



# **League of Women Voters of Wisconsin Stevens Point Chapter Election Administration Study**

## **Election Administration Study Committee:**

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**November 2008**

## Election Administration Study by LWVWI: General Background

The Wisconsin League of Women Voters adopted a two-year study of Election Administration for 2008 and 2009. The goal of this state-wide study is to address election management issues including: the Statewide Voter Registration System, voting machine security and accuracy, poll worker training and recruitment, election administration funding, expansion of voting hours, types of voting, and poll watchers. The information gathered during this study will be used to develop a public policy position to provide a basis for subsequent League action.

The Stevens Point Area League chose to participate in this Election Administration Study. Our local committee's research began by tapping into the expertise of municipal clerks and deputy clerks within Portage County. We conducted a clerk survey with questions guided by the LWVWI (Attachment 1). We stressed in our letter to the clerks the importance of interviewing them in person--to ensure the best communication and most accurate answers to our questions. However, when circumstances did not allow for face-to-face meetings, we interviewed the clerks by phone, or as a last resort, in writing via e-mail or regular mail. We emphasized informality in our interviews and tried to keep from using up too much of the clerks' valuable time. Survey questions were sent in advance of the interviews, so clerks could prepare answers ahead if they wished. Of the 30 municipal clerks and deputy clerks within Portage County, our committee interviewed 26 of them for an 87% survey response rate for our study.

For the second phase of our study, we organized a public forum on Voting Rights and Election Administration on Thursday, September 18, 2008, at the Pinery Room of the Portage County Public Library in Stevens Point, WI (Attachment 2). In a thank you note to the interviewed clerks we extended an invitation to the forum. Also, local league members, government officials, and other community members were personally invited. The event was posted as *open to the public* and advertised throughout the Stevens Point area. The Stevens Point League of Women Voters, the LWVWI Education Fund, the Department of Political Science at UW-Stevens Point, and the Student Legal Society at UW-Stevens Point were all co-sponsors of the forum. In addition, our local committee received a grant from The Joyce Foundation to help with the event's costs. Our main speaker for the evening was Renee Crawford, Associate Director of the ACLU of Wisconsin who addressed *Advancing Voting Rights in Wisconsin*. Next, Ed Miller, Professor of Political Science at UW-Stevens Point, spoke on *Supreme Court Redistricting*. Then, Shirley Simonis, Portage County Clerk, talked of the *Contributions of Municipal Clerks*. Lastly, we entertained a question and answer period with a panel of our three speakers joined by two others—Andrea Kaminski, Executive Director of the LWVWI and Dotti Milner, Elections Specialist for the State of Wisconsin Government Accountability Board. Becky Dougherty, Stevens Point LWV, provided the welcome, introduction, and closing for the forum while Janis Borski, local Election Committee member, served as our time keeper. The forum went beautifully. It flowed from one speaker to another with all the presenters' topics and experiences of the panel members turning out to be incredibly intertwined. Had we had

more time, the question and answer period could have lasted much longer with the interest, enthusiasm, and thought-provoking ideas brought out by our guests.

The day after the forum Stevens Point LWV members, forum panel members, and municipal clerks were invited to join some of our committee for lunch as another means to get to know each other better, discuss the previous night's event, and to network. Many folks attended the lunch, some staying as late as 3 pm while enjoying each other's company.

Our committee continued to meet since that luncheon to summarize our clerk surveys and to discuss the possibility of future endeavors with our local Clerks.

Following is the summary of the Municipal Clerk Survey our Election Study Committee conducted.

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## **Summary of Municipal Clerks Survey**

League of Women Voters of Wisconsin Education Fund  
State Study on Election Administration (November 2007)

*(This summary conveys the general consensus of the Clerks answers to our survey questions with a few examples on specifics. It is not intended as a tally sheet of every single Clerk response to our questions. Also, please understand that many factors may affect Clerk responses including: size of municipality, years of clerk experience, amount of local governmental body support, differing responsibilities/duties of clerk position, budget limitations, and varying skills/training levels.)*

### **Subject: Statewide Voter Registration System (SVRS)**

Since the initial glitches and bugs have been worked out, the Clerks felt the SVRS was working well with little to no problems. The majority, whether Reliers (the County inputs/updates their voter data on the system), Guest Reliers (use County's equipment to enter and correct voter data), or Self-Providers (did their own SVRS data entry and maintenance) agreed on this answer.

Only a small number of Clerks thought the SVRS system created extra work without correcting previous mistakes.

