



# COUNTY OF HIDALGO

## Human Resources Department



### PERSONNEL ADJUSTMENT REQUEST FORM

**NOTE: COMPLETE MULTIPLE PERSONNEL ACTION FORM IF DEPARTMENT IS REQUESTING MORE THAN (3) PERSONNEL ACTIONS.**

DATE: 12/06/2016 CURRENT POSITION TITLE: Election Clerk (Temp)  
 DEPARTMENT NAME: Elections CURRENT SLOT NO.: M.P.A. attached  
 DEPARTMENT NO.: 130 REQUESTED POSITION TITLE: Elections Clerk (Temp)

REQUEST FOR:  New Position  Temporary Position  Position Reclassification\*  Other \_\_\_\_\_

SALARY REQUEST: \$ 0.00 \$ 124,800.00 \$ 124,800.00  
Current Grade & Step Budgeted Salary Proposed Grade & Step Budgeted Salary Net Change

*Handwritten notes: \$12,480.00 x 10 yr, 12,480.00 x 10 yr*

POSITION TO BE FUNDED FROM ONE OF THE FOLLOWING:

Current Department Budget  Annual Budget Cycle  Will Require Additional Funds  
 Salary Adjustment  Other \_\_\_\_\_

POSITION TYPE:  Full Time Regular Object Code 113  Part Time Regular Object Code 114  
 Full Time Temporary Object Code 121  Part Time Temporary Object Code 122

CIVIL SERVICE:  Exempt  Non-Exempt FLSA:  Exempt  Non-Exempt

TEMPORARY POSITIONS:

01/01/2017 06/30/2017 M-F, 8am - 5 pm 40 6 months  
Start Date End Date Work Schedule Hours Per Week Duration of Position

\$ 12,480.00 \$ 12,480.00 x 10 yr \$ 12.00  
Annual Salary Hourly Rate

Annual Salary / 2080 hrs per year = Hourly Rate

**JUSTIFICATION FOR NEW POSITION/SALARY ADJUSTMENT: (Explain why position or adjustment request is essential)**

Temporary positions required with the use of new equipment to be purchased, tested and implementation.  
Temporary positions will be used in the election schedule for March with City of Hidalgo.

**\* POSITION RECLASSIFICATION COMMENTS: (Attach completed Reclassification Analysis Form and additional pages if needed)**

\_\_\_\_\_  
 \_\_\_\_\_

[Signature]  
 Department Head

[Signature]  
 Department of Human Resources

[Signature]  
 Department of Budget & Management

12/06/2016  
 Date

12/12/2016  
 Date

12/13/2016  
 Date



# COUNTY OF HIDALGO

## Human Resources Department

### MULTIPLE PERSONNEL ACTION (ATTACHMENT A)

**NOTE:** COMPLETE THIS FORM IN ADDITION TO YOUR PAR FORM, IF DEPARTMENT IS REQUESTING MORE THAN (3) PERSONNEL ACTIONS.

DEPARTMENT NAME: Elections

DEPARTMENT NO.: 130-001

*Position Information:*

Slot No.	Current Position Title	Proposed Position Title	Current Budgeted Salary	Proposed Budgeted Salary
T172		Elections Clerk (Temporary)	\$ 0.00	\$ 12,480.00
T173		Elections Clerk (Temporary)	\$ 0.00	\$ 12,480.00
T174		Elections Clerk (Temporary)	\$ 0.00	\$ 12,480.00
T176		Elections Clerk (Temporary)	\$ 0.00	\$ 12,480.00
T177		Elections Clerk (Temporary)	\$ 0.00	\$ 12,480.00
T178		Elections Clerk (Temporary)	\$ 0.00	\$ 12,480.00
T179		Elections Clerk (Temporary)	\$ 0.00	\$ 12,480.00
T180		Elections Clerk (Temporary)	\$ 0.00	\$ 12,480.00
T181		Elections Clerk (Temporary)	\$ 0.00	\$ 12,480.00
T182		Elections Clerk (Temporary)	\$ 0.00	\$ 12,480.00

# HIDALGO COUNTY ELECTIONS DEPARTMENT

## **ELECTIONS CLERK (TEMPORARY)**

### **GENERAL DESCRIPTION**

Will work under the direction of the Elections Administrator and will work closely with the Voter Registrar, Elections Operations, Elections GIS Operations, and IT Managers in the performance of the various duties of elections.

