

From: CTCL <keegan@techandcivillife.org>
Sent: Tuesday, August 18, 2020 9:00 AM
To: lizbethhe@co.cumberland.nj.us
Subject: Free CTCL trainings on cybersecurity & Facebook

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CTCL trainings and programs

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ELECTRICITY



The latest best practices for election officials.



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Free Cybersecurity Training for Election Officials

Our most popular training series, **Cybersecurity for Election Officials**, is available for free through a [partnership with the U.S. Election Assistance Commission](#)! The three-part series is completely online and self-paced. Each course takes about 90 minutes and is formatted as short videos.

- Cybersecurity 101: Introduction
 - example video: [Denial of Service Attacks](#)
- Cybersecurity 201: Intermediate

- example video: [Consequences of a Cyberattack](#)
- Cybersecurity 301: Communications
 - example video: [Making a Cyber Incident Response Plan](#)

Take Free Cyber Courses

Upcoming Webinar: Engaging Voters on Facebook

CTCL is partnering with Facebook to help election officials understand and incorporate best practices to strengthen their voter outreach on Facebook. This free webinar will focus on both new and existing tools available to help election officials amplify voter education efforts and establish their Facebook pages as trusted sources of election information.

Engaging Voters on Facebook: Tools for Election Officials

August 27 | 1-2pm Central Time

- Understand how Facebook tools can support election officials' outreach
- Amplify important messages to voters with the new voting alerts
- Learn how to apply social media best practices to new tools

Read More and Register

CTCL Launches Rural Grants Program

The pandemic brings extra challenges and extra costs to election administration. CTCL recently provided [five Wisconsin cities](#) a total of \$6.3 million for implementing a safe, inclusive, and secure election in November, and now we're launching a similar grants program for rural jurisdictions.

"Smaller, rural jurisdictions are often overlooked in the national election landscape and in the media, but remain crucial to our democracy," explains Tiana Epps-Johnson, CTCL's Executive Director. "Like their metropolitan counterparts, rural jurisdictions are facing the unprecedented challenge of administering safe and secure elections and must provide healthy voting options to their communities this year."

[Read More About Rural Grants](#)



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LizBeth Hernandez

From: Robin Sargent <rsargent@eac.gov>
Sent: Tuesday, August 18, 2020 4:53 PM
To: State Election Officials; Local Election Officials
Subject: EAC Quarterly Newsletter
Attachments: EAC Election Quarterly Newsletter August.pdf

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Hello everyone. We know you are incredibly busy right now and we appreciate all you are doing to prepare for the upcoming election. Over the past few months the EAC has been compiling information and developed some new resources that we hope are helpful leading up to the election and beyond.

In the attached newsletter you will find information on:

- National Poll Worker Recruitment Day, September 1 [HelpAmericaVote.gov](https://www.helpamericavote.gov)
- Election specific [cybersecurity training](#) from Center for Tech and Civic Life (CTCL) and other updates on [cybersecurity resources](#)
- [Coronavirus resources](#)
- [Accessibility for voters with disabilities](#)
- [Grants and funding updates](#)
- [EAVS updates](#)
- and more

We hope this newsletter will be a good reference for EAC resources.

Thank you again!

--

To unsubscribe from this group and stop receiving emails from it, send an email to LocalElectionOfficials+unsubscribe@eac.gov



U.S. ELECTION ASSISTANCE COMMISSION

QUARTERLY NEWSLETTER August 2020
EAC.GOV HELPAMERICAVOTE.GOV

Chairman Hovland



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General Counsel: [Kevin Rayburn](#)

Vice Chair Palmer



Commissioner Hicks



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Commissioner McCormick



Did you know you can sign up for no-cost election specific cyber security training from Center for Tech and Civic Life (CTCL) today? Please visit the [CTCL website](#) for training.



HELP AMERICA VOTE

NATIONAL POLL WORKER RECRUITMENT DAY

September 1, 2020

Established by the U.S. Election Assistance Commission, National Poll Worker Recruitment Day is set for September 1st.

September 1, is a day of action with the goal of encouraging potential poll workers to sign up on the [Help America Vote website](#) to help out in the 2020 election. We would love to have you support our efforts to assist. Our support form can be found [here](#). If you require updated jurisdiction information in our poll worker tool, please email us at helpamericavote@eac.gov.

Coronavirus Resources

The U.S. Election Assistance Commission is committed to assisting election officials administer safe elections during the coronavirus pandemic. We have been working with federal partners, state and local election officials, and other experts and stakeholders to compile [COVID-19 election preparedness](#) resources for election officials to utilize during this time.

Online Resources

The EAC has been creating, curating, and updating resources for election officials to use during the coronavirus pandemic. These resources, available since mid-March, are updated regularly: [Coronavirus \(COVID-19\) Resources page](#)

In-Person Voting Resources

The EAC has compiled resources to assist election officials in administering safe in person voting practices during the coronavirus pandemic:

[EAC In-Person Voting Page](#)

[CDC Considerations for Election Polling Locations and Voters \(cobranded with the CDC\)](#)

[Manufacturer Cleaning Guidance for Election Equipment](#)

[Poll Worker Resources](#)

[EAC/DC Board of Elections In-Person Voting Guidelines Video](#)

Absentee & Vote by Mail Resources

The EAC has compiled resources to assist election officials in preparing for increased absentee voting and vote by mail because of the coronavirus pandemic. Resources on the absentee and vote by mail page also includes USPS resources, FVAP resources, and state and local resources:

[Voting by Mail/Absentee Voting Page](#)

GCC and SCC Resources

The Cybersecurity and Infrastructure Security Agency (CISA) Elections Infrastructure Government Coordinating Council (GCC) and Sector Coordinating Council (SCC) Joint COVID Working Group created the following resources regarding how to administer elections and secure election infrastructure during the coronavirus pandemic. Below are in-person voting resources and absentee and mail voting resources.

In-Person Voting GCC & SCC Resources

Links to the following resources can be found [here](#) on the EAC website:

[Finding Voting Locations and Poll Workers](#)

[Considerations for Modifying the Scale of In-Person Voting](#)

[Health and Safety at the Polling Place](#)

[Safeguarding Staff and Work Environment from COVID-19](#)

EAC Commissioner Video Series

As a response to the coronavirus pandemic, EAC Commissioners have produced a [video series](#) with state and local election officials, federal partners, advocates, and other stakeholders in an effort to provide election administrators with additional resources and a platform to discuss election administration during the coronavirus pandemic.

Absentee & Vote by Mail GCC & SCC Resources

The following documents, which can be found [here](#) provide guidance for state, local, tribal, and territorial election officials on how to administer and secure election infrastructure in light of the COVID-19 epidemic:

[The Importance of Accurate Voter Data When Expanding Absentee or Mail Ballot Voting](#)

[Election Education and Outreach for Increased Absentee or Mail Voting](#)

[Electronic Ballot Delivery and Marking](#)

[Helping Voters Request a Mail-in Ballot](#)

[Managing an Increase in Outbound Ballots](#)

[Inbound Ballot Process](#)

[Ballot Drop Box](#)

[Signature Verification and Cure Process](#)

[Vote by Mail/Absentee Voting Timeline](#)

Increased Vote by Mail

[Handling Increased Absentee and Mail Voting at the County Level](#)

[Handling Absentee Ballot Requests for Increased Voting by Mail](#)

[Emergency Election Laws and COVID-19](#)

COVID-19 Hearings

In addition to the EAC Commissioner led video series, the EAC has also held two COVID-19 specific hearings with election officials, advocates, and federal partners to discuss election administration during the pandemic and lessons that election officials learned during the 2020 Primary Elections:

[Hearing 1: Election Response to COVID-19: Administering Elections during the Coronavirus Crisis](#)

[Hearing 2: Lessons Learned from the 2020 Primary Elections](#)

Utilizing the National Guard for Elections

[In Wisconsin](#)

[In Iowa](#)

Grants & Funding

On March 27, 2020, President Donald J. Trump signed the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) into law. The Act includes \$400 million in new Help America Vote Act (HAVA) emergency funds, made available to states to prevent, prepare for, and respond to the coronavirus pandemic for the 2020 federal election cycle. The EAC has offered guidance to the states on how these funds can be used and have updated reports and other information on the following pages:

[2020 CARES Act Grants](#)

[2020 CARES Act Grants FAQs](#)

[Guidance on HAVA Funds for Expenses Related to COVID-19](#)

CARES Act Grant Funding

[CARES Act Funding Webinar on April 9, 2020](#)

[The CARES Act of 2020: Meeting the Match](#)

[Interview 1: Considerations for CARES Act Grant Funding Use](#) (Alabama and Florida)

[Interview 2: Consideration for CARES Act Grant Funding Use for elections in this COVID environment](#) (Pennsylvania and Kentucky)

[Interview 3: Considerations for CARES Act Grant Funding Use at the Local Level](#) (Missouri and Iowa)

[Interview 4: Considerations for CARES Act Funding](#) (Louisiana and Connecticut)

Accessibility for Voters with Disabilities

Virtual Roundtable to Assist Voters with Disabilities and Election Officials – [Roundtable 1](#)

Virtual Roundtable to Assist Voters with Disabilities and Election Officials – [Roundtable 2](#)

Election Administration and Voting Survey (EAVS)

The EAC publishes biennial [Election Administration and Voting Survey \(EAVS\) Comprehensive Reports](#), which feature key election administration data findings from all 50 U.S. states, the District of Columbia, and U.S. territories. The EAVS will open up soon for U.S. states and territories. On August 10, 2020, the EAC released [an updated policy guide for EAVS](#) detailing the process and timeline for state data submissions as well as other important information.

Election Security Preparedness

As a part of the EAC's clearinghouse functions, the [EAC Election Security Preparedness page](#) provides election officials with a myriad of resources related to election and cybersecurity. Subcategories include:

- [Election Security Resources](#)
- [Resources for Voters](#)
- [Performing self-assessments](#)
- [Securing non-voting election technology](#)
- [Using your procurement process to improve security](#)
- [A closer look at remote voting](#)
- [Preparing and responding to cybersecurity incidents](#)
- [Cybersecurity training resources](#)
- [Information on conducting election audits](#)
- [Your best practices](#)
- [General security resources](#)

The Cyber Access & Security Program

The Cyber Access and Security Program was launched to provide access to security training, best practices, expertise, and other assistance for election officials tasked with protecting critical election infrastructure. The program collaborates with public and private security experts to ensure that election officials have the most up-to-date and best in class information available through the EAC's Clearinghouse. In partnership with the Center for Tech and Civic Life (CTCL), the program offers [Cybersecurity Training for Election Officials](#) is a no-cost online cybersecurity training for all election officials and elections related staff. This training focuses on election cybersecurity and is delivered in three courses: Cybersecurity 101, 201, and 301. Risk Management and Crisis Management online workshops will be coming in August 2020.

From: CTCL <keegan@techandcivicliflife.org>
Sent: Wednesday, August 26, 2020 9:00 AM
To: lizbethhe@co.cumberland.nj.us
Subject: Election tech support from U.S. Digital Response

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U.S. Digital Response

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Election tech support from U.S. Digital Response

Every community depends on their local election office to lead a voting process that is secure and inclusive. But too often election officials must spend their limited resources struggling against outdated technology, all while facing a steadily growing list of responsibilities that include equipping voting locations for all sorts of contingencies, virtually training poll workers, and educating voters about their options to safely participate in elections. Time is every local election office's most precious resource right now.

If your election office needs support troubleshooting technology, streamlining your workflows, updating your website, or anything else, we encourage you to contact the U.S. Digital Response Elections team. They're 100% free, non-partisan, and provide fast, high-quality solutions to fit your needs on a tight timeline.

Led by Robin Carnahan (former Missouri Secretary of State and former Co-Chair of both the Elections and Securities Committees of the National Association of Secretaries of State), the [US Digital Response Elections team](#) is a group of entirely pro-bono, senior technologists who are available to help with any technical need elections offices are facing, and are already doing so with a wide-variety of counties. They have [existing offerings](#) for [VBM applications](#), [poll worker recruitment](#), [local election office websites](#), [elections support tools](#), and a number of other initiatives, and they can also build something custom to suit your needs. CTCL has already successfully partnered with them on various projects, and highly recommends reaching out to them with any need you may have.

Ready to get the ball rolling? Questions about their services? Email the team directly at elections@usdigitalresponse.org, or request help [here](#).



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From: CTCL <keegan@techandcivicle.org>
Sent: Wednesday, September 9, 2020 9:00 AM
To: lizbethhe@co.cumberland.nj.us
Subject: COVID-19 Response Grants Available to Every Local Election Office

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COVID-19 Grant Application Portal is Open

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COVID-19 Response Grants Available to Every Local Election Office

If 2020 had been a typical election year, a County Clerk would have asked a team of CTCL staff to huddle up in a rural county courthouse to help the Clerk build a new election website. A state association of election officials would have invited us to their annual summer conference to lead a session on a topic like poll worker management or election cybersecurity best practices. If we were lucky, there would have been a lip sync contest.

But this hasn't been a typical election year for us, or for election officials.

The COVID-19 pandemic continues to impact every aspect of American civic life, especially the administration of safe elections. While [experts estimate it will take ~\\$4 billion in funding to successfully administer 2020 elections](#), Congress has allocated \$400 million to date. Sadly, election officials are not only facing unprecedented operational and

budget challenges in 2020, but they are also dealing with [unprecedented personal attacks and death threats that are prompting some election officials to step down](#).

Election officials make democracy happen. Through our work at the Center for Tech and Civic Life, we are grateful to witness the incredible public service of our country's election officials year round.

And this year we've seen election offices already move mountains to provide a safe, secure, and inclusive process for voters. They are offering drive-up voting, applying the latest public health guidelines to provide safe in-person voting options, and partnering with libraries to repurpose book drops into ballot dropboxes. [Election officials are rising to the occasion](#), and now it's our turn.

Priscilla Chan and Mark Zuckerberg have committed \$250 million to CTCL, which we will regrant to local election jurisdictions across the country to help ensure that they have the staffing, training, and equipment necessary so that this November every eligible voter can participate in a safe and timely way and have their vote counted.

We all depend on election officials to provide safe and secure voting options to the public. This expansion of our COVID-19 Response Grant program provides our country's election officials and poll workers with the critical resources they need to safely serve every voter.

This is an open call to every local election office in the country. If you are interested in receiving grant funds, [learn more and apply for a COVID-19 Response Grant](#).

Apply for a COVID-19 Grant

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LizBeth Hernandez

From: Giles, Robert <Robert.Giles@sos.nj.gov>
Sent: Friday, September 11, 2020 8:02 PM
To: Atlantic-Bill Sacchinelli; Atlantic-Iris Baez; Atlantic-Susan Sandman; Bergen-Jamie Sheehan-Willis; Bergen-MaryAnn Raymundo; Bergen-Patricia Buogiorno; Burlington-Claudia Castro; Burlington-Edie Santos; Burlington-Kathy Parker; Burlington-Linda Hughes; Camden-Kimberly Campisi; Camden-Sarah Booker; Cape May-Doug Dunhour; Cape May-Melodie Sippel; CapeMay-Michael Kennedy; Cumberland-Lizbeth Hernandez; Cumberland-Renee Buehler; Essex-Linda VonNessi; Gloucester-John Franchetti; Gloucester-Mark Harris; Gloucester-Stepahnie Salvatore; Hudson-Judith Mangine; Hudson-Michael Harper; Hunterdon-Ashely Harper; Hunterdon-Beth Thompson; Mercer-Aubrey Mollinedo; Mercer-Conti; Mercer-Corrijan; Mercer-Dayna Sanders ; Mercer-Francioso; Mercer-Moyer; Middlesex-Bonnie Thomas; Middlesex-Fran Casey; Middlesex-Linda Pino; Middlesex-Maria Tani; Middlesex-Mike VanPelt; Middlesex-Sharonda McFarlane; Middlesex-Steve Nyers; Middlesex-Thomas Lynch; Middlesex-Valerie Henry; Monmouth-Eileen Kean; Monmouth-Robin Major; Monmouth-Tracee Johnson; Morris-Brian Hamilton; Morris-Dale Kramer; Ocean-Beth McGuckin; Ocean-Jason Varano; Ocean-Wyatt Earp; Passaic-Allyson Clavijo; Passaic-Ken Hirmann; Salem-Jeanmaire Waddington; Salem-Kim Hlavka; Salem-Michelle Vignola; Salem-Shannon Berger; Somerset-Jerry Midgett; Somerset-Tom Fagan; Sussex-Ellen Griffiths; Sussex-Marge McCabe; Union-Linda Wise; Union-Nicole DiRado; Warren-Louis Cicala; Warren-William Duffy; Atlantic-Andrea Arroyo; Atlantic-Joanna Thomas; Atlantic-Marge Durdack; Atlantic-Maureen Bugdon; Atlantic-TiffanyDiModica; Bergen-Linda Aprile-Soldwedel; Bergen-Patricia DiCostanzo; Bergen-Theresa O'Connor; Burlington-Denise Shea; Burlington-Donna Jeffers; Burlington-Donna Loveman; Burlington-George Kotch; Burlington-Sandy Clark; Burlington-Silvia Pagan; Essex-Edna Baugh; Essex-Linda Williams; Essex-Patty Spango; Gloucester-Joesph Brigandi; Hudson-Connie Washington; Hudson-John Brzozowski ; Hudson-Joseph Negron; Hudson-Kevin Lacey; Mercer-Catherine DiCostanzo; Monmouth-Dawn Hill; Monmouth-Mary DeSarno; Monmouth-Patricia Fitzpatrick; Passaic-Gary Olson; Passaic-Lisa Laguerra; Passaic-Shona Mack-Pollock; Passaic-Tammy Sherman; Atlantic-Kelly McHenry; Atlantic-Michael Sommers; Bergen-Alyssa Fegeley; Bergen-Sabrina Taranto; Bergen-Save Chong; Burlington-Heather Cheesman; Burlington-Joanne Schwartz; Burlington-Wade Hale; Camden-Anne-Marie Manko; Camden-Chris Morris; Camden-John Schmidt; Cape May-Diana Hevener; Cape May-Jane Rusco; Cape May-Lizabeth Shay; Cape May-Rita Fulginiti; Cumberland-Celeste Riley; Cumberland-John McCormick; Essex-Jennifer Ferry; Gloucester-Heather Pool; Gloucester-James Hogan; Gloucester-Tiffany Pindale; Hudson-E. Junior Maldonado ; Hudson-Frank Lorenzo; Hudson-Hilda Rosario; Hunterdon-Lisa Mena; Hunterdon-Mary Melfi; Mercer-Bonnie Epps; Mercer-Paula Sollami Covello; Mercer-Sue Hansen; Mercer-Walker Worthy Jr.; Middlesex-Deborah Braga; Middlesex-Elaine Flynn; Middlesex-Zusette Dato; Monmouth-Cassandra Achille; Monmouth-Catherine Scannell; Monmouth-Christine Giordiano Hanlon; Monmouth-Felicia Santaniello; Monmouth-Grace Soden; Monmouth-Judith Ricci; Monmouth-StuartSiewert; Morris-Adam Smith; Morris-Ann Grossi; Morris-John Wojtaszek; Morris-Laura Roberts; Ocean Donna Haddon; Ocean-Cheryl Hopkins; Ocean-Scott Colabella; Passaic-Aisha Mamkej; Passaic-Danielle Ireland-Imhof; Passaic-Hana Kataw; Passaic-Nawissa Tawech; Passaic-Nicolle Mancinni; Passaic-Ramon Pagan; Passaic-Samantha Bruining; Salem-Dale Cross; Salem-Donna Secaur; Somerset-Maureen Coxwell; Somerset-Stephanie Moriarty; Somerset-Save Peter; Sussex-Angela Rosa; Sussex-Emily Olinger; Sussex-Jeffrey Parrott; Union-Alexa Rodriguez; Union-Joanne Rajoppi; Union-Lisa Hugelmeyer; Warren-Betty Wilson; Warren-Holly Mackey

Cc: Zyriek, Lauren
Subject: FW: [EXTERNAL] CTCL COVID-19 Response Grant Program All local U.S. election offices invited to apply

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Hi All,

Here is some more information about the grant program I sent the other day including the deadline to apply date of October 1, 2020. Please see below.

Robert Giles
Director
Division of Elections
NJ Department of State
PO Box 304
Trenton, NJ 08625

(609) 292-3760 (office)
(609) 777-1280 (fax)

From: Whitney May <whitney@techandciviclelife.org>
Sent: Friday, September 11, 2020 6:54 PM
To: Giles, Robert <Robert.Giles@sos.nj.gov>
Subject: [EXTERNAL] CTCL COVID-19 Response Grant Program: All local U.S. election offices invited to apply

Hi Bob,

I hope you and the family are doing well in NJ. I wanted to share some news with you about the expanded CTCL COVID-19 response grant program for all local election officials. See info below.

In the event your locals reach out to you asking if this grant program is legitimate, I hope that you'll confirm we're not a foreign Prince or some other scamming operation.

The Center for Tech and Civic Life (CTCL) recently announced the expansion of our [COVID-19 Response Grants](#) to include every local election jurisdiction in the U.S.

All local U.S. election offices are invited to apply for a grant on the CTCL website:
<https://www.techandciviclelife.org/grants/>

The deadline to apply is October 1, 2020.

The grant application is quick and easy, but you'll need to gather some information before you apply.

- Number of active registered voters in the election office jurisdiction as of September 1, 2020
- Number of full-time staff (or equivalent) on the election team as of September 1, 2020
- Election office 2020 budget as of September 1, 2020
- Election office W-9

- Local government body who needs to approve the grant funding (if any)
- What government official or government agency the grant agreement should be addressed to

Election offices can use the funds to cover certain 2020 expenses incurred between June 15, 2020 and December 31, 2020. These include the costs associated with the safe administration of the following election responsibilities.

Ensure Safe, Efficient Election Day Administration

- Maintain open in-person polling places on Election Day
- Procure Personal Protective Equipment (PPE) and personal disinfectant to protect election officials and voters from COVID-19
- Support and expand drive-thru voting, including purchase of additional signage, tents, traffic control, walkie-talkies, and safety measures

Expand Voter Education & Outreach Efforts

- Publish reminders for voters to verify and update their address, or other voter registration information, prior to the election
- Educate voters on safe voting policies and procedures

Launch Poll Worker Recruitment, Training & Safety Efforts

- Recruit and hire a sufficient number of poll workers and inspectors to ensure polling places are properly staffed, utilizing hazard pay where required
- Provide voting facilities with funds to compensate for increased site cleaning and sanitization costs
- Deliver updated training for current and new poll workers administering elections in the midst of pandemic

Support Early In-Person Voting and Vote by Mail

- Expand or maintain the number of in-person early voting sites
- Deploy additional staff and/or technology improvements to expedite and improve mail ballot processing

Be sure to check out the [grant FAQs](#) for important information. If you have additional questions about the COVID-19 Response Grant program, please reach out to me directly or email help@techandciviclelife.org.

Thank you,
Whitney

--

Whitney May
Director of Government Services
Center for Tech and Civic Life
whitney@techandciviclelife.org
(919) 799-6173
she/her

LizBeth Hernandez

From: Center for Tech and Civic Life <help@techandcivicle.org>
Sent: Saturday, September 12, 2020 9:41 AM
To: LizBeth Hernandez
Subject: [Request received]

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Your request (63) has been received and is being reviewed by our support staff.

To add additional comments, reply to this email.

This email is a service from Center for Tech and Civic Life. Delivered by [Zendesk](#)

LizBeth Hernandez

From: Dylan Lynch (Center for Tech and Civic Life) <help@techandciviclife.org>
Sent: Tuesday, September 15, 2020 5:01 PM
To: LizBeth Hernandez
Subject: [Center for Tech and Civic Life] Re: Change to Covid-19 Grant Application for Cumberland County, NJ

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Your request (63) has been updated. To add additional comments, reply to this email



Dylan Lynch (Center for Tech and Civic Life)

Sep 15, 2020, 16:01 GMT-5

Hello Lizbeth,

Thanks for letting us know. We will work to correct this issue on our end and will be in touch with you if we require further information.

Best,

Dylan



LizBeth Hernandez

Sep 12, 2020, 8:40 GMT-5

Good Morning,

I will need to change the Title of Signatory or Name of Signatory Body for the Covid-19 Grant application that was submitted yesterday, Friday, September 11, 2020 for the Cumberland County Board of Elections. The name should be Kimberly Wood and her title is County Administrator.

Please accept this change to our application and contact me with any further questions.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

This email is a service from Center for Tech and Civic Life. Delivered by Zendesk

LizBeth Hernandez

From: Hollister Bundy, Inclusion Solutions (847 869-2500 <hbundy@inclusionsolutions.com>
Sent: Wednesday, September 16, 2020 11:10 AM
To: Lizabeth Hernandez
Subject: New Election Grant 10-1 Deadline: Get LED Purification Wands, Sneeze guards, Ballotboxes, PPE, Booths and More at No Cost!

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Dear Election Officials:

2020 is an unprecedented year. Never before has there been so much available funding to cover the cost of the must-have election supplies in the new COVID environment. Inclusion Solutions carries everything you need -- and can help with the grants to pay for them.

STATE GRANTS: Most states have grants available to pay for these items -- please check with your state department of elections for details or contact us and we can give you state-specific information.

CTCL \$250 Million Grant (!) But Due October 1.: The Center for Tech and Civic Life (CTCL) has expanded their COVID-19 Response Grant which provides grants to local election jurisdictions across the country for which most items are eligible including PPE and election safety, more booths, ballotboxes, and much more. The deadline to apply is October

1: See <https://www.techandcivicle.org/our-work/election-officials/grants/> for information and to apply (Inclusion Solutions is a private vendor unaffiliated with CTCL but countless election offices nationwide have used the grants to purchase our products.)

Here's Some of What You Can Get With the Grants:

All new Catalog including COVID solutions: <http://www.inclusionsolutions.com/wp-content/uploads/2020/08/IScatalog2020-14aug-sm.pdf>

"LED Purification Wand" for vote by mail ballots, precincts, offices, and more -- this is the new "hot" item nationally -- buy now to have something

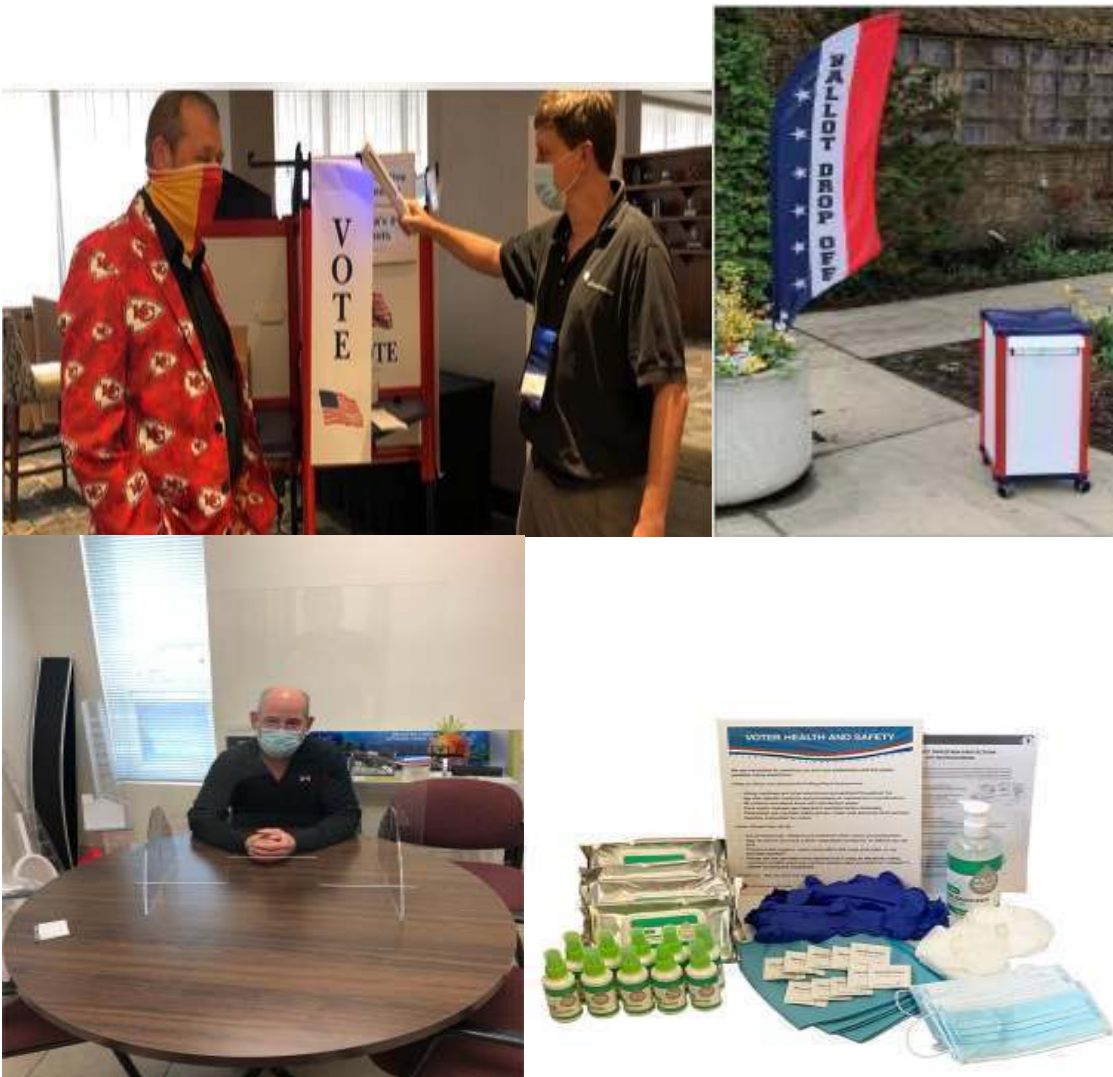
that will provide a safe, sterile election environment

forever: http://www.inclusionsolutions.com/wp-content/uploads/2020/09/purevote_v3.pdf (Flyer and Order Form)

Ballotboxes -- both indoor and outdoor. Below is picture of the "Fortress 1000" Ballotbox It's \$699 plus \$119 shipping. Our Fortress 400 indoor ballotbox is also a hit and is only \$129 while supplies last.

Sneezeguards, PPE Kits, Remote Video Interpreting Language Translation and Much More are also Must-haves.

We also carry individual PPE. Signs, Floor Decals, BallotCall alerts for ADA and Curbside Voting, Totems and more. And the 4 Station booths you already have can be retrofitted with COVID-safe "Social Distancing Wings", Please call 847-869-2500 or email hbundy@inclusionsolutions.com for more information or to generate a no-obligation quote.



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LizBeth Hernandez

From: Hollister Bundy, Inclusion Solutions (847 869-2500 <hbundy@inclusionsolutions.com>
Sent: Wednesday, September 16, 2020 11:13 AM
To: Lizbeth Hernandez
Subject: New Election Grant 10-1 Deadline: Get LED Purification Wands, Sneeze guards, Ballotboxes, PPE, Booths and More at No Cost!

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Trouble viewing this email? [Read it online](#)

Dear Election Officials:

2020 is an unprecedented year. Never before has there been so much available funding to cover the cost of the must-have election supplies in the new COVID environment. Inclusion Solutions carries everything you need -- and can help with the grants to pay for them.

STATE GRANTS: Most states have grants available to pay for these items -- please check with your state department of elections for details or contact us and we can give you state-specific information.

CTCL \$250 Million Grant (!) But Due October 1.: The Center for Tech and Civic Life (CTCL) has expanded their COVID-19 Response Grant which provides grants to local election jurisdictions across the country for which most items are eligible including PPE and election safety, more booths, ballotboxes, and much more. The deadline to apply is October

1: See <https://www.techandcivicle.org/our-work/election-officials/grants/> for information and to apply (Inclusion Solutions is a private vendor unaffiliated with CTCL but countless election offices nationwide have used the grants to purchase our products.)