Clerks agree that their SVRS lists have been very accurate with the exception of name changes due to marriage and lack of removal of voter names from the list for those that have moved or died.

Almost no Clerks are having any difficulties entering voter information into the SVRS NOW but the original set up of the program had many problems/bugs that have been since worked through. On the less positive side, one Clerk did note that the voter information system is slow and not sequential. Also,

it was mentioned that due to the long time periods between elections, Clerks can forget how to do things on the system and have to seek help from the state again.

Nearly all Clerks felt correcting voter information was done with little or no difficulty. A few Clerks noted that some tweaks in the system or some changes on SVRS are hard to make and they still end up calling the state. One Clerk noted correcting voter information was difficult because that municipality had 110 non-matches due to marriage name changes and suggested new software may be needed to correct that problem.

Most Clerks have not been called upon to produce “walking lists” for candidates from the SVRS. For municipalities that have received walking lists requests--one Clerk refers those inquiries to GAB (Government Accountability Board) since it can print lists the way the requester likes and at about the same price while another Municipal Clerk stated that printing walking lists was easy on SVRS as long as you remember to take off the voter number.

Clerks in Portage County are sent the SVRS lists from the County Clerk which should include Department of Transportation (DOT) changes. In addition, the Clerks receive a list from the Department of Corrections (DOC) of ineligible (to vote) felons within the state. Clerks try to highlight the individuals on the DOC list that reside in their municipalities before Election Day, so poll workers (election inspectors) can easily locate those ineligible voters when registering/checking-in voters. Some Clerks also check with the Health and Human Services Dept. or the local newspaper for residents’ death listings and/or the Register of Deeds Office for those that have moved in order to make their lists more accurate. For dealing with non-matches on these lists, a diversity of answers was given – some Clerks said the State and County handle them except for the felon list, some send the non-matches to GAB, some Clerks haven’t had any non-matches or it doesn’t apply to them, while the last set indicated only a few of the non-matches have been fixed.

All Clerks were aware that voters can access the voter registration list online to verify the accuracy of their information. However, few voters have taken advantage of this on-line service. One Clerk stated that the on-line voter registration access has been helpful and that the state sends postcards (to those individuals that have changed or requested change of information to their registration information).

As to their plans for entering data for new voter registrations, Clerk answers varied greatly according to their size, funding, and particular situations. One larger municipality was able to hire LTE’s to handle the additional registrants. For most Reliers, the County will do all their voter registration data input. One Clerk from a smaller municipality keeps the EB 131’s (voter registration form) at both the municipal hall and at home for easy access and mails the EB 131 with absentee ballots. In addition, some Clerks enter the new registrants on Election Day, some Clerks enter the forms as they receive them, and some get to them within in 30 days.

Most Clerks felt they had sufficient resources to handle the SVRS and its requirements. A few felt they didn’t due to lack of high-speed internet or due to the long hours they had to put in to keep up with the requirements.

## **Subject: Special Deputy Registrars**

Very few Clerks use any special deputy registrars (SDR) to help with voter registration. Most Clerks do the registering of voters themselves, especially in the smaller municipalities. For those areas that DO use SDR's, the Clerks handle the situation differently. When SDRs are used, Clerks from that municipality often do the training (one Clerk would do training for any organization that requested it), but for some local governments the County provides the training. In many areas that use SDR's, the Clerks make use of available State training, which all who utilized it agreed it was helpful.

Regarding new regulations requiring reauthorization of SDR's every election cycle (election cycle = Jan. even year through Dec. of following odd year), almost all Clerks thought this would not create problems for them, especially if the state provides training near to their municipalities. One municipality thought the 2-year cycle of reauthorization may actually be too long due to the frequent changes in election law. A few Clerks thought the reauthorization cycle might or will cause problems but didn't specify how.

## **Subject: Voting Machines**

Voting machines varied greatly between municipalities. Several districts with smaller populations still use paper ballots and hand count results. Others use ballot tabulators such as the Eagle Optic Scanner, the ES&S M100 Precinct Ballot Counter, or a Central Counting Machine as seen in a larger municipality.

