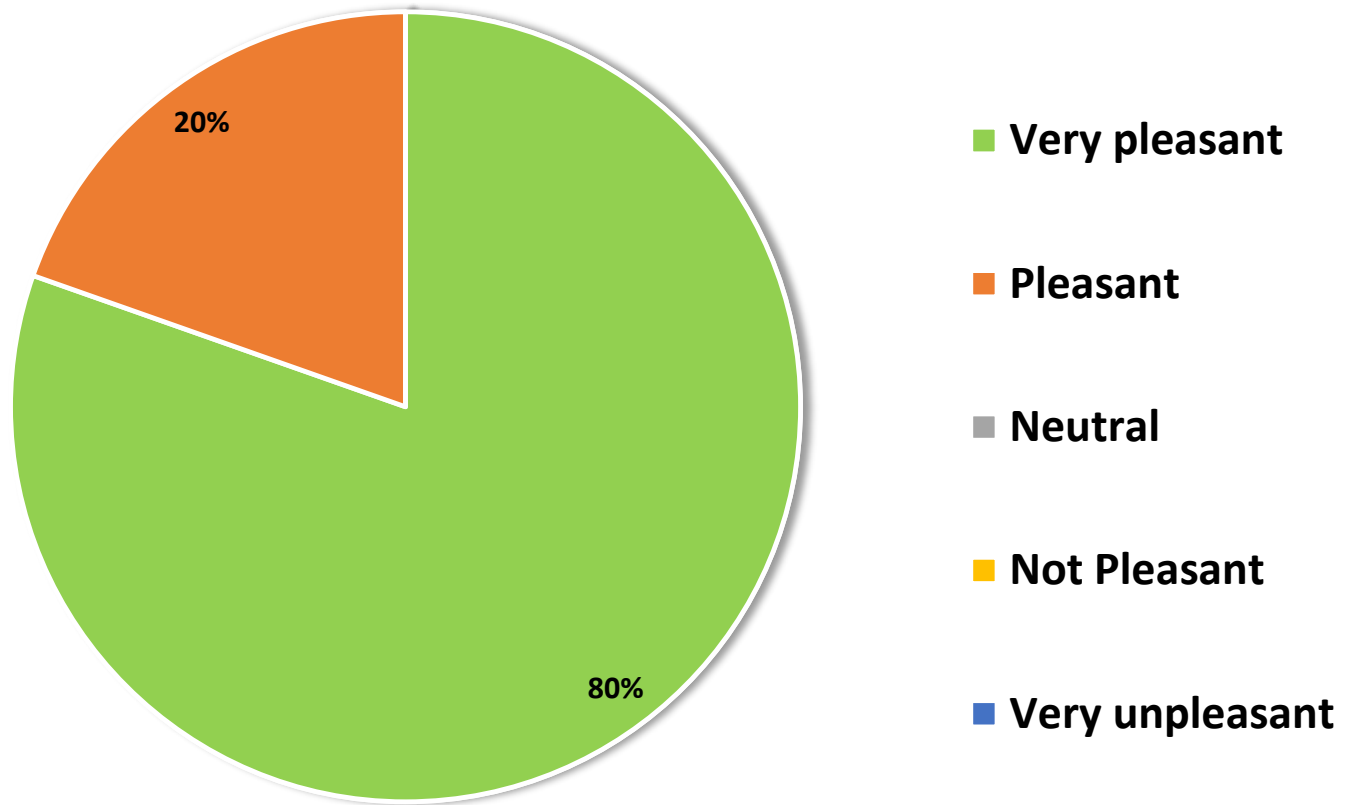




# Do you believe, in your opinion, the two lead clerks worked together well?

Comments:	
They new each other pretty well. We all learned what to do. We could ask anything and they could provide us with the answers. They worked very close together.	
Up until you "commandeered" one of them to work at another site. Fortunately, there was no less of team work with the replacement.	
One lead clerk was challenging working with other clerk, second clerk made it work, but challenging at times	
Overall they worked okay, but the location had a combination of experienced poll workers and non-experienced and I felt like there was some "too many chiefs not enough Indians" type of working situations.	
We sure did election day & early voting not as stressful.	
I enjoyed working with my other lead clerk.	
I saw that one of the lead clerks did want the other lead clerk to do much. I don't if it was due to disability or what, but one lead clerk did complain to the other lead clerk about a worker, but the lead clerk didn't do anything about it or say anything to the workers with his personal laptop.	
Started off shaky, but ended very good at first not sure who was in charge.	
Early voting leads had personality clashes. Election day leads were very compatible.	

