

# Dual Roles and Conflicts



# Election Officials

Role A	Role B	Okay?
Election Official (City Secretary, etc.)	Early Voting Clerk (EVC)	<b>Yes</b> – Generally req'd by law to serve as EVC, and can be appointed by school/other political subdivision. [Ch. 83]
Election Official	Election Judge	<b>No</b> – If election official has employment relationship with candidate. Otherwise, <b>inadvisable</b> since also likely EVC and must manage election.
Election Official	EVBB Judge	<b>No</b> – Duties conflict in scope and time for performance. Also, official may have employee relationship with candidates on ballot.
Election Official	Central Counting Station Manager	<b>Yes</b> – Generally election official appointed as CCS Manager [127.002]
Election Official	Tabulation Supervisor	<b>No</b> – If election official is also CCS Manager. [127.003]
Election Official	Central Counting Station Judge	<b>No</b> - If election official is also CCS Manager or Tabulation Supervisor. [127.005] <b>Inadvisable</b> – If election official has employee relationship with candidates on ballot.
Election Official	Central Counting Station Clerk	<b>No</b> - If election official is also CCS Manager-cannot appoint self. [127.006]

# Early Voting Officials

Role A	Role B	Okay?
Early Voting Clerk	Election Judge/Alternate Judge	<b>No</b> – Clerk must keep office open on election day (83.011)
Early Voting Clerk	Election Clerk	<b>No</b> – Clerk must keep office open on election day (83.011)
Early Voting Clerk	EVBB Judge/Member	<b>No</b> – Duties conflict in scope and time for performance. Also, official may have employee relationship with candidates on ballot.
Early Voting Clerk	Signature Verification	<b>Inadvisable</b> -Duties conflict in scope and time for performance.
Early Voting Clerk	Central Counting Station	<b>Yes</b> – EVC may serve as CCS Manager. Must appoint other people as Tabulation Supervisor and Presiding Judge, and clerks/assistants, if needed. (Ch. 127)

NOTE: Early Voting Clerk may be an employee of political subdivision, and employee of a candidate, e.g. school board trustees are candidates and appointing authority. Early Voting Clerk should not be a candidate.



# Early Voting Officials

Role A	Role B	Okay?
Deputy Early Voting Clerk	Election Judge/Alternate Judge	<b>Yes</b> – Unless needed to assist EVC on election day with early voting duties (83.011), or appointed to EVBB under 87.004
Deputy Early Voting Clerk	Election Clerk	<b>Yes</b> – Unless needed to assist EVC on election day with early voting duties (83.011)
Deputy Early Voting Clerk	EVBB Judge/Member	<b>Inadvisable</b> – If duties conflict in scope and time for performance, e.g. mail ballot work.
Deputy Early Voting Clerk	Signature Verification	<b>Inadvisable</b> – If duties conflict in scope and time for performance, e.g. mail ballot work.
Deputy Early Voting Clerk	Central Counting Station	<b>Yes</b> – Deputy EVC may serve as CCS Manager, but must appoint other people as Tabulation Supervisor and Presiding Judge. (Ch. 127)
Deputy Early Voting Clerk	Employee of Political Subdivision	<b>Yes</b> – if approved by governing body (83.034)
Deputy Early Voting Clerk	Candidate/Officeholder	<b>No</b> – per eligibility requirements of a presiding judge. (Ch. 32)
Deputy Early Voting Clerk	Employee of Candidate	<b>Yes</b> – if early voting clerk is a candidate – generally applies to county clerks. (83.032)
Deputy Early Voting Clerk	Relative of Candidate	<b>No</b> – per eligibility requirements of a presiding judge if within 2 <sup>nd</sup> degree. (Ch. 32)
Deputy Early Voting Clerk	Campaign Employee – Manager or Treasurer	<b>No</b> – per eligibility requirements of a presiding judge. (Ch. 32)

