

FY 2027 Department Funding Request

Department/Program #	Department Name / Program	Priority #	Department Improvement Title
05020-0001	05020 - ELECTIONS CONTRACT/0001 - ADMIN	1	Payroll Service for Election Workers

Budget Category, FINAL Recommendation and Comments		
FINAL Budget Department Category	FINAL RECOMMENDATION for Funding	Comments (if any)
H-Special Revenue Fund	Recommended	FY 2026 Starting Balance \$3,834,176. This will remove the duties from Human Resources allowing them to work on other priorities.

WHY is this request needed?

The Elections Department is responsible for processing payroll for a significant number of temporary election workers following each election. Currently, three to four full-time staff members, each with separate primary responsibilities, manually enter time for election workers after every election. Because time cannot be entered until the election has concluded, payroll processing occurs during a period when staff are already managing post-election reconciliation, reporting, equipment returns, and preparation for upcoming elections.

During even-numbered year primary elections, the department may process payroll for approximately 1,400 election workers. In other elections, the average ranges from 700 to 800 workers. Primary elections, in particular, require substantially more personnel and generate a concentrated payroll workload within a short timeframe.

The current manual process places a significant operational burden on staff, diverting them from their full-time duties and creating workflow bottlenecks. While the department receives assistance from Human Resources, that team also operates under staffing and time constraints. This structure increases the risk of delays in payroll processing, which directly impacts the timeliness of payment to election workers.

Given the scale and frequency of elections, as well as the growing complexity of election administration, a more efficient and scalable payroll solution is necessary to ensure timely, accurate compensation for election workers while allowing staff to focus on core operational responsibilities.

WHAT are you requesting?

The Elections Department is requesting funding in FY 2027 to procure a professional payroll service dedicated to processing election worker time and compensation. This service would:

- Accept and process election worker time data following each election.
- Manage payroll entry and related administrative functions.
- Potentially offer accelerated or weekly payment options for workers.
- Provide onsite or implementation support to assist staff during transition and high-volume election cycles.

We recognize that utilizing a payroll service will incur a cost. However, during joint elections, some of these expenses may be shared proportionally among participating jurisdictions, reducing the net financial impact to the County.

Other counties including Tarrant County, Denton County, and Williamson County already utilize similar payroll services for election workers. Their adoption of this model demonstrates that outsourcing election payroll is both feasible and sustainable for large counties managing comparable workforce volumes.

HOW will this benefit your office and/or the County?

1. Timely Payment to Election Workers
Outsourcing payroll processing will significantly reduce delays between election day and payment issuance. Faster payment improves worker satisfaction and retention, which is critical in maintaining a reliable and experienced election workforce.
2. Improved Operational Efficiency
Removing the manual payroll entry burden from three to four full-time staff members will allow them to focus on essential election administration functions, particularly during the critical post-election period. This improves overall departmental productivity and reduces burnout during peak cycles.
3. Cross-Departmental Relief
The service would reduce strain on Human Resources and Treasury staff, particularly during high-volume election periods. By streamlining payroll entry and processing, the improvement benefits not only Elections but also HR and Treasury operations.
4. Scalability for High-Volume Elections
Primary elections require nearly double the number of workers compared to other election cycles. A professional payroll service provides scalability and structured processes that can efficiently manage 700–1,400 workers without overwhelming internal staff resources.
5. Risk Reduction and Accuracy
Specialized payroll providers offer established systems and compliance safeguards, which can reduce errors associated with manual entry and mitigate administrative risk.

Is there statutory authority for this request?	No	Will this generate revenue?	No	If Yes, potential amount?	
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FURNITURE, EQUIPMENT, TECHNOLOGY, ONE-TIME PURCHASES (ITEMS THAT NEED TO BE PRICED)

Item Detailed Description	New / Replace	Quantity Requested	User Name and/or Job Title	Estimated Unit Cost	Estimated Total Requested	Unit Cost Provided by Purchasing	Updated Item Description (if applicable)	Recommend Quantity	FY 2027 Recommend Amount	Recommend FY 2026 Amount
InfoStride Payroll Services	New	1			\$0.00	\$610,000.00		1	\$610,000.00	\$0.00
Estimated Requested Equipment Subtotal:							Recommended Equipment Subtotal:			
Total Estimated Department Request:						\$0.00	Updated Total Department Request:			
							RECOMMENDED Total Department Request Utilizing FY 2027 Funds:			
							RECOMMENDED Total Department Request Utilizing FY 2026 Funds:			

Notes to Purchasing Department (part numbers, equipment specifications, where you found the item, etc.)

Hi Cindy,

I did find some more information regarding our proposal made on our FY2027 budget request to seek a payroll service for election workers. The company that Harris County uses for this service is called InfoStride. Here is a link to their website: <https://infostride.com>

I just wanted to provide that information to you all.

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ANALYSIS

Q & A Discussions with Department

Sent To:	Date Sent	Comment	Date Received	Responder's Name	Comment
Kaleb B and Cheryl	3/30/2026		3/30/2026	Cheryl	
Questions TO Department			Response From Department		
Other than Harris County using this payroll service, are you aware of any other Texas Counties who use this payroll service or something similar to it?			Yes, we know that Williamson County, Denton County and Tarrant County use a payroll service to pay their election workers.		
You mention that this service can "Potentially offer accelerated or weekly payment options for workers." What do the current payment options look like? Do they receive a check monthly? When an election ends, what is the expected time frame for an election worker to receive a paycheck?			It varies with each election. All of the time worked during early voting and on election day has to be manually entered into PeopleSoft for each election. For a November election or a Primary election, that's well over 1,000 workers. Also, for all new workers, we have to have them fill out paperwork required by HR so that they can first be set up in PeopleSoft, and then we can enter their time once they are set up by HR. We are also limited by HR in the number of people in our department that we can have entering election worker time. And while time entry is going on, those same people who are doing the manual entry are also responsible for preparing for the next election, contacting workers about their paperwork, performing post-election processes required by the state, etc. Depending on how the payroll dates fall after the election, it could be 3-6 weeks before a worker receives their check, since we are subject to the HR deadlines for payroll and because our county payroll is only paid out every other week. The county also does not allow direct deposit for election workers, so we have numerous checks that get lost in the mail, have to be reissued, etc.		
Do you have a quote or a fee sheet for the cost of this service?			I do not have a quote for the service, but our understanding is that the companies charge a certain percentage of the total cost of the payroll. And included in that is a turn-key solution where they handle the time entry, any issues with the checks, reissuing checks, answering questions from the workers, providing W2s, etc.		
Are you aware of additional software licenses that would need to be purchased or yearly software maintenance cost?			I am not aware of any at this time.		

Sent To:	Date Sent	Comment	Date Received	Responder's Name	Comment
Kaleb B /Cheryl / Sherri	6/15/2026		6/15/2026	Cheryl	

Q & A Discussions with Human Resources

Sent To:	Date Sent	Comment	Date Received	Responder's Name	Comment
	3/30/2026		6/10/2026		
Questions TO Department			Response From Department		
How will this impact your fund and the ability to purchase other items you have used this fund for in the past?			The charges for the payroll service are something that we will be able to bill back to the entities who contract with us.		
Questions to Human Resources			Response From Human Resources		
Does HR see any issues with this request if Elections was to contract for payroll services for election workers?			Per Cynthia, HR does not have any issues with Elections contracting for payroll services.		
On average, how many HR employees assist with the Elections department when it comes to payroll service for the election workers?			3 employees in payroll when it comes to payroll functions. 2 HR Assistants or Admin services workers involved in entering them into the system.		