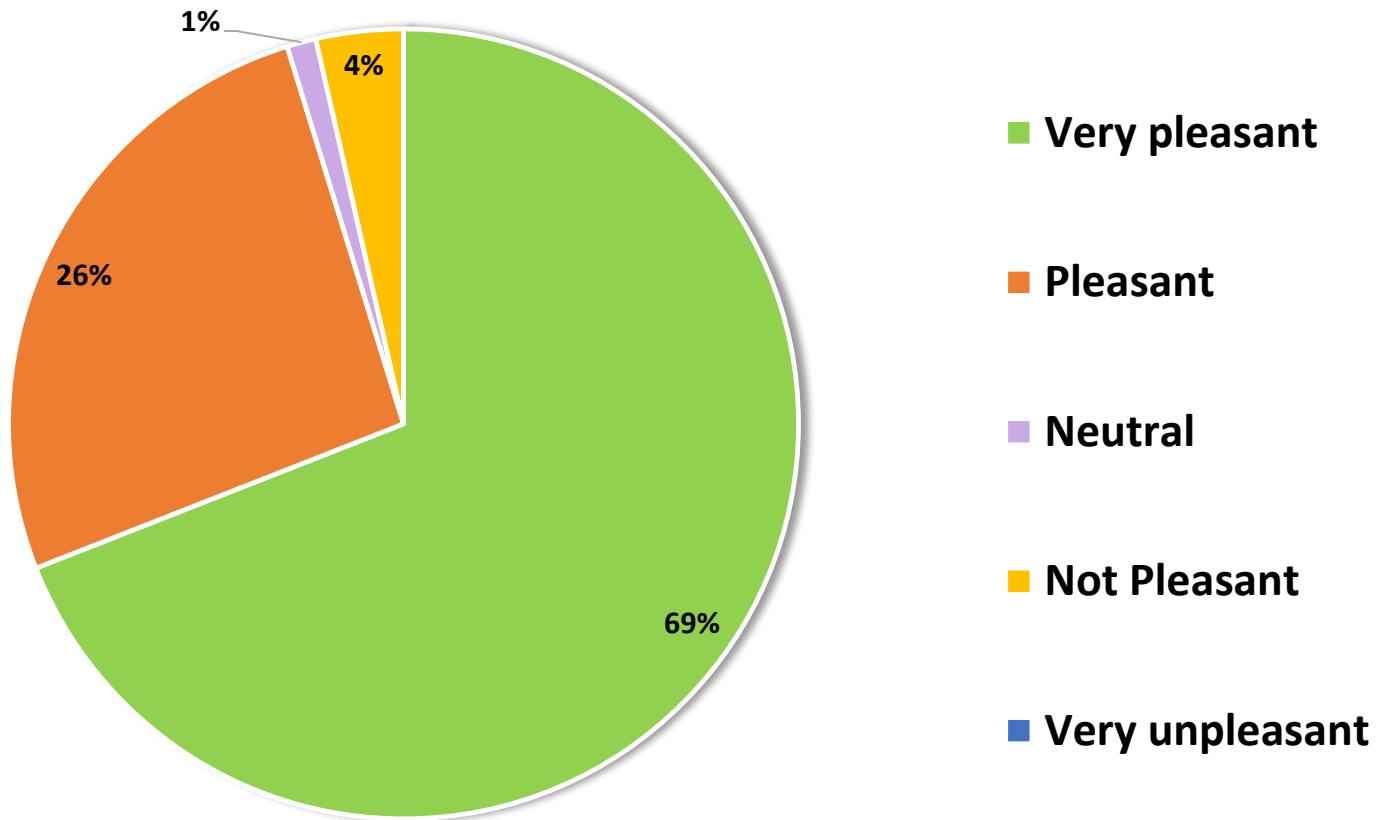
**If you worked Early Voting, please rate the clerks on your team this past November 2022 Election.**



# If you worked Early Voting, please rate the clerks on your team this past November 2022 Election.

Comments:	
They were great. I would love to work with them again.	Green
It was a little more difficult, because they were all much older and all new workers.	Orange
We exchanged phone numbers and worked well together.	Green
One clerk thought they knew the way to take care of all situations. A "know it all"	Orange
Everyone worked well together except one of the lead clerks	Green
I wouldn't mind working with these two clerks again.	Green
You could tell one of the lead clerks and another clerk had worked together before as the co-lead. It was difficult to get her to understand my position. Eventually she did then we worked together well.	Green

**On Election Day, please rate the two Judges this past November 2022 Election.**

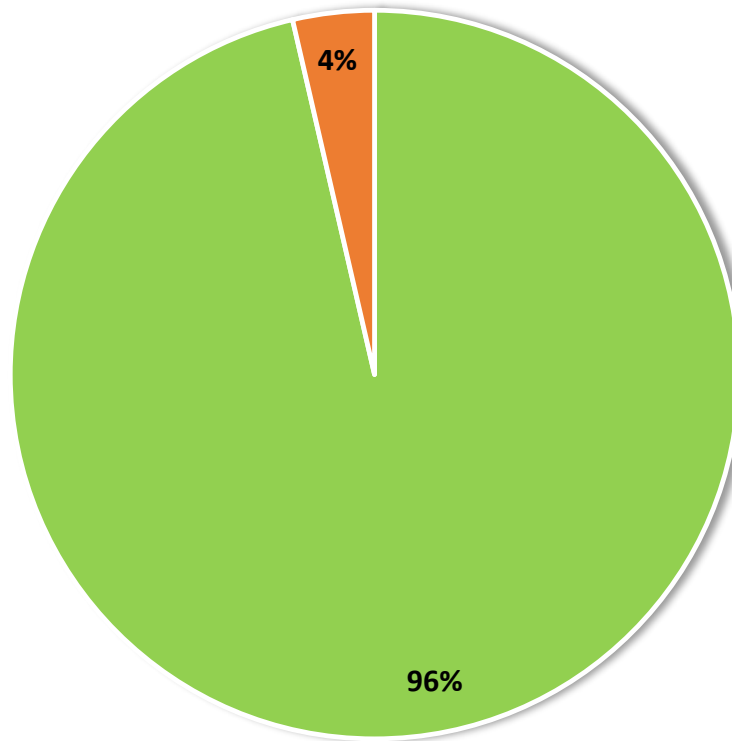


# On Election Day, please rate the two Judges this past November 2022 Election.

Comments:	
A few problems, but were worked out	
My other Judge asked me how we should deal with a provisional voter who wrote the wrong apt# on the provisional envelope. They suggested doing on SOR to correct the mistake that's what we did. But now that I have had more time to think about it, perhaps just having the voter make the correction on the provisional envelope with their initials next to the correction might have been better. Both of us got along pretty well though. I would work with them again.	
We both got a little stressed	
Extremely knowledgeable & very supportive	
They worked well together and very pleasant	
The two judges did an awesome job during a busy and hectic election day.	
They worked well together.	
They did a great job and they both came back to check on the two people that stayed and waited for the pickup people.	
Each situation requiring a special circumstance was handled professionally and respectfully.	