Here's Some of What You Can Get With the Grants:

All new Catalog including COVID solutions: <http://www.inclusionsolutions.com/wp-content/uploads/2020/08/IScatalog2020-14aug-sm.pdf>

"LED Purification Wand" for vote by mail ballots, precincts, offices, and more -- this is the new "hot" item nationally -- buy now to have something

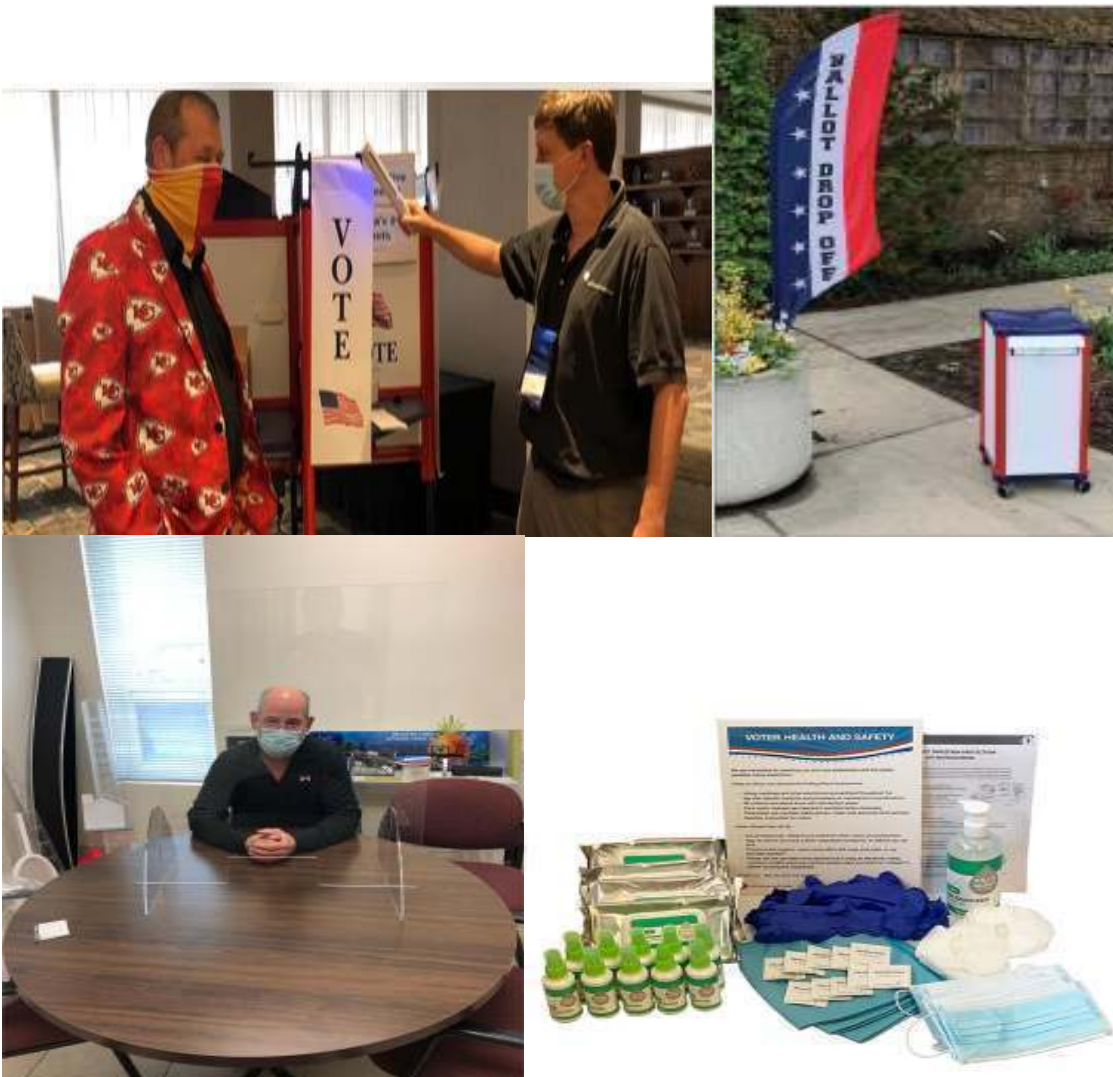
that will provide a safe, sterile election environment

forever: http://www.inclusionsolutions.com/wp-content/uploads/2020/09/purevote_v3.pdf (Flyer and Order Form)

Ballotboxes -- both indoor and outdoor. Below is picture of the "Fortress 1000" Ballotbox It's \$699 plus \$119 shipping. Our Fortress 400 indoor ballotbox is also a hit and is only \$129 while supplies last.

Sneezeguards, PPE Kits, Remote Video Interpreting Language Translation and Much More are also Must-haves.

We also carry individual PPE. Signs, Floor Decals, BallotCall alerts for ADA and Curbside Voting, Totems and more. And the 4 Station booths you already have can be retrofitted with COVID-safe "Social Distancing Wings", Please call 847-869-2500 or email hbundy@inclusionsolutions.com for more information or to generate a no-obligation quote.



You are subscribed to this mailing list as lizbethhe@co.cumberland.nj.us. Please [click here](#) to modify your message preferences or to unsubscribe from any future mailings. We will respect all unsubscribe requests.

LizBeth Hernandez

From: Hollister Bundy, Inclusion Solutions (847 869-2500 <hbundy@inclusionsolutions.com>
Sent: Wednesday, September 23, 2020 11:05 AM
To: Lizabeth Hernandez
Subject: Ballotboxes, Booths, LED Purification Wands, Sneezeguards and More for New Jersey Elections (and grants)

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

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Dear New Jersey Election Officials:

2020 is an unprecedented year. Never before has there been so much available funding to cover the cost of the must-have election supplies in the new COVID environment. Inclusion Solutions has already provided countless items to New Jersey Election Offices and carries everything you need -- and can help with the grants to pay for them for both in-person and vote by mail voting.

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"LED Purification Wand" for vote by mail ballots, precincts, offices, and more -- this is the new "hot" item nationally -- buy now to have something that will provide a safe, sterile election environment forever and to sterilize your incoming ballots: http://www.inclusionsolutions.com/wp-content/uploads/2020/09/purevote_v3.pdf (Flyer and Order Form)





GRANTS: Many states have grants available this year to pay for these items -- please check with the state for details.

New Jersey election officials should also check out the **CTCL \$250 Million Grant (!) But Due October 1.:** The Center for Tech and Civic Life (CTCL) has expanded their COVID-19 Response Grant which provides grants to local election jurisdictions across the country for which most items are eligible including PPE and election safety, more booths, ballotboxes, and much more. The deadline to apply is October

1: See <https://www.techandciviclelife.org/our-work/election-officials/grants/> for information and to apply (Inclusion Solutions is a private vendor unaffiliated with CTCL but countless election offices nationwide have used the grants to purchase our products.)

Here's More of What You Can Get With the Grants:

Ballotboxes -- both indoor and outdoor. Above is picture of the "Fortress 1000" Ballotbox It's \$699 plus \$119 shipping (62 left in stock) Our Fortress 400 indoor ballotbox is also a hit and is only \$129 while supplies last (215 left in stock).

PPE "Kits" and Sneeze guards (SO MANY sold nationwide), Remote Video Interpreting Language Translation given Florida's litigation on Spanish-speaking voters and Much More are also Must-haves.

4 Station or Single Voting Booths -- these are the top ones nationally and we have ones customized for all Dominion, ES&S, and Hart customers.

We also carry individual PPE. Signs, Floor Decals, BallotCall alerts for ADA and Curbside Voting, Totems and more. Please call 847-869-2500 or email hbundy@inclusionsolutions.com for more information or to generate a no-obligation quote.

Call me and let's talk! Thanks again.

Hollister

You are subscribed to this mailing list as ccclerknj@co.cumberland.nj.us. Please [click here](#) to modify your message preferences or to unsubscribe from any future mailings. We will respect all unsubscribe requests.

LizBeth Hernandez

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Sent: Wednesday, September 23, 2020 11:05 AM
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Call me and let's talk! Thanks again.

Hollister

You are subscribed to this mailing list as lizbethhe@co.cumberland.nj.us. Please [click here](#) to modify your message preferences or to unsubscribe from any future mailings. We will respect all unsubscribe requests.

LizBeth Hernandez

From: Bugdon_Maureen <Bugdon_Maureen@aclink.org>
Sent: Thursday, September 24, 2020 4:11 PM
To: Renee Buehler
Subject: FW: Approved: CTCL COVID-19 Response Grant
Attachments: Atlantic County, New Jersey agmt Maureen Bugdon.pdf

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

I sure hope you applied for these monies! We and our BOE just individually received grants for nearly \$150k/each!

From: grants@techandcivicle.org <grants@techandcivicle.org>
Sent: Thursday, September 24, 2020 3:49 PM
To: Bugdon_Maureen <Bugdon_Maureen@aclink.org>
Subject: Approved: CTCL COVID-19 Response Grant

Dear MAUREEN BUGDON,

I'm pleased to share that Center for Tech and CivicLife has reviewed your COVID-19 Response Grant application and has approved a grant award totaling **\$146182.5 USD**.

We look forward to promptly disbursing funds, but first we need two things from you:

1. **Disbursement information:** Please provide payment instructions using the CTCL Grant Disbursement Form here: <https://airtable.com/shrnjlueWISCmnPec>. Note: a member of the CTCL COVID-19 Response Grants team will verify payment details before transmitting funds.
2. **Signed grant agreement:** To release funds CTCL must have a signed copy of your jurisdiction's grant agreement. Please find the agreement for signature attached. Return a signed copy to grants@techandcivicle.org at your earliest convenience. Note: Would you prefer a grant for **less** than the amount CTCL has awarded? Simply respond to this email with your preferred total grant amount and we will update your agreement accordingly.

Once you've (1) submitted payment instructions using the CTCL Grant Disbursement Form and (2) returned a signed grant agreement to grants@techandcivicle.org, CTCL will process a single payment for the full grant amount within 2-4 business days.

Thank you for all you do on behalf of New Jersey voters!

All the best,

Tiana and the Center for Tech and Civic Life Team

--

Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life |
tiana@techandciviclife.org | she/her



CENTER FOR
TECH AND
CIVIC LIFE

September 23, 2020

Atlantic County, New Jersey

Election Superintendent

5920 Main St.

Mays Landing, NJ 08330

Dear Maureen Bugdon,

I am pleased to inform you that based on and in reliance upon the information and materials provided by Atlantic County, the Center for Tech and Civic Life ("CTCL"), a nonprofit organization tax-exempt under Internal Revenue Code ("IRC") section 501(c)(3), has decided to award a grant to support the work of the Atlantic County Election Superintendent ("Grantee").

The following is a description of the grant:

AMOUNT OF GRANT: \$146,182.50 USD

PURPOSE: The grant funds must be used exclusively for the public purpose of planning and operationalizing safe and secure election administration in Atlantic County in 2020 ("Purpose").

Before CTCL transmits these funds to Grantee, CTCL requires that Grantee review and sign this agreement ("Grant Agreement") and agree to use the grant funds in compliance with the Grant Agreement and with United States tax laws and the laws and regulations of your state and jurisdiction ("Applicable Laws"). Specifically, by signing this letter Grantee certifies and agrees to the following:

1. Grantee is a local government unit or political subdivision within the meaning of IRC section 170(c)(1).
2. This grant shall be used only for the Purpose described above, and for no other purposes.

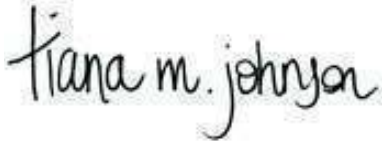
3. Grantee has indicated that the amount of the grant shall be expended on the following specific election administration needs: Ballot drop boxes, Election department real estate costs, or costs associated with satellite election department offices, Non-partisan voter education, Personal protective equipment (PPE) for staff, poll workers, or voters, Poll worker recruitment funds, hazard pay, and/or training expenses, Temporary staffing, and Voting materials in languages other than English. Grantee may allocate grant funds among those needs, or to other public purposes listed in the grant application, without further notice or permission of CTCL.
4. Grantee shall not use any part of this grant to make a grant to another organization, except in the case where the organization is a local government unit or political subdivision within the meaning of IRC section 170(c)(1) or a nonprofit organization tax-exempt under IRC section 501(c)(3), and the subgrant is intended to accomplish the Purpose of this grant. Grantee shall take reasonable steps to ensure that any such subgrant is used in a manner consistent with the terms and conditions of this Grant Agreement, including requiring that subgrantee agrees in writing to comply with the terms and conditions of this Grant Agreement.
5. The grant project period of June 15, 2020 through December 31, 2020 represents the dates between which covered costs may be applied to the grant. The Grantee shall expend the amount of this grant for the Purpose by December 31, 2020.
6. Grantee is authorized to receive this grant from CTCL and certifies that (a) the receipt of these grant funds does not violate any Applicable Laws, and (b) Grantee has taken all required, reasonable and necessary steps to receive, accept and expend the grant in accordance with the Purpose and Applicable Law.
7. The Grantee shall produce a brief report explaining and documenting how grant funds have been expended in support of the activities described in paragraph 3. This report shall be sent to CTCL no later than January 31, 2021 in a format approved by CTCL and shall include with the report a signed certification by Grantee that it has complied with all terms and conditions of this Grant Agreement.
8. This grant may not supplant previously appropriated funds. The Grantee shall not reduce the budget of the Election Superintendent ("the Election Department") or fail to appropriate or provide previously budgeted funds to the Election Department for the term of this grant. Any amount supplanted, reduced or not provided in contravention of this paragraph shall be repaid to CTCL up to the total amount of this grant.
9. CTCL may discontinue, modify, withhold part of, or ask for the return all or part of the grant funds if it determines, in its sole judgment, that (a) any of the above terms and conditions of this grant have not been met, or (b) CTCL is required to do so to comply with applicable laws or regulations.
10. The grant project period of June 15, 2020 through December 31, 2020 represents the dates between which covered costs for the Purpose may be applied to the grant.



Your acceptance of and agreement to these terms and conditions and this Grant Agreement is indicated by your signature below on behalf of Grantee. Please have an authorized representative of Grantee sign below, and return a scanned copy of this letter to us by email at grants@techandcivicle.org.

On behalf of CTCL, I extend my best wishes in your work.

Sincerely,



Tiana Epps Johnson

Executive Director

Center for Tech and Civic Life

GRANTEE

By: _____

Title: _____

Date: _____



CENTER FOR TECH & CIVIC LIFE
233 N. MICHIGAN AVE., SUITE 1800
CHICAGO, IL 60601

HELLO@TECHANDCIVICLIFE.ORG

LizBeth Hernandez

From: Renee Buehler <RENEEBU@co.cumberland.nj.us>
Sent: Friday, September 25, 2020 9:58 AM
To: LizBeth Hernandez
Subject: FW: Approved: CTCL COVID-19 Response Grant
Attachments: Atlantic County, New Jersey agmt Maureen Bugdon.pdf

From: Bugdon_Maureen <Bugdon_Maureen@aclink.org>
Sent: Thursday, September 24, 2020 4:11 PM
To: Renee Buehler <RENEEBU@co.cumberland.nj.us>
Subject: FW: Approved: CTCL COVID-19 Response Grant

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

I sure hope you applied for these monies! We and our BOE just individually received grants for nearly \$150k/each!

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Sent: Thursday, September 24, 2020 3:49 PM
To: Bugdon_Maureen <Bugdon_Maureen@aclink.org>
Subject: Approved: CTCL COVID-19 Response Grant

Dear MAUREEN BUGDON,

I'm pleased to share that Center for Tech and CivicLife has reviewed your COVID-19 Response Grant application and has approved a grant award totaling \$146,182.5 USD.

We look forward to promptly disbursing funds, but first we need two things from you:

1. **Disbursement information:** Please provide payment instructions using the CTCL Grant Disbursement Form here: <https://airtable.com/shrnlueWISCmnPec>. Note: a member of the CTCL COVID-19 Response Grants team will verify payment details before transmitting funds.
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Once you've (1) submitted payment instructions using the CTCL Grant Disbursement Form and (2) returned a signed grant agreement to grants@techandcivicliflife.org, CTCL will process a single payment for the full grant amount within 2-4 business days.

Thank you for all you do on behalf of New Jersey voters!

All the best,

Tiana and the Center for Tech and Civic Life Team

--

Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life |
tiana@techandcivicle.org | she/her



CENTER FOR
TECH AND
CIVIC LIFE

September 23, 2020

Atlantic County, New Jersey

Election Superintendent

5920 Main St.

Mays Landing, NJ 08330

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AMOUNT OF GRANT: \$146,182.50 USD

PURPOSE: The grant funds must be used exclusively for the public purpose of planning and operationalizing safe and secure election administration in Atlantic County in 2020 ("Purpose").

Before CTCL transmits these funds to Grantee, CTCL requires that Grantee review and sign this agreement ("Grant Agreement") and agree to use the grant funds in compliance with the Grant Agreement and with United States tax laws and the laws and regulations of your state and jurisdiction ("Applicable Laws"). Specifically, by signing this letter Grantee certifies and agrees to the following:

1. Grantee is a local government unit or political subdivision within the meaning of IRC section 170(c)(1).
2. This grant shall be used only for the Purpose described above, and for no other purposes.

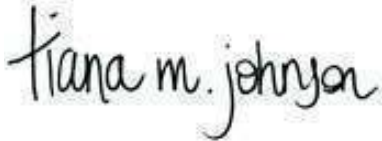
3. Grantee has indicated that the amount of the grant shall be expended on the following specific election administration needs: Ballot drop boxes, Election department real estate costs, or costs associated with satellite election department offices, Non-partisan voter education, Personal protective equipment (PPE) for staff, poll workers, or voters, Poll worker recruitment funds, hazard pay, and/or training expenses, Temporary staffing, and Voting materials in languages other than English. Grantee may allocate grant funds among those needs, or to other public purposes listed in the grant application, without further notice or permission of CTCL.
4. Grantee shall not use any part of this grant to make a grant to another organization, except in the case where the organization is a local government unit or political subdivision within the meaning of IRC section 170(c)(1) or a nonprofit organization tax-exempt under IRC section 501(c)(3), and the subgrant is intended to accomplish the Purpose of this grant. Grantee shall take reasonable steps to ensure that any such subgrant is used in a manner consistent with the terms and conditions of this Grant Agreement, including requiring that subgrantee agrees in writing to comply with the terms and conditions of this Grant Agreement.
5. The grant project period of June 15, 2020 through December 31, 2020 represents the dates between which covered costs may be applied to the grant. The Grantee shall expend the amount of this grant for the Purpose by December 31, 2020.
6. Grantee is authorized to receive this grant from CTCL and certifies that (a) the receipt of these grant funds does not violate any Applicable Laws, and (b) Grantee has taken all required, reasonable and necessary steps to receive, accept and expend the grant in accordance with the Purpose and Applicable Law.
7. The Grantee shall produce a brief report explaining and documenting how grant funds have been expended in support of the activities described in paragraph 3. This report shall be sent to CTCL no later than January 31, 2021 in a format approved by CTCL and shall include with the report a signed certification by Grantee that it has complied with all terms and conditions of this Grant Agreement.
8. This grant may not supplant previously appropriated funds. The Grantee shall not reduce the budget of the Election Superintendent ("the Election Department") or fail to appropriate or provide previously budgeted funds to the Election Department for the term of this grant. Any amount supplanted, reduced or not provided in contravention of this paragraph shall be repaid to CTCL up to the total amount of this grant.
9. CTCL may discontinue, modify, withhold part of, or ask for the return all or part of the grant funds if it determines, in its sole judgment, that (a) any of the above terms and conditions of this grant have not been met, or (b) CTCL is required to do so to comply with applicable laws or regulations.
10. The grant project period of June 15, 2020 through December 31, 2020 represents the dates between which covered costs for the Purpose may be applied to the grant.



Your acceptance of and agreement to these terms and conditions and this Grant Agreement is indicated by your signature below on behalf of Grantee. Please have an authorized representative of Grantee sign below, and return a scanned copy of this letter to us by email at grants@techandcivicle.org.

On behalf of CTCL, I extend my best wishes in your work.

Sincerely,



Tiana Epps Johnson

Executive Director

Center for Tech and Civic Life

GRANTEE

By: _____

Title: _____

Date: _____



CENTER FOR TECH & CIVIC LIFE
233 N. MICHIGAN AVE., SUITE 1800
CHICAGO, IL 60601

HELLO@TECHANDCIVICLIFE.ORG

LizBeth Hernandez

From: Bugdon_Maureen <Bugdon_Maureen@aclink.org>
Sent: Friday, September 25, 2020 11:16 AM
To: Shona Mack-Pollock
Subject: Center for Tech & Civic Life Grant

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Good morning members,

I know I've written before, but SEVERAL COUNTIES, including my own, have now heard back with the amount of their award for the above-referenced grant. The numbers are in 6-digits. PLEASE PLEASE PLEASE take 5 minutes to apply for this grant. The window closes October 1st. The timeframe to use the funds covers most of this election cycle (June-Dec.). It is well worth the 5 minutes it will take you to complete the form. Just do it. You will be shouting to your team members as I did when we received word back.

Have a great morning. Here's the link for expedience purposes.

<https://www.techandcivicliflife.org/our-work/election-officials/grants/>

Best,
Maureen

"SHOW ME THE MONEY!!!" Hoot hoot!!!

LizBeth Hernandez

From: Celeste Riley <CELESTERI@co.cumberland.nj.us>
Sent: Friday, September 25, 2020 7:36 PM
To: Gerry Seneski; Joe Derella; Kim Wood
Cc: John McCormick; John Carr; Jody Hirata; LizBeth Hernandez
Subject: Re: Approved: CTCL COVID-19 Response Grant

This grant \$\$ doesn't necessarily have to be spent by my office, it can be utilized by the Board of Elections. It does have to be spent by 12/31/2020, so mull over the guidelines and let's talk.

Here are the guidelines:

Grantee has indicated that the amount of the grant shall be expended on the following specific election administration needs: Voting materials in languages other than English and Vote-by-mail/Absentee voting equipment or supplies. **Grantee may allocate grant funds among those needs, or to other public purposes listed in the grant application** without further notice to or permission of CTCL.

This part is important,

Election offices can use the funds to cover certain 2020 expenses incurred between June 15, 2020 and December 31, 2020. These include, but are not limited to, the costs associated with the safe administration of the following examples of election responsibilities.

Ensure Safe, Efficient Election Day Administration

- Maintain open in-person polling places on Election Day
- Procure Personal Protective Equipment (PPE) and personal disinfectant to protect election officials and voters from COVID-19
- Support and expand drive-thru voting, including purchase of additional signage, tents, traffic control, walkie-talkies, and safety measures

Expand Voter Education & Outreach Efforts

- Publish reminders for voters to verify and update their address, or other voter registration information, prior to the election
- Educate voters on safe voting policies and procedures

Launch Poll Worker Recruitment, Training & Safety Efforts

- Recruit and hire a sufficient number of poll workers and inspectors to ensure polling places are properly staffed, utilizing hazard pay where required

- Provide voting facilities with funds to compensate for increased site cleaning and sanitization costs
 - Deliver updated training for current and new poll workers administering elections in the midst of pandemic
- Support Early In-Person Voting and Vote by Mail**
- Expand or maintain the number of in-person early voting sites
 - Deploy additional staff and/or technology improvements to expedite and improve mail ballot processing

From: Jody Hirata <jodyhi@co.cumberland.nj.us>

Sent: Friday, September 25, 2020 6:44 PM

To: Celeste Riley <CELESTERI@co.cumberland.nj.us>; Gerry Seneski <GERRYSE@co.cumberland.nj.us>; Joe Derella <juede@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>

Cc: John McCormick <johnmc@co.cumberland.nj.us>; Carol Musso <carolmu@co.cumberland.nj.us>; Darlene Barber <darleneba@co.cumberland.nj.us>; Jim Quinn <jimqu@co.cumberland.nj.us>; John Carr <johnca@co.cumberland.nj.us>

Subject: RE: Approved: CTCL COVID-19 Response Grant

Kudos to you! You are the BEST!

Gerry is doing a happy dance right now!

Enjoy your weekend! Awesome news to end our week!

Thank you! Jody

Sent via the Samsung Galaxy S8, an AT&T 5G Evolution capable smartphone

----- Original message -----

From: Celeste Riley <CELESTERI@co.cumberland.nj.us>

Date: 9/25/20 6:22 PM (GMT-05:00)

To: Gerry Seneski <GERRYSE@co.cumberland.nj.us>, Joe Derella <juede@co.cumberland.nj.us>, Kim Wood <KIMWO@co.cumberland.nj.us>

Cc: John McCormick <johnmc@co.cumberland.nj.us>, Jody Hirata <jodyhi@co.cumberland.nj.us>, Carol Musso <carolmu@co.cumberland.nj.us>, Darlene Barber <darleneba@co.cumberland.nj.us>, Jim Quinn <jimqu@co.cumberland.nj.us>, John Carr <johnca@co.cumberland.nj.us>

Subject: Re: Approved: CTCL COVID-19 Response Grant

Good evening,

I bring good news!!!! My office applied to the Center for Tech and Civic Life for a grant. Pinch me! We are getting **\$484,653.75!!!!** This money was requested to help with Vote by Mail and voter education.

I will need help with providing payment instructions and the attached form should be signed by Commissioner Derella.

What a great way to end a rough week!!!

Celeste

From: grants@techandcivicle.org <grants@techandcivicle.org>

Sent: Friday, September 25, 2020 6:07 PM

To: Celeste Riley <CELESTERI@co.cumberland.nj.us>

Subject: Approved: CTCL COVID-19 Response Grant

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear CELESTE RILEY,

I'm pleased to share that Center for Tech and CivicLife has reviewed your COVID-19 Response Grant application and has approved a grant award totaling **\$484,653.75 USD**.

We look forward to promptly disbursing funds, but first we need two things from you:

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Thank you for all you do on behalf of New Jersey voters!

All the best,

Tiana and the Center for Tech and Civic Life Team

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Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life |
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LizBeth Hernandez

From: Celeste Riley <CELESTERI@co.cumberland.nj.us>
Sent: Saturday, September 26, 2020 7:57 AM
To: LizBeth Hernandez
Subject: Fw: Approved: CTCL COVID-19 Response Grant
Attachments: Cumberland County, New Jersey agmt.pdf

Good morning Lizbeth,

I applied to the Center for Tech and Civic Life for a grant. We are getting **\$484,653.75!!!!** This money was requested to help with Voter Education (in different languages) and Vote by Mail/Absentee voting equipment and supplies. Plus, more. I've notified administration. It has to be spent in by the end of the year (2020). Therefore, we must move quickly. I have some ideas about voter education and want to build off of some of the programs already in place, but welcome your input. Think it over and we should talk with administration early next week.

Yahoo!

Celeste

From: grants@techandcivicle.org <grants@techandcivicle.org>
Sent: Friday, September 25, 2020 6:07 PM
To: Celeste Riley <CELESTERI@co.cumberland.nj.us>
Subject: Approved: CTCL COVID-19 Response Grant

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear CELESTE RILEY,

I'm pleased to share that Center for Tech and CivicLife has reviewed your COVID-19 Response Grant application and has approved a grant award totaling **\$484653.75 USD**.

We look forward to promptly disbursing funds, but first we need two things from you:

1. **Disbursement information:** Please provide payment instructions using the CTCL Grant Disbursement Form here: <https://airtable.com/shrnlueWISCmnPec> Note: a member of the CTCL COVID-19 Response Grants team will verify payment details before transmitting funds.
2. **Signed grant agreement:** To release funds CTCL must have a signed copy of your jurisdiction's grant agreement. Please find the agreement for signature attached. Return a signed copy to grants@techandcivicle.org at your earliest convenience. Note: Would you prefer a grant for **less** than the amount CTCL has awarded? Simply respond to this email with your preferred total grant amount and we will update your agreement accordingly.

Once you've (1) submitted payment instructions using the CTCL Grant Disbursement Form and (2) returned a signed grant agreement to grants@techandcivicle.org, CTCL will process a single payment for the full grant amount within 2-4 business days.

Thank you for all you do on behalf of New Jersey voters!

All the best,

Tiana and the Center for Tech and Civic Life Team

--

Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life |
tiana@techandcivicle.org | she/her



CENTER FOR
TECH AND
CIVIC LIFE

September 25, 2020

Cumberland County, New Jersey

County Clerk

Cumberland County Courthouse

60 West Broad St.

Bridgeton, NJ 08302

Dear Celeste Riley,

I am pleased to inform you that based on and in reliance upon the information and materials provided by Cumberland County, and the special circumstances Cumberland County faces administering elections in 2020, the Center for Tech and Civic Life ("CTCL"), a nonprofit organization tax-exempt under Internal Revenue Code ("IRC") section 501(c)(3), has decided to award a grant to support the work of the Cumberland County Clerk ("Grantee").

The following is a description of the grant:

AMOUNT OF GRANT: \$484,653.75 USD

PURPOSE: The grant funds must be used exclusively for the public purpose of planning and operationalizing safe and secure election administration in Cumberland County in 2020 ("Purpose").

Before CTCL transmits these funds to Grantee, CTCL requires that Grantee review and sign this agreement ("Grant Agreement") and agree to use the grant funds in compliance with the Grant Agreement and with United States tax laws and the laws and regulations of your state and jurisdiction ("Applicable Laws"). Specifically, by signing this letter Grantee certifies and agrees to the following:

1. Grantee is a local government unit or political subdivision within the meaning of IRC section 170(c)(1).

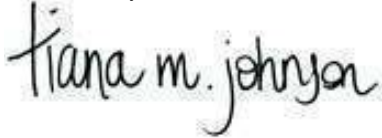
2. This grant shall be used only for the Purpose described above, and for no other purposes.
3. Grantee has indicated that the amount of the grant shall be expended on the following specific election administration needs: Voting materials in languages other than English and Vote-by-mail/Absentee voting equipment or supplies. Grantee may allocate grant funds among those needs, or to other public purposes listed in the grant application, without further notice to or permission of CTCL.
4. Grantee shall not use any part of this grant to make a grant to another organization, except in the case where the organization is a local government unit or political subdivision within the meaning of IRC section 170(c)(1) or a nonprofit organization tax-exempt under IRC section 501(c)(3), and the subgrant is intended to accomplish the Purpose of this grant. Grantee shall take reasonable steps to ensure that any such subgrant is used in a manner consistent with the terms and conditions of this Grant Agreement, including requiring that subgrantee agrees in writing to comply with the terms and conditions of this Grant Agreement.
5. The grant project period of June 15, 2020 through December 31, 2020 represents the dates between which covered costs may be applied to the grant. The Grantee shall expend the amount of this grant for the Purpose by December 31, 2020.
6. Grantee is authorized to receive this grant from CTCL and certifies that (a) the receipt of these grant funds does not violate any Applicable Laws, and (b) Grantee has taken all required, reasonable and necessary steps to receive, accept and expend the grant in accordance with the Purpose and Applicable Law.
7. The Grantee shall produce a brief report explaining and documenting how grant funds have been expended in support of the activities described in paragraph 3. This report shall be sent to CTCL no later than January 31, 2021 in a format approved by CTCL and shall include with the report a signed certification by Grantee that it has complied with all terms and conditions of this Grant Agreement.
8. This grant may not supplant previously appropriated funds. The Grantee shall not reduce the budget of the County Clerk ("the Election Department") or fail to appropriate or provide previously budgeted funds to the Election Department for the term of this grant. Any amount supplanted, reduced or not provided in contravention of this paragraph shall be repaid to CTCL up to the total amount of this grant.
9. CTCL may discontinue, modify, withhold part of, or ask for the return all or part of the grant funds if it determines, in its sole judgment, that (a) any of the above terms and conditions of this grant have not been met, or (b) CTCL is required to do so to comply with applicable laws or regulations.
10. The grant project period of June 15, 2020 through December 31, 2020 represents the dates between which covered costs for the Purpose may be applied to the grant.



Your acceptance of and agreement to these terms and conditions and this Grant Agreement is indicated by your signature below on behalf of Grantee. Please have an authorized representative of Grantee sign below, and return a scanned copy of this letter to us by email at grants@techandcivicle.org.

On behalf of CTCL, I extend my best wishes in your work.

