



U.S. ELECTION ASSISTANCE COMMISSION

STATE-BY-STATE COMPENDIUM

ELECTION WORKER LAWS & STATUTES

Contents

Alabama.....	1
Alaska.....	5
American Samoa.....	8
Arizona.....	12
Arkansas.....	16
California.....	21
Colorado.....	24
Connecticut.....	29
Delaware.....	35
District of Columbia*.....	38
Florida.....	41
Georgia.....	44
Guam.....	48
Hawaii.....	52
Idaho.....	55
Illinois*.....	58
Indiana.....	63
Iowa.....	67
Kansas.....	72
Kentucky.....	76
Louisiana.....	80
Maine.....	86
Maryland*.....	89
Massachusetts.....	93
Michigan.....	93
Minnesota.....	97
Mississippi.....	101
Missouri.....	105
Montana.....	110
Nebraska.....	113
Nevada.....	119
New Hampshire.....	122
New Jersey.....	126
New Mexico.....	131
New York*.....	135
North Carolina.....	138
North Dakota.....	142
Ohio.....	146
Oklahoma.....	150
Oregon*.....	153
Pennsylvania.....	156
Puerto Rico.....	160
Rhode Island.....	164
South Carolina.....	168
South Dakota.....	171
Tennessee.....	174
Texas*.....	178
United States Virgin Islands.....	184
Utah.....	187
Vermont.....	190
Virginia.....	194
Washington.....	198
West Virginia.....	199
Wisconsin.....	203
Wyoming.....	208



Background

The United States Election Assistance Commission (EAC) is an independent, bipartisan agency created by the Help America Vote Act (HAVA) of 2002 to assist State and local election administrators with the administration of Federal elections. The EAC conducts studies and other activities to promote the effective administration of Federal elections; and serves as a national clearinghouse and resource of information regarding election administration.

In 2005, the EAC created a Compendium of State Poll Worker Requirements, along with its election guidebooks. The Compendium is a framework for understanding the legal requirements for serving as a poll worker in the many States.

The compendium contains the State election statutes and administrative regulations that govern poll worker requirements for the 50 States, the District of Columbia, and four territories. The information was initially compiled by the Center for Election Integrity at Cleveland State University and vetted with the state election officials and EAC staff. These data were then synthesized and distilled into individual quick reference sheets for each State.

For this Fourth Edition, the EAC worked with each state and territory to update the summaries with the most accurate statutes and regulations that govern poll worker requirements.

The compendium is a compilation of State laws, regulations, and information provided by each State and territory, however, the EAC is not responsible for the content or accuracy of the data. State laws change, and any user of this document should verify the current state of the laws.

Alabama

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

Must “appoint from the qualified electors of the respective county.”
Ala. Code § 17-8-1 (Thomson/West 2023).

to be appointed as an election official in a particular precinct, that person must be a qualified elector of that precinct. For the purpose of election officer eligibility, a “qualified elector” may be interpreted to mean someone registered to vote in Alabama.
Alabama Attorney General Opinion, 91-00156, (2/1/91); Alabama Attorney General Opinion, 96-00286 (8/5/96).

Age Requirement

18 Years.
Ala. Const. Art. VIII, § 177(a); Ala. Code § 17-3-30 (Thomson/West 2023).

16 years for student interns.
Ala. Code § 17-8-14 (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

State and County for the time provided by law.
Ala. Const. Art VIII, § 177(a); Ala. Code § 17-3-30 (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

County, however priority may be given to appointment of precinct election officials and alternate precinct election officials who are registered voters at their respective precincts.
Ala. Const. Art VIII, § 177(a); Ala. Code § 17-8-1(a) (Thomson/West 2023).

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Generally Required. Not later than 45 days before the election the two political parties which received the highest number of votes in the state in the preceding election, may provide appointing board with a list of recommended poll workers from qualified electors from each voting place. No more than 20 days or less than 15 days before an election, the appointing board shall use the lists to appoint, to each voting place, one inspector and at least three clerks from members of opposing political parties, if practicable.
Ala. Code § 17-8-1; Ala. Code § 17-8-5 (Thomson/West 2023).