All municipalities had at least one AutoMARK voting machine (ballot marker not tabulator) for disabled/special needs individuals. The State paid for and provided the local governments with the AutoMARK machines, but the individual municipalities are responsible for machine maintenance and updates. Many negative comments came up regarding the AutoMARK machines, especially the expense and lack of use (utilized very little or not at all in some districts). In addition, several Clerks had many problems with AutoMARK tabulators like needing 3 new memory cards before the machine would work for the election or having to replace 3 machines before the 4<sup>th</sup> finally worked properly. The AutoMARK can be intimidating to those who don't like to use computers and some voters thought they were difficult to use. In certain cases poll workers ended up helping voters mark the ballot without AutoMARK use. A few Clerks commented on the versatility of the AutoMARK machines and that voters did like the tabulator once they tried it.

Voting machine problems in the 2004, 2006, and early 2008 elections seemed to be limited to the AutoMARK tabulator with one exception—ballots printed on the wrong kind of paper (not heavy enough). All of these problems have been since corrected. Most Clerks test voting machines before the election (some machine pre-election tests are required by law). Sometimes Clerks test machines twice (at poll worker training and before election or right when machine software arrives and again before the election. One Clerk tests her AutoMARK machine before and after the election. Regardless, testing before the election seems to be the way to catch problems before they start—and in enough time so machines or their software can be replaced before an election begins.

Regarding the establishment of a citizen advisory board (through the local governing body) to help with voting machine selection or other potentially controversial subjects, all Clerks responded with a "No." Reasons included no interest, no reason since current machines work well, current governing body already makes those types of decisions, no need at present but maybe in future depending on issue, too expensive, impetus for a citizen advisory board should come from the Clerk or poll workers who know

the most about elections—not the local governing body, and already formed a type of advisory board when HAVA came along.

### **Subject: Poll Workers (Election Inspectors)**

For number of poll workers the Clerks planned on using for elections this Fall, all planned on using 5 to 7 poll workers at one time (at a voting district) but did not always divide the numbers down into those dealing with actual voting vs. those registering voters. For the Spring of 2009, almost all Clerks plan on using 3 poll workers on-site with a few using 5 or 7 at a time. One Clerk mentioned she keeps a couple of poll workers on stand-by on Election Day for the just-in-case scenarios.

Regarding how many election inspectors would be new in the upcoming elections, Clerk answers split in two on this question – about ½ said a few and the other half said probably none.

For those Clerks needing to recruit new poll workers, most filled vacancies by word of mouth. Others methods of recruiting included advertising at each election and sending a letter to all voters in the municipality.

Election Inspector earnings varied from an hourly wage (averaging in the \$7/hr. to \$9/hr. range but up to \$10.50/hr.) to a flat rate of \$100 to \$125 for a full day or \$65 for ½ day. In one district poll workers performing as Special Deputy Registrars (certified to register voters) received \$100 for training and then worked a 7.5 hour shift on Election Day for \$40 and a free meal. In addition, some poll workers bring in their own lunches or potluck entrees while others have meals provided for them. As far as moving to split shifts for election inspectors (for those that now work all day), most Clerks responded that it wouldn't be easier or harder—just depends on your situation as to what way is best. A few Clerks thought split shifts would be easier on the poll workers and some are considering the half days due to ages of their election workers. One Clerk commented that it doesn't matter if poll workers work ½ or full days as long as they are trained properly for those circumstances.

The majority of election inspectors work a full election day (about a 2 to 1 ration of all-day to half-day). Half-day poll worker shifts on Election Day are often used to accommodate elderly poll workers or those with health issues.

To date, no Clerk we interviewed used high school students as poll workers for varied reasons. Some Clerks felt they have plenty of election inspectors already and didn't need to recruit additional-including any high school students. Others commented they have no interest. A few Clerks stated they knew they could hire high school students for elections but haven't pursued the idea. One Clerk has a lot of elderly poll workers which reflects the demographics of their municipality. Another Clerk stated that no high school student has asked to be an election inspector though, in the past, high school students have observed presidential elections for high school credit.

For those Clerks that need to recruit poll workers, they suggested several means to do so including: advertising in the newspaper, making use of cable access, issuing press releases, accepting internet applications, having interested parties sign-up at the Annual Meeting of Electors or on Election Day, checking EB 131 forms (Voter Registration form) for those indicating an interest in becoming election inspectors, advertising in the municipal newsletter, and spreading the need of poll workers via word of mouth.

## **Subject: Polling Places**

Almost all Clerks were NOT in need of a new polling place right now. One municipality was already in the process of creating a new polling place, and one Clerk thought that the 2010 census may prompt the municipality to create a second polling place. If the situation came up where a new polling place had to be established, a few Clerks stated they'd get the word out to residents via the municipal newsletter or by sending a letter with information and a map to every fire number in the district.

