

## Alameda County Elections Commission Meeting Agenda

Date: February 19, 2026  
Time: 4:00 PM  
Location: Via Zoom/In person  
San Lorenzo Library  
395 Paseo Grande  
San Lorenzo CA 94580  
Zoom Link for Meeting: <https://us02web.zoom.us/j/84533006342>  
Teleconference Locations: City Hall, 34009 Alvarado-Niles Road, Union City, CA 94587.  
Pursuant to Government Code Section 54953(b), this notice and agenda will be posted, and members of the public may attend and provide public comment at the teleconference location.

1 -- **Call To Order / Roll Call** -- 2 minutes

2 -- **Swearing In of New Commissioners** – Sasha Ritzie-Hernandez

2(a) **Nominations and Elections of President and Vice President** -- 15 minutes

The Elections Commission will nominate and elect its President and Vice President in accordance with its operating rules and procedures.

3 -- **Agenda Changes** -- 2 min

4 -- **Approval of Minutes of November 2025 and January 2026**-- 5 minutes

See attachments.

5 -- **Announcements and Communications on non-agenda items** -- 5 minutes

*No discussion on these items.*

a. From staff

b. From commissioners

6 -- **Public Comment on Agenda Items** -- 15 minutes

If there are 5 or less commenters, they will have up to 3 minutes each. 5-14 commenters will be limited to 2 minutes each. If there are 15 or more people, then they will be limited to one minute each. We encourage and appreciate written comments to be emailed to the commission at [eoc@acgov.org](mailto:eoc@acgov.org).

7 -- **Monthly Update from Registrar of Voters Office** -- 10 minutes

See attachment.

## 8 – Regular Agenda Items

### 8(a) Ongoing Items from Ad Hoc Committees – 40 minutes

*The convener / lead for each committee has an asterisk by their name.*

#### 8(a)(1) Voting Participation (K Seabrook,\* A Moore, Whitehurst, and Lindsay) – 5 minutes - Action Item

Background: This committee is looking into how the ROV can move the needle for populations that have a low voting rate.

*Possible Action: Consider adding Sasha Ritzie-Hernandez to this committee*

#### 8(a)(2) Nominations (Ramon\* and Seabrook) - 5 minutes - Action Item

Background: This committee is responsible for nominating candidates to the Board of Supervisors on any open seats for the five at-large members.

At the November 2025 meeting, President Lindsay volunteered to ask the Board of Supervisors if they would like the commission's help with filling the open seat from a voting rights organization, which is beyond the commission's responsibility.

*Possible Action: Disband committee*

#### 8(a)(3) Youth Participation (Varlack,\* Whitehurst, and Butter) - 5 minutes - Discussion Only

Background: This committee is working to support efforts to strengthen youth civic engagement regarding elections, and to coordinate with the Registrar of Voters on outreach and program development.

#### 8(a)(4) November 2025 Post-election Assessment (Butter,\* Wagner, and Pham) – 20 minutes - Action Item

Background: At the November 2025 meeting, the commission conducted a post-election assessment in collaboration with the ROV to highlight what worked well and to identify issues in need of improvement. This committee drafted a report for the commission's consideration and approval to send the Alameda County Board of Supervisors.

*Possible Action: Approve the assessment and forward it to the Board of Supervisors*

See attachment.

#### 8(a)(5) Update on Recruitment for ROV position (Lindsay) – 5 minutes - Discussion Only

Background: At the November meeting President Lindsay volunteered to send a letter to the Board of Supervisors saying that the commission will try to increase the pool of candidates applying for the job by spreading the word and to offer any further assistance if called upon by them to do so. The recruitment brochure has been issued.

See attachments.

(8)(b) **New Business**

8(b)(1) **Budgeting for Elections and Candidate Statements** -- 20 minutes - Action Item  
City clerks have noted that at the outset of election planning, election cost estimates help cities make informed financial decisions. A detailed anticipated cost breakdown in advance is necessary so that candidates and cities understand the specific charges. Timely invoices are helpful too.

*Possible Action: Request action from ROV Office and form an ad hoc committee.*  
See attachment.

8(b)(2) **Start times and processes in ROV notifications to the public for observation** -- 20 minutes - Action Item

Background: The Alameda County Grand Jury recommended: “The Alameda County Registrar of Voters must identify the start times and the processes in its notifications to the public for observation.”

*Possible Action: Request action from the ROV Office*  
See attachment.

9 -- **Special Report from the ROV** - 10 minutes - Discussion Only

New laws that will impact ROV in 2026.

10 -- **Public Comment on Agenda or Non-Agenda Items** -- 15 minutes

*The 15 minutes here is a fixed allocation of time and will be divided equally among all who wish to comment, with a maximum of 3 minutes per person. If your comments are complex or if you didn't have enough time, we always appreciate it if you send your input to the Elections Commission at [eoc@acgov.org](mailto:eoc@acgov.org).*

11 -- **Adjournment** (as close to 6:30 as is viable)

The next meeting will be Thursday, March 19, 2025, at the San Lorenzo Library.

Attachment A for Agenda Item #4 – **November Meeting Minutes**

ALAMEDA COUNTY ELECTIONS COMMISSION  
**UNAPPROVED** MEETING MINUTES

Date: Thursday, November 20, 2025  
Time: 4:00 PM  
Location: Via Zoom/In person  
San Lorenzo Library  
395 Paseo Grande  
San Lorenzo, California 94580

**1. Call To Order / Roll Call**

The meeting was called to order at 4:06 p.m. by President James R. Lindsay.

