



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: September 21, 2020

Re: Amending Chapter 19 of the City Code to establish poll worker leave for City employees

Executive Summary

According to the U.S. Election Assistance Commission, there is a critical shortage of poll workers due to the coronavirus pandemic. Typically, most poll workers are older than 60, and that age group is most at-risk for contracting coronavirus. Boone County has not escaped the national shortage of poll workers.

In order to aid in the need to secure the election process. The City of Columbia would like to allow employees wishing to work as poll workers to do so and receive a paid leave of absence on Election Day. Under the poll worker leave, the amount of paid leave shall be limited to a maximum of eight (8) hours no matter how long the employee serves as a poll worker.

Discussion

This ordinance would amend Chapter 19 of the City Code and establish a poll worker leave for City employees. Poll worker leave is a paid leave of absence on an election day to allow an eligible employee to serve as a poll worker.

Any permanent full-time or permanent part-time employee who is eligible to serve as a poll worker in Boone County shall be eligible for poll worker leave upon approval of the employee's supervisor. Temporary or seasonal employees are not eligible for poll worker leave. An employee who is on any type of paid or unpaid leave of absence is not eligible for poll worker leave. An employee who is participating in the poll worker leave program; will in effect, receive the employee's regular wages on the Election Day in addition to any compensation received for serving as a poll worker on the date of the election. Regardless of the number of hours the employee serves as a poll worker, the amount of poll worker leave shall be limited to a maximum of eight (8) hours.

Poll worker leave shall not count as hours worked for the purpose of overtime or compensatory time calculation. Service as a poll worker is not work performed for the city and the employee is not entitled to wages for every hour served as a poll worker. The employee is required to attend any training or organizational meetings for poll workers on the employee's own time and the employee will not be paid or compensated, for leave to attend training required to be a poll worker; however, the employee may utilize other eligible accrued leave to attend such training if approved by the employee's supervisor.

City employees utilizing poll worker leave shall engage in non-partisan poll worker activities. Employees shall not engage in any political activity while on poll worker leave.



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Fiscal Impact

Short-Term Impact: N/A
Long-Term Impact: N/A

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
	N/A

Suggested Council Action

Amend Chapter 19 of the City Code to establish poll worker leave for City employees. Allowing employees wishing to work as poll workers to do so and receive a paid leave of absence on Election Day. Employees shall not engage in any political activity while on poll worker leave. Under the poll worker leave, the amount of paid leave shall be limited to a maximum of eight (8) hours no matter how long the employee serves as a poll worker.