## **Subject: Polling Watchers**

There were practically no problems with poll watchers. Only one incident where people were trying to videotape an election (which is illegal) was reported from the Clerks. Following State guidelines, poll worker training before elections, and knowing they can call the Clerk or GAB all appear to help avoid poll watching problems.

## **Subject: Polling Day Activities**

The requirement to check new voters against the felon list was NOT too difficult or too time-consuming for most municipalities. Often Clerks try to highlight municipal residents in the County (SVRS) list before hand. Then, on Election Day, poll workers will check the felon list for ineligibles against the SVRS provided by the County. Of course, larger municipalities with greater populations will have to put in more time to highlight the residents in their SVRS lists. Some Clerks have the SVRS and felon lists already compared prior to Election Day, so then the election inspectors only need to check the new registrants against the felon list.

The printed poll lists from SVRS were used as poll lists (two copies) for each voter district (some had a 3<sup>rd</sup> copy for reference), as a means to check for ineligible voters (against the felon list, as mentioned in previous paragraph), for voter registration lists, and copied to provide polling lists to school districts for their elections. Most Clerks give school districts (for school district elections) copies of the SVRS poll list, but a few municipalities instead still fill out manual poll lists that school districts provide.

Regarding absentee ballots, most election inspectors open them and cast those votes whenever they have a chance to do so. A few municipalities wait until the end of the day (just before polls close) and a couple places open the absentee ballots early and get them in at the beginning of the voting day.

Only a few municipalities ever had provisional ballots. Of those few, all but one ballot was counted eventually. Also, most Clerks haven't had any challenged ballots. Of those that have, the challenge usually stemmed from someone trying to vote twice or under somebody else's name.

Almost all Clerks agree that their training is at least adequate now, but several felt overwhelmed or inadequately trained in the beginning of their service. Better initial Clerk training and more standardized training may be helpful. Most feel the mandatory clerk training was very good and that training is crucial in order to perform their duties. However, certain duties/responsibilities of a Municipal Clerk position are learned through on-the-job experience.

Clerks all agreed that their poll workers (including the Chief election Inspectors) and special deputy registrars (where applicable) had adequate training to handle their election activities.

## Clerk Comments

1. State training is crucial.
2. State-wide Clerk meetings are very helpful.
3. Consider making consolidation centers for ballots (so not every municipality has to run their ballots to the County Courthouse).
4. Manual paperwork can be overwhelming on Election Day for some districts (one Clerk reported having nine tally sheets for one election; another Clerk had 6 different ballots in the last election).
5. Would be nice to have a 1-800 number for SVRS questions (difficult for smaller and often less-funded municipalities to pay much in long-distance calls).
6. Would appreciate it if GAB would stay open longer hours for small elections as well as larger ones because small ones can still have the same problems/questions that large ones do.
7. Assign mentor for new Clerks more quickly (from Municipal Clerks Association), so new Clerk can get much-needed help early-on in position (when often overwhelmed). Also, match Clerks in similar situations together.
8. New Election Training Manual is good.
9. Our County Clerk is great! Election Inspectors for GAB are knowledgeable and helpful.

## Our Committee Comments

The lack of Clerk support for the AutoMARK machines was disappointing. We realize that some voting wards/precincts won't have many handicapped voters, but it seems that Clerks may not have been taught the importance of having the machine for those that really need it. We will be checking with the GAB and see how the AutoMARK was promoted. Maybe the LWV can help increase Clerk and poll worker understanding and awareness of the machine's importance and possibly increase its usage through better accessibility, training, advertisement, and labeling.

Poll worker pay seemed low in relationship to the importance of the job and its duties. We will be inquiring with GAB to find out if it is aware of some sort of survey or requirements for poll worker wages.

Across the board, our County Clerk, Shirley Simonis, was praised by Clerks. Not one bad comment emerged about her – only good ones including how confident the Clerks are in her abilities, how supportive she is to them, and how accessible she is to them. We are very lucky to have a County Clerk like Shirley Simonis, who is not only proficient and experienced in her County Clerk position but who knows how to disseminate accurate election information and promote a team effort while maintaining and empathetic understanding of the Municipal Clerks and the challenges their positions hold.