Present

*Commission Members:* Karen A. Butter, Susan R. Henderson, James R. Lindsay, Alexander Ramon, Karl I. Seabrook, Tiega N. Varlack, David Wagner, and Thai Nam Pham by teleconference at 34009 Alvarado-Niles Road, Union City CA 94587.

*Registrar of Voters:* Tim Dupuis, Cynthia Cornejo, Shaheer Siddiqui, and Charles Smithline.

*County Counsel:* Jason Allen.

Absent

*Commission Members:* Judy Belcher, Irene Dieter, Alissa Moore, and Allie Whitehurst.

**2. Swearing In of New Commissioners**

There were no new commissioners to swear-in.

**3. Approval of Agenda**

No modifications were made to the agenda.

**4. Approval of Minutes of October 16, 2025**

A motion to approve the minutes as written was made by Commissioner Ramon, seconded by Commissioner Seabrook, and passed by acclamation.

**5. Announcements and Communications**

a. From staff

There were no announcements from staff.

b. From commissioners

President Lindsay reminded everyone that there will be no meeting in December, and that the commission will be electing its next president and vice-president at the January meeting. He announced that Commissioner Valentine's term ended and she has chosen not to continue. Lindsay volunteered to ask the Board of Supervisors if they want assistance from the commission in seeking her replacement.

## 6. Public Comment on Agenda Items

No public comments were made on agenda items.

## 7. Monthly Update from Registrar of Voters Office (video time: 5:29)

Registrar Dupuis said the ROV has been focused on the November 4 statewide special election and the Washington Township Healthcare District election. Vote centers, drop boxes, one percent manual tally, voter turnout, and upcoming pertinent dates were discussed. There are about 3,000 Vote-By-Mail signatures to be cured. Deputy Registrar Cornejo explained facets to curing and the training process. Mr. Dupuis said the county has 30 days to certify the election, but not before December 2. He added that the processes for the June 2026 election have begun and the onboarding of candidates will begin on December 19.

## 8. a. Ongoing Items from Ad Hoc Committees (video time: 18:10)

### (1) Voting Participation

Commissioner Seabrook reported that the committee wants to redefine itself and will be preparing a mission statement so they may better focus on what the group is aiming for as they move forward. They plan to leverage input from other groups. President Lindsay added that it is a long-term project as opposed to a short-term project.

### (2) Nominations

Commissioner Ramon reported that the committee has received four additional applications and presented the qualifications of candidate Alexandra (Sasha) Ritzie-Hernandez for the vacant impacted communities' seat—namely, language barriers. A motion to recommend to the Board of Supervisors for Sasha Ritzie-Hernandez to fill Seat 6 was made by Commissioner Ramon, seconded by Commissioner Seabrook, and passed unanimously, 7 to 0.

President Lindsay volunteered to send the recommendation to the Board of Supervisors. He added that ad hoc committees may not be standing committees, but he would first like to check with the county to see if they would welcome assistance on filling the voting rights organization seat. If they say no, the committee should close.

### (3) Youth Participation

Commissioner Varlack reported that the committee has not met yet, but plans to work with the ROV to build out the internal program already started, to partner with local leaders and school districts to find out where the youth are and how to get them signed up to vote, and to reach out to the people in the juvenile justice and foster care systems to get them educated on their rights. Commissioner Butter added that they also want to partner with the community groups that are already working with the school districts.

## b. New Business

### (1) November 2025 Post-election Assessment (video time: 28:05)

President Lindsay pointed out that the attachment in the agenda packet was meant to

serve as a starting point for a brainstorming session. Commissioners Butter, Wagner, and Pham volunteered to work on the report, and Butter sought feedback from commissioners on their observations of the election.

Commissioner Seabrook said that voter turnout exceeded his expectations and liked seeing the pre-election advertisements to vote early. Commissioner Ramon agreed, saying the advertisements were a driver for good voter turnout. Butter said she liked the thank-you-for-voting billboard announcement. Lindsay said he got his voter information guide early, but that he heard complaints others did not. Pham said that election day was the busiest day and was a positive experience, but the drop box location was in the parking lot area not at city hall itself. Commissioner Henderson said it would be nice if the vote-early announcements explained that those votes would be counted on election day and that people won't have to wait long for the results. Henderson also mentioned that Alameda County posted its first batch of numbers way ahead of San Francisco. Mr. Dupuis responded that the news media and the public get the data at the same time.

A motion to create an ad hoc committee to provide a post-election assessment report to be staffed by Commissioner Butter, Commissioner Wagner, and Commissioner Pham was made by Commissioner Varlack, seconded by Commissioner Henderson, and passed unanimously, 7 to 0.

## **(2) Recruitment for ROV position (video time: 41:50)**

President Lindsay listed possible actions the commission could take to help increase the field of candidates applying for the job, including spreading the word about the opening to those who might be interested, forming an ad hoc committee to consider other ideas, and/or offering assistance to the Board of Supervisors. Lindsay said he did not think forming a committee was necessary or that it would be helpful, so he would not recommend that. Discussion ensued.

Mr. Dupuis said the job opening will be posted on the county's website and that the county will do recruiting several ways to get the word out.