# Early Voting Ballot Board

Role A	Role B	Okay?
Early Voting Ballot Board Judge/Member	Election Judge/Alternate Judge	<b>Yes</b> – Authority order election may direct that one precinct’s election officers also serve as the ballot board. Presiding judge of precinct also presiding judge of EVBB. (87.004)
Early Voting Ballot Board Judge/Member	Election Clerk	<b>Yes</b> – See above. (87.004)
Early Voting Ballot Board Judge/Member	Early Voting Official	<b>Inadvisable</b> – If duties conflict in scope and time for performance, e.g. mail ballot work for Deputy EVC.
Early Voting Ballot Board Judge/Member	Signature Verification	<b>No</b> - Conflicts with role on early voting ballot board. (87.027)
Early Voting Ballot Board Judge/Member	Central Counting Station	<b>Maybe</b> – If no conflicts with timing of work on ballot board. (87.027)
Early Voting Ballot Board Judge/Member	Employee of Political Subdivision	<b>No</b> – per eligibility requirements of a presiding judge. (Ch. 32)
Early Voting Ballot Board Judge/Member	Candidate/Officeholder	<b>No</b> – per eligibility requirements of a presiding judge. (Ch. 32)
Early Voting Ballot Board Judge/Member	Employee of Candidate	<b>No</b> – per eligibility requirements of a presiding judge. (Ch. 32)
Early Voting Ballot Board Judge/Member	Relative of Candidate	<b>No</b> – per eligibility requirements of a presiding judge if within 2 <sup>nd</sup> degree. (Ch. 32)
Early Voting Ballot Board Judge/Member	Campaign Employee – Manager or Treasurer	<b>No</b> – per eligibility requirements of a presiding judge. (Ch. 32)

# Signature Verification Committee

Role A	Role B	Okay?
Signature Verification Committee Member	Election Judge/Alternate Judge	<b>Yes</b> – If no conflicts with timing of work on signature verification committee (87.027), or appointed to EVBB under 87.004.
Signature Verification Committee Member	Election Clerk	<b>Yes</b> – If no conflicts with timing of work on signature verification committee (87.027), or appointed to EVBB under 87.004.
Signature Verification Committee Member	Early Voting Official	<b>Inadvisable</b> – If duties conflict in scope and time for performance, e.g. mail ballot work for Deputy EVC.
Signature Verification Committee Member	Early Voting Ballot Board Judge/Member	<b>No</b> - Conflicts with role on early voting ballot board. (87.027)
Signature Verification Committee Member	Central Counting Station	<b>Maybe</b> – If no conflicts with timing of work on ballot board.
Signature Verification Committee Member	Employee of Political Subdivision	<b>Yes</b> – no requirement stated in the Election Code, but <b>inadvisable</b> if employee of candidate.
Signature Verification Committee Member	Candidate/Officeholder	<b>Inadvisable</b> – May create perception of bias.
Signature Verification Committee Member	Employee of Candidate	<b>Inadvisable</b> – May create perception of bias.
Signature Verification Committee Member	Relative of Candidate	<b>Inadvisable</b> – May create perception of bias.
Signature Verification Committee Member	Campaign Employee – Manager or Treasurer	<b>Inadvisable</b> – May create perception of bias.

# Central Counting Station

- The roles and duties of the central counting station manager, tabulation supervisor, and presiding judge are distinct and should not be held by the same person:
  - Manager and Judge are required to consult on issues, e.g. duplication of ballots.
  - Manager and judge have time conflicts-manager may be sorting irregularly marked ballots while judge is determining if voter intent can be ascertained.
  - Tabulation supervisor should be very knowledgeable about the voting system and be able to process results while manager and judge are handling other duties.



# Central Counting Station

Role A	Role B	Okay?
Manager or Tabulation Supervisor	Election Judge/Alternate Judge	<b>Maybe</b> – If person has experience with voting systems, and roles do not conflict in time for performance. (Ch. 127)
Manager or Tabulation Supervisor	Election Clerk	<b>Maybe</b> – If person has experience with voting systems, and roles do not conflict in time for performance. (Ch. 127)
Manager or Tabulation Supervisor	Early Voting Official	<b>Yes</b> – Recommend EVC as Manager and a Deputy EVC as Tabulation Supervisor, if clerk owns and operates equipment.
Manager or Tabulation Supervisor	Early Voting Ballot Board Judge/Member	<b>No</b> - Duties conflict in scope of duties and time for performance. (Ch. 87 and 127)
Manager or Tabulation Supervisor	Signature Verification Committee	<b>No</b> - Duties conflict in scope of duties and time for performance. (Ch. 87 and 127)
Manager or Tabulation Supervisor	Employee of Political Subdivision	<b>Yes</b> – Allowed by Ch. 127.
Manager or Tabulation Supervisor	Candidate/Officeholder	<b>Maybe</b> - If Manager is general custodian of records, can also be a candidate. Tabulation Supervisor cannot be a candidate. Neither may be an elected public officer, except for general custodian of records
Manager or Tabulation Supervisor	Employee of Candidate	<b>No</b> – per eligibility requirements of a presiding judge. (Ch. 32)
Manager or Tabulation Supervisor	Relative of Candidate	<b>No</b> – per eligibility requirements of a presiding judge. (Ch. 32)
Manager or Tabulation Supervisor	Campaign Employee – Manager or Treasurer	<b>No</b> – per eligibility requirements of a presiding judge. (Ch. 32)