Sincerely,



Tiana Epps Johnson

Executive Director

Center for Tech and Civic Life

GRANTEE

By: _____

Title: _____

Date: _____



CENTER FOR TECH & CIVIC LIFE
233 N. MICHIGAN AVE., SUITE 1800
CHICAGO, IL 60601
HELLO@TECHANDCIVICLIFE.ORG

LizBeth Hernandez

From: Jody Hirata <jodyhi@co.cumberland.nj.us>
Sent: Monday, September 28, 2020 11:01 AM
To: LizBeth Hernandez
Cc: rwood98753@aol.com; James Neher; Celeste Riley; Kim Wood; Jeff Ridgway; Gerry Seneski
Subject: Follow up from phone call today

Dear Lizbeth:

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I apologize for calling you on your day off - enjoy your time off for vacation!

Thank you.



Jody Hirata
Deputy County Administrator
The County of Cumberland
164 West Broad Street
Bridgeton, NJ 08302
(856) 453-2125

LizBeth Hernandez

From: Kim Wood <KIMWO@co.cumberland.nj.us>
Sent: Monday, September 28, 2020 11:09 AM
To: Jody Hirata; LizBeth Hernandez
Cc: rwood98753@aol.com; James Neher; Celeste Riley; Jeff Ridgway; Gerry Seneski
Subject: RE: Follow up from phone call today

Excellent, thanks so much for the follow up.

From: Jody Hirata <jodyhi@co.cumberland.nj.us>
Sent: Monday, September 28, 2020 11:01 AM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Cc: rwood98753@aol.com; James Neher <JAMESNE@co.cumberland.nj.us>; Celeste Riley <CELESTERI@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>; Jeff Ridgway <JEFFRI@co.cumberland.nj.us>; Gerry Seneski <GERRYSE@co.cumberland.nj.us>
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LizBeth Hernandez

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Tuesday, September 29, 2020 9:56 AM
To: Jody Hirata
Cc: rwood98753@aol.com; James Neher; Celeste Riley; Kim Wood; Jeff Ridgway; Gerry Seneski
Subject: RE: Follow up from phone call today

Good Morning Jody,

Thank you for the update on the Census bus. I will be contacting Jimmy Neher to make arrangements for our ballot drop box pick. I will also be in contact with Celeste to discuss about the grant funds.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: Jody Hirata
Sent: Monday, September 28, 2020 11:01 AM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Cc: rwood98753@aol.com; James Neher <JAMESNE@co.cumberland.nj.us>; Celeste Riley <CELESTERI@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>; Jeff Ridgway <JEFFRI@co.cumberland.nj.us>; Gerry Seneski <GERRYSE@co.cumberland.nj.us>
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From: Jody Hirata <jodyhi@co.cumberland.nj.us>
Sent: Tuesday, September 29, 2020 10:00 AM
To: LizBeth Hernandez
Cc: rwood98753@aol.com; James Neher; Celeste Riley; Kim Wood; Jeff Ridgway; Gerry Seneski
Subject: RE: Follow up from phone call today

Dear Lizbeth:

I know that you sent an update to the Municipal Clerks within the County on the ballot box locations. However, Lawrence Township stated that they did not receive communication that the list was updated and they were taken off. There are people on social media circulating the wrong list, showing Lawrence Township and not City of Bridgeton.

Are you able to send an updated list to everyone to ensure the right one is being distributed?

Thank you. Jody

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From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Tuesday, September 29, 2020 10:34 AM
To: Jody Hirata
Cc: rwood98753@aol.com; James Neher; Celeste Riley; Kim Wood; Jeff Ridgway; Gerry Seneski
Subject: RE: Follow up from phone call today

Jody,

I spoke to Ruth Dawson, Lawrence Township Clerk, and sent an email to all municipal clerks with the correct ballot drop box locations.

Thank you,

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From: Jody Hirata <jodyhi@co.cumberland.nj.us>
Sent: Tuesday, September 29, 2020 10:39 AM
To: LizBeth Hernandez
Cc: rwood98753@aol.com; James Neher; Celeste Riley; Kim Wood; Jeff Ridgway; Gerry Seneski
Subject: RE: Follow up from phone call today

Great. Thank you. Can you forward the email that you sent to Ruth Dawson so I can forward to the Mayor and Deputy Mayor of Lawrence Township. Thank you. Jody

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Bridgeton, NJ 08302
(856) 453-2125

LizBeth Hernandez

From: Hollister Bundy and James Young, Inclusion Solutions (847 869-2500)
<hbundy@inclusionsolutions.com>
Sent: Tuesday, September 29, 2020 1:04 PM
To: Elizabeth Hernandez
Subject: Last Call: Grant Deadline, PureVote LED UV Wand, PPE, Other Supplies

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Trouble viewing this email? [Read it online](#)

Dear Election Officials:

Tomorrow is the deadline! Have you applied for the new Center for Tech and Civic Life (CTCL) Grant? Backed by a generous \$250M contribution from Mark Zuckerberg of Facebook, the Center for Tech and Civic Life is providing grants, a minimum of \$5,000, to local election jurisdictions across the country to help ensure you have the staffing, training, and equipment necessary. Said funds would apply to new voting booths, Inclusion Solutions' new **PureVote LED UV Wand**, and other additional protective equipment. The deadline to apply is October 1st; you may apply online by clicking here: <https://form.jotform.com/202445110530135>

What is the "PureVote LED UV Wand"?

- *PureVote LED UV Wand* is a simple but highly effective method of disinfecting absentee ballots and envelopes, voter registration mail, office surfaces and materials, election equipment, ePollbook tablets, and other public documents. Utilizing UV-C at 270-280 nanometers (nm) and UV-A at 380-405 nm, the *PureVote LED UV Wand* device damages the DNA and RNA in bacteria and viruses, *including COVID-19*, rendering them harmless.
- Take a look for yourself by clicking here on a ["VIDEO OVERVIEW OF LED WAND FOR ELECTIONS"](#)
- Interested? Take advantage of FREE shipping, if ordered during the month of September. Complete our [Flyer and Order Form](#) today!
- (We also have a "UV box" that can sterilize pens, styluses, headsets, etc.)

Last call! Of course, we understand you are busy with numerous processes. However, we ask that you don't forget our many other supplies including Ballot Boxes, PPE Kits, "Pollworker Protector" Sneeze Guards (including ones for PollPads!), the BallotCall Alert Systems for polling place accessibility and curbside, and our many patent-designed voting booths.

- Please consider reviewing our newest catalog, featuring COVID and social distance related products by [CLICKING HERE FOR FULL CATALOG](#)
- You can always reach us by phone at 847-869-2500 or by emailing your Sales Representative directly:
 - South/Southeast US: James Young, jyoung@inclusionsolutions.com
 - All Other: Hollister Bundy, hbundy@inclusionsolutions.com

You are subscribed to this mailing list as ccclerknj@co.cumberland.nj.us. Please [click here](#) to modify your message preferences or to unsubscribe from any future mailings. We will respect all unsubscribe requests.

LizBeth Hernandez

From: Hollister Bundy and James Young, Inclusion Solutions (847 869-2500)
<hbundy@inclusionsolutions.com>
Sent: Tuesday, September 29, 2020 1:04 PM
To: Lizbeth Hernandez
Subject: Last Call: Grant Deadline, PureVote LED UV Wand, PPE, Other Supplies

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 - All Other: Hollister Bundy, hbundy@inclusionsolutions.com

You are subscribed to this mailing list as lizbethhe@co.cumberland.nj.us. Please [click here](#) to modify your message preferences or to unsubscribe from any future mailings. We will respect all unsubscribe requests.

LizBeth Hernandez

From: CTCL <keegan@techandcivicliflife.org>
Sent: Wednesday, September 30, 2020 9:00 AM
To: lizbethhe@co.cumberland.nj.us
Subject: Election resources for safe elections

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

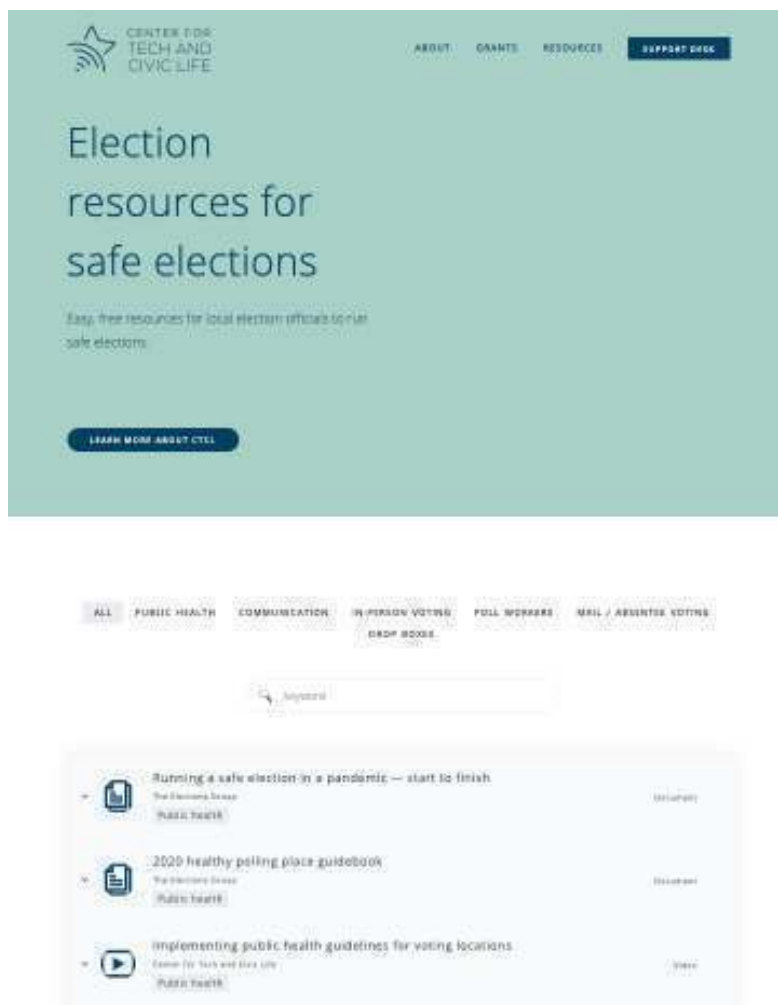
Election resources, Vote Early Day, and Operation Vote Safe

[View this email in your browser](#)



Election resources for safe elections

We're thrilled to launch a new website, resources.techandcivicliflife.org, a collection of free, curated, and practical election resources for safe elections!



Why this website, and why now? Many of you are receiving funding from the [CTCL COVID-19 Response Grants](#). We've heard from grantee jurisdictions that there are so many resources, recommendations, and tools available that it can be difficult to quickly locate what you need. Right now, 34 days before the election, time is the most important resource! That's why we curated the most relevant, actionable material on 6 topics:

- Public health
- Communication
- In-person voting
- Poll workers
- Mail / absentee voting
- Drop boxes

If you still can't find what you're looking for, the website also includes a dedicated [Elections IT Support Desk](#) to field technical questions, large and small.

Visit Election Resources

Celebrating Vote Early Day

Mark your calendars — [Vote Early Day is Saturday, October 24th](#). Vote Early Day is the first holiday designed to help all eligible voters learn about their voting options and celebrate the act of voting early.



Make sure your election office is ready for this new civic holiday by:

- Requesting your [Vote Early Day swag](#) including stickers, pins, and posters by October 1st
- Preparing for [Vote Early Day events](#) at early voting sites and dropboxes
- Using the [Vote Early Day digital toolkit](#) to engage your community

Operation Vote Safe

Business for America would like to invite election officials to join their Operation Vote Safe (OVS) initiative, mobilizing the business community to provide assistance to state and local election officials who are short on resources. The OVS website features an Action Map where election officials can identify election-related needs that businesses and individuals can fulfill, such as poll workers, PPE, other supplies and equipment (ballot drop boxes, plexiglass barriers), facilities, and more. Business for America is coordinating a number of large donations from businesses. Smaller quantities of PPE may be contributed via an online marketplace and shipped directly to election officials.

To see the Action Map and PPE marketplace, and to read how businesses are taking part, please visit operationvotesafe.org. If you'd like to have your election needs added to the map and possibly receive assistance, please complete the [Request Support](#) form on the OVS website.

Operation Vote Safe Dashboard of State Election Officials' Needs

Led by Business for America
in partnership with Kearney

Check out the
Operation Vote Safe
website [here](https://operationvotesafe.org)



Our goals

- Bring visibility to your needs via a **data visualization dashboard**
- Give **corporations and individuals** ways to offer support and scale impact



What we need to support you

1. Nature of support and quantity (if applicable) needed for at **least 1 category**:
 - Election Workers by County
 - Supplies & Equipment (e.g., masks, sneeze guards, drop boxes)
 - Data can be visualized for up to 5 sub-categories
 - Facilities (e.g., polling locations, drop box locations)
2. At least **25%** of your state's counties are represented in the data set
3. Updated data on a **weekly or biweekly** basis



What's next

- Publish dashboard for access to the **public** across partner websites
- Promote dashboard to **interested parties**
- Continue to **refresh data** upon receipt up to the week before Election Day

How Will This Dashboard Help My State / County?

- **Immediate** view of current **election resource needs** across the state / county
- **Interactive, intuitive** map to facilitate high-impact gifts from **businesses** across multiple states
- **One-stop shop** for **individuals** interested in poll working positions
- **Easy-to-leverage** dashboard for **marketing** across your state/county's website and social media platforms



[Learn more](#)

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You are receiving this email because you subscribed to the ELECTricity newsletter.

Our mailing address is:

Center for Tech and Civic Life

233 N. Michigan Ave.

Ste. 1800

Chicago, IL 60601

[Add us to your address book](#)

[unsubscribe from this list](#) [update subscription preferences](#)



LizBeth Hernandez

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Wednesday, September 30, 2020 11:22 AM
To: Center for Tech and Civic Life
Subject: RE: [Request received]

Good Morning,

I have not received a response in regards to the grant. Would you please let me know if I was approved or not? I submitted my application on September 12, 2020.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: Center for Tech and Civic Life [mailto:help@techandciviclife.org]
Sent: Saturday, September 12, 2020 9:41 AM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Subject: [Request received]

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Your request (63) has been received and is being reviewed by our support staff.

To add additional comments, reply to this email.

This email is a service from Center for Tech and Civic Life. Delivered by [Zendesk](#)

LizBeth Hernandez

From: Jody Hirata <jodyhi@co.cumberland.nj.us>
Sent: Wednesday, September 30, 2020 12:27 PM
To: LizBeth Hernandez
Cc: Joe Derella; Kim Wood; rwood98753@aol.com; Darlene Barber; Celeste Riley
Subject: Grant Opportunity

Dear Lizbeth:

We were on the State call with the Governor's Office this afternoon and they had a representative from the Center for Tech and Civic Life on the call. They stated that even though the Clerk's Office received the grant of \$484,653.75 to cover their additional costs due to the mail in ballots, the **Board of Elections is able to still apply** for their own funding source. The application and process is online for the Center for Tech and Civic Life and it only takes 15 minutes to complete. The deadline is October 1, 2020, however, they stated that they are not holding that date tight.

The expenses that can be covered under the grant are items that the Board of Elections will be incurring as a result of the mail in ballot process for the General Election.

I spoke to Celeste and she stated that you and her talked this morning. We encourage you to apply to help offset the expenses for the Board of Election. If you need assistance, please reach out to Celeste and she is willing to assist you.

The website is www.techandcivicliflife.org to apply for COVID-19 Grant: CTCL Receives \$250M Contribution to Support Critical Work of Election Officials. Grant application information: <https://www.techandcivicliflife.org/grants/>. If you need help regarding the grant – help@techandcivicliflife.org

Thank you.



Jody Hirata
Deputy County Administrator
The County of Cumberland
164 West Broad Street
Bridgeton, NJ 08302
(856) 453-2125

LizBeth Hernandez

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Wednesday, September 30, 2020 12:59 PM
To: Jody Hirata
Cc: Joe Derella; Kim Wood; rwood98753@aol.com; Darlene Barber; Celeste Riley
Subject: RE: Grant Opportunity

Good Afternoon Jody,

I have submitted an application and will be waiting for a response.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: Jody Hirata
Sent: Wednesday, September 30, 2020 12:27 PM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Cc: Joe Derella <joede@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>; rwood98753@aol.com; Darlene Barber <darleneba@co.cumberland.nj.us>; Celeste Riley <CELESTERI@co.cumberland.nj.us>
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Thank you.



Jody Hirata
Deputy County Administrator
The County of Cumberland
164 West Broad Street
Bridgeton, NJ 08302
(856) 453-2125

LizBeth Hernandez

From: Joe Derella <joede@co.cumberland.nj.us>
Sent: Wednesday, September 30, 2020 1:02 PM
To: LizBeth Hernandez
Cc: Jody Hirata; Kim Wood; rwood98753@aol.com; Darlene Barber; Celeste Riley
Subject: Re: Grant Opportunity

Thank you Lizbeth!

Joe Derella
Director
Cumberland County Board of Commissioners

On Sep 30, 2020, at 12:58 PM, LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us> wrote:

Good Afternoon Jody,

I have submitted an application and will be waiting for a response.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: Jody Hirata
Sent: Wednesday, September 30, 2020 12:27 PM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Cc: Joe Derella <joede@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>; rwood98753@aol.com; Darlene Barber <darleneba@co.cumberland.nj.us>; Celeste Riley <CELESTERI@co.cumberland.nj.us>
Subject: Grant Opportunity

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Thank you.

<image001.png>

**Jody Hirata
Deputy County Administrator
The County of Cumberland
164 West Broad Street
Bridgeton, NJ 08302
(856) 453-2125**



LizBeth Hernandez

From: Kim Wood <KIMWO@co.cumberland.nj.us>
Sent: Wednesday, September 30, 2020 1:17 PM
To: LizBeth Hernandez; Jody Hirata
Cc: Joe Derella; rwood98753@aol.com; Darlene Barber; Celeste Riley
Subject: RE: Grant Opportunity

Liz, thank you. We appreciate you going after those funds. It will all help.
Kim

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Wednesday, September 30, 2020 12:59 PM
To: Jody Hirata <jodyhi@co.cumberland.nj.us>
Cc: Joe Derella <joe@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>; rwood98753@aol.com; Darlene Barber <darleneba@co.cumberland.nj.us>; Celeste Riley <CELESTERI@co.cumberland.nj.us>
Subject: RE: Grant Opportunity

Good Afternoon Jody,

I have submitted an application and will be waiting for a response.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizabethhe@co.cumberland.nj.us

From: Jody Hirata
Sent: Wednesday, September 30, 2020 12:27 PM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Cc: Joe Derella <joe@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>; rwood98753@aol.com; Darlene Barber <darleneba@co.cumberland.nj.us>; Celeste Riley <CELESTERI@co.cumberland.nj.us>
Subject: Grant Opportunity

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Thank you.



Jody Hirata
Deputy County Administrator
The County of Cumberland
164 West Broad Street
Bridgeton, NJ 08302
(856) 453-2125

LizBeth Hernandez

From: Jody Hirata <jodyhi@co.cumberland.nj.us>
Sent: Wednesday, September 30, 2020 1:28 PM
To: LizBeth Hernandez
Cc: Joe Derella; Kim Wood; rwood98753@aol.com; Darlene Barber; Celeste Riley
Subject: RE: Grant Opportunity

Great Lizbeth! Every funding source helps!! Have a good day! Jody

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Wednesday, September 30, 2020 12:59 PM
To: Jody Hirata <jodyhi@co.cumberland.nj.us>
Cc: Joe Derella <joede@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>; rwood98753@aol.com; Darlene Barber <darleneba@co.cumberland.nj.us>; Celeste Riley <CELESTERI@co.cumberland.nj.us>
Subject: RE: Grant Opportunity

Good Afternoon Jody,

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Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: Jody Hirata
Sent: Wednesday, September 30, 2020 12:27 PM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Cc: Joe Derella <joede@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>; rwood98753@aol.com; Darlene Barber <darleneba@co.cumberland.nj.us>; Celeste Riley <CELESTERI@co.cumberland.nj.us>
Subject: Grant Opportunity

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Thank you.



Jody Hirata
Deputy County Administrator
The County of Cumberland
164 West Broad Street
Bridgeton, NJ 08302
(856) 453-2125

LizBeth Hernandez

From: Dylan Lynch (Center for Tech and Civic Life) <help@techandciviclife.org>
Sent: Wednesday, September 30, 2020 2:28 PM
To: LizBeth Hernandez
Subject: [Center for Tech and Civic Life] Re: RE: [Request received]

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Your request (336) has been updated. To add additional comments, [reply](#) to this email.



Dylan Lynch (Center for Tech and Civic Life)

Sep 30, 2020, 13:28 GMT-5

Hello Lizbeth,

Thanks for contacting us. I do not see an application for the Cumberland County Board of Elections. Do you share election responsibilities with another office in Cumberland County? We encouraged jurisdictions with multiple offices to submit one combined application for grant funds.

Let me know.

Best,

Dylan



LizBeth Hernandez

Sep 30, 2020, 10:22 GMT-5

This is a follow-up to your previous request [#63](#) "Change to Covid-19 Grant Ap..."

Good Morning,

I have not received a response in regards to the grant. Would you please let me know if I was approved or not? I submitted my application on September 12, 2020.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

This email is a service from Center for Tech and Civic Life. Delivered by Zendesk

LizBeth Hernandez

From: Dylan Lynch (Center for Tech and Civic Life) <help@techandcivicle.org>
Sent: Wednesday, September 30, 2020 6:07 PM
To: LizBeth Hernandez
Subject: [Center for Tech and Civic Life] Re: RE: [Request received]

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Your request (336) has been updated. To add additional comments, [reply](#) to this email.



Dylan Lynch (Center for Tech and Civic Life)

Sep 30, 2020, 1 7:07 GMT-5

Hi Lizbeth,

Just wanted to let you that I now see an application for the Cumberland County Election Board in our system. I hope you received a notification. Your application is currently in the verification process.

Best,

Dylan



Dylan Lynch (Center for Tech and Civic Life)

Sep 30, 2020, 13:28 GMT-5

Hello Lizbeth,

Thanks for contacting us. I do not see an application for the Cumberland County Board of Elections. Do you share election responsibilities with another office in Cumberland County? We encouraged jurisdictions with multiple offices to submit one combined application for grant funds.

Let me know.

Best,

Dylan



LizBeth Hernandez

Sep 30, 2020, 10:22 GMT-5

This is a follow-up to your previous request [#63](#) "Change to Covid-19 Grant Ap..."

Good Morning,

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Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizabethhe@co.cumberland.nj.us

This email is a service from Center for Tech and Civic Life. Delivered by [Zendesk](#)

LizBeth Hernandez

From: grants@techandcivicliflife.org
Sent: Wednesday, September 30, 2020 10:48 PM
To: lizbethhe@co.cumberland.nj.us
Subject: Approved: CTCL COVID-19 Response Grant
Attachments: Cumberland County, New Jersey.pdf

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Lizbeth Hernandez,

I'm pleased to share that Center for Tech and Civic Life has reviewed your COVID-19 Response Grant application and has approved a grant award totaling **\$484653.75 USD**.

We look forward to promptly disbursing funds, but first we need two things from you:

1. **Disbursement information:** Please provide payment instructions using the CTCL Grant Disbursement Form here: <https://airtable.com/shrnjlueWISCmnPec>. Note: a member of the CTCL COVID-19 Response Grants team will verify payment details before transmitting funds.
2. **Signed grant agreement:** To release funds CTCL must have a signed copy of your jurisdiction's grant agreement. Please find the agreement for signature attached. Return a signed copy to grants@techandcivicliflife.org at your earliest convenience. Note: Would you prefer a grant for **less** than the amount CTCL has awarded? Simply respond to this email with your preferred total grant amount and we will update your agreement accordingly.

Once you've (1) submitted payment instructions using the CTCL Grant Disbursement Form and (2) returned a signed grant agreement to grants@techandcivicliflife.org, CTCL will process a single payment for the full grant amount.

You can select one of three payment methods with the following disbursement times:

- Wire transfer: 3-4 business days
- ACH: 5-9 business days
- Check: 6-10 business days

Thank you for all you do on behalf of New Jersey voters!

All the best,

Tiana and the Center for Tech and Civic Life Team

--

Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life |
tiana@techandcivicliflife.org | she/her



CENTER FOR
TECH AND
CIVIC LIFE

September 30, 2020

Cumberland County, New Jersey
Commissioner Director
555 Shiloh Pike
Bridgeton, NJ 08302

Dear Joe Derella,

I am pleased to inform you that based on and in reliance upon the information and materials provided by Cumberland County, and the special circumstances Cumberland County faces administering elections in 2020, the Center for Tech and Civic Life ("CTCL"), a nonprofit organization tax-exempt under Internal Revenue Code ("IRC") section 501(c)(3), has decided to award a grant to support the work of Cumberland County ("Grantee").

The following is a description of the grant:

AMOUNT OF GRANT: \$484,653.75 USD

PURPOSE: The grant funds must be used exclusively for the public purpose of planning and operationalizing safe and secure election administration in Cumberland County in 2020 ("Purpose").

Before CTCL transmits these funds to Grantee, CTCL requires that Grantee review and sign this agreement ("Grant Agreement") and agree to use the grant funds in compliance with the Grant Agreement and with United States tax laws and the laws and regulations of your state and

jurisdiction (“Applicable Laws”). Specifically, by signing this letter Grantee certifies and agrees to the following:

1. Grantee is a local government unit or political sub division within the meaning of IRC section 170(c)(1).
2. This grant shall be used only for the Purpose described above, and for no other purposes.
3. Grantee has indicated that the amount of the grant shall be expended on the following specific election administration needs: Ballot drop boxes, Non-partisan voter education, Temporary staffing, Voting materials in languages other than English, and Election administration equipment. Grantee may allocate grant funds among those needs, or to other public purposes listed in the grant application, without further notice to or permission of CTCL.
4. Grantee shall not use any part of this grant to make a grant to another organization, except in the case where the organization is a local government unit or political subdivision within the meaning of IRC section 170(c)(1) or a nonprofit organization tax-exempt under IRC section 501(c)(3), and the subgrant is intended to accomplish the Purpose of this grant. Grantee shall take reasonable steps to ensure that any such subgrant is used in a manner consistent with the terms and conditions of this Grant Agreement, including requiring that subgrantee agrees in writing to comply with the terms and conditions of this Grant Agreement.
5. The grant project period of June 15, 2020 through December 31, 2020 represents the dates between which covered costs may be applied to the grant. The Grantee shall expend the amount of this grant for the Purpose by December 31, 2020.
6. Grantee is authorized to receive this grant from CTCL and certifies that (a) the receipt of these grant funds does not violate any Applicable Laws, and (b) Grantee has taken all required, reasonable and necessary steps to receive, accept and expend the grant in accordance with the Purpose and Applicable Law.
7. The Grantee shall produce a brief report explaining and documenting how grant funds have been expended in support of the activities described in paragraph 3. This report shall be sent to CTCL no later than January 31, 2021 in a format approved by CTCL and shall include with the report a signed certification by Grantee that it has complied with all terms and conditions of this Grant Agreement.



CENTER FOR TECH & CIVIC LIFE
233 N. MICHIGAN AVE., SUITE 1800
CHICAGO, IL 60601

HELLO@TECHANDCIVICLIFE.ORG

8. This grant may not supplant previously appropriated funds. The Grantee shall not reduce the budget of the County Election Board ("the Election Department") or fail to appropriate or provide previously budgeted funds to the Election Department for the term of this grant. Any amount supplanted, reduced or not provided in contravention of this paragraph shall be repaid to CTCL up to the total amount of this grant.
9. CTCL may discontinue, modify, withhold part of, or ask for the return all or part of the grant funds if it determines, in its sole judgment, that (a) any of the above terms and conditions of this grant have not been met, or (b) CTCL is required to do so to comply with applicable laws or regulations.
10. The grant project period of June 15, 2020 through December 31, 2020 represents the dates between which covered costs for the Purpose may be applied to the grant.

Your acceptance of and agreement to these terms and conditions and this Grant Agreement is indicated by your signature below on behalf of Grantee. Please have an authorized representative of Grantee sign below, and return a scanned copy of this letter to us by email at grants@techandcivicle.org.

On behalf of CTCL, I extend my best wishes in your work.

Sincerely,



Tiana Epps Johnson

Executive Director

Center for Tech and Civic Life



CENTER FOR TECH & CIVIC LIFE
233 N. MICHIGAN AVE., SUITE 1800
CHICAGO, IL 60601
HELLO@TECHANDCIVICLE.ORG

GRANTEE

By: _____

Title: _____

Date: _____



CENTER FOR TECH & CIVIC LIFE
233 N. MICHIGAN AVE., SUITE 1800
CHICAGO, IL 60601

HELLO@TECHANDCIVICLIFE.ORG

LizBeth Hernandez

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 8:03 AM
To: rwood98753@aol.com; Russell Creech; Renee Buehler; Joe Derella
Cc: Darlene Barber; Kim Wood; Jody Hirata; Celeste Riley; Gerry Seneski; Jeff Ridgway
Subject: FW: Approved: CTCL COVID-19 Response Grant
Attachments: Cumberland County, New Jersey.pdf

Good Morning,

I am pleased to announce that the Cumberland County Board of Elections has been awarded a total amount of \$484,653.75 from the Center for Tech and Civic Life COVID-19 Response Grant. We will require assistance from Finance Department to provide payment details, as instructed below, and Commissioner Director Joe Derella to sign the grant agreement. Once these two items have been completed, we can receive payment as soon as 3-4 business days.

Please contact me with any further questions or concerns.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: grants@techandcivicle.org [mailto:grants@techandcivicle.org]
Sent: Wednesday, September 30, 2020 10:48 PM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Subject: Approved: CTCL COVID-19 Response Grant

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1. **Disbursement information:** Please provide payment instructions using the CTCL Grant Disbursement Form here: <https://airtable.com/shrnj1ueWISCmnPec>. Note: a member of the CTCL COVID-19 Response Grants team will verify payment details before transmitting funds.
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Thank you for all you do on behalf of New Jersey voters!

All the best,

Tiana and the Center for Tech and Civic Life Team

--

Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life | tiana@techandciviclelife.org | she/her



September 30, 2020

Cumberland County, New Jersey
Commissioner Director
555 Shiloh Pike
Bridgeton, NJ 08302

Dear Joe Derella,

I am pleased to inform you that based on and in reliance upon the information and materials provided by Cumberland County, and the special circumstances Cumberland County faces administering elections in 2020, the Center for Tech and Civic Life ("CTCL"), a nonprofit organization tax-exempt under Internal Revenue Code ("IRC") section 501(c)(3), has decided to award a grant to support the work of Cumberland County ("Grantee").

The following is a description of the grant:

AMOUNT OF GRANT: \$484,653.75 USD

PURPOSE: The grant funds must be used exclusively for the public purpose of planning and operationalizing safe and secure election administration in Cumberland County in 2020 ("Purpose").

Before CTCL transmits these funds to Grantee, CTCL requires that Grantee review and sign this agreement ("Grant Agreement") and agree to use the grant funds in compliance with the Grant Agreement and with United States tax laws and the laws and regulations of your state and

jurisdiction (“Applicable Laws”). Specifically, by signing this letter Grantee certifies and agrees to the following:

1. Grantee is a local government unit or political sub division within the meaning of IRC section 170(c)(1).
2. This grant shall be used only for the Purpose described above, and for no other purposes.
3. Grantee has indicated that the amount of the grant shall be expended on the following specific election administration needs: Ballot drop boxes, Non-partisan voter education, Temporary staffing, Voting materials in languages other than English, and Election administration equipment. Grantee may allocate grant funds among those needs, or to other public purposes listed in the grant application, without further notice to or permission of CTCL.
4. Grantee shall not use any part of this grant to make a grant to another organization, except in the case where the organization is a local government unit or political subdivision within the meaning of IRC section 170(c)(1) or a nonprofit organization tax-exempt under IRC section 501(c)(3), and the subgrant is intended to accomplish the Purpose of this grant. Grantee shall take reasonable steps to ensure that any such subgrant is used in a manner consistent with the terms and conditions of this Grant Agreement, including requiring that subgrantee agrees in writing to comply with the terms and conditions of this Grant Agreement.
5. The grant project period of June 15, 2020 through December 31, 2020 represents the dates between which covered costs may be applied to the grant. The Grantee shall expend the amount of this grant for the Purpose by December 31, 2020.
6. Grantee is authorized to receive this grant from CTCL and certifies that (a) the receipt of these grant funds does not violate any Applicable Laws, and (b) Grantee has taken all required, reasonable and necessary steps to receive, accept and expend the grant in accordance with the Purpose and Applicable Law.
7. The Grantee shall produce a brief report explaining and documenting how grant funds have been expended in support of the activities described in paragraph 3. This report shall be sent to CTCL no later than January 31, 2021 in a format approved by CTCL and shall include with the report a signed certification by Grantee that it has complied with all terms and conditions of this Grant Agreement.