Lindsay said that he did not think the commission had to take any official action with a motion and he volunteered to send a letter to the supervisors saying the commission will spread the word on the open ROV position and let them know that if there is anything else the commission could do to be helpful in the process, the commission would do it.

## **(3) Youth Voting at Vote Centers (video time: 49:35)**

President Lindsay said that one piece of the legislation in Berkeley and Oakland that allows youth to be able to pre-register and vote at vote centers has not yet been implemented.

Mr. Dupuis said that the youth there can vote by mail, but youth voting has not yet been integrated for in-person voting at vote centers. They are looking at the next steps.

Ms. Cornejo said that, after the November election is certified, the ROV will restart conversations with the vendors about advancing the technology for in-person youth voting at voting centers and with Berkeley and Oakland Unified School Districts. Ms. Cornejo added that the ROV already partners with school districts and encourages students to pre-register and to apply to be poll workers.

A motion was made to encourage the ROV's office to work with its vendors to develop a technological solution that would allow youth to pre-register and vote in vote centers by the November 2026 election by Mr. Lindsay, seconded by Commissioner Varlack, and passed 7 to 0.

#### **9. Special Report from the ROV**

There was no special report from the ROV this month.

#### **10. Public Comment on Agenda or Non-Agenda Items**

One public comment was made.

#### **11. Adjournment**

The meeting was adjourned at 5:15 PM.

Attachment B for Agenda Item #4 – **January Meeting Minutes**

ALAMEDA COUNTY ELECTIONS COMMISSION  
**UNAPPROVED** MEETING MINUTES

Date: Thursday, January 15, 2026  
Time: 4:00 PM  
Location: Via Zoom/In person  
San Lorenzo Library  
395 Paseo Grande  
San Lorenzo, California 94580

Teleconference Locations: City Hall, 34009 Alvarado-Niles Road, Union City, CA 94587 and 3425 Solano Avenue, Napa, CA 94558.

Pursuant to Government Code Section 54953(b), this notice and agenda will be posted, and members of the public may attend and provide public comment at the teleconference location

**1. Call To Order / Roll Call**

President James R. Lindsay announced at 4:30 p.m. that the meeting will not proceed because the commission did not have a quorum.

Present

*Commission Members:* Karen A. Butter, Susan R. Henderson, James R. Lindsay, Irene Dieter, Sasha Ritzie-Hernandez, Karl I. Seabrook, David Wagner (remote, pursuant to Cal. Gov't Code § 54953(b)(3), outside of Alameda County, does not count towards quorum), Thai Nam Pham (remote, pursuant to Cal. Gov't Code § 54953(b)(3), in Alameda County, ex officio member does not count towards quorum)

*Registrar of Voters:* Tim Dupuis, Cynthia Cornejo (remote), Shaheer Siddiqui, Noe Lucio, and Charles Smithline.

*County Counsel:* Jason Allen.

Absent

*Commission Members:* Judy Belcher, Alissa Moore, Alexander H. Ramon, Tiega N. Varlack, Allie Whitehurst

The next meeting will be Thursday, February 19, 2026, at the San Lorenzo Library.

## ELECTION COMMISSION MEETING – February 19, 2026

### **Agenda Item #7** – Registrar of Voters Monthly Report

#### 1. Election:

##### a. June 2, 2026, Direct Primary Election (State and countywide election)

##### i. Important Dates

1. Signatures In-Lieu of the filing Fees Period – Friday, December 19, 2025 – Wednesday, February 4, 2026
2. Candidate Nomination Period – Monday, February 9, 2026 – Friday, March 6, 2026
3. Last Day to place a Measure on the Ballot – Friday, March 6, 2026

Signatures In-lieu of Filing Fee - Period in which candidates for State Constitutional Office, United States Representative in Congress, State Senator, Member of State Assembly, Superior Court Judge, and Member, County Board of Supervisor may obtain forms from the county elections official for circulating petitions to secure signatures in lieu of all or part of the filing fee.

Candidate Nomination Period - Declaration of Candidacy and Nomination Papers Period in which all candidates must file a declaration of candidacy for office and ballot designation worksheet and circulate nomination papers and deliver them to the county elections official for filing. All candidates must pay the non-refundable filing fees or present petitions in lieu of signatures at the time nomination papers are issued by the county elections official. The number of valid signatures in lieu of the filing fee any candidate obtains may be subtracted from the number required for their nomination papers. A candidate shall not be required to execute a nomination paper if the number of signatures in lieu of the filing fee meets the requisite number of valid signatures under Section 8062.

Candidate filing information includes a list of candidates by office, filing status, and contact information, which is available on the Registrar of Voters website at:

[https://alamedacountyca.gov/rov\\_app/candidatelist?electionid=259](https://alamedacountyca.gov/rov_app/candidatelist?electionid=259)

Information is added as the candidate files documents with the election official.

**DRAFT – January 9, 2026**

**To: Alameda County Board of Supervisors**  
**From: Alameda County Elections Commission**  
**Date: Submitted on**

## November 4, 2025 Post-election Assessment

### OVERVIEW

The November 4th special election in Alameda County proceeded smoothly, with notable improvements. This report summarizes observations, improvements, and ongoing concerns discussed during the November 2025 Election Commission meeting.

