

STATE OF ARIZONA

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EXECUTIVE ORDER

Executive Order 2023-24

Ensuring Adequate Staffing of Voting Locations

WHEREAS, the right to vote is fundamental to our democracy; and

WHEREAS, it is essential to provide adequate access to voting, which under Arizona law includes returning a ballot by mail, returning a ballot at a designated drop box or voting location, and casting a ballot in person at a voting location; and

WHEREAS, counties have struggled in recent election cycles to recruit sufficient numbers of poll workers; and

WHEREAS, continued misinformation, disinformation, and threats to election workers have further undermined poll worker recruitment efforts; and

WHEREAS, the State employs tens of thousands of dedicated public servants across the State who are committed to Arizona's future; and

WHEREAS, Executive Orders 2020-50 and 2022-05 authorized civic duty leave for State employees serving at voting locations in the 2020 Primary and General Elections and 2022 General Election; and

WHEREAS, the State remains able to offer flexibility to its workforce to assist in staffing voting locations on Election Day; and

WHEREAS, Article 5, Section 4 of the Arizona Constitution and Title 41, Chapter 1, Article 1, of the Arizona Revised Statutes vest the executive power of the State of Arizona in the Governor.

NOW, THEREFORE, I, Katie Hobbs, Governor of the State of Arizona, by virtue of the authority vested in me by the Arizona Constitution and the laws of this State, do hereby order and direct as follows:

1. The Arizona Department of Administration (ADOA) shall conduct rulemaking as soon as practicable to amend Arizona Administrative Code Rule R2-5A-B606 (Civic Duty Leave) and any other rules necessary to provide for civic duty leave for the purpose of serving at a voting location during a statewide election in this State. Following written approval from their supervisor, a non-temporary State employee shall be eligible for civic duty leave while serving at a voting location and completing associated training required during work hours.
 - a. In the event that ADOA's rulemaking will not be completed in advance of the 2024 Presidential Preference Election on March 19, 2024, ADOA shall, pursuant to Rule R2-5A-103, implement temporary procedures providing for civic duty leave for the purpose of serving at a voting location and completing associated training until rulemaking is complete.

2. Prior to each statewide election, ADOA shall consult with the Arizona Secretary of State's Office and Arizona's counties to assess poll worker recruitment needs. Based on such consultation, the ADOA shall provide timely notice to State employees of upcoming opportunities to serve as poll workers.
3. This Executive Order shall not confer any legal rights or remedies upon any person and shall not be used as a basis for legal challenges to any action or inaction of a State Agency, officer, employee, or agent thereof.
4. If any provision of this Executive Order or its application to any person or circumstance is held invalid by any court of competent jurisdiction, such invalidity does not affect any other provision or application of this Executive Order that can be given effect without the invalid provision or application. To achieve this purpose, the provisions of this Executive Order are declared to be severable.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona



GOVERNOR

DONE at the Capitol in Phoenix on this first day of November in the Year Two Thousand Twenty-Three and of the independence of the United States of America the Two Hundred and Forty-Eighth.

ATTEST:



SECRETARY OF STATE

