Dear Alder Festa,

Thank you for your questions and suggestions. Marlene and I apologize we are not able to make it tonight due to short notice along with personal reasons. Please find the answers to your questions below.

Pursuant to a consultant's (Jackie James) recommendation all poll workers, including Moderators, were given a $100 raise beginning in 2019. In recognition of that there was to be more and better training for all election workers and an emphasis on "professionalism". However, across all categories of election workers only Moderators were denied this raise for working in Primaries. In addition, this policy was not revealed until after the checks were sent. This goes to the heart of an overall communication problem which has existed in the Registrars office for some time. Is there not enough money in the Registrars budget to pay the Moderators the previously announced raise? I will tell you the same thing I told the one moderator who asked and also brought to your attention: “I am aware that most moderators were paid $400.00. A few years ago when you brought it to my attention at a meeting that moderators were paid $400.00 I, at that time, stated due to us not warning everyone ahead of time that primaries going forward would be $400.00 so we gave the moderators $500.00 (one time deal). As covid-19 approached we increased pay for hazard pay. We went back to our pre covid-19 standard pay which is $400.00 for primaries and $500.00 for general elections. Thank you for reaching out and I hope this clears up anything that was misunderstood.”

We question whether and how the two Registrars communicate with each other. Do they have a formal working arrangement for administering elections? Yes we do.

Calls to the Dem Registrar are mostly not answered or returned. How are moderators to expeditiously resolve issues when the office does not respond? This is false information. In addition, Moderators as well as poll workers are all provided debriefing sheets to express anything to us along with phone calls.

Training for poll workers has not markedly improved since the 2019 recommendations. Many new poll workers are unprepared and not confident on election day. Some Moderators spend a lot of time "on-the-job" training their workers. Is there not enough money in the budget for better training? Why is there no testing or role playing experience for new poll workers? Again, this is not true. We have done many trainings and quizzes etc. We also took examples and suggestions from other Town, moderator’s, etc. and have applied them to many trainings. Also take into consideration that life happens, so when our backup poll workers are also not able to work we have no choice but to use new people with training but no experience. It is the Moderators job to help assist in this process at the polls just as much we help them during the election.

State mandated training sessions are not shared equally by both Dems and Republicans though both sides are by law equal and impartial partners when administering elections. Both Registrars and their equivalent staff are paid the same. Is there a reason the Republican side can't conduct training sessions? The republicans partake in some trainings as well. All materials are agreed upon with both Registrars.

Many mistakes in paperwork by poll workers are indicative of insufficient training. Moderators are threatened with "deductions", presumably in pay, for passing through such mistakes. What's to be
gained by threatening financial punishment for clerical errors? No one was deducted. The only time there is a deduction is if someone show up late or leave early. They are paid for the time they work.

> New Haven has just enough Moderators to get by. Some Moderators are hired from outside the city. New Haven has 39 certified Moderators for 33 polling locations (the most polling locations in the State) Hartford by contrast has 64 Moderators for 23 polling places, Bridgeport has 46 for 23 polling places, Milford has 21 for 8. How is New Haven recruiting Moderators? Why aren't there more Moderators to choose from? We often try to use other moderators from the State list. We also encourage our assistant registrar's to become Moderator's. Most assistant registrars become moderators and some have taken the moderators' class.

> Transparency and consistency in breaking down what workers are paid for different parts of their jobs is lacking. For example, it is said workers are paid for attending training sessions. Sometimes this token amount is included in the base pay and sometimes it's in addition. Some who work temporary assignments before or after election day are paid in aggregate, without separating out the pay for individual components.

> Looking forward, even the bluest of blue states and especially cities, are coming under increasing scrutiny by election "watchdogs", New Haven is no exception. We can do more to tighten our election operations to the highest standards. We owe this to both the voters and the poll workers.

> A review of the referendum that will be on the ballot in allowing for early voting will be important to explain. Connecticut Question 1, the Allow for Early Voting Amendment, is on the ballot in Connecticut as a legislatively referred constitutional amendment on November 8, 2022. A "yes" vote supports amending the state constitution to authorize the state legislature to provide by law for in-person early voting before an election. A "no" vote opposes amending the state constitution, thereby maintaining that early voting is not authorized in the state.

> Are there any updates that residents need to be aware of regarding absentee ballots and dates. As stated in many meetings before, ANYTHING regarding absentee’s (applications, ballots, etc.) comes from the Town Clerk’s office.

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