



Bipartisan Policy Center
Where democracy gets to work

Election Official Turnover Rates from 2000-2024

Matthew Weil

Overview

BPC's Elections Team, led by Rachel Orey, partnered with Joshua Ferrer and Dan Thompson of UCLA to explore election official turnover from 2000-2024.

Our analysis draws on an original dataset of 18,644 local chief election officials across 6,290 jurisdictions in all 50 states.

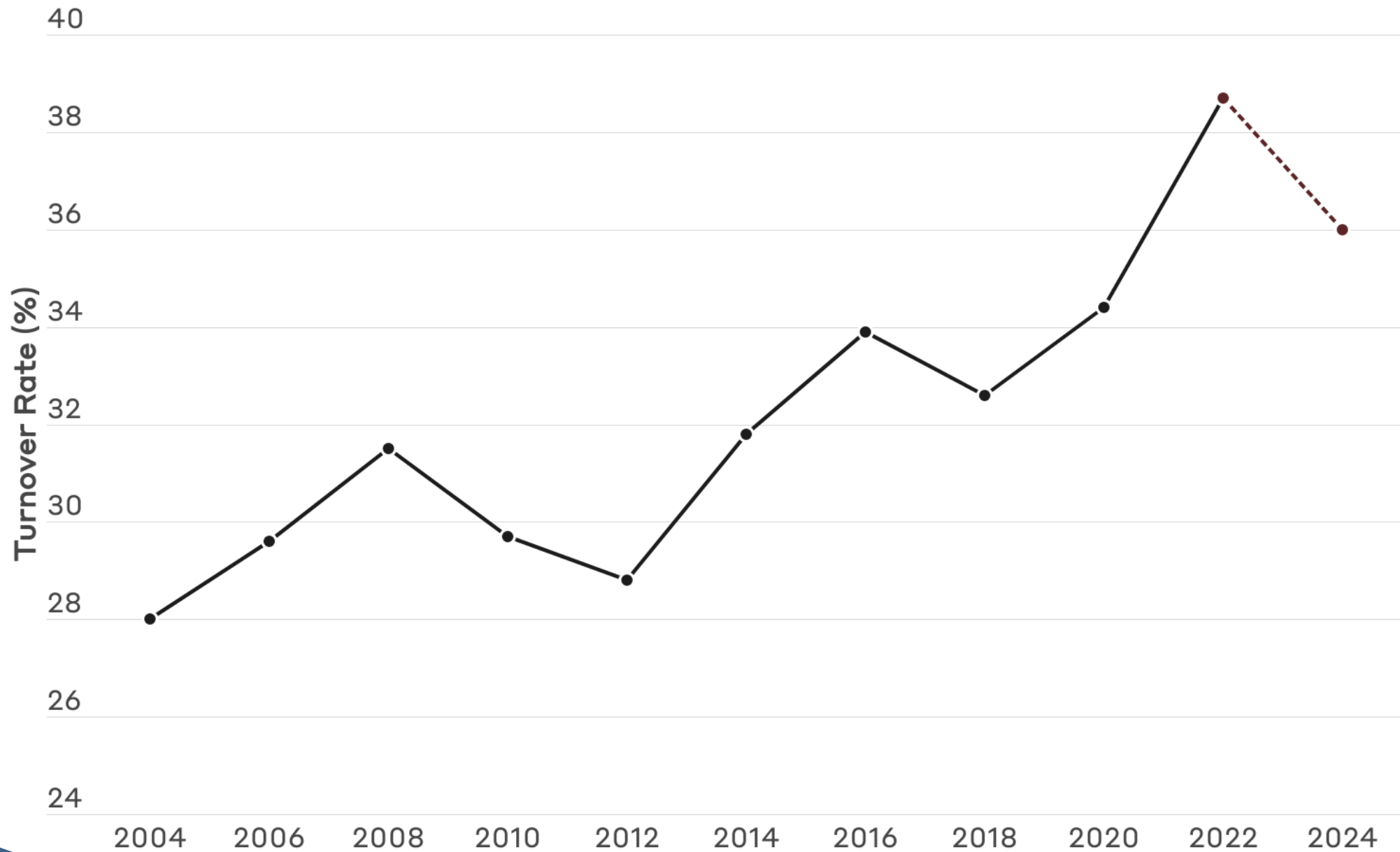
Special thanks to Paul Gronke & Paul Manson for providing access to their survey of local election officials, and to Verified Voting for providing hard-to-find data on election officials in Massachusetts.