**Do you believe, in your opinion, that they two  
Judges worked together well?**

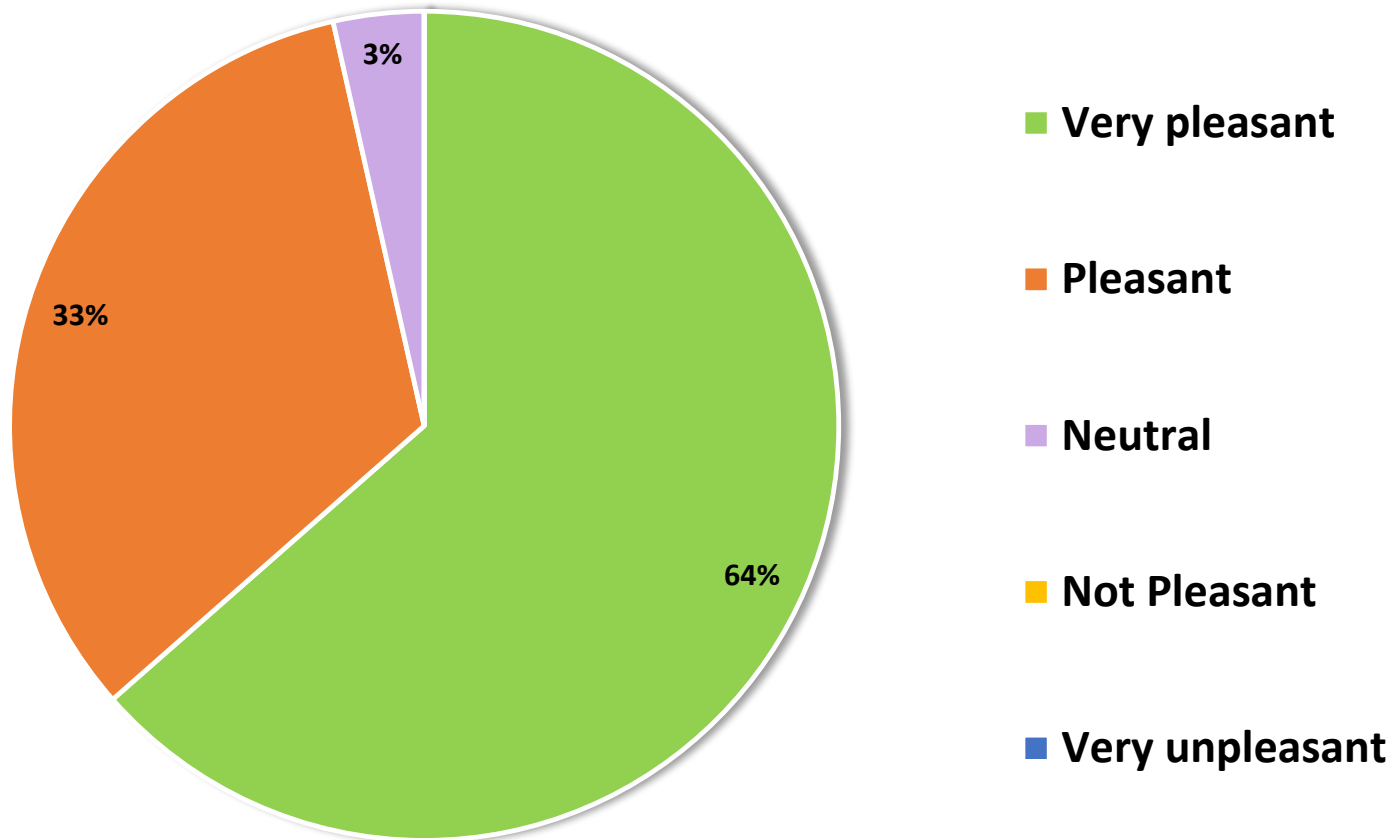
■ Yes ■ No



# Do you believe, in your opinion, that they two Judges worked together well?

Comments:	
One of the Judges was far more knowledgeable. I deferred to her.	
Most of the time	
Kept us informed	
It seemed like the one of the lead judges did more than their share on election day.	
They kept the flow of voter moving along even though we had a number of provisional ballots.	
I worked with the best. It makes a big difference.	
I saw no conflict. They worked well together.	
I believe there should be a Lead Judge dedicated to doing the closing paperwork. Yes, I understand you need two signatures.	
There was a lot and I mean a lot going, but I feel we (the Judges) worked together well to handle the day.	