# Central Counting Station

Role A	Role B	Okay?
Presiding Judge of Central Count	Election Judge/Alternate Judge	<b>Inadvisable</b> – Duties conflict in scope of duties and time for performance. (Ch. 32)
Presiding Judge of Central Count	Election Clerk	<b>Yes</b> – If no conflicts with timing of work as a precinct clerk. (Ch. 32)
Presiding Judge of Central Count	Early Voting Official	<b>Yes</b> – If no conflicts with timing of work as a early voting clerk/deputy early voting clerk.
Presiding Judge of Central Count	Early Voting Ballot Board Judge/Member	<b>Yes</b> – If no conflicts with timing of work on early voting ballot board. (Ch. 87)
Presiding Judge of Central Count	Signature Verification Committee	<b>Yes</b> – If no conflicts with timing of work on signature verification committee.
Presiding Judge of Central Count	Employee of Political Subdivision	<b>Yes</b> – Per 127.005(a) may be employee or general custodian of election records.
Presiding Judge of Central Count	Candidate/Officeholder	<b>Maybe</b> - If Judge is general custodian of records, can also be a candidate. May not be an elected public officer, except for general custodian of records.
Presiding Judge of Central Count	Employee of Candidate	<b>No</b> – per eligibility requirements of a presiding judge. (Ch. 32)
Presiding Judge of Central Count	Relative of Candidate	<b>No</b> – per eligibility requirements of a presiding judge. (Ch. 32)
Presiding Judge of Central Count	Campaign Employee – Manager or Treasurer	<b>No</b> – per eligibility requirements of a presiding judge. (Ch. 32)

# Central Counting Station

Role A	Role B	Okay?
Assistant Tabulator	Election Judge/Alternate Judge	<b>Yes</b> – If person has experience with voting systems and duties do not conflict in time for performance. (Ch. 32 and 127)
Assistant Tabulator	Election Clerk	<b>Yes</b> – If person has experience with voting systems, and duties do not conflict in time for performance. (Ch. 127)
Assistant Tabulator	Early Voting Official	<b>Yes</b> – Recommend a deputy early voting clerk serving as assistant tabulator.
Assistant Tabulator	Early Voting Ballot Board Judge/Member	<b>Yes</b> – If person has experience with voting systems, and duties do not conflict in time for performance.
Assistant Tabulator	Signature Verification Committee Member	<b>Yes</b> – If person has experience with voting systems, and duties do not conflict in time for performance.
Assistant Tabulator	Employee of Political Subdivision	<b>Yes</b> – per 127.004(c)
Assistant Tabulator	Candidate/Officeholder	<b>Inadvisable</b> – May create perception of bias.
Assistant Tabulator	Employee of Candidate	<b>Inadvisable</b> – May create perception of bias.
Assistant Tabulator	Relative of Candidate	<b>Inadvisable</b> – May create perception of bias.
Assistant Tabulator	Campaign Employee – Manager or Treasurer	<b>Inadvisable</b> – May create perception of bias.

# Central Counting Station

Role A	Role B	Okay?
Central Count Clerk	Election Judge/Alternate Judge	<b>Yes</b> – If no conflict in time for performance. (Ch. 32 and 127)
Central Count Clerk	Election Clerk	<b>Yes</b> – If duties not conflict in time for performance. (Ch. 32 and 127)
Central Count Clerk	Early Voting Official	<b>Inadvisable</b> – Duties conflict in time for performance.
Central Count Clerk	Early Voting Ballot Board Judge/Member	<b>Inadvisable</b> – Duties conflict in time for performance. (Ch. 87)
Central Count Clerk	Signature Verification Committee Member	<b>Inadvisable</b> – Duties conflict in time for performance.
Central Count Clerk	Employee of Political Subdivision	<b>Yes</b> – Per 127.006(b) may be employee, general custodian of election records, or employee of general custodian.
Central Count Clerk	Candidate/Officeholder	<b>No</b> – per eligibility requirements of a clerk. (Ch. 32)
Central Count Clerk	Employee of Candidate	<b>No</b> – per eligibility requirements of a clerk. (Ch. 32)
Central Count Clerk	Relative of Candidate	<b>No</b> – per eligibility requirements of a clerk. (Ch. 32)
Central Count Clerk	Campaign Employee – Manager or Treasurer	<b>No</b> – per eligibility requirements of a clerk. (Ch. 32)