For primaries, each candidate may, at least 45 days before the primary, present to the

county executive committee of his party a list of election officers desired by him. The county committee shall present the list to the appointing board which shall use the list, before their own, for appointing inspectors and clerks, always observing the rules regarding representation for all parties wherever more than one party enters the primary. If no lists are furnished or the county committee has otherwise not given a sufficient number of names, the appointing board shall supply the deficiency from qualified electors of that party, if practicable.

Ala. Code § 17-13-48 (Thomson/West 2023).

If no lists are furnished, the appointing board shall appoint an inspector and at least three clerks for each voting place from the qualified electors of the precinct from members of opposing political parties, if practicable.

Ala. Code § 17-8-5 (Thomson/West 2023).

Term Requirements

No Information Available

Compensation and Hour Requirements

Entitled to a minimum of \$50 by the county, subject to increase by the county commission or by local law or general law of local application. In those counties in which compensation of precinct election officials is set at an amount in excess of five dollars (\$5) per day, but less than fifty dollars (\$50) per day, the provision of the local law or general law of local application relative thereto is superseded and the compensation prescribed herein shall be the total compensation of precinct election officials in the counties. *Ala. Code § 17-8-12 (Thomson/West 2023).*

For statewide elections, in addition to the county's payment of \$50, each returning officer and clerk shall be entitled to supplemental compensation paid by the state to ensure that the total compensation paid shall be at least \$75 per day, and each inspector shall be entitled to supplemental compensation paid by the state in an amount that ensures that the total compensation of an inspector is at least \$100 per day. Upon completion of a local election school or being certified as a qualified poll worker by the probate judge, or both, each clerk, returning officer, and inspector shall be entitled to receive an additional \$25 per day in compensation from the state. *Ala. Code § 17-8-12 (Thomson/West 2023).*

The same officer compensation rules apply to primary elections, general elections, and special elections. *Ala. Code § 17-13-4 (Thomson/West 2023).*

Compensated officials other than inspectors may work on a split shift schedule if determined necessary by the probate judge. If so, each portion of the split shift shall consist of not less than 6 consecutive hours of work and the worker is to be paid half of the per day compensation provided for by general or local law in the county.

Ala. Code § 17-8-1(c) (Thomson/West 2023).

Training, Certification and Oath Requirements

Not less than 5 days before a general or primary election, the authority charged with holding the election must hold training. The judge of probate shall notify such election officials of the time and place of the holding of such school of instruction, and shall also publish notice at least 48 hours before the same is to be held. No election official shall serve in any election district in which an electronic voting machine is used, unless he or she shall have received such instruction within 60 days prior to the election and is fully qualified to perform the duties in connection with the electronic voting machine, and has received a certificate from the authorized instructor to that effect; provided, that this shall not prevent the appointment of an uninstructed person as an election official to fill a vacancy among the election officials *Ala. Code § 17-8-9 (Thomson/West 2023)*

Oath Required. *Ala. Code § 17-8-8 (Thomson/West 2023)*

Elected Public Officials Prohibited

No person in the employment of any city, county, or the State of Alabama, whether classified or unclassified, shall be denied the right to participate in city, county, or state political activities to the same extent as any other citizen of the State of Alabama. *Ala. Code § 17-1-4(a)(1), (2), & (3) (Thomson/West 2023)*.

Candidates Prohibited

Notwithstanding Section 17-17-5, any employee of a county or a city, whether in the classified or unclassified service, who qualifies to seek a political office with the governmental entity with which he or she is employed, shall be required to take an unpaid leave of absence from his or her employment, or use accrued overtime leave, or use accrued vacation time with the county or city from the date he or she qualifies to run for office until the date on which the election results are certified or the employee is no longer a candidate or there are no other candidates on the ballot. *Ala. Code § 17-1-4(b) (Thomson/West 2023)*.

Members of a candidate's immediate family to the second degree of kinship by affinity or consanguinity and any member of a candidate's principal campaign committee are not eligible for appointment. *Ala. Code § 17-8-1(a) (Thomson/West 2023)*.

The Effect of Felon Status on Participation

All felons without restored rights are prohibited. Persons convicted of certain stated offenses are ineligible for restoration of voting rights.
Ala. Const. Art. VIII, § 177(b); Ala. Code § 17-3-31; Ala. Code § 15-22-36.1 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if mentally incompetent, until restoration of civil and political rights or removal of disability.
Ala. Const. Art. VIII, § 177(b) (Thomson/West 2023).

