Work and Performance Plan FY2022 (ELE)

Michael Dickerson, Elections

SECTION 1: DEPARTMENT KEY INITIATIVES

Key Initiative #1 -- Implementation of Election Law Changes

Link to Strategic Business Plan:
No

Description:
Successfully implement the changes to all Elections and Related Laws and Rules of North Carolina through the use of voter education, advertising of new laws, training and updating of precinct officials and staff. And implement all changes in a timely manner to accommodate the 2020 Census redistricting

Rationale:
Beginning in 2016, a series of legislation revisions and changes to procedures concerning elections have been passed and subsequently challenged in court. The challenges to districts drawn and State/County Board of Elections makeups litigation means our office will coordinate our options in order to follow all mandates and orders. Recent trends have seen an increased role for all elections staff in administering and safeguarding electronic data. As a result, recent legislation concerning election integrity and data security has required criminal background checks for certain elections staff with access to confidential voter data and the ability to modify the data.
The 2020 Census numbers will affect the district lines for all district elections. Will require redrawing and implementation for the 2021/22 elections.

Completion Date:
Law changes are pending due to court decisions and appeals. Will accomplish under guidance of the NC State Board of Elections.

Updates/Project Milestones:
•Train, outfit, and fully staff 195 Election day precincts and all Early Voting sites to accommodate all law changes. Implement and train to new County Board of Elections membership.
•Develop implementation plan for new election integrity and data security legislation.
•Conduct November Municipal General Election City of Charlotte Primary and General elections, midterm Primary and 2nd Primary elections.
Implement all redistricting prior to candidate filing.
•Align training to State requirement.

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Outcomes/Measures:
End of year reporting ONLY
• All projects will meet or exceed goal of realigning training and implementation of procedures to accommodate court orders and State direction.
• Successful completion of election without sustainable election protest.

Director Comments: (Year-end)

Executive Team Comments: (Year-end)

Key Initiative #2 -- Successful Completion of all Scheduled Elections

Link to Strategic Business Plan:
No

Description:
Successfully implement the November Municipal General Election, City of Charlotte Primary and General and midterm Primary and 2nd Primary elections.

Rationale:
Adhere to General Statutes of North Carolina Court decisions regarding election schedule.

Completion Date:
Successful completion is 30 days after each scheduled election.

Updates/Project Milestones:
•Meet every statutory requirement of dates for conducting all elections.
•Successful in the conducting of the November Municipal General Election, City of Charlotte Primary and General and midterm Primary and 2nd Primary elections.

Outcomes/Measures:
End of year reporting ONLY
• All projects will address the intended outcome as directed by the North Carolina State Board of Elections. All projects will meet or exceed goal of realigning training and implementation of procedures to accommodate court orders and State direction.
• Successful completion of election without sustainable election protest.

Director Comments: (Year-end)

Executive Team Comments: (Year-end)

Key Initiative #3 -- Precinct Official Training and Education

Link to Strategic Business Plan:
No

Description:
Staffing and training of all officials for precincts and early voting sites.

Rationale:
Adhere to election laws and ensure understanding of new election law changes.

Completion Date:
Prior to the November Municipal General Election, City of Charlotte Primary and General and midterm Primary and 2nd Primary elections.

Updates/Project Milestones:
Develop New Training manuals, PowerPoints and Procedures to fully implement election laws with respect to the training of election officials.

Outcomes/Measures:
End of year reporting ONLY
• All projects will address the intended outcome as directed by the North Carolina State Board of Elections. All projects will meet or exceed goal of realigning training and implementation of procedures to accommodate court orders and State direction.
• Successful completion of election without sustainable election protest.

Director Comments: (Year-end)

Executive Team Comments: (Year-end)

Key Initiative #4 -- Staff and Voter Health and Safety

Link to Strategic Business Plan:
No

Description:
Ensure staff and voter health and safety while voting during continued pandemic.

Rationale:
Full compliance with State and County laws regarding health and safety for Covid-19, sanitation, and social distancing.

Completion Date:
June, 2022

Updates/Project Milestones:
• Roll out trainings for full time staff and poll workers
• Administer North Carolina General Statute prescribed forums
• Upfit Elections warehouse, office, polling locations

Outcomes/Measures:
Successful completion of November Municipal General Election, City of Charlotte Primary and General and midterm Primary and 2nd Primary elections.

Director Comments: (Year-end)

Executive Team Comments: (Year-end)

Key Initiative #5 -- Equity and Inclusion Initiative

Link to Strategic Business Plan:
Yes

Description:
Continue the implementation of the County's Equity Action Plan.

Rationale:
Mecklenburg County is committed to addressing its racial inequities through an intersectional analysis. In order to become a more equitable institution, strategies must be implemented and enforced that enhance the work Mecklenburg County has already completed to promote equity and inclusion. The County has partnered with the Government Alliance on Race and Equity (GARE) to create both a racial equity training curriculum for County staff, an Equity Action Toolkit and a three-year enterprise-wide Equity Action Plan. To continue to build the capacity of the organization, it is critical that the County continue to implement the agreed upon action items identified in the Equity Action Plan despite COVID-19.

Completion Date:
This is a multi-year project (FY2020-FY2022).

Updates/Project Milestones:
Continue implementation of the County's Equity Action Plan that were postponed due to COVID-19:
• Continue rollout of "Advancing Racial Equity Training" for all County employees to enhance abilities to advance racial equity.
• Re-establish Department Equity Action Teams (DEAT) for select Departments to begin training and to initiate development of department specific equity action plans (pending further guidance from the County Manager's Office); and
• Provide training on Racial Equity Tool usage to County mid-senior management.

Implementation of FY22 Equity Action Plan items for those departments with specific accountabilities.

Outcomes/Measures:
End of Year Reporting

Director Comments: (Year-end)

Executive Team Comments: (Year-end)

Key Initiative #6 -- COVID-19 Response

Link to Strategic Business Plan:
No

Description:
The onset of COVID-19 resulted in the closure of Mecklenburg County government facilities and required many services to be transitioned to remote offerings. This unprecedent pandemic requires a flexible and nimble organization to meet the needs of County employees and the general public. Mecklenburg County will address the following priorities during the pandemic:

Rationale:
Mecklenburg County must respond and address the following priorities during the pandemic.

1) Continue to safely provide and expand county services to the public;
2) maintain critical county business needs through operational planning and policy, and
3) address community needs through the development and execution of support efforts through CARES Act funding

Completion Date:
This initiative is ongoing. Its completion date is dependent upon the extent of community spread of the virus and Public Health recommendations.

Updates/Project Milestones:
• Continue to develop county policies and procedures to address COVID-19
• Continue to reopen county services in a safe manner
• Foster innovation and agility in county services
• Provide assets, technology and collaboration tools needed to safely support county operations
• Monitor workforce engagement, needs and perspectives
• Monitor and adjust performance outcomes as appropriate
• Provide final report on CARES funding in the community
• CMO-Strategic Business Plan: Partner with the County Manager's Office to develop long-term response to COVID-19 and the impact of it in the organization and community

Note: Departments will have individual responses to these items at year-end.

Outcomes/Measures:

Director Comments: (Year-end)

Executive Team Comments: (Year-end)