CENTER FOR TECH & CIVIC LIFE
233 N. MICHIGAN AVE., SUITE 1800
CHICAGO, IL 60601

HELLO@TECHANDCIVICLIFE.ORG

8. This grant may not supplant previously appropriated funds. The Grantee shall not reduce the budget of the County Election Board ("the Election Department") or fail to appropriate or provide previously budgeted funds to the Election Department for the term of this grant. Any amount supplanted, reduced or not provided in contravention of this paragraph shall be repaid to CTCL up to the total amount of this grant.
9. CTCL may discontinue, modify, withhold part of, or ask for the return all or part of the grant funds if it determines, in its sole judgment, that (a) any of the above terms and conditions of this grant have not been met, or (b) CTCL is required to do so to comply with applicable laws or regulations.
10. The grant project period of June 15, 2020 through December 31, 2020 represents the dates between which covered costs for the Purpose may be applied to the grant.

Your acceptance of and agreement to these terms and conditions and this Grant Agreement is indicated by your signature below on behalf of Grantee. Please have an authorized representative of Grantee sign below, and return a scanned copy of this letter to us by email at grants@techandcivicle.org.

On behalf of CTCL, I extend my best wishes in your work.

Sincerely,



Tiana Epps Johnson

Executive Director

Center for Tech and Civic Life



CENTER FOR TECH & CIVIC LIFE
233 N. MICHIGAN AVE., SUITE 1800
CHICAGO, IL 60601
HELLO@TECHANDCIVICLIFE.ORG

GRANTEE

By: _____

Title: _____

Date: _____



CENTER FOR TECH & CIVIC LIFE
233 N. MICHIGAN AVE., SUITE 1800
CHICAGO, IL 60601

HELLO@TECHANDCIVICLIFE.ORG

LizBeth Hernandez

From: Kim Wood <KIMWO@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 8:13 AM
To: LizBeth Hernandez; rwood98753@aol.com; Russell Creech; Renee Buehler; Joe Derella
Cc: Darlene Barber; Jody Hirata; Celeste Riley; Gerry Seneski; Jeff Ridgway
Subject: RE: Approved: CTCL COVID-19 Response Grant

Excellent liz. Thank you.

Sent via the Samsung Galaxy S8, an AT&T 5G Evolution capable smartphone

----- Original message -----

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Date: 10/1/20 8:03 AM (GMT-05:00)
To: rwood98753@aol.com, Russell Creech <RUSSELLCR@co.cumberland.nj.us>, Renee Buehler <RENEEBU@co.cumberland.nj.us>, Joe Derella <joede@co.cumberland.nj.us>
Cc: Darlene Barber <darleneba@co.cumberland.nj.us>, Kim Wood <KIMWO@co.cumberland.nj.us>, Jody Hirata <jodyhi@co.cumberland.nj.us>, Celeste Riley <CELESTERI@co.cumberland.nj.us>, Gerry Seneski <GERRYSE@co.cumberland.nj.us>, Jeff Ridgway <JEFFRI@co.cumberland.nj.us>
Subject: FW: Approved: CTCL COVID-19 Response Grant

Good Morning,

I am pleased to announce that the Cumberland County Board of Elections has been awarded a total amount of \$484,653.75 from the Center for Tech and Civic Life COVID-19 Response Grant. We will require assistance from Finance Department to provide payment details, as instructed below, and Commissioner Director Joe Derella to sign the grant agreement. Once these two items have been completed, we can receive payment as soon as 3-4 business days.

Please contact me with any further questions or concerns.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: grants@techandcivicliflife.org [mailto:grants@techandcivicliflife.org]
Sent: Wednesday, September 30, 2020 10:48 PM

To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>

Subject: Approved: CTCL COVID-19 Response Grant

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Lizbeth Hernandez,

I'm pleased to share that Center for Tech and Civic Life has reviewed your COVID-19 Response Grant application and has approved a grant award totaling **\$484653.75 USD**.

We look forward to promptly disbursing funds, but first we need two things from you:

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Thank you for all you do on behalf of New Jersey voters!

All the best,

Tiana and the Center for Tech and Civic Life Team

--

Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life | tiana@techandcivicliflife.org | she/her

LizBeth Hernandez

From: Celeste Riley <CELESTERI@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 8:15 AM
To: Kim Wood; LizBeth Hernandez; rwood98753@aol.com; Russell Creech; Renee Buehler; Joe Derella
Cc: Darlene Barber; Jody Hirata; Gerry Seneski; Jeff Ridgway
Subject: Re: Approved: CTCL COVID-19 Response Grant

That's amazing!!!

From: Kim Wood <KIMWO@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 8:12 AM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>; rwood98753@aol.com <rwood98753@aol.com>; Russell Creech <RUSSELLCR@co.cumberland.nj.us>; Renee Buehler <RENEEBU@co.cumberland.nj.us>; Joe Derella <juede@co.cumberland.nj.us>
Cc: Darlene Barber <darleneba@co.cumberland.nj.us>; Jody Hirata <jodyhi@co.cumberland.nj.us>; Celeste Riley <CELESTERI@co.cumberland.nj.us>; Gerry Seneski <GER RYSE@co.cumberland.nj.us>; Jeff Ridgway <JEFFRI@co.cumberland.nj.us>
Subject: RE: Approved: CTCL COVID-19 Response Grant

Excellent liz. Thank you.

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----- Original message -----

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Date: 10/1/20 8:03 AM (GMT-05:00)
To: rwood98753@aol.com, Russell Creech <RUSSELLCR@co.cumberland.nj.us>, Renee Buehler <RENEEBU@co.cumberland.nj.us>, Joe Derella <juede@co.cumberland.nj.us>
Cc: Darlene Barber <darleneba@co.cumberland.nj.us>, Kim Wood <KIMWO@co.cumberland.nj.us>, Jody Hirata <jodyhi@co.cumberland.nj.us>, Celeste Riley <CELESTERI@co.cumberland.nj.us>, Gerry Seneski <GERRYSE@co.cumberland.nj.us>, Jeff Ridgway <JEFFRI@co.cumberland.nj.us>
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Please contact me with any further questions or concerns.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: grants@techandcivicliflife.org [mailto:grants@techandcivicliflife.org]

Sent: Wednesday, September 30, 2020 10:48 PM

To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>

Subject: Approved: CTCL COVID-19 Response Grant

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Dear Lizbeth Hernandez,

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Thank you for all you do on behalf of New Jersey voters!

All the best,

Tiana and the Center for Tech and Civic Life Team

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Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life |
tiana@techandciviclife.org | she/her

LizBeth Hernandez

From: Jeff Ridgway <JEFFRI@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 8:42 AM
To: LizBeth Hernandez
Subject: RE: Approved: CTCL COVID-19 Response Grant

I'll get you payment information sometime today, Liz Beth



Jeffrey T. Ridgway, Jr., CPA, RMA
Budget Officer
County of Cumberland
164 West Broad Street
Bridgeton, NJ 08302
P: (856) 453-2214
F: (856) 451-0967
E: jeffri@co.cumberland.nj.us

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 8:03 AM
To: rwood98753@aol.com; Russell Creech <RUSSELLCR@co.cumberland.nj.us>; Renee Buehler <RENEEBU@co.cumberland.nj.us>; Joe Derella <joede@co.cumberland.nj.us>
Cc: Darlene Barber <darleneba@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>; Jody Hirata <jodyhi@co.cumberland.nj.us>; Celeste Riley <CELESTERI@co.cumberland.nj.us>; Gerry Seneski <GERRYSE@co.cumberland.nj.us>; Jeff Ridgway <JEFFRI@co.cumberland.nj.us>
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Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801

From: grants@techandcivicliflife.org [<mailto:grants@techandcivicliflife.org>]

Sent: Wednesday, September 30, 2020 10:48 PM

To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>

Subject: Approved: CTCL COVID-19 Response Grant

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Tiana and the Center for Tech and Civic Life Team

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Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life | tiana@techandcivicliflife.org | she/her

LizBeth Hernandez

From: Jody Hirata <jodyhi@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 8:44 AM
To: LizBeth Hernandez; rwood98753@aol.com; Russell Creech; Renee Buehler; Joe Derella
Cc: Darlene Barber; Kim Wood; Celeste Riley; Gerry Seneski; Jeff Ridgway
Subject: RE: Approved: CTCL COVID-19 Response Grant

Dear Lizbeth

Congratulations.

It's odd that the letter is directed to Director Derella. When the Clerk's Office was awarded, it was addressed to her as the agency/department as the awardee/recipient of the grant funds. The authorized signer is Kim Wood, County Administrator or Director Derella.

The amount is exactly same as the County Clerk's Office, so I just want to make sure they understand that your award is for the Cumberland County Board of Elections and separate from what was awarded to Clerk's Office.

Are you able to contact them and confirm?

Let me know. Thank you. Jody

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 8:03 AM
To: rwood98753@aol.com; Russell Creech <RUSSELLCR@co.cumberland.nj.us>; Renee Buehler <RENEEBU@co.cumberland.nj.us>; Joe Derella <juede@co.cumberland.nj.us>
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Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801

From: grants@techandcivicliflife.org [<mailto:grants@techandcivicliflife.org>]

Sent: Wednesday, September 30, 2020 10:48 PM

To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>

Subject: Approved: CTCL COVID-19 Response Grant

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All the best,

Tiana and the Center for Tech and Civic Life Team

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Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life | tiana@techandcivicliflife.org | she/her

LizBeth Hernandez

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 8:51 AM
To: Center for Tech and Civic Life
Subject: RE: [Center for Tech and Civic Life] Re: RE: [Request received]

Good Morning Dylan,

We received the same exact amount as the Cumberland County Clerk's office. Does this mean that our application are now joint? We were instructed to apply separately for the grant and we did apply for different items.

Thank you for your help in this matter.

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: Dylan Lynch (Center for Tech and Civic Life) [mailto:help@techandcivicle.org]
Sent: Wednesday, September 30, 2020 2:28 PM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Subject: [Center for Tech and Civic Life] Re: RE: [Request received]

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Your request (336) has been updated. To add additional comments, [reply](#) to this email.



Dylan Lynch (Center for Tech and Civic Life)

Sep 30, 2020, 13:28 GMT-5

Hello Lizbeth,

Thanks for contacting us. I do not see an application for the Cumberland County Board of Elections. Do you share election responsibilities with another office in Cumberland County? We encouraged jurisdictions with multiple offices to submit one combined application for grant funds.

Let me know.

Best,

Dylan



LizBeth Hernandez

Sep 30, 2020, 10:22 GMT-5

This is a follow-up to your previous request [#63](#) "Change to Covid-19 Grant Ap..."

Good Morning,

I have not received a response in regards to the grant. Would you please let me know if I was approved or not? I submitted my application on September 12, 2020.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizabethhe@co.cumberland.nj.us

LizBeth Hernandez

From: Dylan Lynch (Center for Tech and Civic Life) <help@techandciviclife.org>
Sent: Thursday, October 1, 2020 9:25 AM
To: LizBeth Hernandez
Subject: [Center for Tech and Civic Life] Re: RE: [Request received]

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Your request (336) has been updated. To add additional comments, [reply](#) to this email.



Dylan Lynch (Center for Tech and Civic Life)

Oct 1, 2020, 8:25 GMT-5

Hi Lizbeth,

Your application is still separate from any other office. Having the same grant amount makes sense, as the funding formula is based on the citizen voting age population and other demographic data from the jurisdiction.

Best,

Dylan



LizBeth Hernandez

Oct 1, 2020, 7:50 GMT-5

Good Morning Dylan,

We received the same exact amount as the Cumberland County Clerk's office. Does this mean that our application are now joint? We were instructed to apply separately for the grant and we did apply for different items.

Thank you for your help in this matter.

Lizbeth Hernandez, Administrator

Cumberland County Board of Elections

(856) 451-2654

(856) 453-5801

lizabethhe@co.cumberland.nj.us



Dylan Lynch (Center for Tech and Civic Life)

Sep 30, 2020, 17:07 GMT-5

Hi Lizbeth,

Just wanted to let you that I now see an application for the Cumberland County Election Board in our system. I hope you received a notification. Your application is currently in the verification process.

Best,

Dylan



Dylan Lynch (Center for Tech and Civic Life)

Sep 30, 2020, 13:28 GMT-5

Hello Lizbeth,

Thanks for contacting us. I do not see an application for the Cumberland County Board of Elections. Do you share election responsibilities with another office in Cumberland County? We encouraged jurisdictions with multiple offices to submit one combined application for grant funds.

Let me know.

Best,

Dylan



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Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

This email is a service from Center for Tech and Civic Life. Delivered by [Zendesk](#)

LizBeth Hernandez

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 1:25 PM
To: Jody Hirata; rwood98753@aol.com; Russell Creech; Renee Buehler; Joe Derella
Cc: Darlene Barber; Kim Wood; Celeste Riley; Gerry Seneski; Jeff Ridgway
Subject: RE: Approved: CTCL COVID-19 Response Grant

Good Afternoon Jody,

I thought Commissioner Director Joe Derella would have to sign the grants, but if that not the case then, Kim, would you please sign the grant agreement? Thank you.

I have confirmed the grant is for the Board of Elections office not joint with the County Clerk's office. The reason the amount is the same is because they use the number of registered voters and demographics to calculate the grant amounts to be awarded.

Please contact me with any further questions or concerns.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: Jody Hirata
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Are you able to contact them and confirm?

Let me know. Thank you. Jody

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 8:03 AM
To: rwood98753@aol.com; Russell Creech <RUSSELLCR@co.cumberland.nj.us>; Renee Buehler <RENEEBU@co.cumberland.nj.us>; Joe Derella <joede@co.cumberland.nj.us>
Cc: Darlene Barber <darleneba@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>; Jody Hirata <jodyhi@co.cumberland.nj.us>; Celeste Riley <CELESTERI@co.cumberland.nj.us>; Gerry Seneski <GERRYSE@co.cumberland.nj.us>; Jeff Ridgway <JEFFRI@co.cumberland.nj.us>
Subject: FW: Approved: CTCL COVID-19 Response Grant

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Please contact me with any further questions or concerns.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: grants@techandcivicliflife.org [<mailto:grants@techandcivicliflife.org>]
Sent: Wednesday, September 30, 2020 10:48 PM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Subject: Approved: CTCL COVID-19 Response Grant

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

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2. **Signed grant agreement:** To release funds CTCL must have a signed copy of your jurisdiction's grant agreement. Please find the agreement for signature attached. Return a signed copy to grants@techandciviclife.org at your earliest convenience. Note: Would you prefer a grant for **less** than the amount CTCL has awarded? Simply respond to this email with your preferred total grant amount and we will update your agreement accordingly.

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Thank you for all you do on behalf of New Jersey voters!

All the best,

Tiana and the Center for Tech and Civic Life Team

--

Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life | tiana@techandciviclife.org | she/her

LizBeth Hernandez

From: Jody Hirata <jodyhi@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 1:35 PM
To: LizBeth Hernandez; rwood98753@aol.com; Russell Creech; Renee Buehler; Joe Derella
Cc: Darlene Barber; Kim Wood; Celeste Riley; Gerry Seneski; Jeff Ridgway
Subject: RE: Approved: CTCL COVID-19 Response Grant

Dear Lizbeth

My concern is the grant awardee notated Commissioner Derella. I do believe either can sign but I just want to make sure they have Cumberland County Board of Elections as the awardee.

Also we wanted to make sure the correct budget was submitted that reflected only the Board of Elections budget.

Sent via the Samsung Galaxy S8, an AT&T 5G Evolution capable smartphone

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Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801

lizbethhe@co.cumberland.nj.us

From: Jody Hirata

Sent: Thursday, October 1, 2020 8:44 AM

To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>; rwood98753@aol.com; Russell Creech <RUSSELLCR@co.cumberland.nj.us>; Renee Buehler <REN EEBU@co.cumberland.nj.us>; Joe Derella <jode@co.cumberland.nj.us>

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Sent: Wednesday, September 30, 2020 10:48 PM
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Subject: Approved: CTCL COVID-19 Response Grant

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Thank you for all you do on behalf of New Jersey voters!

All the best,

Tiana and the Center for Tech and Civic Life Team

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Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life |
tiana@techandciviclife.org | she/her

LizBeth Hernandez

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 1:53 PM
To: Center for Tech and Civic Life
Subject: RE: [Center for Tech and Civic Life] Re: RE: [Request received]

Hi Dylan,

Our county administration would like for me to verify that the awardee for the grant is the Cumberland County Board of Elections and not Commissioner Director Joe Derella who the grant agreement was addressed?

Thank you for your help.

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: Dylan Lynch (Center for Tech and Civic Life) [mailto:help@techandcivicle.org]
Sent: Thursday, October 1, 2020 9:25 AM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Subject: [Center for Tech and Civic Life] Re: RE: [Request received]

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Your request (336) has been updated. To add additional comments, reply to this email.



Dylan Lynch (Center for Tech and Civic Life)

Oct 1, 2020, 8:25 GMT-5

Hi Lizbeth,

Your application is still separate from any other office. Having the same grant amount makes sense, as the funding formula is based on the citizen voting age population and other demographic data from the jurisdiction.

Best,

Dylan



LizBeth Hernandez

Oct 1, 2020, 7:50 GMT-5

Good Morning Dylan,

We received the same exact amount as the Cumberland County Clerk's office. Does this mean that our application are now joint? We were instructed to apply separately for the grant and we did apply for different items.

Thank you for your help in this matter.

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us



Dylan Lynch (Center for Tech and Civic Life)

Sep 30, 2020, 17:07 GMT-5

Hi Lizbeth,

Just wanted to let you that I now see an application for the Cumberland County Election Board in our system. I hope you received a notification. Your application is currently in the verification process.

Best,

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Dylan Lynch (Center for Tech and Civic Life)

Sep 30, 2020, 13:28 GMT-5

Hello Lizbeth,

Thanks for contacting us. I do not see an application for the Cumberland County Board of Elections. Do you share election responsibilities with another office in Cumberland County? We encouraged jurisdictions with multiple offices to submit one combined application for grant funds.

Let me know.

Best,

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LizBeth Hernandez

Sep 30, 2020, 10:22 GMT-5

This is a follow-up to your previous request [#63](#) "Change to Covid-19 Grant Ap..."

Good Morning,

I have not received a response in regards to the grant. Would you please let me know if I was approved or not? I submitted my application on September 12, 2020.

Thank you,

Lizbeth Hernandez, Administrator
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(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

LizBeth Hernandez

From: Kim Wood <KIMWO@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 3:46 PM
To: LizBeth Hernandez; Jody Hirata; rwood98753@aol.com; Russell Creech; Renee Buehler; Joe Derella
Cc: Darlene Barber; Celeste Riley; Gerry Seneski; Jeff Ridgway
Subject: RE: Approved: CTCL COVID-19 Response Grant

Very good information. Thank you Liz, yes I will get it signed and send back to you.
Kim

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Thursday, October 1, 2020 1:25 PM
To: Jody Hirata <jodyhi@co.cumberland.nj.us>; rwood98753@aol.com; Russell Creech <RUSSELLCR@co.cumberland.nj.us>; Renee Buehler <RENEEBU@co.cumberland.nj.us>; Joe Derella <joede@co.cumberland.nj.us>
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(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: grants@techandcivicliflife.org [<mailto:grants@techandcivicliflife.org>]

Sent: Wednesday, September 30, 2020 10:48 PM

To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>

Subject: Approved: CTCL COVID-19 Response Grant

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Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life |
tiana@techandcivicliflife.org | she/her

LizBeth Hernandez

From: Dylan Lynch (Center for Tech and Civic Life) <help@techandciviclife.org>
Sent: Friday, October 2, 2020 10:58 AM
To: LizBeth Hernandez
Subject: [Center for Tech and Civic Life] Re: RE: [Request received]

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Your request (336) has been updated. To add additional comments, reply to this email.



Dylan Lynch (Center for Tech and Civic Life)

Oct 2, 2020, 9:57 GMT-5

Hi Lizbeth,

Your name and office is listed as the applicant, while the County Board of Supervisors is listed as the approval body and Joe Dorella is listed as the grant signatory. The grant agreement is addressed to the signer, but your office, as the applicant and eligible election office, will be the receiver of the grant.

Best,

Dylan



LizBeth Hernandez

Oct 1, 2020, 12:53 GMT-5

Hi Dylan,

Our county administration would like for me to verify that the awardee for the grant is the Cumberland County Board of Elections and not Commissioner Director Joe Derella who the grant agreement was addressed?

Thank you for your help.

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us



Dylan Lynch (Center for Tech and Civic Life)

Oct 1, 2020, 8:25 GMT-5

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Best,

Dylan



LizBeth Hernandez

Oct 1, 2020, 7:50 GMT-5

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(856) 451-2654
(856) 453-5801

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Sep 30, 2020, 17:07 GMT-5

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This email is a service from Center for Tech and Civic Life. Delivered by [Zendesk](#)

LizBeth Hernandez

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Friday, October 2, 2020 4:16 PM
To: Jody Hirata; rwood98753@aol.com; Russell Creech; Renee Buehler; Joe Derella
Cc: Darlene Barber; Kim Wood; Celeste Riley; Gerry Seneski; Jeff Ridgway
Subject: RE: Approved: CTCL COVID-19 Response Grant

Good Afternoon Jody,

I have received confirmation that the Cumberland County Board of Elections is the receiver of the grant although the grant was addressed to Commissioner Director Joe Derella.

In regards to the budget, Jeff Ridgway provided the information which did have both the County Clerk and Board of Elections budget, but I specified on the application the portion that belongs to the Board of Elections. I spoke to Celeste who confirmed that she did the same when she submitted the grant application.

Please let me know if you have any further questions.

Thank you,

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lizbethhe@co.cumberland.nj.us

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Sent: Thursday, October 1, 2020 8:03 AM

To: rwood98753@aol.com; Russell Creech <RUSSELLCR@co.cumberland.nj.us>; Renee Buehler <RENEEBU@co.cumberland.nj.us>; Joe Derella <joede@co.cumberland.nj.us>

Cc: Darlene Barber <darleneba@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>; Jody Hirata <jodyhi@co.cumberland.nj.us>; Celeste Riley <CELESTERI@co.cumberland.nj.us>; Gerry Seneski <GERRYSE@co.cumberland.nj.us>; Jeff Ridgway <JEFFRI@co.cumberland.nj.us>

Subject: FW: Approved: CTCL COVID-19 Response Grant

Good Morning,

I am pleased to announce that the Cumberland County Board of Elections has been award a total amount of \$484,653.75 from the Center for Tech and Civic Life COVID-19 Response Grant. We will require assistance from Finance Department to provide payment details, as instructed below, and Commissioner Director Joe Derella to sign the grant agreement. Once these two items have been completed, we can receive payment as soon as 3-4 business days.

Please contact me with any further questions or concerns.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: grants@techandcivicliflife.org [<mailto:grants@techandcivicliflife.org>]

Sent: Wednesday, September 30, 2020 10:48 PM

To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>

Subject: Approved: CTCL COVID-19 Response Grant

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

I'm pleased to share that Center for Tech and Civic Life has reviewed your COVID-19 Response Grant application and has approved a grant award totaling **\$484653.75 USD**.

We look forward to promptly disbursing funds, but first we need two things from you:

1. **Disbursement information:** Please provide payment instructions using the CTCL Grant Disbursement Form here: <https://airtable.com/shrnjlueWISCmnPec>. Note: a member of the CTCL COVID-19 Response Grants team will verify payment details before transmitting funds.
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Thank you for all you do on behalf of New Jersey voters!

All the best,

Tiana and the Center for Tech and Civic Life Team

--

Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life | tiana@techandcivicliflife.org | she/her

LizBeth Hernandez

From: Darlene Barber <darleneba@co.cumberland.nj.us>
Sent: Friday, October 2, 2020 4:20 PM
To: Jody Hirata; rwood98753@aol.com; Russell Creech; Renee Buehler; Joe Derella; LizBeth Hernandez
Cc: Kim Wood; Celeste Riley; Gerry Seneski; Jeff Ridgway
Subject: Re: Approved: CTCL COVID-19 Response Grant

Great news Liz! Thank you so much.
Darlene

Sent from my Verizon, Samsung Galaxy smartphone
Get [Outlook for Android](#)

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Friday, October 2, 2020 4:16:01 PM
To: Jody Hirata <jodyhi@co.cumberland.nj.us>; rwood98753@aol.com <rwood98753@aol.com>; Russell Creech <RUSSELLCR@co.cumberland.nj.us>; Renee Buehler <REN EEBU@co.cumberland.nj.us>; Joe Derella <joeede@co.cumberland.nj.us>
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----- Original message -----

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Date: 10/1/20 1:25 PM (GMT-05:00)

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Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizabethhe@co.cumberland.nj.us

From: Jody Hirata
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To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>; rwood98753@aol.com; Russell Creech <RUSSELLCR@co.cumberland.nj.us>; Renee Buehler <RENEEBU@co.cumberland.nj.us>; Joe Derella <joede@co.cumberland.nj.us>
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tiana@techandciviclife.org | she/her

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From: Jody Hirata <jodyhi@co.cumberland.nj.us>
Sent: Friday, October 2, 2020 4:40 PM
To: LizBeth Hernandez; rwood98753@aol.com; Russell Creech; Renee Buehler; Joe Derella
Cc: Darlene Barber; Kim Wood; Celeste Riley; Gerry Seneski; Jeff Ridgway
Subject: RE: Approved: CTCL COVID-19 Response Grant

Great Liz! Thank you for follow up. We just wanted to make sure there were no issues upon receipt of the funds. Thank you for applying for the funds – it will definitely help the budget!

Have a good weekend! Jody

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Friday, October 2, 2020 4:16 PM
To: Jody Hirata <jodyhi@co.cumberland.nj.us>; rwood98753@aol.com; Russell Creech <RUSSELLCR@co.cumberland.nj.us>; Renee Buehler <RENEEBU@co.cumberland.nj.us>; Joe Derella <joe@co.cumberland.nj.us>
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Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life |
tiana@techandcivicliflife.org | she/her

LizBeth Hernandez

From: Hollister Bundy and Clark Fetridge Inclusion Solutions (847 869-2500)
<hbundy@inclusionsolutions.com>
Sent: Tuesday, October 6, 2020 11:43 AM
To: Lizabeth Hernandez
Subject: CTCL Grant Extended for Elections!! Buy Booths, PPE, LED Wands, Ballotboxes Now.

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Trouble viewing this email? [Read it online](#)

Dear Election Officials:

Over 1,100 Election Officials Have Received Grants from \$5,000 - \$1,000,000. And it's Extended! The Center for Tech and Civic Life (CTCL) has extended the deadline to apply for your share of \$250 million to October 15. <https://www.techandciviclelife.org/grant-update-september/>

Inclusion Solutions carries EVERYTHING you need including the **PureVote LED UV Wand**, and other additional protective equipment. [CLICKING HERE FOR FULL CATALOG OF ELIGIBLE SUPPLIES](#)

The "PureVote LED UV Wand" -- Thousands sold -- use your grant for something that will last forever!

- *PureVote LED UV Wand* is a simple but highly effective method of disinfecting absentee ballots and envelopes, voter registration mail, office surfaces and materials, election equipment, epollbook tablets, and other public documents. Utilizing UV-C at 270-280 nanometers (nm) and UV-A at 380-405 nm, the *PureVote LED UV Wand* device damages the DNA and RNA in bacteria and viruses, *including COVID-19*, rendering them harmless.
- Take a look for yourself by clicking here on a ["VIDEO OVERVIEW OF LED WAND FOR ELECTIONS"](#)
- Complete our [Flyer and Order Form](#) today!
- (e also have a "UV box" that can sterilize pens, styluses, headsets, etc.)



Other Supplies: Ballot Boxes, PPE Kits, "Pollworker Protector" Sneeze Guards (including ones for PollPads!), the BallotCall Alert Systems for polling place accessibility and curbside, and our many patent-designed voting booths.

- Please consider reviewing our newest catalog, featuring COVID and social distance related products by [CLICKING HERE FOR FULL CATALOG](#)
- You can always reach us by phone at 847-869-2500 or by emailing your Sales Representative directly:
 - Michigan/Minnesota/Wisconsin: Clark Fetridge, cfetridge@inclusionsolutions.com
 - All Other: Hollister Bundy, hbundy@inclusionsolutions.com



You are subscribed to this mailing list as ccclerknj@co.cumberland.nj.us. Please [click here](#) to modify your message preferences or to unsubscribe from any future mailings. We will respect all unsubscribe requests.

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 - All Other: Hollister Bundy, hbundy@inclusionsolutions.com



You are subscribed to this mailing list as lizbethhe@co.cumberland.nj.us. Please [click here](#) to modify your message preferences or to unsubscribe from any future mailings. We will respect all unsubscribe requests.

LizBeth Hernandez

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Wednesday, October 7, 2020 11:38 AM
To: Center for Tech and Civic Life
Subject: RE: [Center for Tech and Civic Life] Re: RE: [Request received]

Hello Dylan,

I have a question. Would the grant money be able to be used to provide meals for our workers who are unable to leave the location where ballots are being processed and/or counted?

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: Dylan Lynch (Center for Tech and Civic Life) [mailto:help@techandcivicle.org]
Sent: Friday, October 2, 2020 10:58 AM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Subject: [Center for Tech and Civic Life] Re: RE: [Request received]

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Your request (336) has been updated. To add additional comments, reply to this email.



Dylan Lynch (Center for Tech and Civic Life)

Oct 2, 2020, 9:57 GMT-5

Hi Lizbeth,

Your name and office is listed as the applicant, while the County Board of Supervisors is listed as the approval body and Joe Dorella is listed as the grant signatory. The grant agreement is addressed to the signer, but your office, as the applicant and eligible election office, will be the receiver of the grant.

Best,

Dylan



LizBeth Hernandez

Oct 1, 2020, 12:53 GMT-5

Hi Dylan,

Our county administration would like for me to verify that the awardee for the grant is the Cumberland County Board of Elections and not Commissioner Director Joe Derella who the grant agreement was addressed?

Thank you for your help.

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us



Dylan Lynch (Center for Tech and Civic Life)

Oct 1, 2020, 8:25 GMT-5

Hi Lizbeth,

Your application is still separate from any other office. Having the same grant amount makes sense, as the funding formula is based on the citizen voting age population and other demographic data from the jurisdiction.

Best,

Dylan



LizBeth Hernandez

Oct 1, 2020, 7:50 GMT-5

Good Morning Dylan,

We received the same exact amount as the Cumberland County Clerk's office. Does this mean that our application are now joint? We were instructed to apply separately for the grant and we did apply for different items.

Thank you for your help in this matter.

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us



Dylan Lynch (Center for Tech and Civic Life)

Sep 30, 2020, 17:07 GMT-5

Hi Lizbeth,

Just wanted to let you that I now see an application for the Cumberland County Election Board in our system. I hope you received a notification. Your application is currently in the verification process.

Best,

Dylan



Dylan Lynch (Center for Tech and Civic Life)

Sep 30, 2020, 13:28 GMT-5

Hello Lizbeth,

Thanks for contacting us. I do not see an application for the Cumberland County Board of Elections. Do you share election responsibilities with another office in Cumberland County? We encouraged jurisdictions with multiple offices to submit one combined application for grant funds.

Let me know.