English Fluency and Literacy Requirement
No Information Available
Good Reputation Requirement
No Information Available
Alternative Positions with Different Requirements
<p>A county may employ electronic voting specialists who serve as troubleshooters during the election. Must be trained in the operation of electronic voting equipment and these procedures. May assist in any precinct in the county, but do not assume the title or authority of the regular poll workers assigned to a precinct. <i>Ala. Admin. Code r. 307-x-1-.07 (Thomson/West 2023).</i></p> <p>Each political party with nominated candidates may appoint a watcher for each voting place. Watchers shall have the right to observe the conduct of the election, monitor the opening of the polls, remain at the polling place until the election results have been posted and voting machines sealed, observe the counting of ballots, and see all oaths administered and records made in connection with the election. Election officials, including returning officers, may not serve as poll watchers. <i>Ala. Code § 17-8-7 (Thomson/West 2023).</i></p>
Student Election Assistant Statute
<p>“Student interns.” <i>Ala. Code § 17-8-14 (Thomson/West 2023).</i></p>

Alaska

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be registered to vote in Alaska. <i>Alaska Stat. § 15.10.120(a) (Thomson/West 2023).</i>
Age Requirement
18 Years of Age. <i>Alaska Stat § 15.05.010 (Thomson/West 2023).</i> 16 years of age for Youth Vote Ambassador Program <i>Alaska Stat. § 15.10.108(b)(1) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
State and house district for at least 30 days before the election. <i>Alaska Stat. § 15.05.010(3) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Precinct; if no willing electors found then District, if no willing electors found then State. Registered to vote in the precinct to which they are appointed, if insufficient numbers then they can be appointed from registered voters in the election district in which the precinct is located, and if still not sufficient numbers can be any qualified voter registered in Alaska. <i>Alaska Stat. § 15.10.120(a) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Affiliation Generally Required. On or before April 15 in each regular election year, or at least 60 days before a special election, a party district committee or state party central committee of each political party may nominate two candidates for each precinct election board. An election supervisor shall appoint one nominee of the political party of which the governor is a member and one nominee of the political party that received the second largest number of votes statewide in the preceding gubernatorial election. If nominations are not provided then the election supervisor may appoint any qualified individual registered to vote. <i>Alaska Stat. §§ 15.10.120(b), (c) (Thomson/West 2023).</i>
Term Requirements
Election officials authorized under Alaska Stat. § 15.10.120 shall be appointed by the regional election supervisor for a term specified in a letter of agreement. <i>6 Alaska Admin. Code 25.032 (Thomson/West 2023).</i>

Compensation and Hour Requirements

Election board workers will be paid \$12 an hour for time spent at their election duties. See 6 Alaska Admin. Code 25.035 for other types of election worker compensation levels.
6 Alaska Admin. Code 25.035(a) (Thomson/West 2023).

Training, Certification and Oath Requirements

The director shall, before each primary election in even-numbered years, provide a comprehensive training program for all election officials.
Alaska Stat. § 15.10.107 (Thomson/West 2023).

Elected Public Officials Prohibited

No election official may hold elective office.
Alaska Stat. § 15.10.105 (Thomson/West 2023).

Candidates Prohibited

No election official or their full time staff members may campaign for elective office to maintain the nonpartisan nature, integrity, credibility, and impartiality of the election administration.
Alaska Stat. § 15.10.105(b) (Thomson/West 2023).

A familial relationship may not exist between a candidate and an election official in primary, general, special primary, or special election if the candidate's name appears on the ballot for the precinct or absentee voting site in which the election official is serving.
6 Alaska Admin. Code 25.033(a) (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited from the date of the conviction through the date of the unconditional discharge if convicted of a crime that constitutes a felony involving moral turpitude under state or federal law.
Alaska Stat. § 15.05.030 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

No person may vote who has been judicially determined to be of unsound mind unless the disability has been removed.
Alaska Const. Art. V, § 2 (Thomson/West 2023).

English Fluency and Literacy Requirement

No Information Available

Good Reputation Requirement

No Information Available

Alternative Positions with Different Requirements

The chairperson of the election board may appoint a team of counters to assist with the counting of ballots in each precinct where the election supervisor considers it necessary. Appointments may be made among the qualified voters in the precincts in which they reside, and may be made at any time before the completion of the precinct count. Shall be four counters on each counting team, no more than two of whom may be from the same political party.

