

METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY



Attachment IV

**FREDDIE O'CONNELL
MAYOR**

April 4, 2024

To members of the Metropolitan Board of Health,

I am grateful for your service to Nashville, and I write to you today to formally request your support of our election process. Executive order, No. 48, that I recently signed encourages city employees to participate in the Election Day Volunteer Poll Worker Program.

This order would allow participants to volunteer as poll officials if a day of administrative leave is approved by their department.

Poll officials play a vital role in our democracy by ensuring our elections are accurate and secure, and through this executive order, we are doing our part as an employer to support the Davidson County Election Commission as they recruit volunteers to serve in these important roles for our upcoming elections. I've worked with the Davidson County Election Commission to welcome the time and service of Metro employees as volunteers in this civic process. It's because of the dedicated service of poll officials that our nation's democracy remains strong.

The order allows only for volunteer service as a poll official on election day and does not allow an employee to take administrative leave to volunteer for a political candidate or campaign. The order applies to election day for primary, general, runoff, and special elections. Metro Departments would have final say to approve leave requests so long as the request does not disrupt continuity of service.

I hope you will join me in encouraging Board of Health employees to also participate in the poll worker program by enacting a similar policy. This order takes effect 90 days after my signature, which should allow for employees to participate in the August election if they so choose.

A democracy relies on its citizenry to uphold it. My belief is this offer to Metro employees allows them to play a small role in doing just that.

All my best,

A handwritten signature in blue ink, appearing to read "Freddie O'Connell".

Freddie O'Connell
Mayor, Metropolitan Government of Nashville and Davidson County

**THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON
COUNTY**

FREDDIE O'CONNELL, MAYOR

EXECUTIVE ORDER NO. 48

**Subject: Metropolitan Government Employee Election Day Volunteer Poll Worker
Program**

WHEREAS, poll workers labor day and night to ensure that elections are accurate and secure;
and

WHEREAS, because of their dedicated service, our nation's democracy remains strong; and

WHEREAS, the outcome of elections impacts the daily lives of every resident of Davidson
County; and

WHEREAS, the Metropolitan Government employs thousands of educated, talented, and
caring adults; and

WHEREAS, a planned and coordinated approach to encourage Metropolitan Government
employees to participate in the Election Day Volunteer Poll Worker Program is in the overall
best interest of the Metropolitan Government; and

WHEREAS, the Davidson County Election Commission welcomes the time and service of
Metropolitan Government employees as volunteers in the democratic process.

NOW, THEREFORE, I, Freddie O'Connell, Mayor of the Metropolitan Government of
Nashville and Davidson County, by virtue of the power and authority vested in me, do hereby
find, direct, and order the following:

1. **Persons Covered.** The opportunity to participate in the Metropolitan Government
Employee Election Day Volunteer Poll Worker Program ("Program") addressed in
this Executive Order is available to all unclassified employees of the Metropolitan
Government except: employees of elected officials, Metropolitan Nashville Public
Schools, Nashville Electric Service, Metropolitan Nashville Airport Authority,
Metropolitan Development and Housing Agency, Metropolitan Transit Authority,
Metropolitan Sports Authority, and Metropolitan Hospital Authority. Classified
employees of the Metropolitan Government may participate pursuant to the Rules and
Policies of their respective Civil Service Commissions or Boards. It is recommended
that elected officials interested in implementing a similar leave policy consult the

Department of Law to determine the eligibility of their employees to serve as poll workers.

2. Unclassified employees may participate in the Program in accordance with the laws of the State of Tennessee. Employees who work directly under the supervision of an elected official who is on the ballot may not participate in the Program. One working day of administrative leave with pay may be provided to employees to volunteer as poll workers on election day under the Program. Elections covered under this Executive Order include primary, general, runoff, and special elections. This Program does not apply to early voting days. Each Appointing Authority shall have the discretion to approve or disapprove leave requests. No leave request shall be granted under this Executive Order if it is determined by the Appointing Authority that such leave would disrupt the workplace. While participating in this Program, each employee must comply with the appropriate policies and procedures of the Davidson County Election Commission.
3. Effective Date. This Executive Order shall take effect ninety (90) days after its issuance.

ORDERED AND ISSUED:

Freddie O'Connell

Mayor

Date: _____