### **EXAMPLES OF WORK PERFORMED**

Maintain accurate and up to date voter registration data files

Assist public either by telephone or in person, with voter registration application information and elections information as needed

Provide public assistance in responding to telephone calls

Assist public with request information and questions

Knowledge of Deputizing Program for public, business, and organizations utilized in Voter Registration process

Perform manual filing and scanning of voter applications and forms

Assist in data processing

Assist Election Operations Manager with various duties including processing mail-in ballots, Ballot Board, and preparation of election supplies, bins, etc.

Assist the Elections GIS Operations Manager with various duties such as printing maps, researching demographic data and other duties as needed

Assist the IT Department in the Elections Warehouse in regards to voting equipment and election supplies to include transportation, set-up and maintenance of the electronic voting units

Coordinate with Elections staff on transportation requirements, supplies, and materials such as tables, chairs, voting equipment, ballot boxes, voting booths and election kits

Assist with setting up field system laptops

Assist with troubleshooting laptops, voting machines and other equipment

Assist with set up, delivery and maintenance of voting machines

Must have a basic understanding of Microsoft Office Software

Must be able to work under loud conditions, pressure and in meeting deadlines

Must be able to work nights and weekends as needed

Must have good writing and communication skills

Must be well organized

Must have basic filing skills

Must have regular attendance, be detailed oriented, and a self motivator

Ability to work well with others including contractual entities, department employees, elected officials, the community and department heads

Performs such other duties as may be assigned

## **GENERAL QUALIFICATION GUIDELINES**

### **Experience and Education**

Graduation from a high school or equivalent (GED)

Have a minimum of one (1) year of computer and data entry skills experience

Bilingual (Spanish and English) with ability to converse fluently in both languages

### **Certificates, Licenses, & Registrations**

Must have a current valid Texas motor vehicle operator's License

Must be able to be insured by the County's Insurance carrier;

### **Knowledge, Skills, and Abilities**

Ability to read, interpret, and accept documents such as public requests

Ability to communicate effectively with staff and the public

Must have good driving record

May be asked to handle an electric forklift and other equipment such as a shredder

May be asked to climb a ladder

During elections, must be available to work extended hours and/or weekends when necessary

Must be able to work under stressful and demanding conditions

Employee may be assigned other duties in addition to those listed; duties may change according to the changing needs of the County

Regular attendance punctuality is a must

### **PHYSICAL DEMANDS:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand. The employee is occasionally required to walk; sit; use hands to find, handle, or feel objects, tools or controls; reach with hands and arms; climb or balance; stoop and kneel.

The employee must occasionally lift and/or move over 25 pounds. Specific vision abilities required by this job include close vision, depth perception, and the ability to adjust focus.

### **WORK ENVIRONMENT:**

The work environment characteristics described here are representative of those an employee encounter while performing the essential functions of this job.

The noise level in the work environment is usually moderate.

### **SAFETY REQUIREMENTS:**

Maintain physical conditions appropriate to the performance of assigned duties and responsibilities which may include the following:

- sitting for extended periods of time
- operating assigned equipment

Maintain mental capacity which permits:

- making sound decisions and using good judgment
- demonstrating intellectual capabilities

Effectively handle a work environment and conditions which involve:

- working closely with others
- working in a multi-task environment

Maintain effective audio-visual discrimination and perception needed for:

- making observations
- reading and writing
- operating assigned equipment
- communication with others
- required to follow the Hidalgo County Accident Prevention Plan and department's safety regulations