Best,

Dylan



LizBeth Hernandez

Sep 30, 2020, 10:22 GMT-5

This is a follow-up to your previous request [#63](#) "Change to Covid-19 Grant Ap..."

Good Morning,

I have not received a response in regards to the grant. Would you please let me know if I was approved or not? I submitted my application on September 12, 2020.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

LizBeth Hernandez

From: Dylan Lynch (Center for Tech and Civic Life) <help@techandciviclife.org>
Sent: Wednesday, October 7, 2020 2:27 PM
To: LizBeth Hernandez
Subject: [Center for Tech and Civic Life] Re: RE: [Center for Tech and Civic Life] Re: RE: [Request received]

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Your request (482) has been updated. To add additional comments, reply to this email.



Dylan Lynch (Center for Tech and Civic Life)

Oct 7, 2020, 13:26 GMT-5

Hi Lizbeth,

Yes, providing meals for workers is covered under the broad category "Ensure safe, efficient election day administration". The [FAQ](#) lists examples of covered expenses, but it's not an exhaustive list. In general, the grant can cover any expense that will help your office fulfill one of the following election activities for the 2020 elections:

- Ensure safe, efficient election day administration
- Expand voter education & outreach efforts
- Launch poll worker recruitment, training & safety efforts
- Support early in-person voting and vote by mail

Best,

Dylan



LizBeth Hernandez

Oct 7, 2020, 10:53 GMT-5

This is a follow-up to your previous request [#336](#) "RE: [Request received]"

Hello Dylan,

I have a question. Would the grant money be able to be used to provide meals for our workers who are unable to leave the location where ballots are being processed and/or counted?

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

This email is a service from Center for Tech and Civic Life. Delivered by Zendesk

LizBeth Hernandez

From: Inclusion Solutions <hbundy@inclusionsolutions.com>
Sent: Friday, October 9, 2020 6:31 PM
To: lizbethhe@co.cumberland.nj.us
Subject: Election Grant Deadline Extended

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.



Grant Money Available



Since September, Inclusion Solutions has partnered with hundreds of U.S. Election Offices in taking advantage of the Center for Tech and Civic Life grant, receiving millions of dollars in much needed assistance. Because the grant program has been so well received, the application deadline has been extended to Thursday, October 15th. You can complete the grant application [here](#)!

And don't forget: Inclusion Solutions is your one-stop shop for last-minute election supplies including PPE, ADA-compliance, voting booths, and more!

LED Purification Wand



Easy to use LED wand kills 99.9% of germs, bacteria, and viruses.

\$499

[More Info](#)

Pollworker Protector- Free Standing Sneeze Guard



Pollworker Protector Free-Standing Sneeze Guard tabletop shield, designed by election professionals!

~~\$99~~ *Special Pricing Available*

[More Info](#)

Other Social-Distance, Accessibility, and Election Day Products!



Enhance polling place accessibility and efficiency with our ADA-compliant and social distance friendly equipment and supplies, including the [Franklin Voting Booth](#) and [Fortress Ballot Box](#).

[See More Polling Place Products](#)

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Inclusion Solutions | 2000 Greenleaf Street, Suite 3, Evanston, IL 60202

[Unsubscribe](#) lizabethhe@co.cumberland.nj.us

[Update Profile](#) | [About our service provider](#)

Sent by hbundy@inclusionsolutions.com powered by



LizBeth Hernandez

From: CTCL <keegan@techandcivicliflife.org>
Sent: Tuesday, October 13, 2020 9:00 AM
To: lizbethhe@co.cumberland.nj.us
Subject: Deadline extension for CTCL grants program and more!

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Vote Early Day, grant deadline extension, and election security video

[View this email in your browser](#)



Celebrating Vote Early Day

Will you join us in celebrating Vote Early Day on October 24th, 2020? Over 2200 partners have already signed on to celebrate from across the nation. Vote Early Day is the first holiday designed to help all eligible voters learn about their voting options and celebrate the act of voting early.



Make sure your election office is ready for this new civic holiday by:

- Preparing for [Vote Early Day events](#) at early voting sites and dropboxes
 - Using the [Vote Early Day digital toolkit](#) to engage your community
 - Spreading the word far and wide across social media
-

Deadline extension: COVID-19 Response Grants

So far, [over 2,300 election offices](#) have applied for a [CTCL COVID-19 Response grant](#). Because the grant program has been so well received, we are extending the application deadline. All U.S. local election offices that have not previously applied are invited to apply by **Thursday, October 15th**.

All local election offices responsible for administering election activities covered by the [CTCL COVID-19 Response grant program](#) are eligible to apply for grant funds. Every eligible election department that is verified as legitimate will be approved for a grant. The minimum CTCL COVID-19 Response Grant amount awarded is \$5,000.



The pin-map above speaks to the sheer volume of applications we've received, as well as the geographic diversity. While we haven't hit all 50 states yet, we're so close.

If you've already applied, please help spread the word to other local election offices in your state! We still have money to distribute before the **October 15th deadline**. A quick email to your neighboring county might be the only reason they learned about this funding opportunity.

[Learn more and apply](#)

Watch: CTCL Featured in Freethink Election Security Video

This year, American voters are more concerned with election security than ever before. And while the COVID-19 pandemic has shifted many election administration operations to scale mail voting and maintain safe in-person voting options, CTCL continues to prioritize election security training for election departments. Along with Freethink and Protect

Democracy, in partnership with the Skoll Foundation, we're honored to share this [new video](#) that highlights how election officials like Iowa SOS and Allen County are working around the clock to ensure a secure, trustworthy, and safe election for voters this November.

[Watch video](#)

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You are receiving this email because you subscribed to the ELECTricity newsletter.

Our mailing address is:

Center for Tech and Civic Life
233 N. Michigan Ave.
Ste. 1800
Chicago, IL 60601

[Add us to your address book](#)

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LizBeth Hernandez

From: grants@techandcivicliflife.org
Sent: Tuesday, October 13, 2020 4:54 PM
To: lizbethhe@co.cumberland.nj.us
Subject: Approved: CTCL COVID-19 Response Grant
Attachments: Cumberland County, New Jersey boe.pdf

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear Lizbeth Hernandez,

I'm pleased to share that Center for Tech and Civic Life has reviewed your COVID-19 Response Grant application and has approved a grant award totaling **\$484653.75 USD**.

We look forward to promptly disbursing funds, but first we need two things from you:

1. **Disbursement information:** Please provide payment instructions using the CTCL Grant Disbursement Form here: <https://airtable.com/shrnjlueWISCmnPec>. Note: a member of the CTCL COVID-19 Response Grants team will verify payment details before transmitting funds.
2. **Signed grant agreement:** To release funds CTCL must have a signed copy of your jurisdiction's grant agreement. Please find the agreement for signature attached. Return a signed copy to grants@techandcivicliflife.org at your earliest convenience. Note: Would you prefer a grant for **less** than the amount CTCL has awarded? Simply respond to this email with your preferred total grant amount and we will update your agreement accordingly.

Once you've (1) submitted payment instructions using the [CTCL Grant Disbursement Form](#) and (2) returned a signed grant agreement to grants@techandcivicliflife.org, CTCL will process a single payment for the full grant amount.

You can select one of three payment methods with the following disbursement times:

- Wire transfer: 3-4 business days
- ACH: 5-9 business days
- Check: 6-10 business days

Center for Tech and Civic Life has partnered with accounting firm [Marcum LLP](#) to disburse grant funds. Marcum is using [Bill.com](#) to efficiently and securely process payments. After you've completed the [Grant Disbursement Form](#) Marcum will send an email via Bill.com to complete the disbursement process.

Thank you for all you do on behalf of New Jersey voters!

All the best,

Tiana and the Center for Tech and Civic Life Team

--

Tiana Epps-Johnson | Founder & Executive Director, Center for Tech and Civic Life |
tiana@techandciviclife.org | she/her



October 13, 2020

Cumberland County, New Jersey

County Board of Elections

555 Shiloh Pike

Bridgeton, NJ 08302

Cumberland County Board of Elections:

I am pleased to inform you that based on and in reliance upon the information and materials provided by Cumberland County, and the special circumstances Cumberland County faces administering elections in 2020, the Center for Tech and Civic Life ("CTCL"), a nonprofit organization tax-exempt under Internal Revenue Code ("IRC") section 501(c)(3), has decided to award a grant to support the work of Cumberland County ("Grantee").

The following is a description of the grant:

AMOUNT OF GRANT: \$484,653.75 USD

PURPOSE: The grant funds must be used exclusively for the public purpose of planning and operationalizing safe and secure election administration in Cumberland County in 2020 ("Purpose").

Before CTCL transmits these funds to Grantee, CTCL requires that Grantee review and sign this agreement ("Grant Agreement") and agree to use the grant funds in compliance with the Grant Agreement and with United States tax laws and the laws and regulations of your state and jurisdiction ("Applicable Laws"). Specifically, by signing this letter Grantee certifies and agrees to the following:

1. Grantee is a local government unit or political subdivision within the meaning of IRC section 170(c)(1).
2. This grant shall be used only for the Purpose described above, and for no other purposes.
3. Grantee has indicated that the amount of the grant shall be expended on the following specific election administration needs: Ballot drop boxes and Temporary staffing. Grantee may allocate grant funds among those needs, or to other public purposes listed in the grant application, without further notice to or permission of CTCL.
4. Grantee shall not use any part of this grant to make a grant to another organization, except in the case where the organization is a local government unit or political subdivision within the meaning of IRC section 170(c)(1) or a nonprofit organization tax-exempt under IRC section 501(c)(3), and the subgrant is intended to accomplish the Purpose of this grant. Grantee shall take reasonable steps to ensure that any such subgrant is used in a manner consistent with the terms and conditions of this Grant Agreement, including requiring that subgrantee agrees in writing to comply with the terms and conditions of this Grant Agreement.
5. The grant project period of June 15, 2020 through December 31, 2020 represents the dates between which covered costs may be applied to the grant. The Grantee shall expend the amount of this grant for the Purpose by December 31, 2020.
6. Grantee is authorized to receive this grant from CTCL and certifies that (a) the receipt of these grant funds does not violate any Applicable Laws, and (b) Grantee has taken all required, reasonable and necessary steps to receive, accept and expend the grant in accordance with the Purpose and Applicable Law.
7. The Grantee shall produce a brief report explaining and documenting how grant funds have been expended in support of the activities described in paragraph 3. This report shall be sent to CTCL no later than January 31, 2021 in a format approved by CTCL and shall include with the report a signed certification by Grantee that it has complied with all terms and conditions of this Grant Agreement.
8. This grant may not supplant previously appropriated funds. The Grantee shall not reduce the budget of the County Election Board ("the Election Department") or fail to appropriate or provide previously budgeted funds to the Election Department for the



term of this grant. Any amount supplanted, reduced or not provided in contravention of this paragraph shall be repaid to CTCL up to the total amount of this grant.

9. CTCL may discontinue, modify, withhold part of, or ask for the return all or part of the grant funds if it determines, in its sole judgment, that (a) any of the above terms and conditions of this grant have not been met, or (b) CTCL is required to do so to comply with applicable laws or regulations.
10. The grant project period of June 15, 2020 through December 31, 2020 represents the dates between which covered costs for the Purpose may be applied to the grant.

Your acceptance of and agreement to these terms and conditions and this Grant Agreement is indicated by your signature below on behalf of Grantee. Please have an authorized representative of Grantee sign below, and return a scanned copy of this letter to us by email at grants@techandcivicliflife.org.

On behalf of CTCL, I extend my best wishes in your work.

Sincerely,



Tiana Epps Johnson

Executive Director

Center for Tech and Civic Life



CENTER FOR TECH & CIVIC LIFE
233 N. MICHIGAN AVE., SUITE 1800
CHICAGO, IL 60601
HELLO@TECHANDCIVICLIFE.ORG

GRANTEE

By: _____

Title: _____

Date: _____



CENTER FOR TECH & CIVIC LIFE
233 N. MICHIGAN AVE., SUITE 1800
CHICAGO, IL 60601

HELLO@TECHANDCIVICLIFE.ORG

LizBeth Hernandez

From: Ryan Ritchie <ryan@voteathome.org>
Sent: Monday, October 19, 2020 9:18 AM
To: Ryan Ritchie
Subject: Best Practices for Election Command Centers
Attachments: NVAHI Command Center Recommendations_Oct2020.pdf; NVAHI Command Center One-Pager_Oct2020.pdf

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Hello,

As election day approaches and vote by mail is already underway), I wanted to share a new resource from the National Vote at Home Institute to help election offices prepare for and respond to potential crises.

The Best Practices for Election Command Centers document attached includes recommendations, curated from several resources, for setting up a centralized operation to oversee and coordinate responses to issues that may arise in the next couple weeks, including specific considerations for several possible scenarios. I'm also attaching a one-pager of the key takeaways and scenarios.

I hope this resource is useful, and please let me know if you have any questions or would like more specific guidance.

Best,

Ryan Ritchie

Ryan@VoteAtHome.org

National Vote at Home Institute

VOTE  **HOME**

Learn more about:

[Election Officials Center](#)

[Mail Ballot FAQs](#)

[Mail Ballot Security](#)



Election Crisis Management: Best Practices for Election Command Centers

Introduction

The Command Center, sometimes referred to as an Operations Center or “War Room,” is a centralized operation for key election officials and staff to oversee all mission critical components of election administration, including vote by mail processing, early voting, and Election Day voting. Election officials can use a Command Center to coordinate responses to issues or crises that may arise and effectively communicate, both internally and externally, about impacts and action plans. Command Center operations should include mechanisms for poll workers and staff to report, prioritize, track, and resolve issues and be outfitted with election support tools, such as electronic poll books, status-tracking dashboards, and call center support (e.g., 3-1-1).

While the technology used may vary, all jurisdictions must plan coordinated, efficient communication and resource management procedures for issues that may arise during: (1) vote-by-mail processing, (2) early voting, and (3) Election Day voting, including contingency planning related to physical location, staffing issues, voter issues, and technology disruptions. This guide provides best practices and scenario planning considerations for Command Center operations for the 2020 General Election, drawing on existing recommendations and resources from the Belfer Center's Defending Digital Democracy Project, Democracy Fund, Brennan Center for Justice, Election Assistance Commission and others.

Command Center Best Practices

PEOPLE: Clearly define team member roles, tasks, and reporting relationships.

- Train front line staff (i.e., call center staff and poll workers) to manage simple but common problems. Equip IT staff and election field support teams to autonomously handle more complicated issues that require expertise, while Command Center staff handle only the most complex issues.
- Map out all relationships within the election ecosystem and determine how the Command Center team will interact with each partner. Your jurisdiction's ecosystem will likely include:
 - State and local Departments of Emergency Preparedness
 - Local law enforcement and fire departments
 - Other local government offices and departments
 - State, county, and city election officials
 - Voter education and outreach groups
 - Political parties
 - Legal staff

COMMUNICATION: Establish efficient procedures for both internal and external communication.

- Create a comprehensive contact roster for all frontline and Command Center personnel. Indicate a preferred method of communication (e.g., phone call, text, group message) and a standard format for reporting issues.

- Coordinate with media and external stakeholders for scheduled information sharing, and designate a point person and clear process for unscheduled crisis communications.

INCIDENT TRACKING & TRIAGE: Develop a system to monitor, prioritize, track, and resolve issues that arise.

- Identify possible issues that may impact election operations; develop criteria to prioritize and determine the level of urgency for resolution.
- Establish an incident tracking system, which includes mechanisms for collecting, analyzing, and escalating issues; ensure all frontline staff are trained to use this system.
- Develop a dashboard to easily visualize reported issues in the Command Center.

RESOURCES & TRAINING: Prepare for known or likely issues by creating standard operating procedures and training staff.

- Establish standard operating procedures and response plans for resolving common incidents that may arise.
- Train frontline staff to troubleshoot autonomously and escalate only when necessary.
- Distribute fact sheets on relevant processes, procedures and election laws for law enforcement and external stakeholders.
- Create a frequently asked questions repository and quick reference flashcards for issues including:
 - Responding to common voter questions at call center (e.g., voting locations and hours, voter registration status confirmations)
 - Troubleshooting and resolving common technical issues with voting equipment
 - Resolving voting location operational issues (e.g., procedures for provisional ballots, voters who requested mail ballots but show up at polling locations, voter intimidation and electioneering policies)
 - Ensuring health and safety precautions for voters and poll workers
 - *For examples, see the Center for Civic Design's [Vote Centers and Polling Places: Survival Guide](#) and the [Virginia Department of Election](#) "what-if" guide*

Additional best practices guidance and examples of how other jurisdictions have structured their Command Centers are available in Defending Digital Democracy's [Elections Battle Staff Playbook](#), Democracy Fund's [Election Day Command Centers: A National Snapshot](#) and the Election Assistance Commission's [Contingency Planning and Change Management](#).

Scenario Planning Considerations for Mail-in Voting, Early Voting & Election Day Issues

Staffing

Running operations as complex as modern elections requires diligent staff planning and preparation. Not only do election offices need to prepare for traditional election emergencies, they also need to prepare for new challenges presented by COVID-19. Though elections offices are structured in different ways based on State law, all election officials need to hire, train, manage, and retain a motivated staff in order to successfully administer elections.¹

¹ [FAC Election Management Guidelines- Ch. 11 Contingency Planning and Change Management](#)



Polling Places become mini-branch offices on Election Day. Each one is stand-alone and must be prepared to handle any situation that may arise. Often poll workers face challenges including: electioneering activities, protests, accidents and illnesses impacting poll workers and/or voters, traffic control needs, bomb threats, weather-related issues and supplies and equipment issues.² In order to properly address the numerous challenges that might arise, election officials must ensure they are equipped to manage staff shortages and impacts presented by the ongoing pandemic. Here we outline recommendations to address staff shortages and COVID-19 impacts.

Staff Shortages³

- Assign a certain percentage of poll workers to a “stand by” status. Require that these poll workers report to the central election office instead of a polling place on Election morning. These poll workers can be deployed to any polling place in the county in the event of “no shows” or absences.
- Implement a county/city employee “stand by” poll worker program. These employees should receive full training and be authorized for immediate re-assignment on Election Day, if needed. If not needed at the polling places, utilize this pool of “stand by” poll workers to serve other needs on Election Day, i.e. runners, in-house telephone bank staff, etc.”
- Cross-train all stand-by workers so they can fill any position in which additional help is needed.

COVID-19⁴

Election officials should prepare for remote work and social distancing in the weeks leading up to the November election. Although shelter-in-place orders may be eased, election officials should prepare for the possibility of a local outbreak or one or more employees being infected with the coronavirus. To prepare for these scenarios, election officials should:

- Cross-train staff and consider how staff from other agencies may provide assistance to ensure critical functions can continue.
 - Consider use of proactive measures to limit risk of COVID-19 exposure (e.g. deconflict staff workshifts, require weekly COVID-19 testing, daily symptom/temperature checks, etc.)
- Determine what tasks can be performed remotely and obtain all necessary equipment for remote work.
- Have a backup communications channel for personnel in case the primary method is not working.
- Establish Incident Response Teams, composed of designated individuals, including county management officials, election staff members, area police and fire staff, and specific polling place supervisors.⁵
- Refer to guidance from the CDC’s [Considerations for Election Polling Locations and Voters](#)

² [EAC Election Management Guidelines- Ch. 11 Contingency Planning and Change Management](#)

³ [EAC Election Management Guidelines- Ch. 11 Contingency Planning and Change Management](#)

⁴ [Preparing for Cyberattacks and Technical Problems during the Pandemic](#), Brennan Center for Justice

⁵ [EAC Election Management Guidelines- Ch. 11 Contingency Planning and Change Management](#)



Technology

Election officials are increasingly using technology to improve election administration during early and absentee voting and throughout Election Day. It is imperative that election officials design secure, resilient systems that can properly prevent or mitigate technological failures and shortcomings that may occur throughout mail-in ballot processing, early voting, and on Election Day, including mis/disinformation threats, network and power failures, and online system failures.

Mis/Disinformation Threats⁶

To effectively prepare for and defend against mis/disinformation incidents, officials need to be aware of the specific risks their jurisdictions face. This will enable you to tailor your preparations to protect key vulnerabilities. To establish what your major risks may be, officials can:

- Conduct an incident review
- Conduct stakeholder mapping and reputational risk analysis
- Conduct crisis simulation and tabletop exercises
- Map potential vulnerabilities

Once major risks have been established, officials should identify and assess:

- Develop Indicators and Warnings
- Monitor threats and vulnerabilities
- Document Evidence
- Assess Incident Severity
- Determine when to launch Incident Response Team

Once officials have identified inaccurate content, in conjunction with your communications response, report mis/disinformation to the following groups:

- State election official's office
- Elections Infrastructure Information Sharing and Analysis Center (EI-ISAC)
- Social Media Platforms

For additional resources for responding to mis and dis information, see Defending Digital Democracy's [Election Influence Operations Playbook](#) and the Center for Tech and Civic Life's [Checklist for Combating Influence Operations](#).

⁶ [The Election Influence Operations Playbook- Part II Mis/Disinformation Response Plan](#), Belfer Center



Computer Network/Power Failure⁷

- Proactively inform utilities providers of election dates and times to encourage extra precaution be taken and to ensure no planned outages are scheduled during polling hours.
- Establish systems to check in voters, verify eligibility, and determine which ballot type to provide that do not require power.
- Include instructions on how to manage a power failure in your poll worker training program and manual. These instructions should be laminated and placed in an easy to find location in their Election Day supply kit.
- Train your staff to establish and send a response team to these polling place locations. The response team should be prepared to transport needed supplies and equipment, i.e. food, water, space heaters, fans, etc.

Voter Registration System Failures⁸

A resilient voter registration database, while always important, is especially so now: a compromised database poses problems to voters who need to stay home during the pandemic.

- Establish blackout windows for noncritical software updates and patches, as well as a testing and authorization protocol for any critical updates.
- Subject the system to periodic independent vulnerability testing and automated monitoring.
- Maintain backup copies of digital records off-line in case online access is limited.
- Build in resiliency measures to prevent and recover from online voter registration failure (use of online voter registration can be expected to surge during pandemic).
- Provide voters tools to check their registration status online.

Prevent and Recover from Electronic Pollbook Failures and Outages (In-person voting)⁹

- Limit or eliminate connectivity to wireless networks whenever possible.
- When wired connectivity is not available, proper security protocols for network connectivity should be put in place.
- Ensure that systems undergo reliability testing and are properly patched as part of Election Day preparations.
- Keep appropriate backup of e-poll books in polling places.

Infrastructure/Physical Location

The successful execution of an election depends on the infrastructure (e.g., polling locations and physical buildings) established by election officials and utilized by poll workers and voters. While the integrity of physical infrastructure can be compromised by several external factors, there are ways to prepare for and mitigate the impact of potential disruptions.

⁷ [EAC Election Management Guidelines- Ch. 11 Contingency Planning and Change Management](#)

⁸ [Preparing for Cyberattacks and Technical Problems during the Pandemic](#), Brennan Center for Justice

⁹ [Preparing for Cyberattacks and Technical Problems during the Pandemic](#), Brennan Center for Justice



Weather and natural disasters¹⁰

- Establish a mobile communications hub that provides connection through multiple mobile service providers, eliminating reliance on a single provider.
- Create an emergency inventory of power cords, portable lighting, generators, and election equipment that can be shared with nearby jurisdictions as needed.
- Designate back-up voting locations and ensure they can be quickly operationalized for rapid redirection of voters.
- Do not rely on federal government support for quick response action; state and local officials can be mobilized much more quickly while federal support can be useful in the mid- to long-term for accommodations such as staff sheltering and food supplies.
- Map out possible scenarios (especially worst-case) and evaluate preparedness far in advance of the start of voting; create written procedures for each scenario.

Voter intimidation, poll watchers, and protestors

- Proactively notify law enforcement of all polling locations prior to Election Day.
- Contact law enforcement immediately upon any instance of voter intimidation, especially armed citizen militias; refer to Georgetown Law's [State Fact Sheets](#) on voter intimidation laws¹¹ or other state-specific resources.
- Document any instances of voter intimidation with videos, photos, and contemporaneous notes.

Voters

The most crucial part of a successful election is participation of the voters. However, many issues can arise that are driven by voter needs.

Long lines¹²

- Post signage to clearly communicate queuing instructions.
- Anticipate and mitigate factors known to induce long lines (e.g., high-population density location, high prominence of non-English speakers).
- Procure adequate voting equipment and resources to handle voter volume at peak voting period.
- Utilize queuing methods that minimize wait times; refer to [MIT Election Data & Science Lab guidelines](#).
- Ensure frontline staff includes workers that can focus solely on queue management.
- Secure adequate queuing space that accounts for social distancing and inclement weather and is sufficient for expected queue lengths in the worst-case scenario.

¹⁰ "[Six Tips for Contingency and Disaster Planning](#)," 3 Aug. 2017, Election Assistance Commission

¹¹ "[State Fact Sheets](#)," Institute for Constitutional Advocacy and Protection, Georgetown Law.

¹² "[What Queuing Theory Says About Managing Polling Places...](#)," Stanford-MIT Project on a Healthy Election.



Unregistered voters / registration issues

- Be aware of any recent changes to election laws and procedures that may affect likelihood a voter may have been removed from the voter roll; ensure frontline staff are prepared to deal with affected voters.
- Train frontline staff on the rights of a person who arrives at a polling place but is not on the voter roll or has already requested a mail-in ballot (e.g., provisional ballots); establish standard operating procedures for mitigating the situation.

Traditional ballot shortage

- Forecast high-case scenario for voter turnout as percent of registered voters; procure enough ballots to ensure low probability of running out.
- Incorporate expected number of spoiled ballots in forecast for ballots required.
- Seek opportunities to limit time required to obtain a new supply of ballots.

Provisional ballot shortage

- Estimate expected number of provisional ballots needed by reason (e.g., missing ID, address change) and combine to create a consolidated forecast; procure provisional ballots in accordance with the high-case scenario.
- Account for any recent changes to election laws that may affect likelihood a voter will require a provisional ballot (e.g., precinct location changes).
- Seek opportunities to limit time required to obtain a new supply of ballots.

Additional Resources

- [Election Influence Operations Playbook](#), Belfer Center, *Defending Digital Democracy*
- [Elections Battle Staff Playbook](#), Belfer Center, *Defending Digital Democracy*
- [Preparing for Cyberattacks and Technical Problems During the Pandemic](#), Brennan Center for Justice
- [Contingency Planning and Change Management](#), Election Assistance Commission
- [Election Day Command Centers](#), Democracy Fund/Bipartisan Policy Center
- [Vote Centers and Polling Places: Survival Guide for Election Workers](#), Center for Civic Design
- [Pollworker Training: Working Elections During COVID-19](#) and [COVID-19 Poll Worker Scenarios](#), Stanford-MIT Healthy Elections Project





Best Practices for Election Command Centers

People

- Define roles and tasks for front line staff, IT, election field support teams and high level Command Center staff
- Map external ecosystem

Communication

- Create comprehensive contact roster, including preferred method of communication and standard report format
- Create process for scheduled information sharing, including updates on ballot processing and results
- Create process and designated spokesperson for unscheduled crisis communication

Incident Tracking & Triage

- Identify possible issues and develop prioritization criteria
- Establish incident tracking system
- Develop dashboard to visualize issues

Resources & Training

- Establish standard operating procedures (SOPs) and response plans for common incidents
- Train frontline staff
- Create/distribute fact sheets for law enforcement and external stakeholders
- Create FAQ repository and quick reference flashcards for call center and voting locations

Issues driven by...	Make a plan for... <i>Do you have SOPs, training materials/quick reference guides & contact rosters for these issues?</i>
Staffing	☐ Staff shortages ☐ COVID-19
Technology	☐ Mis/disinformation threats ☐ Computer network or power failure ☐ Voter registration system failure ☐ E-pollbook failure or outage
Infrastructure/physical location	☐ Weather or natural disaster ☐ Voter intimidation, poll watchers, protestors
Voters	☐ Long lines ☐ Unregistered voters/registration issues ☐ Shortage of traditional ballots ☐ Shortage of provisional ballots

See full guide for detailed recommendations, specific considerations for scenario planning and additional resources.

LizBeth Hernandez

From: CTCL <keegan@techandcivicle.org>
Sent: Tuesday, October 20, 2020 8:00 AM
To: lizbethhe@co.cumberland.nj.us
Subject: Combating election misinformation checklist and more!

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Election resources

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Checklist for Combating Election Misinformation

Misleading and false information about elections is one of the biggest challenges facing election officials in 2020. But you don't need to feel helpless. With this new checklist and accompanying best practices, you can help guard against election myths and respond to them effectively.

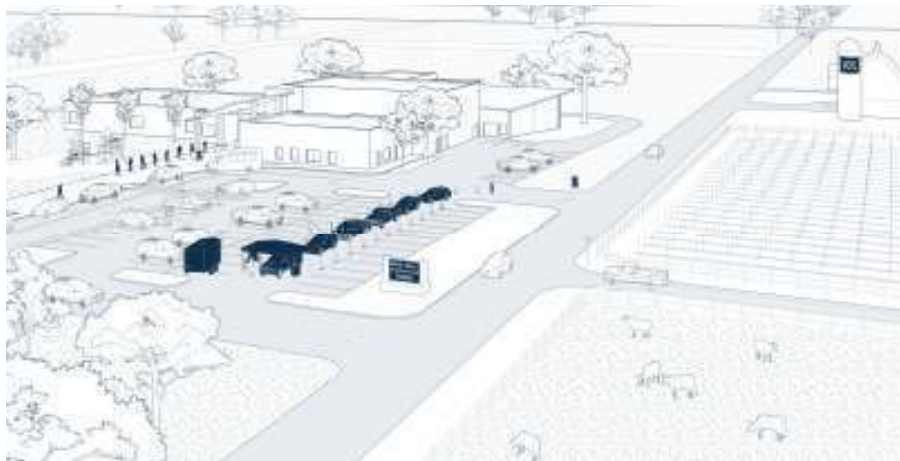


[View checklist](#)

Streets for Voting

Developed by Street Plans, an urban design and research firm, [Streets for Voting](#) is a guide for improving the pandemic voting experience.

The guide is geared towards election officials, voting location facility managers, and local transportation planners and officials. It illuminates physical design and temporary material solutions that better manage access to voting locations, utilizing sidewalks, streets, and other public spaces for queuing. It also offers guidance on adding basic comforts like seating, shade, and cover for those likely to wait in long lines in all types of weather.



Whether your election jurisdiction is urban, rural, or somewhere in between, you'll find useful tips for safe voting operations. And if you need technical assistance to implement the Streets for Voting guidance, [request help from the Street Plans team](#).

Elections IT Support Desk

Both the checklist for combating election misinformation and Streets for Voting guide were recently added to the curated collection of free resources for safe elections. Be sure to visit resources.techandcivillife.org to find documents, videos, and tools from trusted experts.

You can filter by topics that include public health, in-person voting, communication, and more.



Election resources for safe elections

Easy, free resources for local election officials to run safe elections.

Can't find the tool you need? Are you encountering a technical hurdle during the pandemic that's making your job harder? Wish some process could be easier, faster, or automated? Contact our [Elections IT Support Desk](#) with any technical question, idea, or frustration you have.

Get quick, custom, free advice and troubleshooting from fellow election and technology experts. We'll provide rapid responses ASAP to help you continue moving quickly.

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LizBeth Hernandez

From: CTCL <andrea@techandcivicle.org>
Sent: Tuesday, October 27, 2020 8:00 AM
To: lizbethhe@co.cumberland.nj.us
Subject: Thank You Election Heroes!

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Thank you election heroes

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You've got this, and we're grateful.

2020 is a monumental year for U.S. elections. Election departments are installing thousands of new drop boxes. Clerks are rearranging office furniture to create space for social distancing. Election officials are ordering all sorts of critical election supplies like single-use folders, hand sanitizer, and sneeze guards. America's election officials are heroically administering a presidential election during a pandemic, all with record-setting voter turnout. And poll workers are stepping up at record levels, too.

When we look back at this year, we'll see that a national community of election officials and poll workers showed up to make democracy happen for all of us.