Key Findings

- ① Turnover has increased since the 2020 election, but the increase is an extension of a long-running trend

This runs somewhat counter to the prevailing narrative that the sky is falling when it comes to election officials, but real challenges remain

Figure 1: Local Election Official Turnover, 2004-Present



Key Findings

- ① Turnover has increased since the 2020 election, but the increase is an extension of a long-running trend
- ② Turnover isn't localized or temporary, it has roots in both long-standing and contemporary challenges

Turnover has increased across:

**Turnover has increased across:
Large & small jurisdictions**

Turnover has increased across:
Large & small jurisdictions
Regions

Turnover has increased across:

Large & small jurisdictions

Regions

Counties & municipalities

Turnover has increased across:

Large & small jurisdictions

Regions

Counties & municipalities

Elected & appointed positions

Turnover has increased across:

Large & small jurisdictions

Regions

Counties & municipalities

Elected & appointed positions

Battleground & non-battleground states

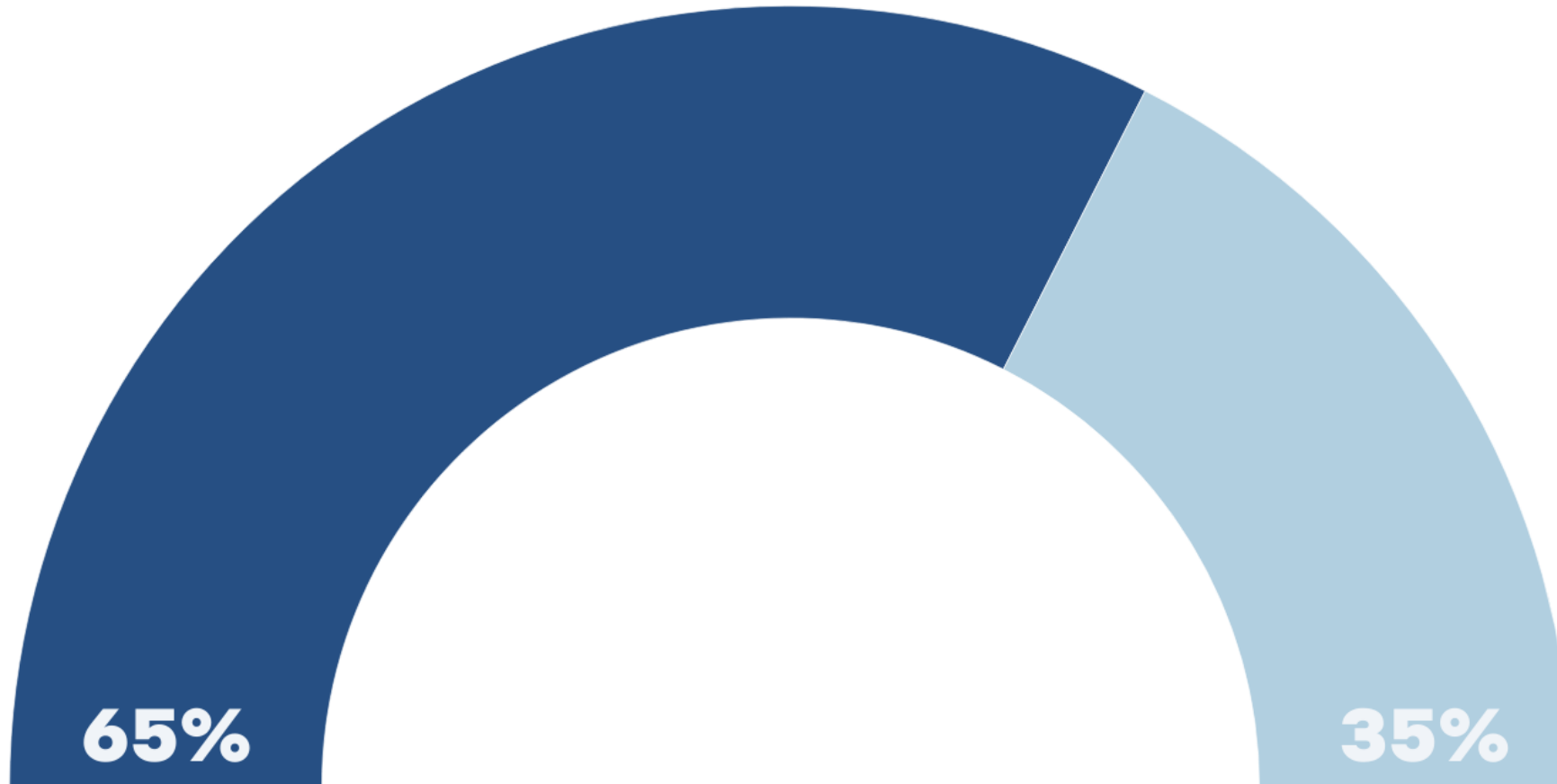
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- ② Turnover isn't localized or temporary, it has roots in both long-standing and contemporary challenges
- ③ Election officials are well-prepared to administer the 2024 presidential election

