



# SOLANO COUNTY

REGISTRAR OF VOTERS

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June 11, 2021

The Honorable Donna L. Stashyn  
Presiding Judge of the Superior Court  
Solano Superior Court  
600 Union Avenue  
Fairfield, CA 94533

RE: Response to the 2020-2021 Grand Jury Report, "Voting in Solano County", on the Registrar of Voters

Dear Honorable Presiding Judge Stashyn:

Pursuant to Penal Code sections 933(c) and 933.05, I am responding to the findings and recommendations in the 2020-2021 Grand Jury Report, "Voting in Solano County", received on April 21, 2021 on the Registrar of Voters (ROV) that pertain to matters under my control as the Chief Information Officer and Registrar of Voters.

Finding 1

The 2020 U.S. Census data will result in redistricting, which will require remapping. Currently only one ROV staff member has mapping experience.

**Response to Finding 1**

The Registrar of Voters agrees with the finding.

Recommendation 1

The ROV hire a staff member with mapping experience.

**Response to Recommendation 1**

This recommendation has not been implemented but will be implemented in the future. The ROV is currently supplementing mapping experience and knowledge with the County Geographic Information System (GIS) department. The ROV has recommended increasing the County GIS staff to provide a dedicated resource to the ROV as part of its FY2021/2022 budget that will be presented to the Board of Supervisors. The budget will be presented to the Board of Supervisors on June 24<sup>th</sup>, and the ROV will begin recruitment for the dedicated GIS Technician by the second week of July 2021.

Finding 2

The State of California was late sending the Voter Information Guide to Solano County voters which resulted in some citizens of Solano County voting before having access to the Guide.

**Response to Finding 2**

The Registrar of Voters disagrees partially with the finding. Solano County voters were among the last to receive mailed state voter information guides, but the ROV took steps to

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provide early voters with a level of access to the guides. To compensate for the late mailing by the state, the ROV provided access to an electronic version of the guide on the ROV website, and mailed copies of the state guide upon request to citizens that called or e-mailed with questions or concerns. Any voter who voted in-person at the ROV office also received a copy of the state guide. These efforts were implemented to provide early voters with a level of access to the state voter information guide and to help minimize the number of people who voted without the benefit of the guide.

#### Recommendation 2

The ROV Coordinate with the California Secretary of State to ensure state Voter Information Guides are delivered before the county mails ballots to voters.

#### **Response to Recommendation 2**

This recommendation has not been implemented but will be implemented in the future. The ROV will coordinate with the California Secretary of State prior to the next statewide election, which will be the June 2022 Statewide Primary Election. The ROV will work to ensure voter guides are mailed earlier in the process for Solano County voters and discuss with the new Secretary of State administration in upcoming meetings.

#### Finding 3

ROV management was reluctant to terminate the employment of under-performing temporary workers with concerns that the time-consuming hiring process might result in not having sufficient staff to handle the workload.

#### **Response to Finding 3**

The Registrar of Voters partially disagrees with the finding. The ROV worked with County Department of Human Resources to expedite the onboarding of 80 seasonal extra-help employees during the COVID Pandemic. To conduct this process remotely and expeditiously, the ROV removed some of the applicant screening tools previously used. It was later discovered that some employees did not have the same skill set as others and that they under-performed certain tasks. The ROV preferred to relocate under-performing short-term employees to assignments that better matched their skills.

#### Recommendation 3

ROV Coordinate with the Department of Human Resources to streamline the process of hiring temporary ROV Workers.

#### **Response to Recommendation 3**

This recommendation has been implemented. The ROV implemented a process for a hiring “Blitz” for short-term ROV employees ahead of election cycles. The “Blitz” allows a candidate to be tested, interviewed, background screened, and offered a position in one condensed visit. The process allowed the ROV to on-board 30-40 people per day. Unfortunately, due to the COVID pandemic, this process could not be implemented for the November 2020 election resulting in a slower on-boarding process than desired.

#### Finding 4

The Electronic Registration Information Center (ERIC) is a non-profit organization with the sole mission of assisting states in improving the accuracy of voter rolls. California has not joined ERIC.

#### **Response to Finding 4**

The Registrar of Voters agrees with the finding.

Recommendation 4

The Solano County ROV Coordinate with other county ROV's to encourage the State of California to become a member of ERIC.

**Response to Recommendation 4**

This recommendation has been implemented. The ROV has served on the statewide business process committee (BPC) with 10 other county ROV's since 2013. The goal of this committee is to make recommendations and improvements to the overall statewide voter registration system. The committee has recommended the Secretary of State join ERIC in the past and plans to discuss this with the new administration at upcoming committee meetings.

Sincerely,



Timothy P. Flanagan, Chief Information Officer  
Solano County Department of Information Technology