The Center for Tech and Civic Life, our partners, and voters across the country are cheering you on during this final stretch of the 2020 election season. Thank you for your public service! You've got this, and we're grateful. #ThankYouElectionHeroes



Need an extra boost of energy in between cups of coffee? Please take a couple of minutes to [watch this amazing video](#) from the Brennan Center featuring some of our friends from the Center for Civic Design, Elections Group, the U.S. Election Assistance Commission, and the National Vote at Home Institute.

[Watch Video](#)

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LizBeth Hernandez

From: Jeff Ridgway <JEFFRI@co.cumberland.nj.us>
Sent: Thursday, November 12, 2020 4:41 PM
To: LizBeth Hernandez
Subject: Center for Tech & Civic Life

Hey LizBeth,

Just wanted to touch base and see if you had any sort of plan for the Center for Tech and Civic Life grant you had received for the General Election. My understanding is that there's a close-out report due January 31st for what it's spent on.



Jeffrey T. Ridgway, Jr., CPA, RMA
Budget Officer
County of Cumberland
164 West Broad Street
Bridgeton, NJ 08302
P: (856) 453-2214
F: (856) 451-0967
E: jeffri@co.cumberland.nj.us

LizBeth Hernandez

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Friday, November 13, 2020 9:33 AM
To: Jeff Ridgway
Subject: RE: Center for Tech & Civic Life

Good Morning Jeff,

I will get back to when I get a chance to further discuss. I would like to have the account number since our meals will be taken out of the grant monies.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

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F: (856) 451-0967
E: jeffri@co.cumberland.nj.us

LizBeth Hernandez

From: Jeff Ridgway <JEFFRI@co.cumberland.nj.us>
Sent: Friday, November 13, 2020 10:06 AM
To: LizBeth Hernandez
Subject: RE: Center for Tech & Civic Life

Currently it is in G-02-G0-711-700-999 to spend, however in discussing how these grants are treated with Gerry, we may need to charge items to your election operating budget and move the cash received into here as a budget reimbursement. I'll let you know, though.



Jeffrey T. Ridgway, Jr., CPA, RMA

Budget Officer

County of Cumberland

164 West Broad Street

Bridgeton, NJ 08302

P: (856) 453-2214

F: (856) 451-0967

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F: (856) 451-0967

E: jeffri@co.cumberland.nj.us

LizBeth Hernandez

From: Hollister Bundy Inclusion Solutions (847 869-2500) <hbundy@inclusionsolutions.com>
Sent: Tuesday, November 17, 2020 2:55 PM
To: Lizbeth Hernandez
Subject: CTCL Grants & Sale of LED Wands, Booths, Sneezeguards/ Bags & More Plus a Must-See Thank You

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Dear Election Officials:

Congratulations on getting through a successful election. James Young of Inclusion Solutions, a former election administrator, has been on the national news circuit singing the praises of America's election administrators. Check out this amazing piece on MSNBC: <https://www.msnbc.com/katy-tur/watch/former-kentucky-elections-director-james-young-on-why-americans-should-trust-poll-workers-96022597781>

As you know, although the election is over, the pandemic is unfortunately not and will continue to affect elections. And many offices still have remaining end of year budget fund, CARES grants, or Center for Tech and Civic Life (CTCL) grants which need to be expended by the end of the year. Inclusion Solutions can help -- and has launched our biggest sale ever:

[FLYER ON ELECTION SALE AND NEW PRODUCTS](#)

Items to consider ON SALE include:

- ***New Protective Bag for Sneezeguards:*** *Protect your investment between elections and make transport and storage simple:*
- ***PureVote LED UV Wand.*** With an effective 96% kill rate against COVID (Better than Clorox wipes). it's a simple but highly effective method of disinfecting absentee ballots and envelopes, voter registration mail, office surfaces and materials, election equipment, epollbook tablets, and other public documents. ["VIDEO OVERVIEW OF LED WAND FOR ELECTIONS"](#)
- ***Infection Protection Kit:*** *In use in 29 states, this kit is now on sale for \$99!*
- ***4-Station Franklin Booths With Safety Wings:*** America's top booth. Or add wings for privacy and safety to your existing booths.
- ***BallotCall Alert:*** The must-have solution for curbside safe voting or voters with disabilities



Please consider reviewing our newest catalog, featuring COVID and social distance related products by [CLICKING HERE FOR FULL CATALOG](#)

- You can always reach us by phone at 847-869-2500 or by emailing your Sales Representative directly:
 - Michigan/Minnesota/Wisconsin: Clark Fetridge, cfetridge@inclusionsolutions.com
 - All Other: Hollister Bundy, hbundy@inclusionsolutions.com

You are subscribed to this mailing list as lizbethhe@co.cumberland.nj.us. Please [click here](#) to modify your message preferences or to unsubscribe from any future mailings. We will respect all unsubscribe requests.

LizBeth Hernandez

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From: Andrea Abbate <andrea@techandcivicliflife.org>
Sent: Wednesday, November 18, 2020 9:00 AM
To: lizbethhe@co.cumberland.nj.us
Subject: 20 Ways Election Officials Increased Accessibility During the Election

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Increasing Accessibility

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The latest best practices for election officials.



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20 Ways Election Officials Increased Accessibility During the November Election

This year has presented election officials with unprecedented challenges, including [record levels of political division](#), increasing racial tension, natural disasters, and of course, the COVID-19 pandemic. Despite these obstacles, the presidential election [ran smoothly](#) and a record number of Americans turned out to vote, due in large part to election officials' tireless efforts. Election offices across the country not only reinvented their procedures so that voters could remain safe, but they also went above and beyond to ensure accessibility for voters with disabilities and historically disenfranchised communities.

While many of these initiatives were implemented as emergency responses to the COVID-19 pandemic, election officials are suggesting that these changes become permanent features of future elections. That way, every voter, regardless of age, background, or ability, can easily participate in the electoral process.

If you're looking for other resources for increasing accessibility within your election office, we recommend watching two of our free online trainings: [Ensuring Access, Equity, and Inclusion](#) and [Accessible Communication for Election Offices](#).

We've broken these ideas into 4 categories:

- Making Voting Safe During a Pandemic
- Engaging Historically Disenfranchised Populations
- Supporting Voters with Disabilities
- Improving Access for Displaced Voters

Making Voting Safe During a Pandemic

1. **Designating Polling Locations for Voters with COVID-19.** In order to keep voters who tested positive for COVID-19 separated from others, election officials in states like Tennessee directed infected voters to specified locations where they could vote safely. Both [Hamilton County](#) and [Knox County](#) had teams of poll workers dressed in full protective equipment to guide voters through the process, handing out single-use pens and folders so that anything the voters touched would not be handed back to election officials.

2. **Partnering with Sports Arenas.** This year, dozens of sports facilities were repurposed as polling stations, since their massive size could accommodate thousands of voters while still leaving plenty of room for social distancing. Several of these locations, such as the [D.C. Mystics Arena](#), directly benefited underserved communities who experienced long lines during the primary election. Several election offices also forged thoughtful partnerships with sports teams to encourage people to turn out to vote. The [Harris County Clerk's Office](#) teamed up with the Houston Texans football team to launch the “We Are Voters” initiative. And [Indiana's Secretary of State](#) partnered with Pacers Sports & Entertainment for a “Beat the Buzzer” campaign, complete with public service announcements in both Spanish and Burmese.



3. **Controlling Long Lines.** In [Utah County, Utah](#), election officials came up with a creative solution to controlling long lines: texting people when it's time for them to vote. After entering one of Utah County's eight polling locations, voters received a QR code or phone number confirmation. Then, they waited in their cars until it was their turn to vote. Implementing such processes to control long lines at polling places not only keeps voters safe by making it easier to social distance, but also keeps them out of the cold weather, which could deter them from voting.

4. **Hand Delivering Ballots.** Some voters who were too sick to leave home, or who were quarantining, could still exercise their right to vote without leaving the house. Some jurisdictions, such as [Boone County, Missouri](#), hand delivered ballots to their voters to ensure that they would not be left out of the democratic process.



5. **Reaching Voters in Nursing Homes.** In order to include populations that are at a higher risk for COVID-19, jurisdictions across the country have made an effort to safely assist residents in nursing homes and similar facilities with completing mail-in ballots. In [Durham County, North Carolina](#), the Board of Elections appointed a multi partisan assistance team to help residents vote. In New York, the [Monroe County Board of Elections](#) has a team member who was dedicated to reaching out to as many nursing homes as possible to drop off and pick up completed ballots. Election

officials in [Maricopa County, Arizona](#) used videoconferencing for the first time to help voters in nursing homes cast their ballots. This innovative approach allowed residents to protect themselves against COVID-19 while still participating in the election.

6. **Promoting Curbside Voting.** Many states, like [Mississippi](#) and [North Carolina](#), expanded curbside voting so that voters could cast their ballots from their vehicles. This provided a safe option for voters who tested positive for COVID-19, were experiencing symptoms, or were quarantining. Curbside voting is also a wonderful option for wheelchair users and other voters who have limited mobility. In several jurisdictions in Missouri, including [Buchanan County](#) and [Cole County](#), election offices hosted curbside absentee voting events to alleviate pressure on Election Day. And [Davis County, Utah](#) made a curbside voting location available for voters who had not received their ballot in the mail or for those with a disability.
7. **Expanding Vote-By-Mail Options.** In an effort to stop the spread of COVID-19, several states made mail-in voting easier than ever before. [Millions of voters](#) had the option to bypass polling places and vote from the comfort and safety of their homes. In previous years in states including [Kentucky, Delaware, and Massachusetts](#), voters needed an excuse to vote by mail. But for the November Election, any voter in these states could request an absentee ballot. Other states, like [West Virginia and Arkansas](#), did not remove their excuse requirement, but made it clear that concern over the coronavirus was a valid excuse to vote by mail. And in [California, Vermont, and D.C.](#), every registered voter received a mail-in ballot for the first time.

Engaging Historically Disenfranchised Populations

8. **Registering Voters Serving Out Felony Sentences.** Imprisonment rates disproportionately impact Black and Hispanic Americans. That's why for election officials, registering voters serving out felony sentences is an issue of social and racial justice. This summer, D.C. became the first jurisdiction in the U.S. to restore voting rights for people serving time for felony convictions. In response, the D.C. Board of Elections worked with the Federal Bureau of Prisons to send voter registration forms to 2,400 residents serving out felony sentences so that they could vote via absentee ballots in the November election.

9. **Offering In-Person Early Voting for Incarcerated Individuals.** The nation's second largest prison, Cook County Jail in Illinois, served as a polling location this year. This marked the first time in U.S. history that a prison hosted in-person early voting for a general election. It saw a 40% voter turnout rate, with over 2,000 incarcerated individuals casting ballots.



Cook County Sheriff's Office
@CCSOPIO

000

It's Election Day! 2,308 detainees have already cast their ballots in the Cook County Jail over the course of two weekends of early voting. We are proud to be a trailblazer in the voting rights of incarcerated people. #Vote2020 🇺🇸



10. **Educating Ex-Felons and Incarcerated Individuals.** Lack of information often prohibits ex-felons from participating in elections. In order to ameliorate this situation, this fall, the [Georgia Secretary of State](#) updated its website to include information about when ex-felons can legally exercise their voting rights, a small positive step toward providing clarity to those who were formerly incarcerated. Similarly, [McLean County, Illinois](#) has included a factsheet on their website about voting with a criminal record. Election officials there have worked with the Sheriff's department for more than a decade, providing information and voter registration forms to incarcerated individuals.

11. **Supporting Voters who Speak English as a Second Language.** In order to serve their diverse constituents, the [Michigan Secretary of State's Office](#)

supplemented its website with voter information in Arabic, Burmese, Hindi, Korean, Mandarin, Spanish, Tagalog, and Urdu. Eventually, they plan to include voter registration and absentee ballot request forms translated into each of these languages, plus Bengali and Thai. In [DeKalb County, Georgia](#), election officials offered information, including sample ballots and FAQs, in Spanish and Korean on their website. In doing so, they went above and beyond the Voting Rights Act requirements and became the first county in the state to offer an officially translated ballot in an Asian language.

12. **Offering Late-Night Voting Options.** For those who work 12-hour shifts or multiple jobs, voting between 7 a.m. and 7 p.m. when polls are typically open can be a serious challenge. Hoping to offer community members additional options and increase turnout, eight polling places in [Harris County, Texas](#) remained open all night. Over 10,000 night owls cast their ballots thanks to the new initiative.



13. **Educating Native Americans to Reverse Historic Suppression.** Native Americans have historically faced obstacles and voter suppression when it comes to voting. But [Colorado Secretary of State](#) Jena Griswold is hoping to engage Native American communities in a meaningful way. In October,

Griswold hired Raymond Baker, a member of the Southern Ute Indian Tribe, as Tribal Registration and Voting Education Coordinator. Griswold believes that this newly created non-partisan position will help ensure that people living on tribal lands will have access to the information they need about exercising their right to vote.

Supporting Voters with Disabilities

14. **Expanding ASL Resources.** Jurisdictions throughout the country stepped up to assist the deaf community during the election process. [Lubbock County, Texas](#) became the first county in the state to provide an American Sign Language (ASL) interpreter at the polls. And [Minnesota's Secretary of State](#) forged a partnership with the Minnesota Commission of the Deaf, Deafblind, and Hard of Hearing to produce video "fact sheets" in ASL which offer crucial information about how to cast a ballot. Together, they also set up a voter information hotline in ASL to let voters know how and where to vote, and how to track their ballots.
15. **Offering Private and Independent Voting Options.** This fall, thousands of citizens who are blind or visually impaired were offered the option to vote privately and independently for the first time. [Kentucky](#), [Massachusetts](#), [New Jersey](#), [Virginia](#) and [five counties in Florida](#) implemented accessible mail-in voting procedures, which allow voters to electronically access a ballot that is compatible with screen reader technology. Voters could mark their ballots themselves, from the comfort of their homes without any assistance, keeping the process completely private. Earlier this year, states including [Michigan](#), [Nevada](#), and [Pennsylvania](#) adopted similar processes.
16. **Developing Online Voting Portals.** The [North Carolina State Board of Elections](#) has also taken steps to make it easier for individuals with disabilities to vote. Thanks to a new accessible online voting portal, voters

could request, receive, and return their ballots without having to print out or mail anything. [Maine's Secretary of State](#) also created a similar process. Voters can download their ballots as an accessible PDF file, fill it out, and send it back via email. These online initiatives benefit voters with vision impairment or blindness, physical dexterity limitations, learning disabilities, and cognitive impairment.



17. **Partnering with Disability Rights Groups.** In order to ensure that voters with disabilities have a positive voting experience, the [Iowa Secretary of State](#) partnered with Disability Rights Iowa to equip each polling place in the state with a Voting Accessibility Quick Check booklet. Precinct officials used this new material to recognize and address accessibility issues on Election Day.

Improving Access Among Displaced Voters

18. Providing Critical Information on Election Websites. For voters affected by wildfires, figuring out how to vote in the November election was undoubtedly a source of confusion and anxiety. That's why the [Washington](#) and [Oregon](#) Secretaries of State updated their websites with clear information to assure their citizens that they could still vote safely. The [California Secretary of State](#) also created a fact sheet for displaced voters which they shared on [social media](#) to get the word out.

19. Implementing Mobile Voter Sites. Election officials understood that access to voting this year would be a significant challenge for those who recently lost their homes to wildfire. That's why two counties in California developed mobile voting sites to bring the ballot box out into their communities. [Los Angeles County](#)'s Mobile Voting program set up stations in parking lots and plazas, while [Santa Cruz County](#)'s VoteMobile truck drove around the community, capturing the public's attention with its brightly painted exterior. Aside from assisting voters displaced by natural disasters, these innovative voting options also benefit people experiencing homelessness, seniors, geographically isolated voters, and those with disabilities.



20. **Supporting People Experiencing Homelessness.** The pandemic and ensuing economic crisis has exacerbated the issue of homelessness in the U.S. In an effort to include people experiencing homelessness in the electoral process, [Michigan's Secretary of State](#) partnered with the nonprofit, Michigan Coalition Against Homelessness, to promote voter education and registration. The Secretary of State's website also features a section about voting rights for housing insecure individuals which they shared on [social media](#).

What else are you doing?

What is your office doing to increase accessibility? What have you seen other offices do? We'd love to hear from you! Let us know by emailing hello@techandcivicle.org.



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Sent: Monday, November 23, 2020 10:01 AM
To: lizbethhe@co.cumberland.nj.us
Subject: 20 Ways Election Officials Increased Accessibility During the Election

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3. **Controlling Long Lines.** In [Utah County, Utah](#), election officials came up with a creative solution to controlling long lines: texting people when it's time for them to vote. After entering one of Utah County's eight polling locations, voters received a QR code or phone number confirmation. Then, they waited in their cars until it was their turn to vote. Implementing such processes to control long lines at polling places not only keeps voters safe by making it easier to social distance, but also keeps them out of the cold weather, which could deter them from voting.

4. **Hand Delivering Ballots.** Some voters who were too sick to leave home, or who were quarantining, could still exercise their right to vote without leaving the house. Some jurisdictions, such as [Boone County, Missouri](#), hand delivered ballots to their voters to ensure that they would not be left out of the democratic process.



5. **Reaching Voters in Nursing Homes.** In order to include populations that are at a higher risk for COVID-19, jurisdictions across the country have made an effort to safely assist residents in nursing homes and similar facilities with completing mail-in ballots. In [Durham County, North Carolina](#), the Board of Elections appointed a multi partisan assistance team to help residents vote. In New York, the [Monroe County Board of Elections](#) has a team member who was dedicated to reaching out to as many nursing homes as possible to drop off and pick up completed ballots. Election

officials in [Maricopa County, Arizona](#) used videoconferencing for the first time to help voters in nursing homes cast their ballots. This innovative approach allowed residents to protect themselves against COVID-19 while still participating in the election.

6. **Promoting Curbside Voting.** Many states, like [Mississippi](#) and [North Carolina](#), expanded curbside voting so that voters could cast their ballots from their vehicles. This provided a safe option for voters who tested positive for COVID-19, were experiencing symptoms, or were quarantining. Curbside voting is also a wonderful option for wheelchair users and other voters who have limited mobility. In several jurisdictions in Missouri, including [Buchanan County](#) and [Cole County](#), election offices hosted curbside absentee voting events to alleviate pressure on Election Day. And [Davis County, Utah](#) made a curbside voting location available for voters who had not received their ballot in the mail or for those with a disability.
7. **Expanding Vote-By-Mail Options.** In an effort to stop the spread of COVID-19, several states made mail-in voting easier than ever before. [Millions of voters](#) had the option to bypass polling places and vote from the comfort and safety of their homes. In previous years in states including [Kentucky, Delaware, and Massachusetts](#), voters needed an excuse to vote by mail. But for the November Election, any voter in these states could request an absentee ballot. Other states, like [West Virginia and Arkansas](#), did not remove their excuse requirement, but made it clear that concern over the coronavirus was a valid excuse to vote by mail. And in [California, Vermont, and D.C.](#), every registered voter received a mail-in ballot for the first time.

Engaging Historically Disenfranchised Populations

8. **Registering Voters Serving Out Felony Sentences.** Imprisonment rates disproportionately impact Black and Hispanic Americans. That's why for election officials, registering voters serving out felony sentences is an issue of social and racial justice. This summer, D.C. became the first jurisdiction in the U.S. to restore voting rights for people serving time for felony convictions. In response, the D.C. Board of Elections worked with the Federal Bureau of Prisons to send voter registration forms to 2,400 residents serving out felony sentences so that they could vote via absentee ballots in the November election.

9. **Offering In-Person Early Voting for Incarcerated Individuals.** The nation's second largest prison, Cook County Jail in Illinois, served as a polling location this year. This marked the first time in U.S. history that a prison hosted in-person early voting for a general election. It saw a 40% voter turnout rate, with over 2,000 incarcerated individuals casting ballots.



Cook County Sheriff's Office
@CCSOPIO

000

It's Election Day! 2,308 detainees have already cast their ballots in the Cook County Jail over the course of two weekends of early voting. We are proud to be a trailblazer in the voting rights of incarcerated people. #Vote2020 🇺🇸



10. **Educating Ex-Felons and Incarcerated Individuals.** Lack of information often prohibits ex-felons from participating in elections. In order to ameliorate this situation, this fall, the [Georgia Secretary of State](#) updated its website to include information about when ex-felons can legally exercise their voting rights, a small positive step toward providing clarity to those who were formerly incarcerated. Similarly, [McLean County, Illinois](#) has included a factsheet on their website about voting with a criminal record. Election officials there have worked with the Sheriff's department for more than a decade, providing information and voter registration forms to incarcerated individuals.

11. **Supporting Voters who Speak English as a Second Language.** In order to serve their diverse constituents, the [Michigan Secretary of State's Office](#)

supplemented its website with voter information in Arabic, Burmese, Hindi, Korean, Mandarin, Spanish, Tagalog, and Urdu. Eventually, they plan to include voter registration and absentee ballot request forms translated into each of these languages, plus Bengali and Thai. In [DeKalb County, Georgia](#), election officials offered information, including sample ballots and FAQs, in Spanish and Korean on their website. In doing so, they went above and beyond the Voting Rights Act requirements and became the first county in the state to offer an officially translated ballot in an Asian language.

12. **Offering Late-Night Voting Options.** For those who work 12-hour shifts or multiple jobs, voting between 7 a.m. and 7 p.m. when polls are typically open can be a serious challenge. Hoping to offer community members additional options and increase turnout, eight polling places in [Harris County, Texas](#) remained open all night. Over 10,000 night owls cast their ballots thanks to the new initiative.



13. **Educating Native Americans to Reverse Historic Suppression.** Native Americans have historically faced obstacles and voter suppression when it comes to voting. But [Colorado Secretary of State](#) Jena Griswold is hoping to engage Native American communities in a meaningful way. In October,

Griswold hired Raymond Baker, a member of the Southern Ute Indian Tribe, as Tribal Registration and Voting Education Coordinator. Griswold believes that this newly created non-partisan position will help ensure that people living on tribal lands will have access to the information they need about exercising their right to vote.

Supporting Voters with Disabilities

14. **Expanding ASL Resources.** Jurisdictions throughout the country stepped up to assist the deaf community during the election process. [Lubbock County, Texas](#) became the first county in the state to provide an American Sign Language (ASL) interpreter at the polls. And [Minnesota's Secretary of State](#) forged a partnership with the Minnesota Commission of the Deaf, Deafblind, and Hard of Hearing to produce video "fact sheets" in ASL which offer crucial information about how to cast a ballot. Together, they also set up a voter information hotline in ASL to let voters know how and where to vote, and how to track their ballots.
15. **Offering Private and Independent Voting Options.** This fall, thousands of citizens who are blind or visually impaired were offered the option to vote privately and independently for the first time. [Kentucky](#), [Massachusetts](#), [New Jersey](#), [Virginia](#) and [five counties in Florida](#) implemented accessible mail-in voting procedures, which allow voters to electronically access a ballot that is compatible with screen reader technology. Voters could mark their ballots themselves, from the comfort of their homes without any assistance, keeping the process completely private. Earlier this year, states including [Michigan](#), [Nevada](#), and [Pennsylvania](#) adopted similar processes.
16. **Developing Online Voting Portals.** The [North Carolina State Board of Elections](#) has also taken steps to make it easier for individuals with disabilities to vote. Thanks to a new accessible online voting portal, voters

could request, receive, and return their ballots without having to print out or mail anything. [Maine's Secretary of State](#) also created a similar process. Voters can download their ballots as an accessible PDF file, fill it out, and send it back via email. These online initiatives benefit voters with vision impairment or blindness, physical dexterity limitations, learning disabilities, and cognitive impairment.



17. **Partnering with Disability Rights Groups.** In order to ensure that voters with disabilities have a positive voting experience, the [Iowa Secretary of State](#) partnered with Disability Rights Iowa to equip each polling place in the state with a Voting Accessibility Quick Check booklet. Precinct officials used this new material to recognize and address accessibility issues on Election Day.

Improving Access Among Displaced Voters

18. Providing Critical Information on Election Websites. For voters affected by wildfires, figuring out how to vote in the November election was undoubtedly a source of confusion and anxiety. That's why the [Washington](#) and [Oregon](#) Secretaries of State updated their websites with clear information to assure their citizens that they could still vote safely. The [California Secretary of State](#) also created a fact sheet for displaced voters which they shared on [social media](#) to get the word out.

19. Implementing Mobile Voter Sites. Election officials understood that access to voting this year would be a significant challenge for those who recently lost their homes to wildfire. That's why two counties in California developed mobile voting sites to bring the ballot box out into their communities. [Los Angeles County](#)'s Mobile Voting program set up stations in parking lots and plazas, while [Santa Cruz County](#)'s VoteMobile truck drove around the community, capturing the public's attention with its brightly painted exterior. Aside from assisting voters displaced by natural disasters, these innovative voting options also benefit people experiencing homelessness, seniors, geographically isolated voters, and those with disabilities.



20. **Supporting People Experiencing Homelessness.** The pandemic and ensuing economic crisis has exacerbated the issue of homelessness in the U.S. In an effort to include people experiencing homelessness in the electoral process, [Michigan's Secretary of State](#) partnered with the nonprofit, Michigan Coalition Against Homelessness, to promote voter education and registration. The Secretary of State's website also features a section about voting rights for housing insecure individuals which they shared on [social media](#).

What else are you doing?

What is your office doing to increase accessibility? What have you seen other offices do? We'd love to hear from you! Let us know by emailing hello@techandcivicle.org.



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LizBeth Hernandez

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Monday, November 23, 2020 11:31 AM
To: Kim Wood; Gerry Seneski; Jeff Ridgway; Jody Hirata
Cc: Darlene Barber; Russell Creech; 'rwood98753@aol.com'; Renee Buehler
Subject: Center of Tech and Civic Life Grant

Good Morning,

At the request of the Commissioners of the Cumberland County Board of Elections, we will be using the leftover monies from the Center of Tech and Civic Life grant for upgrades to our office. The deadline to use the funds is December 31. As soon as we have completed the responsibilities of the 2020 General Election, we will begin ordering our upgrades.

We ask for administration's assistance to make the necessary purchases for our office using the money from the grant since the county's deadline for POs is on 11/25.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

LizBeth Hernandez

From: Jody Hirata <jodyhi@co.cumberland.nj.us>
Sent: Monday, November 23, 2020 11:46 AM
To: LizBeth Hernandez; Kim Wood; Gerry Seneski; Jeff Ridgway
Cc: Darlene Barber; Russell Creech; 'rwood98753@aol.com'; Renee Buehler
Subject: RE: Center of Tech and Civic Life Grant

Dear Lizbeth

So that I can better understand the status of your Grant funds used to date, please provide an excel.spreadsheet of the following:

1. Funds that you have utilized from the Center for Tech and Civic Life with detailed line items.
2. Also if you can provide the pending items that will be applied to the grant funds that have not been processed yet such as payment to tally teams, etc.

This will provide us with a full picture of the funds remaining.

If mail.in ballots remain for 2021 elections - is the Board of Elections considering purchasing a machine to facilitate the process (similar to what you examined to purchase prior to the General Election)?

Thank you. Jody

Sent via the Samsung Galaxy S8, an AT&T 5G Evolution capable smartphone

----- Original message -----

From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Date: 11/23/20 11:31 AM (GMT-05:00)
To: Kim Wood <KIMWO@co.cumberland.nj.us>, Gerry Seneski <GERRYSE@co.cumberland.nj.us>, Jeff Ridgway <JEFFRI@co.cumberland.nj.us>, Jody Hirata <jodyhi@co.cumberland.nj.us>
Cc: Darlene Barber <darleneba@co.cumberland.nj.us>, Russell Creech <RUSSELLCR@co.cumberland.nj.us>, "rwood98753@aol.com" <rwood98753@aol.com>, Renee Buehler <RENEEBU@co.cumberland.nj.us>
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(856) 453-5801
lizbethhe@co.cumberland.nj.us

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From: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>
Sent: Monday, November 23, 2020 12:02 PM
To: Jody Hirata; Kim Wood; Gerry Seneski; Jeff Ridgway
Cc: Darlene Barber; Russell Creech; 'rwood98753@aol.com'; Renee Buehler
Subject: RE: Center of Tech and Civic Life Grant

Dear Jody,

As soon as I have the time, I get you the information requested in regards to the funds that have been used from the grant. Mostly all of our expenses including tally teams payments will be submitted to the Cares Act grant which will reimburse for all tally team and part time workers.

At this point in time, there is no way to know if mail-in ballots will remain for the 2021 elections, but we will be considering all necessary equipment that will facilitate the process.

Thank you,

Lizbeth Hernandez, Administrator
Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizbethhe@co.cumberland.nj.us

From: Jody Hirata
Sent: Monday, November 23, 2020 11:46 AM
To: LizBeth Hernandez <LIZBETHHE@co.cumberland.nj.us>; Kim Wood <KIMWO@co.cumberland.nj.us>; Gerry Seneski <GERRYSE@co.cumberland.nj.us>; Jeff Ridgway <JEFFRI@co.cumberland.nj.us>
Cc: Darlene Barber <darleneba@co.cumberland.nj.us>; Russell Creech <RUSSELLCR@co.cumberland.nj.us>; 'rwood98753@aol.com' <rwood98753@aol.com>; Renee Buehler <RENEEBU@co.cumberland.nj.us>
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Date: 11/23/20 11:31 AM (GMT-05:00)

To: Kim Wood <KIMWO@co.cumberland.nj.us>, Gerry Seneski <GERRYSE@co.cumberland.nj.us>, Jeff Ridgway <JEFFRI@co.cumberland.nj.us>, Jody Hirata <jodyhi@co.cumberland.nj.us>

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Thank you,

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Cumberland County Board of Elections
(856) 451-2654
(856) 453-5801
lizabethhe@co.cumberland.nj.us

From: Keegan Hughes <keegan@techandciviclife.org>
Sent: Tuesday, June 23, 2020 9:00 AM
To: lizbethhe@co.cumberland.nj.us
Subject: Hillsborough County, Florida "Delivers" Election to Voters

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Hillsborough County, Florida "Delivers" Election to Voters

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Spotlight on Hillsborough County, Florida

Voter outreach has always been challenging—even before a global pandemic! Luckily, election administrators are a creative bunch, quick to forge partnerships with [food banks](#), [grocery stores](#), [newspapers](#), [restaurants](#), and any group that still regularly interacts with the public during these strange times.

In [Hillsborough County, Florida](#), many takeout and delivery orders include a flyer promoting vote by mail. "It's a simple message — we deliver! We'll deliver the election to you," says Craig Latimer, the Hillsborough County Supervisor of Elections. "It just makes sense to remind people of the convenience of vote by mail

when they're ordering delivery or picking up a to-go order.”



Delivery and takeout orders, each with a vote by mail flyer.

So far, the 11 participating partners include traditional restaurants like a burger joint and a Greek taverna, a coffee shop, and even a gourmet wine-and-cheese bar. Additionally, the public school system is distributing more than 16,000 flyers with their “Grab and Go” meal program that started when schools closed for the pandemic.

Partnering with restaurants

With nearly 900,000 registered voters in Hillsborough County, voter outreach is essential. Normally this looks like regular involvement in the community by the outreach team, but the pandemic limits normal interactions. “We had to find ways to do our outreach virtually,” Craig explains. “People in our community were ordering things online, having meals delivered to them and staying safe at home –

and we wanted to remind them that we could deliver the election to them, too.”



BurgerFi, one of the participating restaurants.

In order to secure the 11 partners, the team reached out to about 50 local restaurants, food banks, and community leaders. “The greatest challenge was reaching beyond our established community connections to add a new sector of the community – restaurants,” Craig explains. He recommends focusing on local restaurants, not large chains, since chains often have restrictions on participation. The partnership can be mutually beneficial, especially if you thank your partners on social media.

THANK YOU

to these terrific community partners, who are helping us get the word out!



Social media graphic from Hillsborough County thanking partners.

Most restaurants were started with several hundred flyers, and the school's "Grab and Go" meal program has 16,000 flyers to distribute. Hillsborough County intends to provide more flyers if partners run out, continuing the campaign through the end of July.