65% of local election officials have experience running a presidential election



● Have experience running a presidential election ● 2024 will be their first presidential election

8

**Average years of
experience in
elections for new
officials**



11

**Average years of
experience in
elections for new
officials in large
jurisdictions**



> 43

**States with
training programs
available to new
officials**



Other questions we answer in the report

- What does turnover mean for the experience levels of election officials?
- Why is turnover higher today than in the past?
- How can election offices and state and federal policymakers promote healthy turnover and a resilient workforce in the long term?

Figures

Figure 5: Local Election Official Turnover in Large and Small Jurisdictions over Time

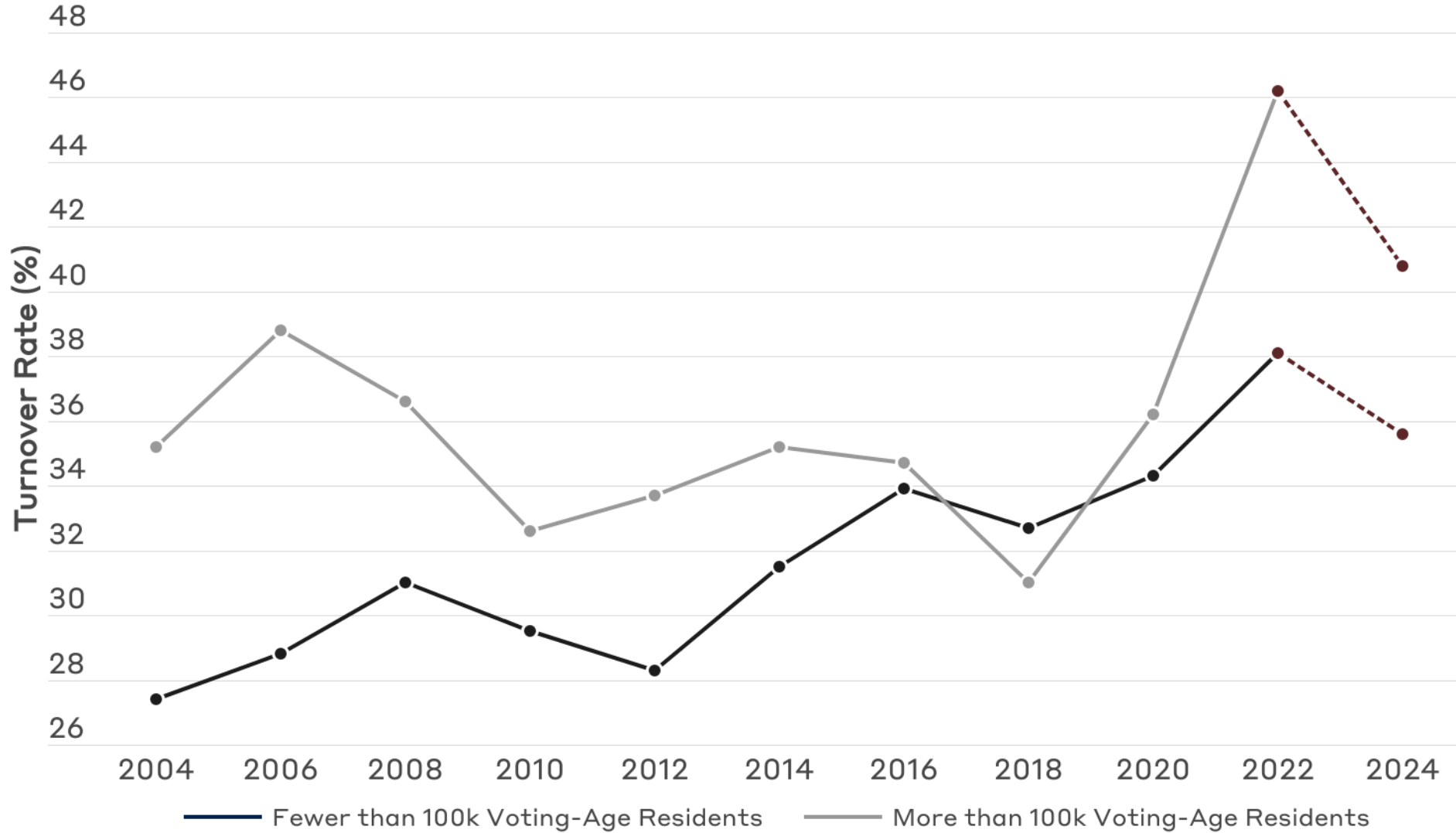


Figure 8: Election Official Turnover Has Increased Similarly Across Regions of Country