**On Election Day, please rate the clerks on your team  
this past November 2022 Election.**

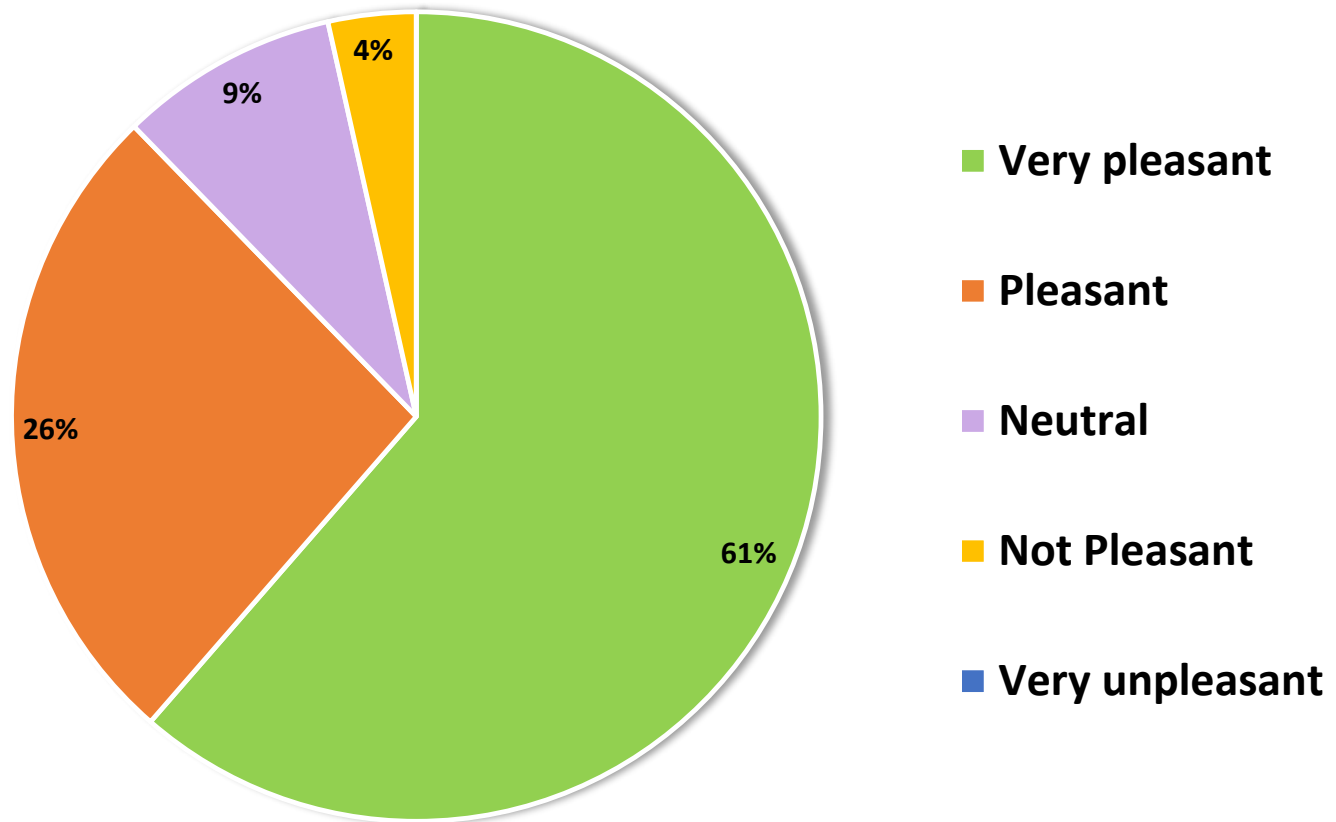




# On Election Day, please rate the clerks on your team this past November 2022 Election.

Comments:	
The college students were very helpful!	
I don't think we could have been "very pleasant" with the work load we had. Everyone was super professional and respectful. Might have been lessened as we focused on getting the work done.	
They were good	
There was one clerk that was different for me. He laughed and talked about things he should not have. I would rather never work with him.	
We were too busy to visit with one another, but we seemed to all work well together	
All clerks and team members worked well together.	
Very helpful and willing to learn.	
One clerk had a hearing disability, so there was a small lack of communication but we worked through it.	
Split up the husband-wife teams.	

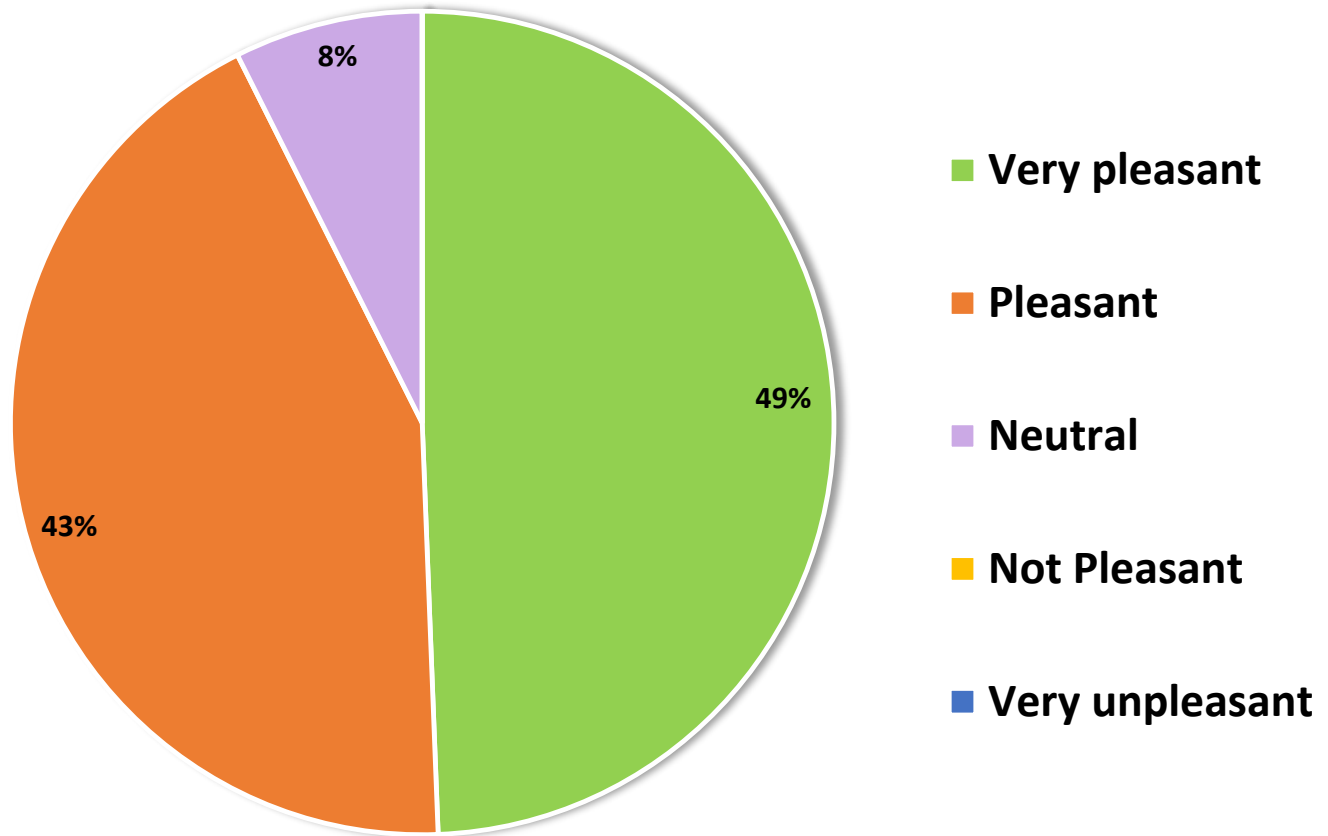
**On Election Day, if you worked with any high school students at your polling location what was your overall experience with those students?**



# On Election Day, if you worked with any high school students at your polling location what was your overall experience with those students?

Comments:	
The 2 girls from the high school were great. They performed better than all of us.	
Just had to be careful to catch "rookie" mistakes before they became a bigger problem.	
They were top notch!	
I saw kids talking instead of watching the voters get through voting & directing them over to scan their ballots. Don't think they can pay attention for that long of a day.	
I was dreading having high school kids, but the 2 we had were great!	
They were well prepared	
They were great and very knowledgeable.	
The two young ladies were super nice and hard workers. I would love to work with them again.	
The High School students were wonderful. I would appreciate it if they would stay to move tables and pack up.	
They worked hard and steadily. They learned what needed to be adjusted and moved on quickly.	
The high school student that worked the election did a great job. She worked hard all day and only took a short break for lunch.	
They were very competent and respectful to the voters and to the rest of our election team. They were hard workers.	

**Please rate your overall experience with the training classes for the November 2022 Election.**



# Please rate your overall experience with the training classes for the November 2022 Election.

Comments:	
Separate training for new people especially those with limited computer knowledge.	
8 hours taught in 4 hours-tough, but it really helped me on election day.	
The training prepared me well for election day	
Training was good and organized	
Thought since we were doing paper voting it was going to be hard. It was easy.	
We needed more hours of training, because some of us did get to see how a Provisional was done on the controller, and explaining things with a little more time.	
Step by step provisional & other more difficult parts of the election work would be helpful	
The whole new paper tracking form is confusing	
More time on the provisional ballot	
We found them pleasant also informative, helpful, open to feedback, and collaborative	
Need more training/practice with provisionals	
Ok on equipment not on paper work	
The hands on exercises are very helpful.	