### NOTABLE IMPROVEMENTS

- Formal encouragement to vote early – via mailers, billboards, etc.- and the County set up a billboard thanking those who voted.
- Explanation of activities at ROV observation points during ballot counting
- Publicity from the ROV office and statewide about the Proposition on the ballot resulted in a high voter turnout of 50% (compared to 40% in past races.)
- Website User Interface: Unprocessed ballot status is readily available on the ROV website without going to the SOS website.
- Cast Vote Record data is now routinely available along with election results
- A review of local newspapers found no reports of major problems.

### POTENTIAL PROCESS IMPROVEMENTS

- Implementation of Poll Pads was delayed due to the November election but is expected in 2026.

#### **ROV Response**

The Registrar of Voters is currently working to develop procedures for allowing voters to vote their vote by mail ballot, without the identification envelope, in person, as permitted under Elections Code § 3016.5. The ROV hopes to finalize and implement those procedures by the November 2026 election.

- There is no set schedule for observing ballot processing, so voters must regularly check the website for updates. For instance, announcements state: “An election process will be conducted today. For ongoing updates check the website where all election processes will be posted.” This makes it difficult for observers to know which stages of ballot processing will occur if they want to witness a specific part.

### **ROV Response**

The notifications the ROV currently provides to the public for observation already exceed all applicable legal requirements. At least 48 hours before it starts processing ballots, the ROV posts notices on its website to inform the public when and where ballot processing activities will occur and how members of the public can observe those activities in person. That, with nothing more, satisfies the ROV’s notice requirements. *Election Integrity Project Cal., Inc. v. Lunn*, 108 Cal. App. 5th 443, 449 (2025). Indeed, in *Pechenuk v. Dupuis et al.*, Alameda County Superior Court Case No. 24CV096386, the Court rejected a legal challenge to our notice procedures and confirmed that they comply with the law.

The ROV also already goes beyond those legal requirements. First, the ROV website’s observer page includes hyperlinks that allow members of the public to observe ballot processing activities online. The law does **not** require the ROV to livestream election processes online.

The ROV also allows members of the public to register for email or text message updates on days when the ROV will engage in election processes. Those supplemental notices include a hyperlink that recipients can use to directly access the ROV website’s observer page, which includes information about observing in person and hyperlinks to observe any ongoing election activities online. The ROV began offering these supplemental notices at the Elections Commission’s recommendation—the language quoted in the report’s bullet point above comes from such a supplemental notice. Like the livestream feed, the law does **not** require the ROV to provide these supplemental notices.

As the ROV has previously discussed with the Elections Commission, as a practical matter, it would be virtually impossible for elections officials to post an itemized, daily or hourly schedule of specific ballot processing activities. In the November 2024 election, for example, the ROV processed approximately 85,000 in-person ballots and nearly 600,000 vote-by-mail ballots. Throughout the canvassing period, the ROV engaged in each of the necessary ballot processing activities, including scanning envelopes, checking signatures, separating ballots from envelopes, and scanning ballots, to name just a few. Those activities are all interrelated, such that the ROV must continually assess which activity or activities are appropriate at a given time based on any number

variables, including the time and volume of ballots delivered by mail, the progress of ballot processing activities that must be completed before others can begin, and staffing and other operational issues.

Once the ROV scans the initial rush of vote-by-mail ballot envelopes, it may not make sense to allocate staff or other resources to scan more envelopes until the ROV receives a sufficient volume of new ballot envelopes in the mail. Similarly, it is often not efficient to allocate resources to scanning ballots for vote-tabulation until enough ballots have moved through the preceding steps of scanning ballot envelopes, verifying the signatures on those envelopes, and separating ballots from the envelopes they were delivered in. Predicting the precise time when it will make operational sense to begin or resume a particular activity is neither realistic nor legally required. See *Election Integrity Project Cal., Inc.*, 108 Cal. App. 5th at 449.

- Many voters were confused about the ballot drop box location near Union City Hall and asked staff for directions. The listed address made the ballot drop box hard to find because it was placed next to the parking lot, which many voters found confusing. Improvements could include adding guidance to location listings, such as comments, photos, or maps showing where the drop box is located.

### **ROV Response**

After Commissioner Pham raised this issue during the November 2025 Elections Commission meeting, the ROV investigated and found that it received **no** voter complaints or questions about the ballot drop box location near Union City Hall. The ballot drop box near Union City Hall has been at the same location for approximately **10 years**, and the ROV has not received complaints or comments suggesting any voter confusion about that location during that time.

More importantly, as discussed during the November 2025 Elections Commission meeting, the ballot drop box was placed in that location based on direction from Union City's City Clerk. Employees of Union City installed the drop box at that location.

If Union City would like to move that ballot drop box, the City Clerk should contact the ROV to discuss potential new locations. The ROV works with cities to ensure drop boxes are placed in locations that meet all necessary requirements, but the ROV cannot install or remove ballot drop boxes from city property without permission or direction from the city. Additionally, based on ROV's discussions with Union City when that ballot drop box was first installed, the ROV understands that, if the drop box is to be moved, Union City requires that its employees move it. If Union City would prefer to keep the ballot drop box in its current location, the City should feel free to add location listings, comments, photos, signage, or maps showing where the drop box is located, as it

deems appropriate. The ROV already provides a photograph of the drop box, a map showing the drop box's location, and access to directions to the drop box (and all ballot drop boxes) on its website. See

[https://alamedacountyca.gov/rovapps/maps/balлотdropbox\\_map.htm](https://alamedacountyca.gov/rovapps/maps/balлотdropbox_map.htm).