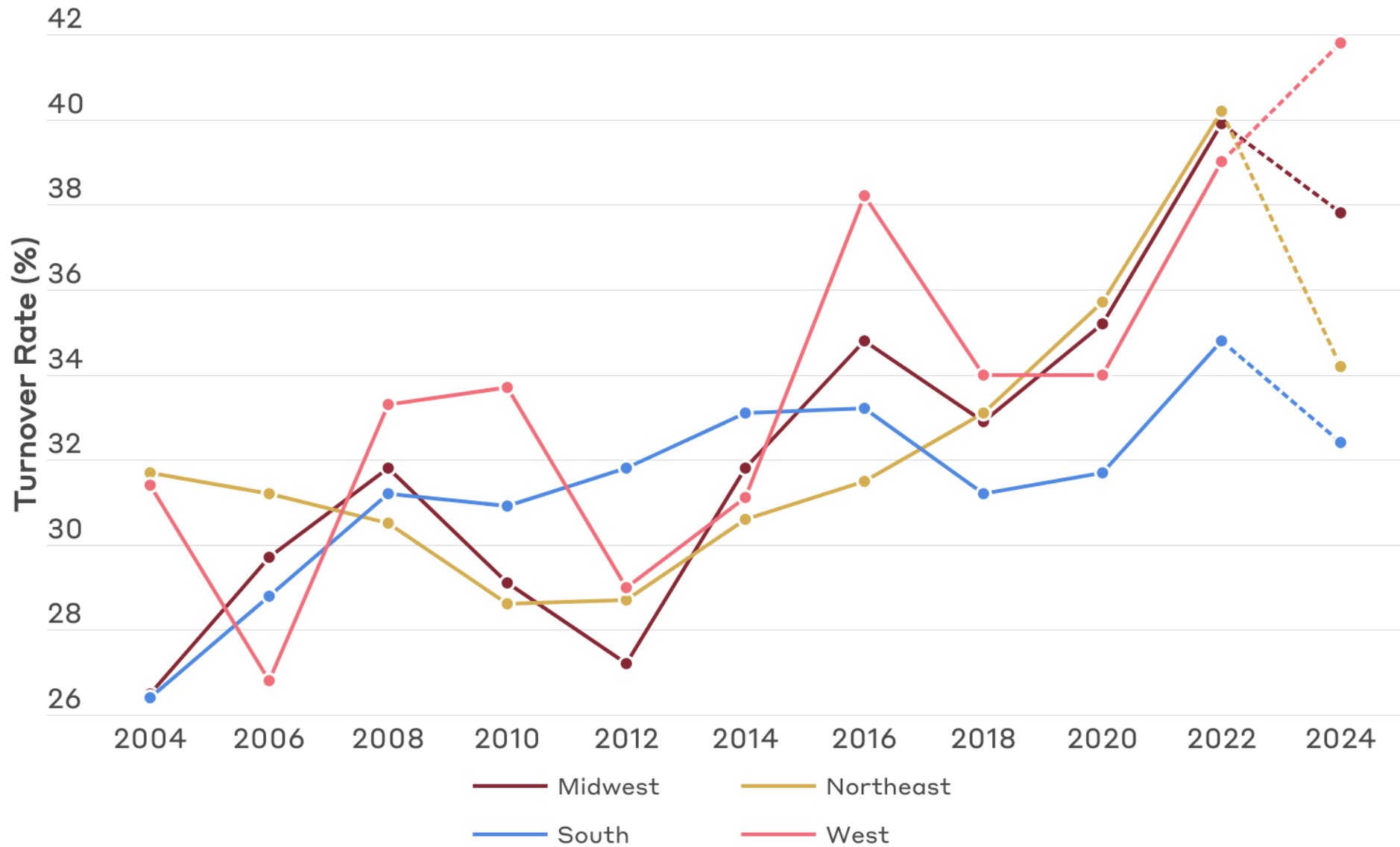
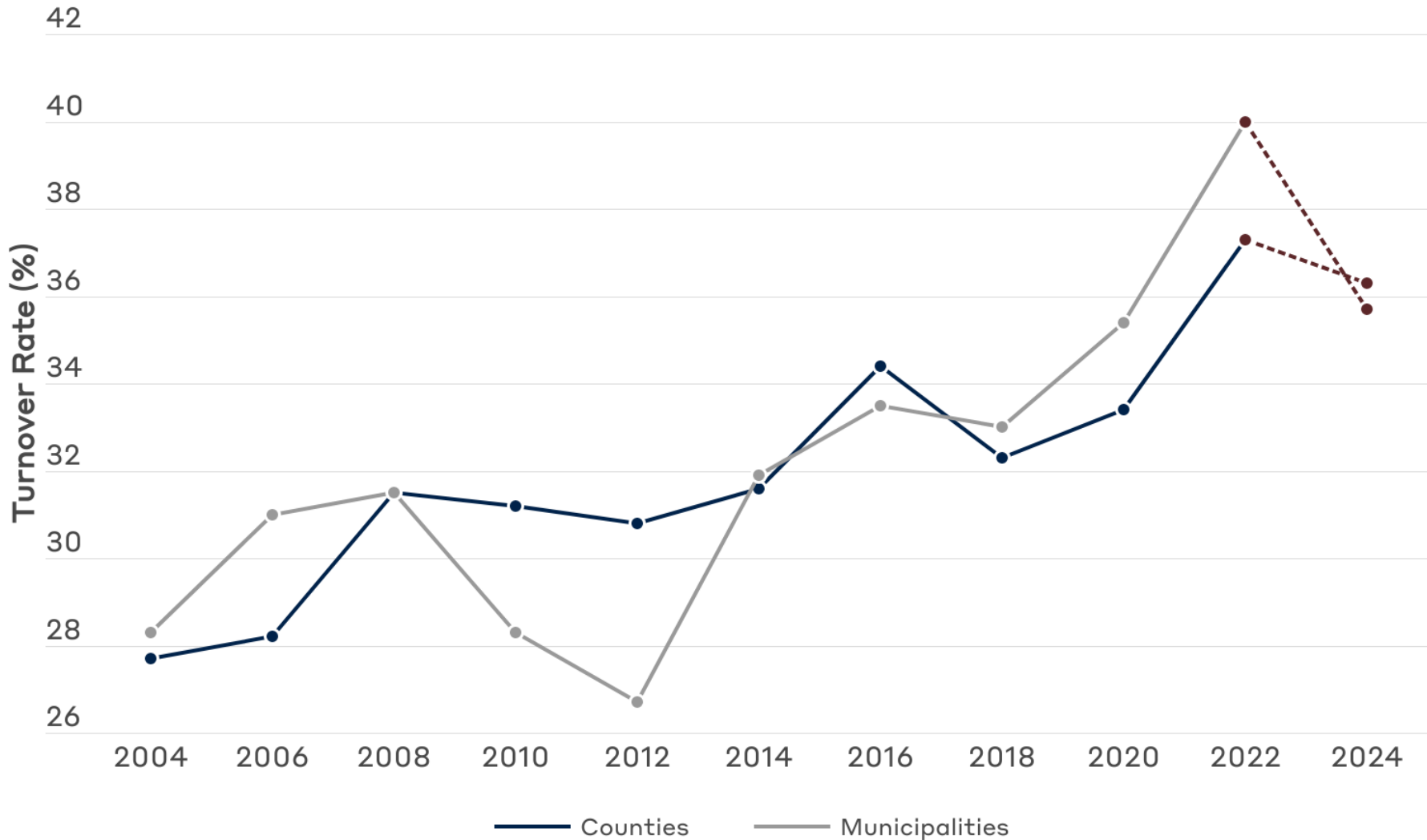
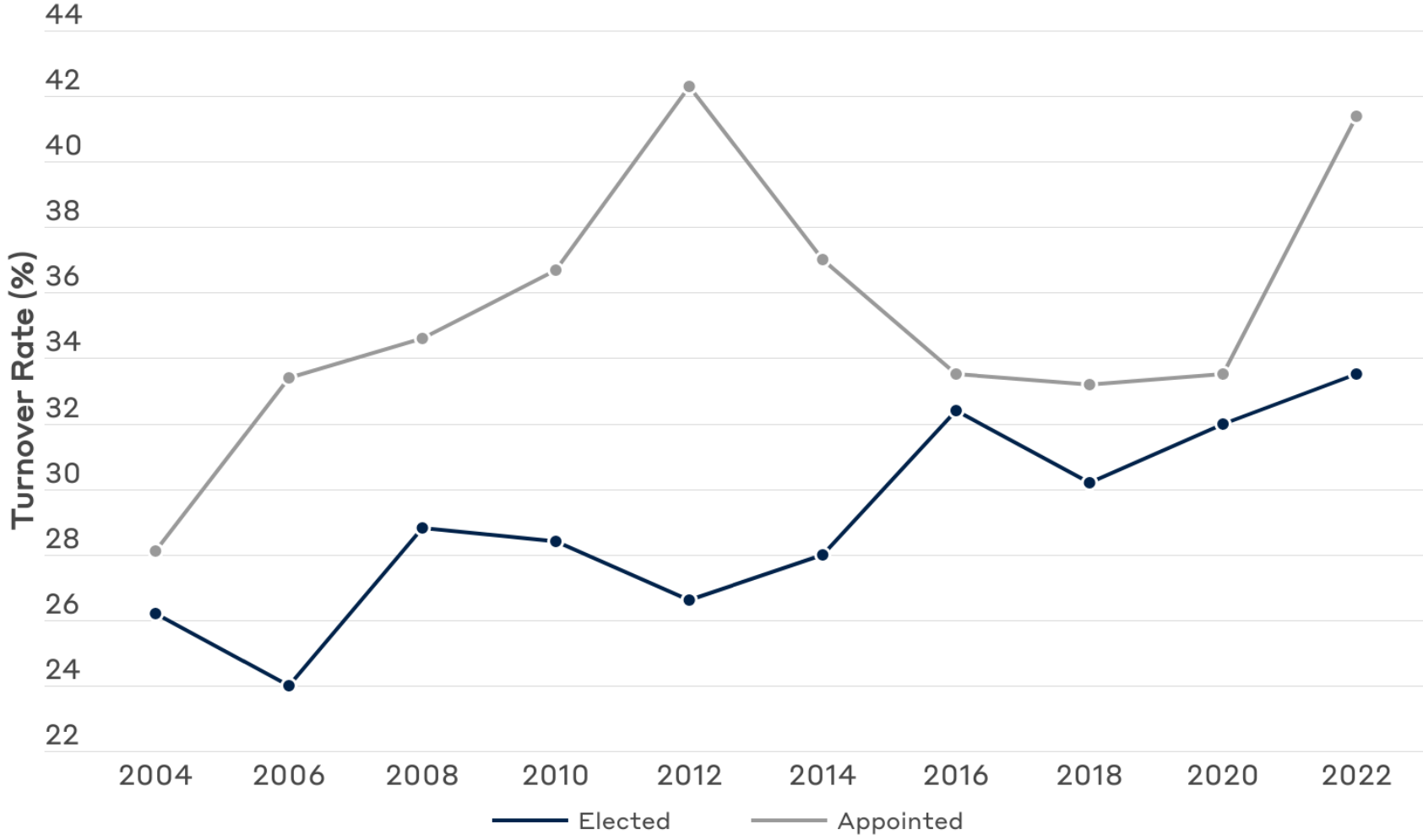


Figure A.1: Turnover of Election Officials in County vs. Municipal Jurisdictions



Note: For Michigan, county clerks are used for this analysis even though municipal clerks handle the majority of election administration duties.

Figure A.2: Turnover of Election Officials in Elected vs. Appointed Jurisdictions



Note: We only have selection method data for counties prior to 2024. Therefore, this graph excludes municipalities and our 2024 data capture. Counties that have switched between electing and appointing their chief local election official over the past 20 years are also excluded.

Figure A.4: Election Official Turnover Has Increased More Rapidly in Battleground States