Comments:	
Perhaps including a tone that would encourage people to feel like a team	
Lots of information. Could not absorb all the procedures.	
As the material grew more complicated our trainers went faster & faster. Though we finished in 20 minutes late, I didn't feel educated about the most confusing details.	
The class was kind of rushed at times. I do understand having a certain amount to cover all the material.	
It seemed rushed. I didn't feel like I was confident about all the new things happening. That could just be me though. I do appreciate the time and effort put into the training sessions by the staff.	
Learned a lot to help me be ready for the election. Thanks	
Needed more detail training, but the hand-outs, once I read & tabbed them they were essential.	
Understanding this was the 1st time this equipment was used, about as good as it could be-without having the actual experience under fire which would have better informed in the training. We have that now, so I expect the next training class would be much better.	
It was very helpful. I think more time was needed to go through scenarios.	

# Is there anything you would like to add or remove from the training classes?

## Comments:

Add more time if possible. I'm an on hands person so once I started working at the polling site. I caught on to a couple of things I wasn't sure about.

As of now, No. I was glad it was in the main building election office.

Add Table of contents

Keep Lead and clerk classes separate

3 ring binders would have been nice. But they are expensive to buy.

I think the combined experiences of crews with the equipment and voters might better inform us as to issues to address in training class. Not jamming the ballot in the slot not folding the printed ballot and not trying to leave with printed ballot in hand. Definitely more time on the "paperwork" relating to ballot inventory accounting.

More specifics & hand's on provisional training

More training on provisional ballots.

Perfect training!

More time on tearing down election boxes

Very stressful when machine duo would eat up the ballot. Maybe training in how to clear paper jam.

## Comments:

More on paper work (reports, totals etc.)

More hands on INDIVIDUAL TRAINING

More direct training on new equipment

Training classes may need to be longer to cover more processes in the voting.

More time needed to learn how to process the provisional ballots

More in-depth training on Provisional voting for new clerks. More training for lead clerks on paper work.

Longer Training Hours!

I think the training materials could be better organized and should include a table of contents. Training should be more extensive for new volunteers.

The hands on provisional exercises we did a while back were helpful a review would be beneficial.

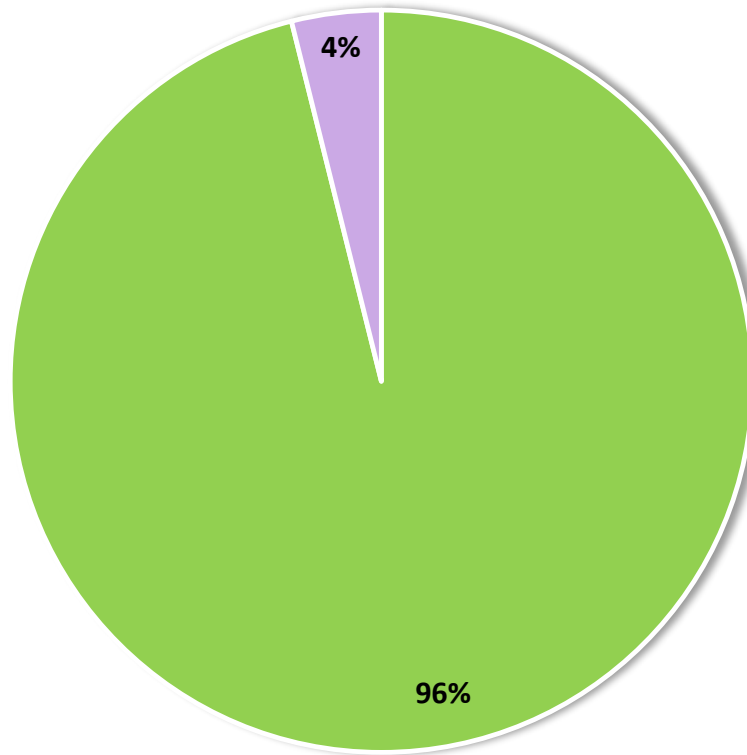
Need more training on tearing down the scanner stand.

More time on the provisional ballot

Yes, for the people that have worked before maybe don't go thru setting up machines.

**Would you be willing to work with the same group  
of people on Election Day?**

■ Yes ■ No



# Would you be willing to work with the same group of people on Election Day?

## Comments:

Really liked the group at the United I worked during early voting.

Yes except we need students that can stay until closing.

Yes-but I'm open to wherever location you might need me

Please understand I do not like to work unhappy. I enjoy doing this but I would like a good group that can work with all people.

They were all helpful. I enjoyed the time.

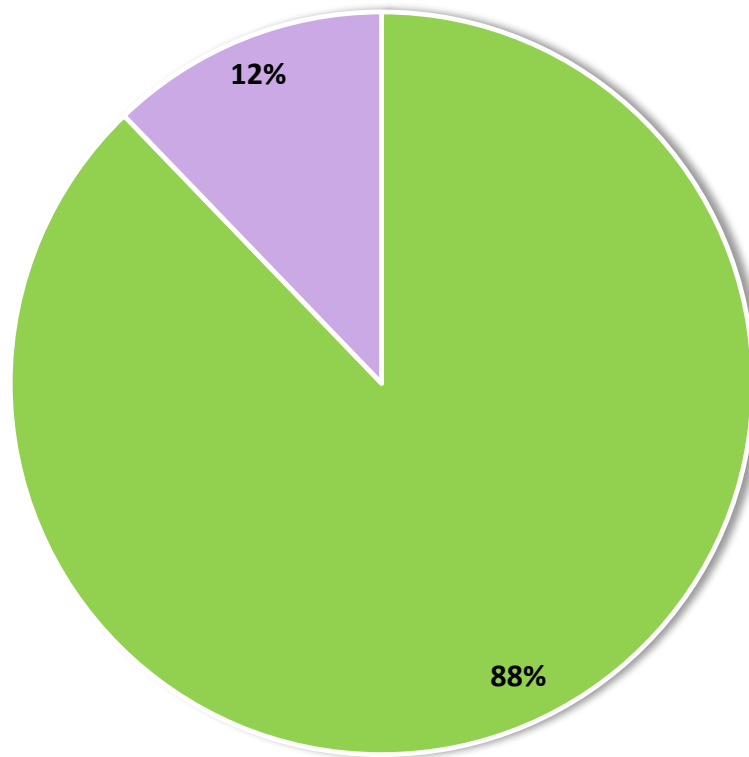
The entire experience was educational. I would like to be considered to work at any election.