- A review of online comments found discussion that there was no parking in front of the ballot drop box at Berkeley City Hall or North Berkeley library. It is not clear that any action is warranted, as some locations will inevitably have less or no parking immediately in front of the ballot drop box.

### **ROV Response**

The ROV agrees that some locations will inevitably have less or no parking immediately in front of the ballot drop box. Additionally, the ballot drop boxes have been at the same locations at Berkeley City Hall and the North Berkeley Library for approximately 10 years. The ballot drop boxes were placed at those locations based on direction from the City of Berkeley at the time they were installed. The ROV cannot install or remove ballot drop boxes from city property without permission from the City of Berkeley.

### **CONCLUSION**

The November 4<sup>th</sup> special election demonstrated continued improvements and enhanced transparency.

Attachments for Agenda Item #8(a)(5) – **Recruitment for ROV position**

*Email sent on December 6, 2025 to the Chief of Staff for District 1:*

Regarding the impending retirement of Mr. Dupuis, the commission agreed at the November meeting:

- (a) Commissioners are encouraged to spread the word that the position will be open soon.
- (b) That if there is anything at all you would like the Elections Commission to do with regard to selecting the next ROV, we will gladly assist the Board however we are asked.

Regards,  
-- Jim Lindsay  
President, AC Elections Commission

**UPDATE:**

Regarding the commission further helping the county with ROV recruitment efforts, there is no request for our assistance at this time.

Also, the County Administrator and the Director of Human Resources recommended to the Board of Supervisors to authorize separating recruitments for a Registrar of Voters and a Chief Information Officer and increasing the salary for the ROV. (See staff's recommendation letter below.) The Board passed a motion that implemented that recommendation.



## C O U N T Y   A D M I N I S T R A T O R

SUSAN S. MURANISHI  
COUNTY ADMINISTRATOR

December 9, 2025

Honorable Board of Supervisors  
County of Alameda  
1221 Oak Street, Suite 536  
Oakland, CA 94612

Dear Board Members:

**SUBJECT: AUTHORIZE SEPARATE RECRUITMENTS FOR A REGISTRAR OF VOTERS AND A CHIEF INFORMATION OFFICER AND ADOPT SALARY ORDINANCE AMENDMENTS TO AMEND SUBSECTIONS: 1) 1-1.1 TO INCREASE THE SALARIES FOR JOB CODES 1005 AND 1849, AND 2) 3-20.8 TO ADD A SUNSET DATE**

### RECOMMENDATIONS:

- A. Authorize the Human Resource Services Director to proceed with separate recruitments for the appointed positions of Registrar of Voters and Chief Information Officer;
- B. Adopt the following related Salary Ordinance Amendments:
  1. Amend Section 3-20 (Information Technology Department), subsection 3-20.8, to add a sunset date of March 28, 2026, and delete the provision that authorizes the Chief Information Officer to receive an additional 25% of the base pay when designated to serve concurrently as the Registrar of Voters from the Salary Ordinance upon the sunset date; and
  2. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to provide special salary adjustments effective October 12, 2025, for the classifications of Registrar of Voters (Job Code ("JC") 1005) by 17% and the Chief Information Officer (JC 1849) by five percent (5%), and increase the salaries for these classifications by four percent (4%) for a general wage increase effective December 21, 2025.

### DISCUSSION/SUMMARY:

In 2006, following the retirement of the then-Registrar of Voters (ROV), your Board appointed the County's Information Technology Department (ITD) Director to serve concurrently as the ROV on an interim basis. Due to the emergence of electronic voting and budget constraints at the time, this dual-role structure was subsequently continued on an ongoing basis. In 2012, when the ROV/ITD Director retired, your Board again opted to maintain the combined appointment. Based

on the more recent expansion, complexity and controversy related to election services at the local, State and national levels, staff recommend that your Board consider separating the functions of the Chief Information Officer (CIO) and ROV to provide more focused attention to the countywide operations and administration of the ROV Office and the IT Department. The impending retirement of the incumbent CIO/ROV provides an opportunity for your Board to conduct two separate recruitments and appoint both a new ROV and a new CIO. The recommendation to separate the roles of the CIO and ROV is consistent with the report issued by the Election Commission established by your Board in 2023 and comments from the Alameda County Civil Grand Jury report.

Implementation of the dual CIO/ROV was achieved through a provision of the Salary Ordinance that authorizes the CIO to receive an additional 25% base pay when concurrently serving as the ROV. With the separation of the dual roles and upcoming recruitment for two separate positions, staff recommend that the additional 25% compensation be phased out by adding a sunset date of March 28, 2026, consistent with the incumbent's effective date of retirement/separation from the County. Upon reaching the sunset date, subsection 3-20.8 will be removed from the Salary Ordinance, ensuring that the compensation framework aligns with the County's future organizational structure and executive leadership model.

With your Board's direction, the Human Resource Services ("HRS") Department will initiate two separate comprehensive executive recruitment processes for the ROV and CIO positions, both of which will be vacated following the retirement of the incumbent effective March 27, 2026. In advance of these recruitments, HRS conducted a salary survey of comparable jurisdictions to assess the market competitiveness of the County's existing salary structures. Findings indicate that both classifications fall below median compensation levels among peer agencies. Notably, the ROV salary range, which was last reviewed in 2005, has not kept pace with the expanded scope, complexity, and public visibility of the role over the past two decades, resulting in a 15% lag below the market median. The CIO classification similarly trails the market, with current compensation approximately three percent (3%) below the median.