Alaska Stat. § 15.10.140 (Thomson/West 2023).

The precinct party committee, the district party committee, the state party chairperson may appoint one or more persons as watchers in each precinct and counting center for any election. Each candidate not representing a political party may appoint one or more watchers for each precinct or counting center in the candidate's respective district or the state for any election. Watchers must be U.S. citizens. No appointing entity or individual may have more than one watcher on duty at a time in any precinct or counting center.

Alaska Stat. § 15.10.170(a) (Thomson/West 2023).

Student Election Assistant Statute

- Aged 16 or older and enrolled in a public or private high school or being educated at home;
- Appointed to the youth vote ambassador program by the director of elections;
- Complete a program of training as determined by the director of elections;
- Compensated as provided in AS 15.15.380 only for service on the election board of the precinct.

Alaska Stat. § 15.10.108 (Thomson/West 2023).

American Samoa
Completed 2023 (no verification submitted)

<p>State Registration Requirement (Exceptions may be found in Student Election Assistant category)</p>
<p>Must be a registered voter. <i>American Samoa Code Ann. § 6.0402 (b)(1) (https://asbar.org/code-annotated/6-0402-selection-of-district-officials-and-assignments-vacancies/ 2023).</i></p>
<p>Age Requirement</p>
<p>18 years. <i>American Samoa Code Ann. § 6.0211 (https://asbar.org/code-annotated/6-0211-age-requirement-place-of-registering/ 2023).</i></p>
<p>Residency Place and Term Required for Voter Registration</p>
<p>District. <i>American Samoa Code Ann. § 6.0211 (https://asbar.org/code-annotated/6-0211-age-requirement-place-of-registering/ 2023).</i></p> <p>Must have lived in American Samoa for a total of at least two years and be a bona fide resident of the election district where offering to vote for at least one year next preceding the election. <i>American Samoa Rev. Const. Art. II, § 7 (https://asbar.org/revised-constitution-of-american-samoa/#sec007 2023).</i></p> <p>A person does not gain or lose a residency solely by reason of his presence or absence while a student of an institution of learning. <i>American Samoa Code Ann. § 6.0212(e) (https://asbar.org/code-annotated/6-0212-rules-for-determining-residency/ 2023).</i></p>
<p>Residency Requirement for Service (State, County or Precinct)</p>
<p>District, but if not sufficient numbers, then outside the district. <i>American Samoa Code Ann. § 6.0402(b)(1) (https://asbar.org/code-annotated/6-0402-selection-of-district-officials-and-assignments-vacancies/ http://www.asbar.org/Newcode/asca.htm2023).</i></p>
<p>Affiliation with Political Party Requirement and Process for Nomination as Poll Worker</p>
<p>Affiliation Not Required.</p> <p>Application forms shall be made available by the Chief Election Officer for those persons who wish to serve as district officials on election day. The Secretary of Samoan Affairs or his designee shall submit a list of all local government officials –i.e. fa’alupega,</p>

pulenu'u and leoleo nu'u - to the Chief Election Officer not later than 4:30 p.m. on the 10th day prior to the deadline for filing of candidate nomination petitions. The Chief Election Officer shall appoint, from the list of local government officials and the application forms, the district officials by representative district not later than 4:30 p.m. on the 10th day prior to any election.

American Samoa Code Ann. § 6.0402(a) (<https://asbar.org/code-annotated/6-0402-selection-of-district-officials-and-assignments-vacancies/> 2023).

The Chief Election Officer may designate more district officials than are needed in order to create a pool of qualified district officials who may be assigned to fill vacancies or to perform those duties as needed in any district. If more qualified persons than are needed for a district desire to serve in that district, service shall be determined by experience in conducting prior elections.

American Samoa Code Ann. § 6.0402(b)(2) (<https://asbar.org/code-annotated/6-0402-selection-of-district-officials-and-assignments-vacancies/> 2023).

Term Requirements

No Information Available.

Compensation and Hour Requirements

District officials shall be paid according to fixed rates established for each election by the Chief Election Officer.

American Samoa Code Ann. § 6.0406 (<https://asbar.org/code-annotated/6-0406-compensation/> 2023).