Another item the LWV may want to focus on, is promoting high school students as poll workers. It appears this is an untapped source of energy and enthusiasm as well as a means to incorporate diversity into a mostly aging demographic of poll workers. High school students could provide a great balance. Also, serving as election inspectors could get a younger generation interested in politics and the election process, possibly creating greater voter turnout and less apathy. Students with a certain grade point average and with the principal's permission are allowed the Election Day off to serve as poll workers.

Lastly, in our dealings with Municipal Clerks due to our survey, we found a new, interesting group to network with and hopefully one we can inspire to become more involved in the political process.

## **Attachment 1 (pages 10-11)**

### **Interview Questions for Municipal Clerks**

(Condensed)

League of Women Voters of Wisconsin Education Fund  
State Study on Election Administration (November 2007)

#### **\*\*Please note:**

1. **Answer only those questions you have experience with or feel comfortable responding to. Please mark unanswered questions with a "NA," so we know they were not applicable to your circumstance or you rather not answer them.**
2. **No reference will be made to your name or your municipality in the use of this information.**

#### **Statewide Voter Registration System (SVRS)**

1. How do you think the Statewide Voter Registration System is working? How accurate has your list been?
2. Are you having difficulties entering voter information? Correcting voter information? Producing reports such as walking lists for candidates?
3. Have you started matching the voter list against other state lists, e.g. Department of Transportation, Department of Corrections?
4. If so, how are you handling any non-matches?
5. Is it helpful to you if voters access the voter registration list online to verify the accuracy of their information and notify you of any problems they discover?
6. What are your plans for data entry for new registrations? Do you have sufficient resources?

#### **Special Deputy Registrars**

1. Do you use any special deputy registrars other than municipal employees?
2. How do you handle Special Deputy Registrars' authorization and training?
3. The new regulations will be requiring reauthorization of special deputies every election cycle. Will that create problems for you? (Election Cycle = Jan. even year through Dec. of following odd year)

#### **Voting Machines**

1. What voting machine(s) are you currently using?
2. Do you have separate machines for use by handicapped voters? If so, which type/manufacturer?
3. Did you have voting machine problems in 2004, 2006, or so far in 2008? What were they? If so, what solutions do you plan to avoid those problems in future elections?
4. What plans do you have for pre- and post-election testing and audits?
5. Would you consider establishing a citizen advisory board (through your own governing body) to help with voting machine selection or other potentially controversial subjects?

**Poll Workers**

1. How many poll workers will you need for the elections in the Fall of 2008? In the Spring of 2009? How many of these poll workers will be new? Whom will you need to recruit?
2. What do you pay your poll workers? How many work a full day? Half day? How does your compensation of poll workers compare to surrounding communities?
3. Would it be easier or harder to have more split shift poll workers? Do you use high school students as poll workers?
4. How can you reach out to the community (schools, businesses, civic organizations) to recruit additional poll workers? Can we help?

**Polling Places**

1. Do you need to establish new polling places for the Fall 2008 or Spring 2009 elections? If so, will this involve any consolidation of polling places?
2. If you need to establish new polling places, how will you get the word of this news out early to minimize Election Day confusion?

**Polling Watchers**

1. Did you have any difficulties with poll watchers in 2004, 2006, or so far in 2008?
2. Do your Chief Election Inspectors need additional tools to deal with poll watchers?

**Polling Day Activities**

1. How cumbersome are the requirements to check new voters against the Felon list?
2. How do you use the printed poll lists from SVRS?  
Do you make copies at the end of the day for School Districts or do you manually enter a poll list for them?
3. How do you handle absentee ballots on Election Day? Open and enter early? Wait until the end of the day? Or open when you have a chance?
4. Have you had to process any provisional ballots? If so, were they counted eventually?
5. Have you had any challenged ballots?
6. Do you think YOUR training was adequate to handle Election Day activities? How about the training for Chief Election Inspectors? For Poll Workers? For Election Day Registrars?

**Are there any comments you would like to share regarding Election Day administration or the Election Day process?**

**Do you have any questions?**

**Attachment 2 (pages 12-13)**



***LWV Forum: Voting Rights and Election Administration***

**6:30 pm**

**Thursday, September 18, 2008**

**Portage County Public Library - Pinery Room**

**Stevens Point, WI**

**AGENDA**

- 6:30 pm **Becky Dougherty, LWV Stevens Point – *Welcome & Introduction***
- 6:40 pm **Ed Miller, Professor of Political Science, UWSP – *Supreme Court Redistricting***
- 6:50 pm **Renee Crawford, Associate Director of the ACLU of Wisconsin – *Advancing Voting Rights in Wisconsin***
- 7:50 pm *Break*
- 8:00 pm **Shirley Simonis, Portage County Clerk – *Municipal Clerks & Municipal Deputy Clerks: Their Contributions***
- 8:10 pm *Question and Answer Period (audience participation encouraged)*  
**Panel: Renee Crawford, Andrea Kaminski, Ed Miller, Dotti Milner, Shirley Simonis**
- 8:40 pm **Becky Dougherty – *Closing***
- 8:45 pm *Forum Adjourned*