Besides the cost of printing, the main cost for Hillsborough County has been time. "Be ready to send a lot of emails and make a lot of calls to generate support," Craig advises. "Outreach like this is always time consuming, but gets easier the more you do it, and the more partners you bring on board."



The Blind Tiger Coffee Roasters, one of the participating establishments.

Beyond the restaurant partnerships, people in the community often contact Hillsborough County asking how they can help. Hillsborough created a [Get Out the Vote toolkit](#) for their elections website in order to streamline and leverage these opportunities. “It’s great to see so many people coming together to encourage people to get ready to vote,” Craig says. “I’ve always said elections are a community project.”

Impacting voter behavior

During the March election, some Hillsborough County voters were unable to vote—they couldn’t get to a polling place, and it was too late to request a mail ballot. That’s the problem Craig wants to avoid for the upcoming August and November elections. The goal of the outreach campaign is to encourage voters to request vote-by-mail ballots *early*, so there’s plenty of time to receive and return them.

Reaching voters is only the first step—the message needs to be effective. Hillsborough County’s flyer design is eye-catching and uncluttered. The message is simple: *request vote by mail and we’ll deliver the election to you*. It’s also an

explicit call-to-action, and includes the voter's next steps on how to request a mail ballot. On the reverse side of the flyer, the message is repeated in Spanish.



As a bonus, Hillsborough County's [press release](#) generated media coverage from the [Tampa Bay Times](#), further amplifying the call-to-action. Creative partnerships tend to be newsworthy, letting you get your message to even more people.

Is the campaign working? "Yes, absolutely," Craig says. "The flyers encourage voters to go online or call our office to make their request, and our call volume and web requests are both up."

Additional resources

If you have any questions for Hillsborough County, you can contact Gerri Kramer,

the Director of Communications, at gkramer@hcsoe.org.

We've given Hillsborough County two shout-outs recently: in our webinars on [Educating Voters About Their Options](#) and on [Managing Mail Ballot Request Forms](#). These webinars are part of our free 12-webinar series on [COVID-19 and Election Administration](#), and if you missed the live versions, you can still watch the recording and register for upcoming webinars.

Hillsborough County is one of many jurisdictions across the country that are implementing smart, creative approaches to elections during the pandemic. We've curated a round-up of [39 Ways Election Offices are Responding to COVID-19](#) (and counting!).

If Hillsborough County makes you wish you had a dedicated communications and outreach team, check out our free courses on [Communicating Trusted Election Information](#). No matter what size your office is, you can take easy steps to improve your election website, your digital accessibility, and your social media presence.

D3P National Training Tour for Election Officials

The Defending Digital Democracy Project (D3P) is launching a national training tour for state and local election officials as they prepare for the 2020 election. This is a free, virtual resource that is highly interactive and customized for each state. Local jurisdictions or states can sign up for a block of virtual training sessions any time from June to August 2020, but are encouraged to reach out soon so D3P can reserve a dedicated time. Key training topics include operations management, crisis communications, cyber and disinformation response, and COVID-19 support.

You can find more information and [sign up](#) to reserve a training block on the [D3P website](#). Please feel free to reach out to staterecruitment@d3p.com if you have any questions.

[Read More and Sign Up](#)



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LizBeth Hernandez

From: Keegan Hughes <keegan@techandciviclelife.org>
Sent: Tuesday, June 30, 2020 10:00 AM
To: lizbethhe@co.cumberland.nj.us
Subject: Free Cybersecurity Training for Election Officials

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Free Self-Paced Cybersecurity Training

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Free Self-Paced Cybersecurity Training

Through [a partnership with the U.S. Election Assistance Commission \(EAC\)](#), you can now access our online, self-paced cybersecurity series for **free!**

We couldn't be more excited to expand this training series nationwide. Over 1,000 election officials have already completed the training, and we hope to reach every election department in the country!

[Read More and Register](#)

Who will benefit?

The cybersecurity series is designed specifically for election officials, so local and state election officials are the most likely to find this training useful. We include best practices that all jurisdictions, large or small, can implement.

For temporary or seasonal workers (such as poll workers), Cybersecurity 101 is the most relevant.

If you've taken our cybersecurity series before, feel free to review anything you'd like. We periodically update the course but the core material is the same. You might prefer our new upcoming course, [Combating Election Misinformation](#).

What will I learn?

[Cybersecurity 101: Introduction](#)

- Understand complex cybersecurity terminology
- Identify different types of cyber threats and responses
- Create stronger login practices

[Cybersecurity 201: Intermediate](#)

- Safeguard your election data
- Apply cybersecurity framework to election systems
- Develop partnerships to overcome security challenges

[Cybersecurity 301: Communications](#)

- Inform the public about your office's cybersecurity leadership
- Make a cyber incident response plan

- Build media allies

Can I receive credit(s)?

Sometimes state associations award credit(s) for attending our trainings. If you're interested, we're happy to work with your state association. Contact us at hello@techandcivicliflife.org or contact your state association.

Everyone who completes a course can download a certificate of completion. We're also happy to partner directly with state associations to provide a list of election officials who earn credit.



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LizBeth Hernandez

From: Keegan Hughes <keegan@techandciviclife.org>
Sent: Thursday, July 2, 2020 10:52 AM
To: lizbethhe@co.cumberland.nj.us
Subject: Register for election official training tour

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Hillsborough County, Florida "Delivers" Election to Voters

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During the March election, some Hillsborough County voters were unable to vote—they couldn’t get to a polling place, and it was too late to request a mail ballot. That’s the problem Craig wants to avoid for the upcoming August and November elections. The goal of the outreach campaign is to encourage voters to request vote-by-mail ballots *early*, so there’s plenty of time to receive and return them.

Reaching voters is only the first step—the message needs to be effective. Hillsborough County’s flyer design is eye-catching and uncluttered. The message is simple: *request vote by mail and we’ll deliver the election to you*. It’s also an

explicit call-to-action, and includes the voter's next steps on how to request a mail ballot. On the reverse side of the flyer, the message is repeated in Spanish.



As a bonus, Hillsborough County's [press release](#) generated media coverage from the [Tampa Bay Times](#), further amplifying the call-to-action. Creative partnerships tend to be newsworthy, letting you get your message to even more people.

Is the campaign working? "Yes, absolutely," Craig says. "The flyers encourage voters to go online or call our office to make their request, and our call volume and web requests are both up."

Additional resources

If you have any questions for Hillsborough County, you can contact Gerri Kramer,

the Director of Communications, at gkramer@hcsoe.org.

We've given Hillsborough County two shout-outs recently: in our webinars on [Educating Voters About Their Options](#) and on [Managing Mail Ballot Request Forms](#). These webinars are part of our free 12-webinar series on [COVID-19 and Election Administration](#), and if you missed the live versions, you can still watch the recordings!

Hillsborough County is one of many jurisdictions across the country that are implementing smart, creative approaches to elections during the pandemic. We've curated a round-up of [39 Ways Election Offices are Responding to COVID-19](#) (and counting!).

If Hillsborough County makes you wish you had a dedicated communications and outreach team, check out our free courses on [Communicating Trusted Election Information](#). No matter what size your office is, you can take easy steps to improve your election website, your digital accessibility, and your social media presence.



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LizBeth Hernandez

From: EI-ISAC Advisory <EI-ISACAdvisory@cisecurity.org>
Sent: Wednesday, July 15, 2020 4:35 PM
To: Ben Spear
Subject: Message from the EI-ISAC: Weekly News Alert 07/15/2020 - TLP: WHITE

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

TLP: WHITE
EI-ISAC Weekly News Alert

TO: All EI-ISAC Members and Partners

DATE: July 15, 2020

SUBJECT: EI-ISAC Weekly News Alert 7/15/2020

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The training is accessible through the EAC [website](#).

***EI-ISAC Analyst Note:** Election offices are strongly encouraged to take advantage of training for their employees. Training employees to recognize and avoid cyberattacks such as phishing is critical. Election offices should develop a plan for training to address gaps in knowledge ([CIS Control 17](#)), and follow up training with exercises to test and reinforce the concepts learned. For more information on training, please see the Center for Internet Security’s “[Security Best Practices for Non-Voting Election Technology](#)” guide.*

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From: Keegan Hughes <keegan@techandciviclelife.org>
Sent: Tuesday, August 4, 2020 9:01 AM
To: lizbethhe@co.cumberland.nj.us
Subject: 50 Ideas for Recruiting and Retaining Election Workers

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Recruiting and Retaining Election Workers

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50 Ideas for Recruiting and Retaining Election Workers

Whether they're staffing the polls, processing ballots, or fielding voter phone calls, your temporary election workers are invaluable. But many jurisdictions struggle to recruit enough, even without a global pandemic!

That's why we're rounding up your success stories. Elections aren't one-size-fits-all, so steal ideas you like and ignore the rest. We're also [publishing this article online](#), where it'll be updated as we hear about new ideas. (If you missed the previous round-up, check out [39 Ways Election Offices are Responding to COVID-](#)

19).

We'd also like to highlight two additional resources: [Power the Polls](#), a national poll worker recruitment effort, and our recent free webinar on [Recruiting and Training Election Workers](#).

We've broken these ideas into 4 categories:

- Recruitment Pools
- Strategies and Policies
- Effective Messaging
- Retaining Your Workers

Recruitment Pools

1. **Voters.** You already send mailings to voters, so why not recruit election workers at the same time? [Wake County, North Carolina](#) includes a buck slip in every voter mailing encouraging them to work the polls. Interested voters can return the buck slip by mail, email, fax, or apply online. The slips are inexpensive—only \$0.025 each—and effective. Before, in 2010, Wake County received 345 poll worker applications. After introducing the buck slips in 2011, applications skyrocketed to 1,556! Additionally, you can recruit from your voter registration form, like [Wyoming](#) does.

VOTE ★★★★★ TO VOLUNTEER

When you go vote, the person helping you is a dedicated volunteer committed to the election process. They are front-line representatives of the Board of Elections office. These individuals are active voters, serving their community and local government with pride. It is a long day and a lot of work, but without our volunteers, we could not make democracy work.

If you, a family member, or a friend would like to get paid to be an election official during Early Voting or on Election Day, please apply online or complete the attached form to GET INVOLVED.

APPLY ONLINE www.wakegov.com/elections/getinvolved

Benefits

- Make extra money
- Make a difference
- Strengthen your community
- Learn new skills
- Meet new people

Name: _____

Address: _____

Phone: _____

Email: _____

Please fill out form and send to:
Wake County Board of Elections
ATTN: Precinct Staffing Team
PO Box 645
Raleigh, NC 27602

Or send via email or fax:
elections@wakegov.com
Fax: (919) 856-0864
Or apply online:
www.wakegov.com/elections/getinvolved

2. **Taxpayers.** By partnering with neighboring government agencies, you can extend your reach to all taxpayers in your jurisdiction. [Wake County](#) partners with the revenue department to include the above buck slip in the annual tax revenue mailing. [Fairfax County, Virginia](#) has a similar partnership with their taxation department, which results in hundreds of election worker inquiries at less than 1¢ per buck slip. Another example is [St. Louis County, Missouri](#), which includes this simple buck slip in tax bill mailings:



3. **Community groups.** Recruiting is easier when you tap into existing networks. Community groups range from veterans groups, to knitting clubs, to Rotary chapters. We highly recommend [Orange County, Florida's](#) Adopt-a-Precinct model to leverage these networks (see idea #25). We also recommend targeting groups based on the skills and backgrounds your office needs. For example, recruit bilingual workers from cultural groups, tech-savvy workers from professional associations, civically-minded workers from service organizations, etc.
4. **Bilingual populations.** Whether you're struggling to meet section 203 requirements or passionate about going above-and-beyond to serve your voters, bilingual election workers are the answer. When recruiting, be explicit about your language needs. [San Mateo, California's](#) online job posting for a seasonal Election Materials Proofreader explicitly asks for Spanish or Chinese language skills. [Harris County, Texas](#) launched a #StepUpToServe campaign on social media emphasizing the need for

Spanish, Chinese, and Vietnamese speakers. [Chicago](#) hired a liaison with the city's Asian-Indian community organizations to recruit bilingual Hindi, Gujarati and Urdu speakers. And don't overlook students! [New York City](#) partners with colleges and universities to recruit language interpreters. In 2016, 45% of [Minneapolis](#) high school poll workers were bilingual, compared to 13% of all workers. Tribal communities are another great source of bilingual election workers—[Coconino County, Arizona](#) staffs each voting location with at least two poll workers that speak the local tribal languages.



5. **Underrepresented communities.** Poll workers directly and indirectly influence how welcome voters feel. [Madison, Wisconsin](#) noticed that the vast majority of their election workers were white, even though Madison serves a diverse population. In order to diversify recruitment, Madison partnered with civil rights groups like the Urban League, the NAACP, and 100 Black Men. Instead of only recruiting through press releases, they advertised using Metro buses, public libraries, food pantries, job fairs, public housing, community dinners, neighborhood centers, churches, disability rights groups, universities, neighborhood associations, grocery stores, job centers, cultural media outlets, and more. Beyond poll workers, Madison also deputized 1,500 ambassadors to register voters in their communities and answer questions about elections.

6. **Sign language interpreters.** Many jurisdictions, like [El Paso County, Colorado](#), hire ASL (American Sign Language) interpreters to work the polls. English and ASL are two different languages, so providing instructions in written English isn't always effective for voters whose first language is ASL.
7. **Disability groups.** Many offices, like [Washington D.C.](#), recruit from local disability agencies and disability rights groups. It's good to involve groups in the voting process who haven't always felt welcome. As a bonus, people with disabilities are often more tech-savvy than your typical election worker. On [California's](#) website, the Voters with Disabilities webpage provides both voter information and recruitment information.
8. **Faith-based groups.** [Blue Earth County, Minnesota](#) circulates election worker recruitment information in church bulletins. Faith-based groups are also fantastic candidates for the Adopt-a-Precinct program (see idea #25)—[Orange County, Florida](#) found that churches in particular are always looking for fundraisers and have been enthusiastic Adopt-a-Precinct partners.
9. **High school students.** Most jurisdictions recruit high school poll workers, and for good reason—they're often tech-savvy and bilingual, and they're more likely to become lifelong voters if exposed to the voting process early. The pandemic adds urgency to youth recruitment as well. In [Chicago](#), thousands of youth staff every election thanks to a partnership with the non-profit [Mikva Challenge](#) and with history and social studies teachers. [Ely, Minnesota](#) also partners with a non-profit to recruit high school students and veterans to be trained together and serve together on Election Day. [Montgomery County, Maryland](#) has a comprehensive Future Vote program, which recruits students as young as 6th grade to help with election office work, voter outreach, operational support, polling place setup, etc. This creates a pipeline of engaged students who become poll workers when they turn 16 (over 10,000 and counting!). [Minneapolis](#) recruits from 33 high schools, and many have designated school coordinators that help with

recruitment. Minneapolis found best results training high schoolers alongside regular poll workers, and paying the same amount, too. Minneapolis also found that different schools respond to different recruitment messages—some students want a college recommendation letter, others want community service hours, others want extra cash, etc. [Uinta County, Wyoming](#) awards extra credit to students who serve as poll workers. Additionally, high school sports teams and clubs are great Adopt-a-Precinct partners (see idea #25).



Students assisting pre-Election Day operations in [Montgomery County, Maryland](#).

10. **College students.** Just like with high schoolers, it's best to partner with the school instead of recruiting individual students. Colleges have built-in infrastructure for distributing information—orientation week, activity fairs, a campus listserv, info tables during lunch hours, job boards, student radio, etc. [Northampton Community College](#) set up recruitment tables with food, a magician, and a caricaturist, and 100 students were recruited in a single day. At [California State University, Long Beach](#), cheerleaders attended events wearing “Love Me, I’m a Poll Worker” T-shirts, and anyone who filled out an application received a T-shirt too. College clubs, sports teams, sororities, and fraternities are great Adopt-a-Precinct partners (see idea #25). It's even possible to bake recruitment into college classes. For

example, [Long Beach](#) offers extra credit to students in introductory government classes, and this recruits over 200 poll workers each year. A professor at [Suffolk University](#) allowed students to serve as poll workers instead of writing a paper. A professor at the [University of Iowa](#) teaches a politics class with a service-learning requirement, and working the polls satisfies that requirement. [Asnuntuck Community College](#) designed an entire course around poll worker service with a curriculum on election history. However, college students have some downsides—residency requirements are challenging for out-of-state students, college students have a high attrition rate, and college recruitment programs take a lot of effort and coordination.

11. **Teachers.** [Scott County, Iowa](#) is reaching out to teachers' groups and unions that may have workers idled by the pandemic. Miami County, Ohio has had luck recruiting retired teachers. They tend to retire early, they're willing to serve their community, and they often recruit additional people. Miami County finds them by asking school districts for a list of retired teachers. [Virginia](#) reached out to the state's college presidents and high school superintendents, asking them to recruit both teachers and students.
12. **Political parties.** In some states, like [Illinois and Wisconsin](#), political parties are responsible for finding poll workers. Even if you're not required to, it's a good idea—especially if you need a bipartisan balance on your team. Political parties can tap into their network of civically-minded community members.
13. **Government employees.** A great source of election workers might be just down the hall in a neighboring government agency. Government employees tend to be civically-minded, professional, and already trained to interact with the public. You can also incentivize government employees by designating election work as paid leave or civic duty pay. This designation can happen statewide, like in [California](#), or at the local level, like in [Maricopa County, Arizona](#). In [Florida](#), the state incentivized state-level employees, and

encouraged each locality to do the same for local-level employees.

14. **Local businesses.** [Franklin County, Ohio](#) partners with local employers to recruit great poll workers. First, Franklin County conducts outreach to local employers. Then, they set up a display at the workplace, answer questions, and even let employees practice using voting machines. Successfully recruited employees are trained at their workplace to save them a trip across town. In some states, like [Minnesota](#), employees are legally allowed time off to serve in an election without reduction in pay.
15. **Stadium and sports employees.** During the pandemic, we're increasingly seeing large sports stadiums, arenas, and expo centers used as voting locations to minimize the risk of COVID-19 transmission. This option might come with an army of volunteer poll workers too! In [Fulton County, Georgia](#), hundreds of State Farm Arena staff will be trained as poll workers. In [Detroit](#), all Pistons employees get Election Day as paid time-off and are encouraged to work the polls. Already over 50 have volunteered!
16. **Furloughed employees.** There's an unprecedented number of furloughed employees during the pandemic, many of whom have availability and would appreciate some extra cash. If election worker compensation doesn't interfere with unemployment benefits, include that in your recruitment messaging! [Nebraska](#), for example, clearly explains, "Poll worker pay will not reduce unemployment benefits for those who are unemployed."
17. **National Guard.** Our fair, democratic elections are run by civilians, not by the military or the National Guard. So if your jurisdiction recruits from the National Guard, make sure they serve in a civilian capacity, in plainclothes, and in the jurisdiction where they vote—just like everyone else. [Wisconsin](#) leaned heavily on National Guard members to staff polling places, and [Nebraska](#) recruited them as standby poll workers just in case. Beyond working the polls, the National Guard assists over [30 states](#) with election cybersecurity. In [Colorado](#), for example, a team of 6 members help identify

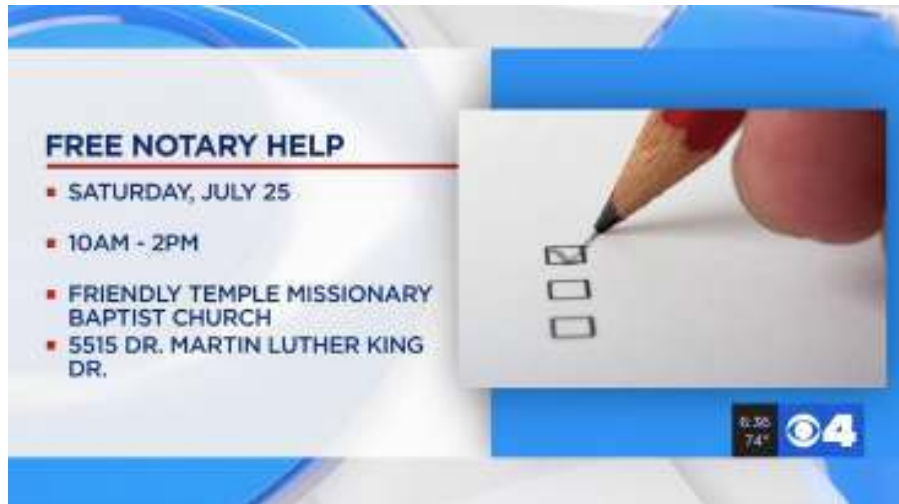
cybersecurity threats, vulnerabilities, and misinformation so Colorado can proactively address them.



Two National Guard members working the polls in [Maine, Wisconsin](#)—in their civilian capacity with regular clothes.

18. **Medical Reserve Corp.** The Medical Reserve Corp is a nationwide volunteer organization that helps with disaster medical support, health screenings, public education, etc. In [Virginia](#), they also worked at polling places! They worked as support staff, not regular poll workers—so they helped sanitize equipment, ensure correct usage of PPE, and maintain social distancing. If your nearby MRC can't spare volunteers, you can follow [Cape Girardeau, Missouri's](#) example and hire workers specifically to help with polling place sanitation.
19. **Lawyers.** In [Ohio](#), attorneys who receive training and serve as election workers receive CLE (continuing legal education) credits. Ohio had to overcome logistical challenges, like getting the Ohio Supreme Court's approval, but the program's been successful so far. Cuyahoga County, Ohio takes advantage of the professionalism and legal expertise by assigning attorneys to polling locations that haven't performed as well. [Nebraska](#) liked

this idea so much they copied and expanded it! You can also utilize lawyers' skills more directly, especially if your mail-in ballot process involves notarization. In [St. Louis, Missouri](#), the local bar association is providing free notary help as part of a "Promote the Vote" campaign.



20. **Accountants.** [Nebraska](#) expanded the above idea to include accountants.

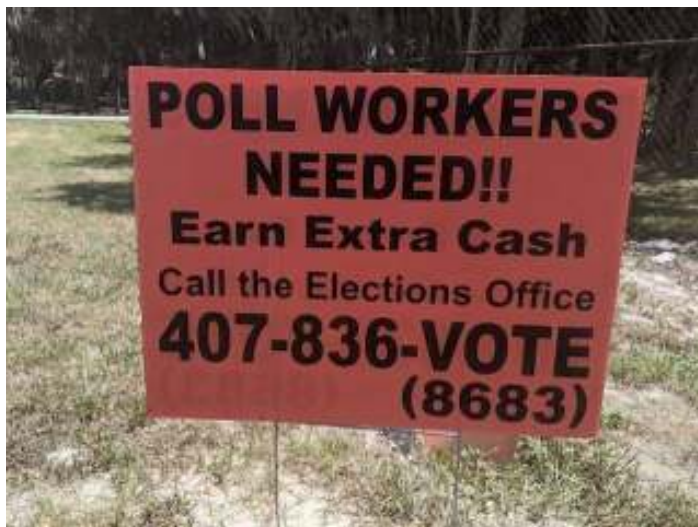
Nebraska partnered with the state Board of Public Accountancy and the Society of Certified Public Accountants Society to award continuing education credits to accountants who train and serve as election workers.

21. **Realtors.** Just like the above two examples, [West Virginia](#) partnered with the state's Real Estate Commission to award continuing education credits to realtors who receive training and serve as poll workers. In [Nebraska](#), the state REALTORS® Association is actively encouraging its members to serve as poll workers.

22. **Librarians.** It's a natural recruitment pool—libraries often double as polling places and librarians love serving the public. In [Chesapeake, Virginia](#), library staff have been helping prepare absentee ballot packets, sorting ballots, and answering phones. It's especially possible during the pandemic, since many libraries are closed and librarians have extra availability.

23. **Journalists.** You probably don't want to be *overrun* with journalists, but consider inviting one or two to serve as election workers. The behind-the-scenes perspective makes for compelling news, like [this article on Rochester Hills, Michigan](#). After a detailed rundown of the ballot counting process, the article concludes, "It was a complete day, filled with boredom, laughter, fatigue, and some last-minute stress, and I'd happily do it again." But be clear about the rules, especially rules around note-taking and recording.

24. **The general public.** Of course, sometimes you recruit election workers without a target audience in mind. These general tactics include press releases, newspaper articles and ads, radio and TV public service announcements, flyers at the library, online job postings, etc. [Orange County, Florida](#) puts up signs in county parks, [Nebraska](#) launched an extensive print and radio ad campaign, and [Madison, Wisconsin](#) advertises on public transit. It's important to cast a wide net.



Strategies and Policies

25. **Adopt-a-Precinct.** The popular Adopt-a-Precinct model dates back to the 1990s in jurisdictions like [Orange County, Florida](#) and [Ventura County, California](#). Election Day is transformed into a fundraising and team building opportunity for community groups like churches, nonprofits, and fraternities. When a group “adopts a precinct,” they are responsible for finding enough volunteers from their organization to staff the polling place. Instead of paying each worker separately, the group receives a single check for working Election Day. Since the 90s, the program has spread to many Florida and California counties, as well as jurisdictions ranging from [Wilson County, Tennessee](#) to [Blue Earth County, Minnesota](#) and [Wyandotte County, Kansas](#). States like [Alaska](#) and [Nebraska](#) rolled it out statewide. It’s often rebranded as “Adopt-a-Poll,” and even rebranded as “Adopt a Voting Site” in [Milwaukee](#). And sometimes the rules are different—[Kansas City](#) restricts participation to verified 501(C)3 charities, whereas [Alameda County, California](#) welcomes any group, even families fundraising their own family vacation. Long story short—if you want to implement this in your office, don’t reinvent the wheel! Here’s some example materials:

- Organization signup form: [Palm Beach County, Florida](#)
- Breakdown of payments: [Solano County, California](#)
- Press release: [Washoe County, Nevada](#)
- Promotional materials: [Hillsborough County, Florida](#)
- Promotional brochure: [Osceola County, Florida](#)
- Promotional video: [Alameda County, California](#)

26. **Focus on underserved areas.** [Madison, Wisconsin](#) noticed an overlap between areas with fewer poll workers—“poll worker deserts”—and areas with low turnout. To address both problems, Madison targeted poll worker recruitment and voter outreach to these areas. [Butler County, Ohio](#) noticed clusters of precincts with high provisional ballot errors, so they focused recruitment efforts on those clusters and saw a decrease in provisional ballot errors.

27. **Hire a professional recruiter.** [King County, Washington](#) hired a professional recruiter to recruit temporary employees for data entry, ballot processing, and phone banking. Beforehand, these positions were filled on-the-fly, which meant last-minute hiring, worker shortages, and poor candidate screening. The professional recruiter helped King County hire a more skilled, professional workforce.
28. **Expand the recruitment pool.** Policy change takes time, effort, and sometimes advocacy, but it can pay off in the long run. [West Virginia](#) enacted a new law allowing poll workers to serve outside their home jurisdiction. [California](#) election officials advocated for a law allowing legal permanent residents to become poll workers so they could recruit more bilingual poll workers. In [Nebraska](#), jurisdictions are legally allowed to “draft” poll workers, similar to jury duty. [Maryland](#) changed the age requirements so students as young as 14 can serve as Election Day pages, working two 4-hour shifts under the supervision of more experienced poll workers.
29. **Increase pay.** Election worker pay varies widely by geography, so there’s no one-size-fits-all amount, but generally speaking higher is better and many jurisdictions increase pay as a recruitment tactic. Additionally, some jurisdictions offer hazard pay during the pandemic, including several towns in [Connecticut](#). You can also incentivize training—[Guilford County, North Carolina](#) pays workers an extra \$35 per election if they complete a certification program. And it’s a good retention tool, like [Minneapolis](#) notifying previous workers that they’ve earned a raise.

Surprise! You've earned a raise.

This summer, all judges will receive a pay increase to their hourly rates. The new pay rates will be:

\$15.75: Team Judges/Student Judges
\$16.50: Poll Book and Registration
Specialist/Assistant Head Judges
\$17.50: Head Judges
\$22.00: Precinct Support Judge



30. **Allow split shifts.** Poll workers in particular face long, grueling days, often upwards of 10 hours. Understandably, this makes recruiting more difficult. To make the work easier, at least [18 states](#) allow split shifts. These shorter, partial shifts can be far more appealing to potential recruits.
31. **Run digital ads.** [Arizona](#) is recruiting poll workers from a statewide Facebook ad campaign. Paid campaigns can increase your visibility and reach, and often let you target specific demographics (like county residents, a specific age range, etc.). But be careful—we heard a horror story from an election office that spent \$5,000 on paid advertising, with no luck. If you're new to ad campaigns, it's best to do a trial run to determine what works in your community before investing a ton of money. If your budget is tight, prioritize “earned media,” which is free media coverage just by being interesting or newsworthy.
32. **Make online sign-ups easy.** [Travis County, Texas](#) partnered with the local League of Women Voters to create [this simple online form](#), and responses go directly to Travis County officials. A statewide form is even better—like [North Carolina's](#). [Maine](#) created an entire website for election worker recruitment. When in doubt, if your current form is difficult, you can always promote [Power the Polls](#), which makes national recruitment super easy.



33. **Recruit extra workers.** It's easier said than done, but try to recruit more workers than you'll need—especially with the pandemic's higher attrition rates. [Shasta County, California](#) has 35-70 “standby” poll workers trained and ready to replace no-shows. [Nebraska](#) recruited 130 National Guard members as backup poll workers. [Wake County, North Carolina](#) assigns 300-500 poll workers to their “STAR” team (Support Trained and Ready). STAR workers aren't assigned a polling place until shortly before Election Day, so they replace poll workers who change their minds.
34. **Predict no-shows.** If you like nerdy solutions, you'll love [Washington D.C.'s](#) data-driven approach to predicting poll worker no-shows. First, they conducted a statistical analysis of previous records of attendance and absenteeism. The best predictor was previous poll worker service — for each previous election served, they were 3x more likely to show up. Additionally, older poll workers were more likely to show up (albeit before the pandemic). Using the data, D.C. assigned an absenteeism risk score to each precinct. They were better prepared to shift workers to at-risk precincts, and they cross-trained low-risk workers.
35. **Partner with your state.** Some strategies work better at the state level. The [Nebraska](#) Secretary of State's office spearheaded several poll worker recruitment efforts, including mailing a poll worker application to every eligible voter aged 18-50 in the counties that requested help. And don't

forget your state association—in [California](#), the state election association helped achieve a policy change allowing legal permanent residents to serve as poll workers. Your state partners are especially useful when you need extra funding, a broader reach, or statewide coordination.

Effective Messaging

36. **Celebrate election workers.** [North Carolina](#) launched a Democracy Heroes campaign, which celebrates the heroes who step up to replace at-risk election workers. [West Virginia](#) launched “Operation Elective Service,” appealing to people’s patriotism during the pandemic crisis. [Michigan](#) launched a Democracy MVP campaign, which celebrates election workers as “the Most Valuable Players of our democracy, ensuring free and fair elections for all.”



37. **Emphasize safety measures.** During the pandemic, many potential election workers are concerned about health risks. Sharing your safety plan can help them decide whether to serve. States like [Arizona](#) emphasize PPE, sanitation supplies, and social distancing protocols on the poll worker

recruitment page.

38. **Emphasize money.** Recruits are often asked to “volunteer” for election work, leading the general public to assume election workers are unpaid. While election workers typically cite civic duty, patriotism, and community service as their main motivations, money sweetens the deal. And it’s eye-catching! Look at the poster below from Montgomery County, Maryland, used to recruit high schoolers, a population especially interested in some extra cash.



39. **Explain your reasons.** Sometimes you need to ask personal questions, like political party affiliation. Pere Marquette Charter Township, Michigan recommends explaining your reasons for asking—for example, you might be legally required to maintain a balance of political parties. Recruits feel more comfortable sharing sensitive information when they understand why you’re collecting it.