To facilitate the County's ability to attract and retain highly qualified executive leadership in these critical functions, staff recommend special salary adjustments for both the ROV and CIO classifications, effective October 12, 2025. Additionally, employees in certain Unrepresented M-designated classifications and non-management classifications aligned with management have historically received general wage increases consistent with those provided to the Alameda County Management Employees Association General Government and Confidential Units. In alignment with this practice, staff further recommend your Board approve a four percent (4%) general wage increase for the ROV (JC 1005) and CIO (JC 1849) classifications, effective December 21, 2025.

### **FINANCING:**

Funds are available in the FY 2025-26 final budget to support the increased costs of separating the ROV and CIO positions and will be incorporated in future budgets.

**VISION 2036 GOAL:**

The recommendations meet the 10x goal pathways of **Employment for All** in support of our shared vision of a **Prosperous and Vibrant Economy**.

Very truly yours,



Susan S. Muranishi  
County Administrator

Signed by:



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Margarita Zamora, Director  
Human Resource Services

- c: Auditor-Controller
- County Counsel
- Chief Information Officer
- Registrar of Voters

**Ordinance No.**

**AN ORDINANCE AMENDING  
CERTAIN PROVISIONS OF THE 2025 – 2026  
COUNTY OF ALAMEDA SALARY ORDINANCE**

The Board of Supervisors of the County of Alameda ordains as follows:

**SECTION I**

**Article 1, Section 1-1, Subsection 1-1.1** of the County of Alameda Salary Ordinance is hereby amended thereto of the following job codes, titles, and salaries, effective on the dates outlined below:

JC	MC	Classification	Eff Date	Unit Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
1005	SE	Registrar of Voters	10/12/2025	071	8,362.40				10,162.40	X
1005	SE	Registrar of Voters	12/21/2025	071	8,696.80				10,568.80	X
1849	SE	Chief Information Officer	10/12/2025	071	9,226.40				12,368.00	X
1849	SE	Chief Information Officer	12/21/2025	071	9,595.20				12,862.40	X

**SECTION II**

**Article 3, Section 3-20 (Information Technology Department), subsection 3-20.8** of the County of Alameda Salary Ordinance is hereby amended to read as follows:

3-20.8 – Effective May 8, 2006, the employee in JC 1849 when designated to serve in JC 1005 shall be compensated an additional twenty-five percent (25%) of the base pay. This provision shall sunset effective March 28, 2026, and shall be deleted from the Salary Ordinance upon the sunset date.

**SECTION III**

This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against it in the Inter-City Express, a newspaper published in the County of Alameda.



The County of Alameda invites applications for:

# Registrar of Voters

The County of Alameda (County) is conducting a national search for a dedicated, visionary, and highly skilled Registrar of Voters (ROV) to lead one of California's most dynamic and diverse election jurisdictions. This executive position plays a central role in ensuring that every eligible voter can participate in free, fair, and transparent elections. The next ROV's sole scope will be to lead the Registrar of Voters department, focusing exclusively on election administration, strategic planning, legal compliance, public trust-building, and modern operational excellence.

*This is a rare opportunity to shape the future of elections in a major California county and to lead an organization committed to innovation, transparency, and civic equity.*

*The salary range for this position is **\$226,116-\$274,788 annually**. The successful candidate will receive a highly competitive salary with an excellent benefits package that considers the candidate's experience, qualifications, and track record of success.*





## ABOUT THE COUNTY

Alameda County is one of California's most populous and diverse counties, serving over 1.6 million residents. Governed under a charter form of government, the County is led by a five-member Board of Supervisors, which sets policy, oversees operations, approves the annual budget, and represents the County regionally. The Board-appointed County Administrator directs departments in delivering programs aligned with Vision 2036, the County's forward-thinking strategic framework focused on equity, well-being, and thriving communities. The County employs over 10,000 staff across 21 agencies and departments and manages a \$6.1 billion annual budget, providing vital services including health care, social services, public works, elections, criminal justice, and other public and safety net services common to county government.

## ABOUT THE COMMUNITY

Alameda County offers a wide range of cultural and recreational opportunities, including the Oakland Museum, Oakland Symphony, Fairyland, Oakland Zoo, Chabot Space and Science Center as well as an extensive regional park system. The inland Tri-Valley wine country, Niles Canyon, the Fairgrounds and renowned Lawrence Livermore and Sandia National Laboratories provide additional venues for leisure, exploration, and learning. The region is also home to distinguished academic institutions such as the University of California, Berkeley, and California State University, East Bay. Convenient transportation options include the Oakland International Airport, Bay Area Rapid Transit (BART), and the San Francisco Bay Ferry system.

## ABOUT THE DEPARTMENT

The County Registrar of Voters department is charged with administering elections in Alameda County. Core responsibilities include registering eligible voters, preparing and mailing ballots, recruiting and training elections workers, setting up polling stations/vote centers, and conducting local, state and federal elections in a fair, accurate, and efficient manner, while working in conjunction with the Secretary of State and the many levels of government (including cities, school boards and other local districts) that place matters on the ballot. Examples of other duties include processing candidate nominating petitions and other candidate services, establishing/updating voting precincts, tabulating and certifying election results, and conducting outreach to encourage broad voter participation across the County's diverse communities.