***Co-Sponsored by the Stevens Point League of Women Voters,  
 The LWVWI Education Fund,  
 the Department of Political Science at UW-Stevens Point, and  
 the Student Legal Society at UW-Stevens Point.***



***This event is made possible through a grant from The Joyce Foundation.***

**Renee Crawford:**

Renee is the Associate Director of the ACLU of Wisconsin. She is currently building a coalition to restore the rights of Wisconsin felons to vote post incarceration. Her life's work has always been dedicated to protecting and promoting voting rights of Wisconsinites in a variety of ways and has been long time political activist in Milwaukee. She maintains the Crawford's Take blog [www.crawfordstake.com](http://www.crawfordstake.com) in her spare time and articles from it have been featured on [www.fightingbob.com](http://www.fightingbob.com), Daily Kos, Shepherd Express, Milwaukee Journal Sentinel, and [www.wispolitics.com](http://www.wispolitics.com) as well as many other blogs and news organizations nationwide.

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**Andrea Kaminski:**

Andrea Kaminski has been executive director of the League of Women Voters of Wisconsin since 2004. She has testified before state and federal legislative committees, presenting League positions on voting rights and other issues. Andrea came to the League with a background in nonprofit management. She served six years on the Board of Directors of the Urban League of Greater Madison. Currently she convenes a monthly networking group of Madison nonprofit executives as well as a regular teleconference for state league executive directors. Andrea lives with her husband in Madison; they have three adult children.

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**Ed Miller:**

Ed Miller, Professor of Political Science at the University of Wisconsin-Stevens Point and Co-Director of the Center for the Small City, received a doctorate in political science at the University of Pittsburgh.

Miller teaches courses and publishes articles in public policy, legislative process, health policy, state & urban politics, and education policy. He currently is the political science reviewer for the Wall Street Journal, writing four reviews of current politics and policies a week, and is co-chair of the Wisconsin Supreme Court's redistricting committee.

**Redistricting--**

Every ten years the state legislature is called upon to redraw the districts for the state legislature and Congress. However, in Wisconsin the state legislature has not been able to achieve agreement on redistricting plans.

Thus, it has fallen to the courts to redraw the districts to meet the criterion that districts be equal in population. Since the Wisconsin Supreme Court is an appeals court and not a fact finding body, it has impaneled a committee to design a procedure to redistrict in the event that the legislature is unable to do it. The Panel has submitted a plan to the Supreme Court and is in the process of helping the court create procedural rules to be effective after the 2010 census.

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**Dotti Milner:**

Dotti Milner is an elections specialist and the lead staff member for polling place accessibility for the Wisconsin Government Accountability Board (GAB). She is responsible for supporting and training election officials in 14 counties in the northeast part of the state, meeting with and/or presenting to partner agencies such as WMCA and WTA, revising the accessibility survey, and coordinating Election-Day polling place accessibility site evaluations.

Prior to joining the GAB (formerly the State Elections Board), Ms. Milner was involved with running elections and training poll workers on a volunteer basis for seven years in Colorado. Professionally, her passions have been split between scientific research and staff training and development. She holds degrees in psychology and organizational development, and has worked in a variety of both research and training positions.

Ms. Milner is a member of the International Professionals Association (IPA), the Society for Human Resource Management (SHRM), and the Higher Education Association of the Rockies (HEAR). She served on the board of directors for her homeowners' association for six years (two as president), and as the chair of the Classified Council at Front Range Community College for two years. In her spare time, Ms. Milner enjoys traveling and being an amateur gemologist.

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**Shirley Simonis:**

Life-long resident of Portage County

Served as Portage County Deputy County Clerk for 31 years

Served as Portage County Clerk for the past 2 years and running for re-election for a 4-year term

Leadership Portage County Graduate (2004)

Wisconsin County Clerk's Association Member

Wisconsin Counties Association Organization & Personnel Steering Committee Member

Currently Enrolled-Certified Public Manager Program