40. **Create recruitment videos.** Videos are an opportunity for creativity, showing the human side of elections, and getting noticed on social media. We love this Star Wars-themed video from [Contra Costa County, California](#) with nearly 1,000 views. [Iowa's](#) recruitment video explains what poll workers do, which helps potential recruits know what to expect. [Michigan](#) created two professional-looking videos ([here](#) and [here](#)) to promote the Democracy MVP campaign. But you don't need a huge budget—we also like this video from [Rochester Hills, Michigan](#), which uses still images and text to get the message across.

Retaining Election Workers

41. **Engage before the election.** Recruiting election workers is useless if they don't show up! Normally, in-person interactions before the election (like training sessions) help election workers feel invested. During the pandemic, with fewer in-person interactions, it's important to engage your workers in other ways. Chicago is focusing on virtual communication leading up to Election Day, and is even considering making phone calls to each worker to help them feel prepared, engaged, and part of a community.

42. **Thank your workers.** It's simple, obvious, and important. Thank your workers. Thank them collectively and publicly—on social media like [Harris County, Texas](#), on your website like [Larimer County, Colorado](#), in a video like [Leon County, Florida](#), or in the newspaper like [Cuyahoga County, Ohio](#). Thank them individually and privately—using email, text messages, or mailed thank-you notes. Experts on volunteer retention stress the importance of thanking your workers.



Harris County Clerk @HarrisVotes · Jul 14

As the polls close and Election Judges turn in the results of the election, we want to say thank you to each and every poll worker for your hard work!

Interested in serving as a poll worker in November? Head to harrisvotes.com/pollworkers!



3

12

39



43. **Invite feedback.** If you want election workers to feel invested in your elections, involve them in the decision-making process. [New Hanover County, North Carolina](#) hosts a debrief meeting after each election to invite honest feedback, constructive criticism, and suggestions for improvement. Some election workers even participate in an ongoing focus group throughout the year. Similarly, [San Francisco](#) runs a poll worker advisory network that provides input on recruitment, training, materials, and processes.
44. **Train them well.** People like feeling prepared, and they don't like feeling helpless. The quality of election worker training directly contributes to election worker retention. [Guilford County, North Carolina](#) offers an optional, above-and-beyond certification program for poll workers, and certified workers are more committed and more likely to return. They're also more likely to serve as part-time election workers in the weeks leading up to their poll worker shifts.
45. **Evaluate performance.** You don't want to retain *all* election workers—just the good ones! [Montgomery County, Maryland](#) created a Precinct Performance Report that recognizes high performance, identifies areas of

improvement, and helps recruiters know which precincts need more attention. [Allen County, Ohio](#) recommends being transparent about the rubric you're evaluating workers against so they understand expectations. You can also use performance evaluation to reward high-performers. In [Humboldt County, California](#), if a poll worker team successfully completes its tasks and returns all the supplies and equipment correctly, every member of that team receives a \$20 bonus.

46. **Recognize consistent service.** Every jurisdiction has veteran election workers that return year after year. Recognize and encourage this repeat service as much as possible! [New Hanover County, North Carolina](#) presents certificates and pins to poll workers who have served in 10, 15, and 20 elections. [Orange County, California](#) awards pins for poll worker service in 5-year increments. As a bonus, recognition ceremonies are great publicity—like [Hamilton County, Ohio](#) recognizing 59 years of poll worker service.



47. **Provide election-specific pins.** Voters love stickers, and election workers love pins! Jurisdictions like [San Mateo, California](#) provide election-specific pins featuring the year, the type of election, and a unique design. Other

jurisdictions use a hanging design, like the [picture on the right](#), where new pins chain to previous ones. No matter the style, these one-of-a-kind souvenirs become proud collections, encouraging workers to return and expand their collection. If you're looking for inspiration, here's a [fun collection of designs](#).



48. **Provide other swag.** Tote bags, pens, notebooks, keyrings, t-shirts, water bottles, coffee mugs, etc. If your budget allows, election worker swag is a great appreciation tactic. People are more likely to vote if it's part of their identity—"I am a voter"—and the same logic applies to election workers. Sporting a [Lyon County, Kansas](#) Election Worker tote bag all year reinforces that election worker identity.



49. **Keep in touch via newsletter.** Newsletters can keep your election workers engaged and returning. They can build camaraderie—[Okaloosa County, Florida](#) includes thank-you messages, photos, and even shares recipes. Newsletters can debrief previous elections—[Contra Costa County, California](#) shares stats like who processed the most voters and which high school supplied the most workers. Newsletters can even help prepare workers—both [Monmouth County, New Jersey](#) and [Franklin County, Ohio](#) explain Election Day processes and procedures in greater detail.

50. **Profile your election workers.** It's a common practice to write short profiles on your election workers. Jurisdictions like [Minneapolis](#) include profiles in their newsletters. You can even use profiles as recruitment messaging, like [Miami-Dade County, Florida](#) does.



What else are you doing?

We know this list isn't exhaustive. Your creativity and determination are always impressive, and especially now. We'd love to hear what your office is doing! Email keegan@techandcivillife.org with your tips and tricks!



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Website

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LizBeth Hernandez

From: Celeste Riley <CELESTERI@co.cumberland.nj.us>
Sent: Tuesday, August 4, 2020 9:07 AM
To: LizBeth Hernandez
Subject: FW: 50 Ideas for Recruiting and Retaining Election Workers

Hi Liz,

Not sure if you already get this newsletter, but in case you don't....

Celeste

From: Keegan Hughes <keegan@techandciviclife.org>
Sent: Tuesday, August 4, 2020 9:01 AM
To: Celeste Riley <CELESTERI@co.cumberland.nj.us>
Subject: 50 Ideas for Recruiting and Retaining Election Workers

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Recruiting and Retaining Election Workers

[View this email in your browser](#)

ELECTRICITY



The latest best practices for election officials.



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50 Ideas for Recruiting and Retaining Election Workers

Whether they're staffing the polls, processing ballots, or fielding voter phone calls, your temporary election workers are invaluable. But many jurisdictions struggle to recruit enough, even without a global pandemic!

That's why we're rounding up your success stories. Elections aren't one-size-fits-all, so steal ideas you like and ignore the rest. We're also [publishing this article online](#), where it'll be updated as we hear about new ideas. (If you missed the previous round-up, check out [39 Ways Election Offices are Responding to COVID-19](#)).

We'd also like to highlight two additional resources: [Power the Polls](#), a national poll worker recruitment effort, and our recent free webinar on [Recruiting and Training Election Workers](#).

We've broken these ideas into 4 categories:

- Recruitment Pools
- Strategies and Policies
- Effective Messaging
- Retaining Your Workers

Recruitment Pools

1. **Voters.** You already send mailings to voters, so why not recruit election workers at the same time? [Wake County, North Carolina](#) includes a buck slip in every voter mailing encouraging them to work the polls. Interested voters can return the buck slip by mail, email, fax, or apply online. The slips are inexpensive—only \$0.025 each—and effective. Before, in 2010, Wake

County received 345 poll worker applications. After introducing the buck slips in 2011, applications skyrocketed to 1,556! Additionally, you can recruit from your voter registration form, like [Wyoming](#) does.

VOTE ★★★★★ TO VOLUNTEER

When you go into the person helping you is a dedicated volunteer committed to the election process. There are thousands of volunteers at the County of Wake County office. Please individuals are active citizens, serving their community and local government with pride. It is a long day and a lot of work, but without our volunteers, we could not make democracy work.

If you, a family member, or a friend would like to get paid to be an election official during Early Voting or on Election Day, please apply online or complete the attached form to GET INVOLVED.

APPLY ONLINE www.wakegov.com/elections/getinvolved

Benefits

- Make extra money
- Make a difference
- Strengthen your community
- Learn new skills
- Meet new people

Name: _____
 Address: _____
 Phone: _____
 Email: _____

Please fill out form and send to:
 Wake County Board of Elections
 ATTN: Precinct Staffing Team
 PO Box 685
 Raleigh, NC 27602

Or send via email or fax:
elections@wakegov.com
 Fax: (919) 596-5864
 Or apply online:
www.wakegov.com/elections/getinvolved

2. **Taxpayers.** By partnering with neighboring government agencies, you can extend your reach to all taxpayers in your jurisdiction. [Wake County](#) partners with the revenue department to include the above buck slip in the annual tax revenue mailing. [Fairfax County, Virginia](#) has a similar partnership with their taxation department, which results in hundreds of election worker inquiries at less than 1¢ per buck slip. Another example is [St. Louis County, Missouri](#), which includes this simple buck slip in tax bill mailings:

POLL WORKERS NEEDED

The St. Louis County Board of Elections is recruiting workers for 2016. Individuals are needed to serve as poll workers for four elections: March 15; April 5; August 2; and November 8

★★★★★ VOTE ★★★★★

Earn \$125-\$155 for each election worked and \$30-\$65 for training.

To apply or request information, visit www.stlouisco.com/elections or call 314-615-1865.

3. **Community groups.** Recruiting is easier when you tap into existing networks. Community groups range from veterans groups, to knitting clubs, to Rotary chapters. We highly recommend [Orange County, Florida's](#) Adopt-a-Precinct model to leverage these networks (see idea #25). We also

recommend targeting groups based on the skills and backgrounds your office needs. For example, recruit bilingual workers from cultural groups, tech-savvy workers from professional associations, civically-minded workers from service organizations, etc.

4. **Bilingual populations.** Whether you're struggling to meet section 203 requirements or passionate about going above-and-beyond to serve your voters, bilingual election workers are the answer. When recruiting, be explicit about your language needs. [San Mateo, California's](#) online job posting for a seasonal Election Materials Proofreader explicitly asks for Spanish or Chinese language skills. [Harris County, Texas](#) launched a #StepUpToServe campaign on social media emphasizing the need for Spanish, Chinese, and Vietnamese speakers. [Chicago](#) hired a liaison with the city's Asian-Indian community organizations to recruit bilingual Hindi, Gujarati and Urdu speakers. And don't overlook students! [New York City](#) partners with colleges and universities to recruit language interpreters. In 2016, 45% of [Minneapolis](#) high school poll workers were bilingual, compared to 13% of all workers. Tribal communities are another great source of bilingual election workers—[Coconino County, Arizona](#) staffs each voting location with at least two poll workers that speak the local tribal languages.



5. **Underrepresented communities.** Poll workers directly and indirectly influence how welcome voters feel. [Madison, Wisconsin](#) noticed that the

vast majority of their election workers were white, even though Madison serves a diverse population. In order to diversify recruitment, Madison partnered with civil rights groups like the Urban League, the NAACP, and 100 Black Men. Instead of only recruiting through press releases, they advertised using Metro buses, public libraries, food pantries, job fairs, public housing, community dinners, neighborhood centers, churches, disability rights groups, universities, neighborhood associations, grocery stores, job centers, cultural media outlets, and more. Beyond poll workers, Madison also deputized 1,500 ambassadors to register voters in their communities and answer questions about elections.

6. **Sign language interpreters.** Many jurisdictions, like [El Paso County, Colorado](#), hire ASL (American Sign Language) interpreters to work the polls. English and ASL are two different languages, so providing instructions in written English isn't always effective for voters whose first language is ASL.
7. **Disability groups.** Many offices, like [Washington D.C.](#), recruit from local disability agencies and disability rights groups. It's good to involve groups in the voting process who haven't always felt welcome. As a bonus, people with disabilities are often more tech-savvy than your typical election worker. On [California's](#) website, the Voters with Disabilities webpage provides both voter information and recruitment information.
8. **Faith-based groups.** [Blue Earth County, Minnesota](#) circulates election worker recruitment information in church bulletins. Faith-based groups are also fantastic candidates for the Adopt-a-Precinct program (see idea #25)—[Orange County, Florida](#) found that churches in particular are always looking for fundraisers and have been enthusiastic Adopt-a-Precinct partners.
9. **High school students.** Most jurisdictions recruit high school poll workers, and for good reason—they're often tech-savvy and bilingual, and they're more likely to become lifelong voters if exposed to the voting process early.

The pandemic adds urgency to youth recruitment as well. In [Chicago](#), thousands of youth staff every election thanks to a partnership with the non-profit [Mikva Challenge](#) and with history and social studies teachers. [Ely, Minnesota](#) also partners with a non-profit to recruit high school students and veterans to be trained together and serve together on Election Day. [Montgomery County, Maryland](#) has a comprehensive Future Vote program, which recruits students as young as 6th grade to help with election office work, voter outreach, operational support, polling place setup, etc. This creates a pipeline of engaged students who become poll workers when they turn 16 (over 10,000 and counting!). [Minneapolis](#) recruits from 33 high schools, and many have designated school coordinators that help with recruitment. Minneapolis found best results training high schoolers alongside regular poll workers, and paying the same amount, too. Minneapolis also found that different schools respond to different recruitment messages—some students want a college recommendation letter, others want community service hours, others want extra cash, etc. [Uinta County, Wyoming](#) awards extra credit to students who serve as poll workers. Additionally, high school sports teams and clubs are great Adopt-a-Precinct partners (see idea #25).



Students assisting pre-Election Day operations in [Montgomery County, Maryland](#).

10. **College students.** Just like with high schoolers, it's best to partner with the school instead of recruiting individual students. Colleges have built-in infrastructure for distributing information—orientation week, activity fairs, a campus listserv, info tables during lunch hours, job boards, student radio, etc. [Northampton Community College](#) set up recruitment tables with food, a magician, and a caricaturist, and 100 students were recruited in a single day. At [California State University, Long Beach](#), cheerleaders attended events wearing “Love Me, I’m a Poll Worker” T-shirts, and anyone who filled out an application received a T-shirt too. College clubs, sports teams, sororities, and fraternities are great Adopt-a-Precinct partners (see idea #25). It's even possible to bake recruitment into college classes. For example, [Long Beach](#) offers extra credit to students in introductory government classes, and this recruits over 200 poll workers each year. A professor at [Suffolk University](#) allowed students to serve as poll workers instead of writing a paper. A professor at the [University of Iowa](#) teaches a politics class with a service-learning requirement, and working the polls satisfies that requirement. [Asnuntuck Community College](#) designed an entire course around poll worker service with a curriculum on election history. However, college students have some downsides—residency requirements are challenging for out-of-state students, college students have a high attrition rate, and college recruitment programs take a lot of effort and coordination.

11. **Teachers.** [Scott County, Iowa](#) is reaching out to teachers' groups and unions that may have workers idled by the pandemic. Miami County, Ohio has had luck recruiting retired teachers. They tend to retire early, they're willing to serve their community, and they often recruit additional people. Miami County finds them by asking school districts for a list of retired teachers. [Virginia](#) reached out to the state's college presidents and high school superintendents, asking them to recruit both teachers and students.

12. **Political parties.** In some states, like [Illinois and Wisconsin](#), political parties are responsible for finding poll workers. Even if you're not required to, it's a

good idea—especially if you need a bipartisan balance on your team. Political parties can tap into their network of civically-minded community members.

13. **Government employees.** A great source of election workers might be just down the hall in a neighboring government agency. Government employees tend to be civically-minded, professional, and already trained to interact with the public. You can also incentivize government employees by designating election work as paid leave or civic duty pay. This designation can happen statewide, like in [California](#), or at the local level, like in [Maricopa County, Arizona](#). In [Florida](#), the state incentivized state-level employees, and encouraged each locality to do the same for local-level employees.
14. **Local businesses.** [Franklin County, Ohio](#) partners with local employers to recruit great poll workers. First, Franklin County conducts outreach to local employers. Then, they set up a display at the workplace, answer questions, and even let employees practice using voting machines. Successfully recruited employees are trained at their workplace to save them a trip across town. In some states, like [Minnesota](#), employees are legally allowed time off to serve in an election without reduction in pay.
15. **Stadium and sports employees.** During the pandemic, we're increasingly seeing large sports stadiums, arenas, and expo centers used as voting locations to minimize the risk of COVID-19 transmission. This option might come with an army of volunteer poll workers too! In [Fulton County, Georgia](#), hundreds of State Farm Arena staff will be trained as poll workers. In [Detroit](#), all Pistons employees get Election Day as paid time-off and are encouraged to work the polls. Already over 50 have volunteered!
16. **Furloughed employees.** There's an unprecedented number of furloughed employees during the pandemic, many of whom have availability and would appreciate some extra cash. If election worker compensation doesn't interfere with unemployment benefits, include that in your recruitment

messaging! [Nebraska](#), for example, clearly explains, “Poll worker pay will not reduce unemployment benefits for those who are unemployed.”

17. **National Guard.** Our fair, democratic elections are run by civilians, not by the military or the National Guard. So if your jurisdiction recruits from the National Guard, make sure they serve in a civilian capacity, in plainclothes, and in the jurisdiction where they vote—just like everyone else. [Wisconsin](#) leaned heavily on National Guard members to staff polling places, and [Nebraska](#) recruited them as standby poll workers just in case. Beyond working the polls, the National Guard assists over [30 states](#) with election cybersecurity. In [Colorado](#), for example, a team of 6 members help identify cybersecurity threats, vulnerabilities, and misinformation so Colorado can proactively address them.

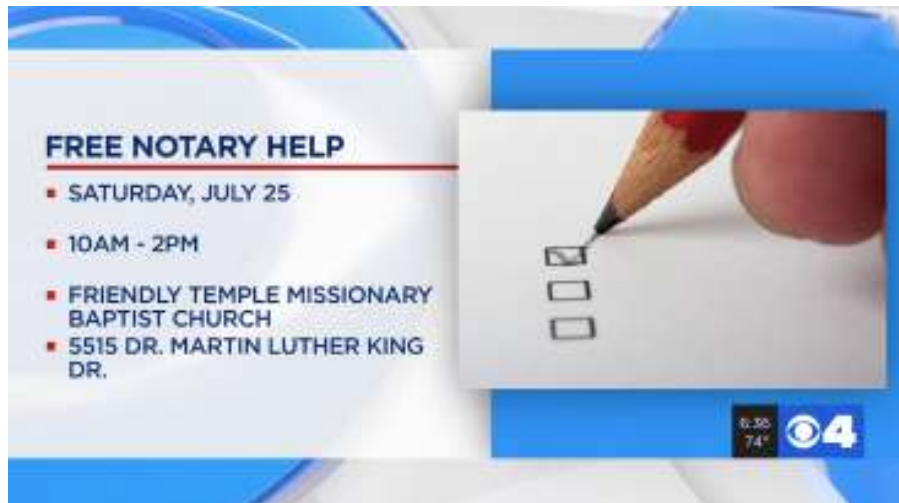


Two National Guard members working the polls in [Maine, Wisconsin](#)—in their civilian capacity with regular clothes.

18. **Medical Reserve Corp.** The Medical Reserve Corp is a nationwide volunteer organization that helps with disaster medical support, health screenings, public education, etc. In [Virginia](#), they also worked at polling places! They worked as support staff, not regular poll workers—so they

helped sanitize equipment, ensure correct usage of PPE, and maintain social distancing. If your nearby MRC can't spare volunteers, you can follow [Cape Girardeau, Missouri's](#) example and hire workers specifically to help with polling place sanitation.

19. **Lawyers.** In [Ohio](#), attorneys who receive training and serve as election workers receive CLE (continuing legal education) credits. Ohio had to overcome logistical challenges, like getting the Ohio Supreme Court's approval, but the program's been successful so far. Cuyahoga County, Ohio takes advantage of the professionalism and legal expertise by assigning attorneys to polling locations that haven't performed as well. [Nebraska](#) liked this idea so much they copied and expanded it! You can also utilize lawyers' skills more directly, especially if your mail-in ballot process involves notarization. In [St. Louis, Missouri](#), the local bar association is providing free notary help as part of a "Promote the Vote" campaign.



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24. **The general public.** Of course, sometimes you recruit election workers without a target audience in mind. These general tactics include press releases, newspaper articles and ads, radio and TV public service announcements, flyers at the library, online job postings, etc. [Orange County, Florida](#) puts up signs in county parks, [Nebraska](#) launched an extensive print and radio ad campaign, and [Madison, Wisconsin](#) advertises on public transit. It's important to cast a wide net.



Strategies and Policies

25. **Adopt-a-Precinct.** The popular Adopt-a-Precinct model dates back to the 1990s in jurisdictions like [Orange County, Florida](#) and [Ventura County, California](#). Election Day is transformed into a fundraising and team building opportunity for community groups like churches, nonprofits, and fraternities. When a group “adopts a precinct,” they are responsible for finding enough volunteers from their organization to staff the polling place. Instead of paying each worker separately, the group receives a single check for working Election Day. Since the 90s, the program has spread to many Florida and California counties, as well as jurisdictions ranging from [Wilson County, Tennessee](#) to [Blue Earth County, Minnesota](#) and [Wyandotte County, Kansas](#). States like [Alaska](#) and [Nebraska](#) rolled it out statewide. It’s often rebranded as “Adopt-a-Poll,” and even rebranded as “Adopt a Voting Site” in [Milwaukee](#). And sometimes the rules are different—[Kansas City](#) restricts participation to verified 501(C)3 charities, whereas [Alameda County, California](#) welcomes any group, even families fundraising their own family vacation. Long story short—if you want to implement this in your office, don’t reinvent the wheel! Here’s some example materials:

- Organization signup form: [Palm Beach County, Florida](#)
- Breakdown of payments: [Solano County, California](#)
- Press release: [Washoe County, Nevada](#)
- Promotional materials: [Hillsborough County, Florida](#)
- Promotional brochure: [Osceola County, Florida](#)
- Promotional video: [Alameda County, California](#)

26. **Focus on underserved areas.** [Madison, Wisconsin](#) noticed an overlap between areas with fewer poll workers—“poll worker deserts”—and areas with low turnout. To address both problems, Madison targeted poll worker recruitment and voter outreach to these areas. [Butler County, Ohio](#) noticed clusters of precincts with high provisional ballot errors, so they focused recruitment efforts on those clusters and saw a decrease in provisional ballot errors.
27. **Hire a professional recruiter.** [King County, Washington](#) hired a professional recruiter to recruit temporary employees for data entry, ballot processing, and phone banking. Beforehand, these positions were filled on-the-fly, which meant last-minute hiring, worker shortages, and poor candidate screening. The professional recruiter helped King County hire a more skilled, professional workforce.
28. **Expand the recruitment pool.** Policy change takes time, effort, and sometimes advocacy, but it can pay off in the long run. [West Virginia](#) enacted a new law allowing poll workers to serve outside their home jurisdiction. [California](#) election officials advocated for a law allowing legal permanent residents to become poll workers so they could recruit more bilingual poll workers. In [Nebraska](#), jurisdictions are legally allowed to “draft” poll workers, similar to jury duty. [Maryland](#) changed the age requirements so students as young as 14 can serve as Election Day pages, working two 4-hour shifts under the supervision of more experienced poll workers.

29. **Increase pay.** Election worker pay varies widely by geography, so there's no one-size-fits-all amount, but generally speaking higher is better and many jurisdictions increase pay as a recruitment tactic. Additionally, some jurisdictions offer hazard pay during the pandemic, including several towns in [Connecticut](#). You can also incentivize training—[Guilford County, North Carolina](#) pays workers an extra \$35 per election if they complete a certification program. And it's a good retention tool, like [Minneapolis](#) notifying previous workers that they've earned a raise.

Surprise! You've earned a raise.

This summer, all judges will receive a pay increase to their hourly rates. The new pay rates will be:

\$15.75: Team Judges/Student Judges
\$16.50: Poll Book and Registration
Specialist/Assistant Head Judges
\$17.50: Head Judges
\$22.00: Precinct Support Judge



30. **Allow split shifts.** Poll workers in particular face long, grueling days, often upwards of 10 hours. Understandably, this makes recruiting more difficult. To make the work easier, at least [18 states](#) allow split shifts. These shorter, partial shifts can be far more appealing to potential recruits.

31. **Run digital ads.** [Arizona](#) is recruiting poll workers from a statewide Facebook ad campaign. Paid campaigns can increase your visibility and reach, and often let you target specific demographics (like county residents, a specific age range, etc.). But be careful—we heard a horror story from an election office that spent \$5,000 on paid advertising, with no luck. If you're new to ad campaigns, it's best to do a trial run to determine what works in your community before investing a ton of money. If your budget is tight, prioritize “earned media,” which is free media coverage just by being

interesting or newsworthy.

32. **Make online sign-ups easy.** [Travis County, Texas](#) partnered with the local League of Women Voters to create [this simple online form](#), and responses go directly to Travis County officials. A statewide form is even better—like [North Carolina's](#). [Maine](#) created an entire website for election worker recruitment. When in doubt, if your current form is difficult, you can always promote [Power the Polls](#), which makes national recruitment super easy.



33. **Recruit extra workers.** It's easier said than done, but try to recruit more workers than you'll need—especially with the pandemic's higher attrition rates. [Shasta County, California](#) has 35-70 “standby” poll workers trained and ready to replace no-shows. [Nebraska](#) recruited 130 National Guard members as backup poll workers. [Wake County, North Carolina](#) assigns 300-500 poll workers to their “STAR” team (Support Trained and Ready). STAR workers aren't assigned a polling place until shortly before Election Day, so they replace poll workers who change their minds.
34. **Predict no-shows.** If you like nerdy solutions, you'll love [Washington D.C.'s](#) data-driven approach to predicting poll worker no-shows. First, they conducted a statistical analysis of previous records of attendance and absenteeism. The best predictor was previous poll worker service — for each previous election served, they were 3x more likely to show up.

Additionally, older poll workers were more likely to show up (albeit before the pandemic). Using the data, D.C. assigned an absenteeism risk score to each precinct. They were better prepared to shift workers to at-risk precincts, and they cross-trained low-risk workers.

35. Partner with your state. Some strategies work better at the state level.

The [Nebraska](#) Secretary of State's office spearheaded several poll worker recruitment efforts, including mailing a poll worker application to every eligible voter aged 18-50 in the counties that requested help. And don't forget your state association—in [California](#), the state election association helped achieve a policy change allowing legal permanent residents to serve as poll workers. Your state partners are especially useful when you need extra funding, a broader reach, or statewide coordination.

Effective Messaging

36. Celebrate election workers. [North Carolina](#) launched a Democracy Heroes campaign, which celebrates the heroes who step up to replace at-risk election workers. [West Virginia](#) launched "Operation Elective Service," appealing to people's patriotism during the pandemic crisis. [Michigan](#) launched a Democracy MVP campaign, which celebrates election workers as "the Most Valuable Players of our democracy, ensuring free and fair elections for all."



37. **Emphasize safety measures.** During the pandemic, many potential election workers are concerned about health risks. Sharing your safety plan can help them decide whether to serve. States like [Arizona](#) emphasize PPE, sanitation supplies, and social distancing protocols on the poll worker recruitment page.
38. **Emphasize money.** Recruits are often asked to “volunteer” for election work, leading the general public to assume election workers are unpaid. While election workers typically cite civic duty, patriotism, and community service as their main motivations, money sweetens the deal. And it’s eye-catching! Look at the poster below from [Montgomery County, Maryland](#), used to recruit high schoolers, a population especially interested in some extra cash.



39. **Explain your reasons.** Sometimes you need to ask personal questions, like political party affiliation. Pere Marquette Charter Township, Michigan recommends explaining your reasons for asking—for example, you might be legally required to maintain a balance of political parties. Recruits feel more comfortable sharing sensitive information when they understand why you're collecting it.
40. **Create recruitment videos.** Videos are an opportunity for creativity, showing the human side of elections, and getting noticed on social media. We love this Star Wars-themed video from [Contra Costa County, California](#) with nearly 1,000 views. [Iowa's](#) recruitment video explains what poll workers do, which helps potential recruits know what to expect. [Michigan](#) created two professional-looking videos ([here](#) and [here](#)) to promote the Democracy MVP campaign. But you don't need a huge budget—we also like this video from [Rochester Hills, Michigan](#), which uses still images and text to get the message across.

Retaining Election Workers

41. **Engage before the election.** Recruiting election workers is useless if they don't show up! Normally, in-person interactions before the election (like training sessions) help election workers feel invested. During the pandemic, with fewer in-person interactions, it's important to engage your workers in other ways. Chicago is focusing on virtual communication leading up to Election Day, and is even considering making phone calls to each worker to help them feel prepared, engaged, and part of a community.
42. **Thank your workers.** It's simple, obvious, and important. Thank your workers. Thank them collectively and publicly—on social media like [Harris County, Texas](#), on your website like [Larimer County, Colorado](#), in a video like [Leon County, Florida](#), or in the newspaper like [Cuyahoga County, Ohio](#). Thank them individually and privately—using email, text messages, or mailed thank-you notes. Experts on volunteer retention stress the importance of thanking your workers.



Harris County Clerk @HarrisVotes · Jul 14

As the polls close and Election Judges turn in the results of the election, we want to say thank you to each and every poll worker for your hard work!

Interested in serving as a poll worker in November? Head to [harrisvotes.com/pollworkers!](https://harrisvotes.com/pollworkers)



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43. **Invite feedback.** If you want election workers to feel invested in your elections, involve them in the decision-making process. [New Hanover County, North Carolina](#) hosts a debrief meeting after each election to invite honest feedback, constructive criticism, and suggestions for improvement. Some election workers even participate in an ongoing focus group throughout the year. Similarly, [San Francisco](#) runs a poll worker advisory network that provides input on recruitment, training, materials, and processes.
44. **Train them well.** People like feeling prepared, and they don't like feeling helpless. The quality of election worker training directly contributes to election worker retention. [Guilford County, North Carolina](#) offers an optional, above-and-beyond certification program for poll workers, and certified workers are more committed and more likely to return. They're also more likely to serve as part-time election workers in the weeks leading up to their poll worker shifts.
45. **Evaluate performance.** You don't want to retain *all* election workers—just the good ones! [Montgomery County, Maryland](#) created a Precinct Performance Report that recognizes high performance, identifies areas of

improvement, and helps recruiters know which precincts need more attention. [Allen County, Ohio](#) recommends being transparent about the rubric you're evaluating workers against so they understand expectations. You can also use performance evaluation to reward high-performers. In [Humboldt County, California](#), if a poll worker team successfully completes its tasks and returns all the supplies and equipment correctly, every member of that team receives a \$20 bonus.

46. **Recognize consistent service.** Every jurisdiction has veteran election workers that return year after year. Recognize and encourage this repeat service as much as possible! [New Hanover County, North Carolina](#) presents certificates and pins to poll workers who have served in 10, 15, and 20 elections. [Orange County, California](#) awards pins for poll worker service in 5-year increments. As a bonus, recognition ceremonies are great publicity—like [Hamilton County, Ohio](#) recognizing 59 years of poll worker service.



47. **Provide election-specific pins.** Voters love stickers, and election workers love pins! Jurisdictions like [San Mateo, California](#) provide election-specific pins featuring the year, the type of election, and a unique design. Other

jurisdictions use a hanging design, like the [picture on the right](#), where new pins chain to previous ones. No matter the style, these one-of-a-kind souvenirs become proud collections, encouraging workers to return and expand their collection. If you're looking for inspiration, here's a [fun collection of designs](#).



48. **Provide other swag.** Tote bags, pens, notebooks, keyrings, t-shirts, water bottles, coffee mugs, etc. If your budget allows, election worker swag is a great appreciation tactic. People are more likely to vote if it's part of their identity—"I am a voter"—and the same logic applies to election workers. Sporting a [Lyon County, Kansas](#) Election Worker tote bag all year reinforces that election worker identity.



49. **Keep in touch via newsletter.** Newsletters can keep your election workers engaged and returning. They can build camaraderie—[Okaloosa County, Florida](#) includes thank-you messages, photos, and even shares recipes. Newsletters can debrief previous elections—[Contra Costa County, California](#) shares stats like who processed the most voters and which high school supplied the most workers. Newsletters can even help prepare workers—both [Monmouth County, New Jersey](#) and [Franklin County, Ohio](#) explain Election Day processes and procedures in greater detail.

50. **Profile your election workers.** It's a common practice to write short profiles on your election workers. Jurisdictions like [Minneapolis](#) include profiles in their newsletters. You can even use profiles as recruitment messaging, like [Miami-Dade County, Florida](#) does.



What else are you doing?

We know this list isn't exhaustive. Your creativity and determination are always impressive, and especially now. We'd love to hear what your office is doing! Email keegan@techandciviclelife.org with your tips and tricks!



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