## THE ROLE: KEY RESPONSIBILITIES

The ROV serves as the County's chief election administration executive and department head, appointed by the Board of Supervisors to lead all aspects of voter registration and election operations. The role provides strategic direction, oversight, and accountability for the planning, conduct, and certification of elections; the management of voting systems and technology; the integrity of voter records; and the implementation of evolving State and Federal election laws. With responsibility for year-round operational readiness, the ROV directs a multifaceted organization that oversees ballot design and production, precinct and mapping systems, vote tabulation, public information, petition verification, and large-scale staffing for election events, ensuring accessible, transparent, accurate, and timely election services for all Alameda County voters.

### **Executive Leadership & Governance**

- Provide vision, strategic direction, and operational excellence in all election functions.
- Lead a year-round team of 50 permanent staff and up to 1,500+ temporary workers during major elections.
- Collaborate effectively with the Board, Elections Commission, cities, school districts, and community partners.

### **Election Operations & Technology**

- Oversee Vote-by-Mail processing, Central Count operations, and secure tabulation workflows.
- Maintain chain-of-custody and asset-tracking systems using modern, technology-supported methods.
- Implement ranked-choice voting and youth voting effectively where authorized.
- Ensure all voting systems are secure, accurate, tested, and fully compliant.

### **Legal and Regulatory Compliance**

- Serve as the County expert in California Election Code, federal requirements, signature verification, and voter-roll maintenance.
- Implement new legislative mandates, including expanded electronic signature-cure processes and updated privacy/security protocols.

### **Transparency, Communications & Public Engagement**

- Lead efforts to build trust through livestreams, public observation, multilingual outreach, and rapid response to misinformation.
- Expand civic education, particularly around Ranked-Choice Voting (RCV), Youth Voting and ballot processes.

### **Fiscal Management & Human Resources (HR) Leadership**

- Manage a budget of over \$32 million, forecast variable election costs, and pursue reimbursement.
- Oversee large-scale workforce recruitment and multilingual staffing to meet community needs.

# THE IDEAL CANDIDATE

The ideal ROV candidate is an accomplished executive leader, highly knowledgeable of election laws and administration, with the ability to demonstrate:

## Core Competencies

- Strategic leadership and change management
- Deep knowledge of California and federal election law
- Operational excellence in large-scale logistics
- Public transparency and effective communication skills
- Financial stewardship and HR acumen
- Resilience, integrity, and commitment to nonpartisan professionalism

## Technical Strengths

- Experience with complex voting systems
- Understanding of cybersecurity and technology oversight
- Proficiency with asset-tracking and chain-of-custody systems

## Equity & Community Leadership

- Commitment to inclusive elections
- Experience serving multilingual, multicultural communities
- Ability to design targeted turnout and education strategies

# MINIMUM QUALIFICATIONS

The ideal candidate brings either two years of full-time experience as an Assistant Registrar of Voters in the County or four years of full-time, responsible managerial or administrative experience in a public agency, preferably with recent election management responsibilities. A bachelor's degree in a related field from an accredited institution may substitute two (2) years of managerial or administrative experience.

The successful candidate exercises sound executive judgment in election administration and demonstrates the organizational and political acumen necessary to guide ROV programs and services. Preference will be given to candidates with a strong understanding of election administration principles, election technologies, voting procedures, and federal and state election laws.

# HOW TO APPLY

Candidates are encouraged to express interest early in the process for optimal consideration. This recruitment is considered open until it is filled.

**For first consideration, apply by March 20, 2026. Please submit a cover letter and a comprehensive resume to Monique Hill at: [Monique.Hill@acgov.org](mailto:Monique.Hill@acgov.org).**

# SELECTION

The County's Human Resource Services Department (HRS) will screen resumes against the criteria in this brochure and conduct preliminary interviews with the most qualified candidates. HRS will report results to executive leadership and invite selected candidates to a formal interview process.

Attachment for Agenda Item 8(b)(1)  
**Budgeting for Elections and Candidate Statements**

City clerks have raised concerns over the increase of election costs without notice.

**Possible Action:** Recommend the following actions and form an ad hoc committee, preferably with the city clerk participating, to work with staff and follow-up on resolving the issue.

1. The ROV Office produces a written document that clearly and unambiguously defines exactly how cities will be charged for the 2026 primary and general elections.
  - (a) This is not the amount, but rather the formulas that will be used.
  - (b) RCV, Youth Voting, and any other charges (such as going over some limit on ballot measures) must be clearly defined in this document.
  
2. Due to tight time constraints that cities are facing, the ad hoc committee or the ROV will report the completion or the progress of the task at the March commission meeting.

**Start times and processes in ROV notifications to the public for observation**

Alameda County Grand Jury 2024-2025 Recommendation 25-34: “The Alameda County Registrar of Voters must identify the start times and the processes in its notifications to the public for observation.”

● OFFICIAL ROV RESPONSE

The ROV will not implement this recommendation because it is not warranted. The notifications the ROV currently provides to the public for observation already exceed applicable legal requirements.