It would be wonderful-we were a good team!



## Overall do you think you had enough Voting machines for the November 2022 Election?

■ Yes ■ No

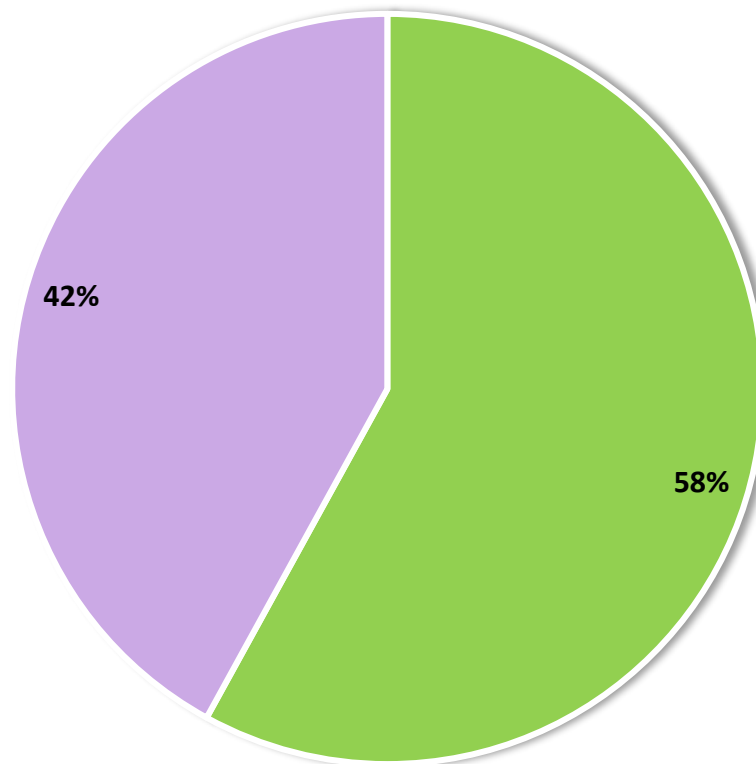


# Overall do you think you had enough Voting machines for the November 2022 Election?

Comments:	
Not really- we could've used 2 more voting machines and more room at Amigos	
Citizen's Tower we had enough	
Both locations early voting. Could have used more machines for election day to speed up a bit.	
The machines were never all in use due to lack of laptops	
Actually given the expected turnout vs actual turnout we probably had to many voting machines.	
We had enough machines for the number of workers we had and space if we had more workers and space we could have had/used more machines.	
Major issue at our polling site as a result long lines of voters.	
We had too many voting machines	
Not enough workers. The number of voters at the school was under estimated.	
If we add more machines we need more clerks.	
The backup was in checking in voters (ID) and that there were so many provisional voters.	
Probably too many	
We had just right # of voting machines	
We could have used a few more, however there was no room at school.	
As long as the flow of the voters is maintained & monitored it was good. However with longer ballots it might pose a problem. Voters take more time in reading the ballot.	

# Overall do you think you had enough laptops for the November 2022 Election?

■ Yes ■ No



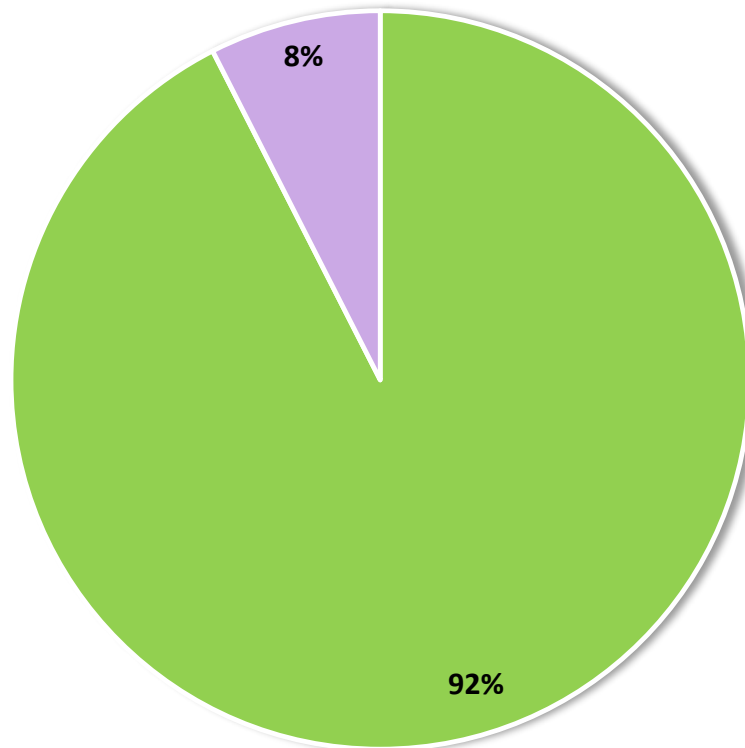
# Overall do you think you had enough laptops for the November 2022 Election?

Comments:	
We could've used 2 more laptops. Because we had more Provisional ballots. A lot of voters had to wait.	
Yes, for both early voting and election day	
Only two!!! Caused back-ups & lines	
Definitely not-caused serious issues.	
Not enough laptops was a major issue at our site.	
Could have used more	
One more could have helped because of the provisionals.	
We could've used 2 more	
Our judges had another one delivered	
We were swamped with Texas Tech students that had to vote Provisionals. Definitely need an extra laptop!	
We had to get a third- a fourth for just provisionals would be nice.	
Did not work the computer that much, but we could have used one more.	

Comments:	
Except for the last few hours on election day.	
If we had more laptops. We need more clerks.	
2 worked well for us.	
We could have used more of everything on Election Day	
Could of used an extra one for Provisionals and set along from the clerks. Clerks can still check the voters , but if he or she is a provisional. We could get them to the provisional table and holdup the other voters.	
Increase in Provisionals slowed things down. With an additional laptops more voting machines will need to be added.	
The only log jam we experienced was checking-in voters. One or two more laptops would have helped a lot.	
Needed 3 lap tops minimum due to increase in provisional voters.	
Definitely need 2 laptops for provisionals. Several times we had no voters on the booths. Laptops were busy with provisionals only one for voters. Line consisted of hundred people.	

