

SECTION 4.2.23: EMPLOYEE POLL WORKER PROGRAM LEAVE.

- (a) Definition. Employee Poll Worker Program Leave is a paid absence from duty to serve as a volunteer poll worker in a San Diego County polling place when the Election Day falls on the employee's regularly scheduled work day and under other specified conditions as outlined below:

- (b) Eligibility. Any regular County employee, other than employees assigned to the Registrar of Voters, may apply for paid leave from County employment to serve as a volunteer poll worker. Such paid leave is subject to:
 - (1) The employee making a request to his/her appointing authority for an absence from County employment for the employee's entire regularly scheduled work hours on Election Day to serve as a volunteer poll worker in San Diego County.
 - (2) Approval by the employee's appointing authority;
 - (3) Selection as being qualified by the San Diego County Registrar of Voters;
 - (4) Satisfactory completion of required poll worker training. Employees attending training during their regularly scheduled work hours must request in writing to his/her appointing authority for approval to use release time to attend such training.
 - (5) The employee fully executes his/her responsibilities as a poll worker including reporting to his/her assigned polling place at the designated time, performing all the duties appointed by the County Elections official and as required by applicable state and federal elections laws, and remaining on duty until the poll is properly closed and secured and until released by the County elections official.

- (c) Stipend Payment.
 - (1) Employees selected to serve as voluntary Poll Workers except employees in EM, EO, NE, and UM will be paid a stipend as determined by the level of assignment listed under Section 3.6.22 of the Compensation Ordinance. Employees assigned to the Precinct Inspector, Assistant Inspector or Touchscreen Inspector positions will be required

to attend a training class estimated to be approximately four (4) hours in length. If a County employee chooses to serve in a capacity requiring the attendance at a training class, the employee will be granted release time to attend the required training.

- (2) The stipend shall not be counted in any computation of the total wages or compensation paid the employee for his/her regular employment with the County for purposes of accumulation of retirement and leave earnings.
- (d) Employees, who volunteer for this paid leave, are ineligible for overtime compensation because the work is voluntary, occasional and sporadic and in a different capacity from the regularly assigned job duties of their job classifications pursuant to the provisions of the Fair Labor Standards Act (FLSA).
- (e) Compensation. Employee poll worker leave shall consist of one (1) day of full pay for each designated Election Day. There may be more than one Election Day designated each year. Employees will be required to apply for Employee Poll Worker Program Leave for each designated Election Day.
- (f) Standby Poll Workers. Compensation Ordinance section 3.6.22 (Election Poll Workers) provides for Standby Poll Workers to receive the same stipend as Clerk. County employees may serve as Standby Poll Workers. However, current regular County employees designated as Standby Poll Workers, and not called to serve, shall not be eligible for the Standby Poll Worker stipend.

(Added 10/31/03, Ord. No. 9605)
(Amended 03/31/06, Ord. No. 9761)
(Amended 10/26/07, Ord. No. 9891)
(Amended 10/04/13, Ord. No. 10290)