The ROV posts notices on its website at least 48 hours before it starts processing ballots. Those notices provide the public with information about where and when ballot processing activities will occur and how members of the public can observe those activities in person. That satisfies the legal requirements to provide notice to the public. *Election Integrity Project Cal., Inc. v. Lunn*, 108 Cal. App. 5th 443, 449 (2025). Indeed, in *Pechenuk v. Dupuis et al.*, Alameda County Superior Court Case No. 24CV096386, the Court rejected a legal challenge to our notice procedures and confirmed that they comply with the law.

But the ROV goes beyond those legal requirements. The notices on the ROV’s website direct members of the public to the website’s observer page, which includes hyperlinks that allow them to observe election activities online. The ROV has no obligation to livestream election processes for the public to observe online.

The ROV also allows members of the public to register to receive email or text message updates whenever the ROV engages in election processes. Those supplemental notices include a hyperlink that recipients can use to directly access the ROV website’s observer page, which includes information about observing in person and hyperlinks to observe any ongoing election activities online. The ROV began offering this service after the County’s Elections Commission recommended it, but, like the livestream feed, the ROV has no obligation to provide these supplemental notices.

What is more, as a practical matter, it would be virtually impossible for elections officials to post an itemized, daily schedule of specific ballot processing activities.

In the November 2024 election, for example, the ROV processed approximately 85,000 in-person ballots and nearly 600,000 vote-by-mail ballots. Throughout the canvassing period, the ROV engaged in each of the necessary ballot processing activities, including scanning envelopes, checking signatures, separating ballots from envelopes, and scanning ballots, to name just a few. Those activities are all interrelated, such that the ROV must continually assess which activity or activities are appropriate at a given time based on any number variables, including the time and volume of ballots delivered by mail, the progress of ballot processing activities that must be completed before others can begin, and staffing and other operational issues.

For example, once the ROV scans the initial rush of vote-by-mail ballot envelopes, it may not make sense to allocate staff or other resources to scan more envelopes until a sufficient volume of new ballot envelopes are received in the mail. Similarly, it is often not efficient to allocate resources to scanning ballots for vote-tabulation until enough ballots have moved through the preceding steps of scanning ballot envelopes, verifying the signatures on those envelopes, and separating ballots from the envelopes they were delivered in. Predicting the precise time when it will make operational sense to begin or resume a particular activity is neither realistic nor legally required. See *Election Integrity Project Cal., Inc.*, 108 Cal. App. 5th at 449.

- PROPOSAL

While this is not legally required, out of respect and appreciation for election observers, this could be materially improved.

Suggestion: One staff member be designated as the point person to give election observers and any other interested parties the fastest and most thorough updates possible via the ROV's Alert List. For example, as soon as ROV management has decided that a certain process will start or stop, that staff member could proactively send out an alert. They could also send out an alert at the end of the day as to what ROV leaders plan staff to do the next day.

## ELECTION COMMISSION MEETING – February 19, 2026

### **Agenda Item #9** – Special Report from the ROV

#### Chaptered Election Bills

##### AB 1392 – Elections – Voter Registration: elected officials and candidates

- Making the residence address, telephone number, and email address appearing on an elected official or candidate’s affidavit of registration confidential.
- Includes federal, state, and local elected officials and candidates.
- Creating new categories of confidential voter status.
- Excluding voters with a “confidential voter status” from any list, roster, or index by the county elections official.
- The elected official and candidates’ information will remain confidential until, for an elected official, the official no longer holds the office, for a candidate, the winning candidate takes office.
- Opportunity to opt-in or opt-out.

##### SB 398-Elections-Crimes-payment based on voting or voter registration

- Makes it a crime punishable by a fine up to \$10,000.00, imprisonment for up to 3 years, or both, for a person to knowingly or willingly pay or offer to pay money or offer to pay money or other valuable consideration to another person with intent to induce the person to vote or to register to vote, or where the payment is contingent upon whether the person voted or the person’s voter registration status.

##### AB 287-Elections: polling place and vote centers

- Requires public buildings (including schools) used for polling places or Vote Centers to provide storage space and accessible parking for voters.

##### AB 1072-Elections: ballot mistakes

- Requires the Secretary of State, in conjunction, with the county election officials, to develop uniform standards and guidelines for voters to correct mistakes on their ballots.

#### AB 5-Elections: official canvass

- Requires that all ballots be counted by E+13 and that the results of that count be released.
- Exclusions: Ballots requiring Duplication; VBMs forwarded by another county; Provisional Ballots; Ballots in the cure process; CVR/Same-Day registration ballots; Vote by Mail ballots received after E\*4.
- A county shall file a notice of extension if not meeting the E+13 deadline.

#### AB 827-Voting signature verification

- Reduces those deadlines for a regularly scheduled statewide election to no later than 14 calendar days after the election for the elections official to provide notice, and no later than 5 pm 22 calendar days after the election for the voter to verify their signature.
- For an election that is not a regularly scheduled statewide election, the deadline is reduced to 8 calendar days before certification of the election for the elections official to provide notice, and no later than 5 pm 2 calendar days before certification of the election for the voter to verify their signature.
- Permits the elections official to use the vote by mail drop box to receive the form used by the voter to verify their signature.
- Requires the elections official who receives a completed unsigned identification statement that is not timely submitted to compare the signature and, if the signatures compare, add the signature to the voter's registration record for use in future elections.

Linked to AB1392 (Confidential Voters) and SB3 (Cure Process updates).