**Do you believe your polling site was well organized?**

■ Yes ■ No

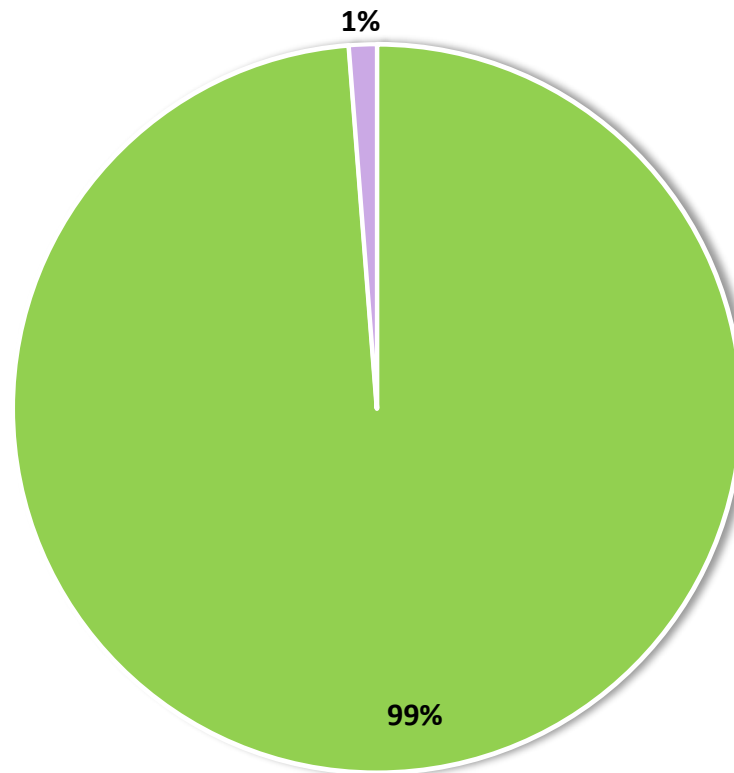


# Do you believe your polling site was well organized?

Comments:	
We needed another Spanish speaking person. We had only one during early voting.	
Tear down was rough	
Election Day-I think it might have been better to have the laptops between the controllers (2 strings.) That may be just me- but it would have made it easier to monitor check-ins and be sure the high school kids understood what they were doing.	
It was absolutely as well organized as it could be for the small space and limited # of workers	
Too confined. Hard to navigate. Confusing the voters.	
Except to the fact that these were only two laptops.	
Election day was better organized then early voting.	
Cramped but organized	
Controller tables made some traffic & communication flow issues. Some voters had a challenge locating them.	
Except that some people could easily miss putting ballot in box.	
I like it when we have 2 controllers that they are both on the same table so one person can work both of them.	
You have to work with the space the location gives you.	
Election office down to the clerks did a great job. The Shabob's were well organized.	
In some areas more light can be used.	
Ballot box too far from voting machines.	
I loved the organization! Helped us to keep an eye on the voters as they scanned their ballots.	

**Do you believe everyone was treated fairly and worked as a team?**

■ Yes ■ No



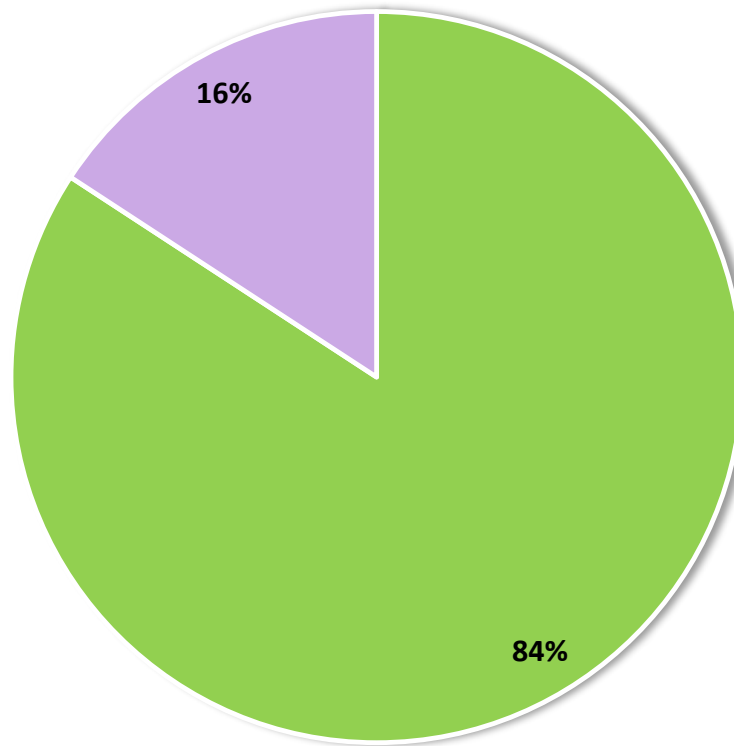
# Do you believe everyone was treated fairly and worked as a team?

Comments:	
Most of the time, some people acted like were lost	
Yes and no. There were things I didn't remember and that became a problem. I can't hold pick up heavy things so, I will always need help. I don't like smart mouth people saying smart things.	
I hope I did. I sure was tired.	
We even had a little competition about different ways to wear the neon orange vest.	
I saw no problems. I feel we worked well together	
Our team worked very well together. Have never had a problem.	
No problem. All worked well together. With 2 new clerks they handled the laptops well, while handling other issues.	
We rotated positions during the day so everyone got to work different positions. I preferred being a greeter also the "vest" person helping with ballot insertion and voter check-in.	



