

2022 November Bilingual Poll Worker Recruitment Survey

County:	Napa
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Please complete this survey regarding your recruitment of bilingual poll workers and language access services provided for the November 8, 2022, General Election. Start by entering the name of each language bilingual poll workers were recruited to serve. Then, fill out the details regarding that recruitment on the following pages. The name of the language will fill in automatically in the details section below. Finally, the last two pages allow for a description of additional language services other than bilingual poll workers or if you have more details to provide about your recruitment processes.

List of Languages Served

#	Language Name	Type of Mandate
1)	Spanish	Federal, VRA Section 203
2)	Tagalog	State, Section 14201
3)	N/A	Select a Mandate
4)	N/A	Select a Mandate
5)	N/A	Select a Mandate
6)	N/A	Select a Mandate
7)	N/A	Select a Mandate
8)	N/A	Select a Mandate
9)	N/A	Select a Mandate
10)	N/A	Select a Mandate
11)	N/A	Select a Mandate
12)	N/A	Select a Mandate

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County:		Napa	
	Details of Bilingual Service Provided for:		Spanish
	Type of Mandate:		Federal, VRA Section 203
#	Question		Number of Workers
1	Number of bilingual poll workers signed up for Election Day?		13
2	Number of bilingual poll workers that served on Election Day?		11
3	Number of bilingual Legal Permanent Residents signed up to volunteer?		0
4	Number of bilingual student volunteers signed up?		0
5	What type and how many other bilingual volunteers were signed up?		0
	A		
	B		
	C		
	Details of Bilingual Service Provided for:		Tagalog
	Type of Mandate:		State, Section 14201
#	Question		Number of Workers
1	Number of bilingual poll workers signed up for Election Day?		3
2	Number of bilingual poll workers that served on Election Day?		3
3	Number of bilingual Legal Permanent Residents signed up to volunteer?		0
4	Number of bilingual student volunteers signed up?		0
5	What type and how many other bilingual volunteers were signed up?		
	A		
	B		
	C		

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Please provide details about any other language access services provided at voting locations including remote translations, 3-party telephonic translations, or others.

Languages Served using alternative methods

Spanish, Tagalog

Description of each alternative method of language access service provided. Please include the reason this alternative method was selected.

Number of Pieces of Equipment Deployed and/or Number of People Providing Service

1

Remote translations.
All Vote Centers have cell phones and they are trained to contact our office to assist with translations if necessary. Translation services are provided by a combination of permanent staff, extra help, as well as temporary employees.

In addition to coordinating any issues at the vote centers, our Triage support is also Tagalog speaking and the first person the Vote Center encounters when reaching out.

9 cell phones, 10 staff members

2

3

4

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Please use this space to describe any additional details regarding your recruitment of bilingual poll workers or language services provided.

As a VCA county, our poll workers are hired on as Extra Help County employees due to the training and hours necessary to operate our Vote Centers. In an effort to attract more bilingual workers, we started offering an immediate hire at the Step 3 pay rate in April of 2022. Much more interest was generated during the Nov 22 hiring cycle as the Step 3 incentive was promoted from the initial posting of the position.

We are assisted with recruitment by our partners in the Community Leaders Coalition who share our job openings with their respective constituents. Many of these agencies work directly with Spanish-speaking and Tagalog-speaking communities.

We have 2 full time staff members who are Spanish-speaking as well as 4 extra help staff (3 Spanish, 1 Tagalog) that we bring on during the pre-election period as well as on Election Day.

Election Division staff is also supported at the main office by temporary employees throughout the pre-election period. The staffing agency knows our need for bilingual workers. We had 3 Spanish-speaking employees available for translation at the counter or over the phone.

We do have some "traditional" poll workers who work the day before and on Election Day who collect Vote By Mail Ballots at our Drive Thrus as well as our phone bank. We had 3 Spanish-speaking Drive Thru Ballot collectors as well as a Spanish-speaker on our phone bank for the November 2022 General Election.