**If you “live helped” phone bank, what was your overall experience?**

■ Yes ■ No

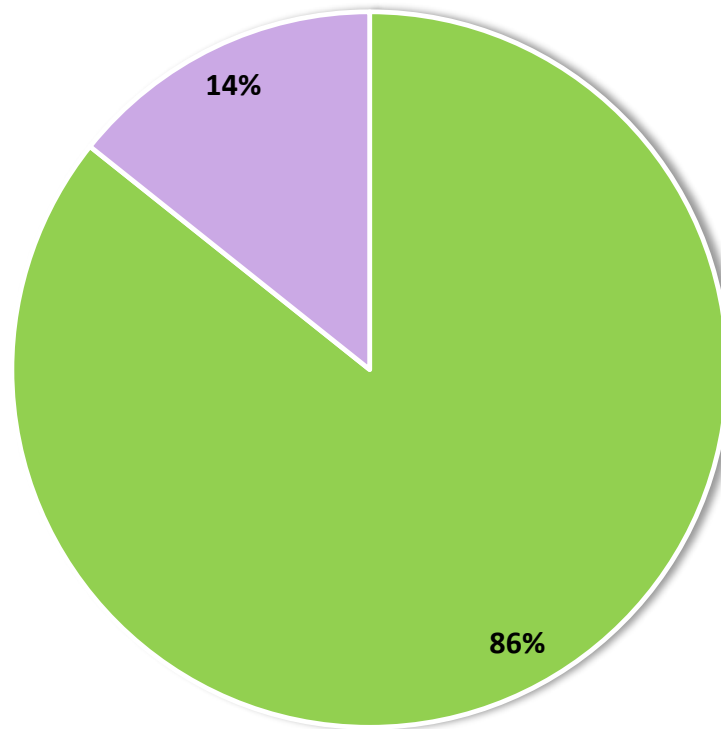


# If you “live helped” phone bank, what was your overall experience?

Comments:	
Elections office team most helpful	
The help was very helpful	
Good. We needed printer rolls and more Statement of Residence forms and they were able to get what we needed out to us in a timely fashion.	
Always helpful	
Slow response	
Response was slow at times causing backups.	
Very good!	
Choices in questions could've been worded better. Pleasant- but wait time was long	
I always get great help whenever I live help the phone bank!	
Very helpful & pleasant to work with.	
I had very good responses from the help team.	
The people we talked to when we emailed in about set up and such were quick to respond.	
Mostly good. Sometimes it's hard to ask the question in a way that they know what to answer.	
Outstanding!!! They are so patient and understanding and willing to get the situation resolved from the start to the end.	
Phone bank answered questions quickly. Great Job!	
Wonderful-one guy missed a few things.	

**If you called the phone bank, what was your overall experience?**

■ Yes ■ No

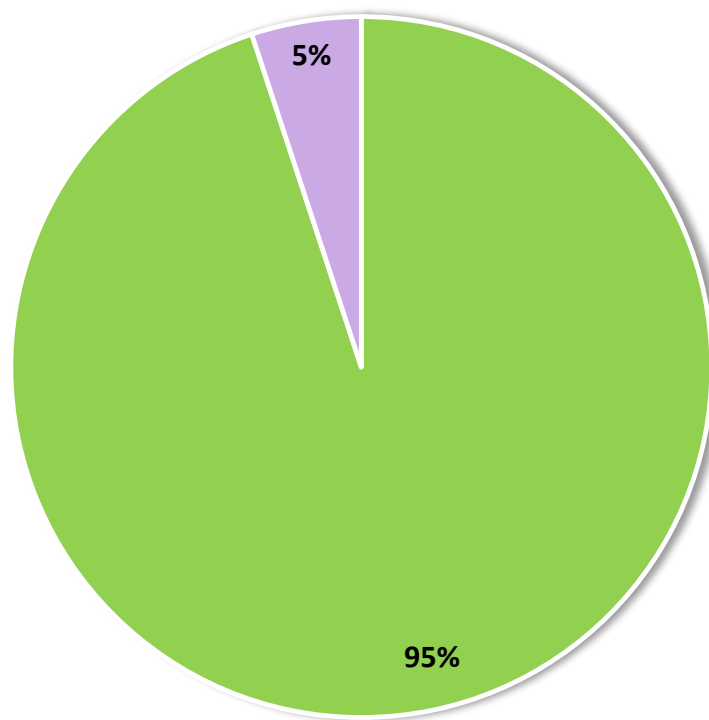


# If you called the phone bank, what was your overall experience?

Comments:	
Good, very good	
I was greeted and treated really well!	
Good	
Couldn't get someone to answer the few times I called	
Great, everyone patient, kind, and helpful	
Horrible	
They were very helpful.	
No problems my issues were always resolved without any problems.	
Good-very good!	
We called the phone bank several times during Early Voting & it was a good experience each time.	
Great	
Wonderful! Great operators!!! Always helped with anything needed.	
Helpful- quick answers	
Items requested were brought out quickly	

# Are you willing to work future Elections?

■ Yes ■ No



# Are you willing to work future Elections?

Comments:	
I'll work if I can a 8 hour shift. After 15+ hours with few breaks, I was dehydrated and completely spent. Also I'm not sure if the elders amongst us realized the hard physical labor that were expected to do at the end of election day. I managed ok but was just very lucky that I didn't pull my back when disassembling furniture and piling loads on gurneys.	
Yes. I have been given the opportunity to work as a judge, co-clerk (co-lead clerks) and at the laptop and controller. I will be able to work the May 2023 election and November election.	
It would speed things up and help keep the line shorter if we had a pre-screener to direct provisional voters and other similar voters to a separate table where they could fill out the paper work. Our line did not move for 20 minutes due to one at each clerk.	
Not sure	
I really did enjoy doing the Elections, Early voting.	
Yes, Early voting & Election Day	
If I am to be a Judge, it would help me mentally prepare if I knew how much experience the other Judge has. Thank you.	
I suggest that those who travel to work early voting sites be paid mileage. Not only is there the cost of gas, but a time cost as well.	
I have asked some of my friends to work elections, and they don't want to citing too long of a day. I tell them if I can do it, you can do it. I will continue to try.	
I really enjoy the work. If you are willing I would like to continue where headed. Thanks for the opportunity.	

Comments:	
I have to say that I'm continually amazed at what goes on to make the Election happen in Lubbock County! You all do a marvelous job in coordinating this huge undertaking! I cannot even fathom how difficult it would be to coordinate this number of workers & materials under the weight of such an enormously important event! Yet you all do it with such grace & intelligence that I stand in awe after every election I work! My hat goes off to each & every one of you who play a role in making the Election come together for Lubbock County! Job Well Done, my friends!	
Not sure. The closing of one site is very physically taxing.	
Maybe. Pay needs to be increased will not work for same pay.	
Age and health will probably prevent. I was really impressed with quality of election state. Great job!	
The only problem we had getting the pick up team to get the voting machines.	
Definitely! Please sign me up for Early Voting and Election Day. Any Election type.	
It would be nice if it paid more a lot of responsibilities. Especially for the Judges and the clerks as well. May work as clerk only in the future.	
Yes! Please consider me for any election. Thank You!	
I can't hold up to it now. My phone showed I walked 5.5 miles election day. I worked "traffic control," the scanners and controller once or twice laptop. Wherever needed sometimes three different places at the same time.	