Training, Certification and Oath Requirements

Not later than 4:30 p.m. on the 5th day prior to any election, the Chief Election Officer shall conduct a school of instruction, if considered necessary, for persons designated as prospective district officials. The Chief Election Officer must notify district officials of the time and place.

American Samoa Code Ann. § 6.0403(a) (<https://asbar.org/code-annotated/6-0403-instruction/> 2023).

All prospective district officials shall attend a school of instruction. The supervisor of the district officials shall be required to also attend a refresher course before each election. It shall be at the discretion of the Chief Election Officer to require those district officials with previous training to attend a school of instruction prior to each election.

American Samoa Code Ann. § 6.0403(b) (<https://asbar.org/code-annotated/6-0403-instruction/> <http://www.asbar.org/Newcode/asca.htm> 2023).

No district official may serve unless he has received instruction and has been certified by the authorized instructor to that effect. If a certified person is not available, a person who has not received any instruction or certificate, but who is otherwise qualified, may fill a vacancy. Periodic recertification shall be required.

American Samoa Code Ann. § 6.0403(c) (<https://asbar.org/code-annotated/6-0403-instruction/> 2023).

Each district official may administer any oath in this chapter provided it be administered by the district officials. *American Samoa Code Ann. § 6.0404* (<https://asbar.org/code-annotated/6-0404-oaths/> 2023).

Elected Public Officials Prohibited

No public elected officials are allowed to be an election official.
Soliai T. Fuimaono, Chief Election Officer.

Candidates Prohibited

No candidates may serve. No parent, spouse, child, or sibling of a candidate is eligible to serve in any district in which votes may be cast for that candidate. No candidate who failed of nomination in any election is eligible to serve as a district official in the election next following.

American Samoa Code Ann. § 6.0402(b)(3) (<https://asbar.org/code-annotated/6-0402-selection-of-district-officials-and-assignments-vacancies/> 2023).

No individual who has actively campaigned for any candidate in any election may serve as a district official within the district, or in the territory-wide elections, in which he had actively campaigned.

American Samoa Code Ann. § 6.0402(b)(4) (<https://asbar.org/code-annotated/6-0402-selection-of-district-officials-and-assignments-vacancies/> <http://www.asbar.org/Newcode/asca.htm> 2023).

The Effect of Felon Status on Participation

Prohibited if convicted of a felony unless civil rights restored or maintained good behavior for two years following the date of conviction or release from prison, whichever comes later.

American Samoa Rev. Const. Art. II, § 7 (<https://asbar.org/revised-constitution-of-american-samoa/#sec007> 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if under guardianship, non compos mentis, or insane.

American Samoa Rev. Const. Art. II, § 7 (<https://asbar.org/revised-constitution-of-american-samoa/#sec007> 2023).

English Fluency and Literacy Requirement

Individuals should be fluent in both English and Samoan.

Soliai T. Fuimaono, Chief Election Officer.

Good Reputation Requirement

May not engage in any campaign activities.

American Samoa Code Ann. § 6.0402(d) (<https://asbar.org/code-annotated/6-0402-selection-of-district-officials-and-assignments-vacancies/> 2023).

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

No Information Available.

Arizona

Completed 2023 (Verified by Colleen Connor, Elections Director)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be qualified voter. <i>Ariz. Rev. Stat. § 16-531(A) (Thomson/West 2023).</i>
A qualified voter is registered. <i>Ariz. Rev. Stat. § 16-121(A) (Thomson/West 2023).</i>
Age Requirement
18 years of Age <i>Ariz. Rev. Stat. § 16-121(A) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
State for at least twenty-nine days next preceding the election. <i>Ariz. Rev. Stat. § 16-101(A)(3) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Precinct, then County or other Precincts. Must be qualified voter of the precinct to which appointed, unless there are not sufficient numbers of people available. If there are no qualified precinct candidates for inspector, the appointment of an inspector may be made from names provided by the county party chairman. If there are not sufficient precinct nominees for judge, qualified persons from other precincts shall be appointed. <i>Ariz. Rev. Stat. § 16-531(A) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
The inspector, marshal and judges shall not have changed their political party affiliation or their no party preference affiliation since the last preceding general election, and if they are members of the two political parties that cast the highest number of votes in the state at the last preceding general election, they shall be divided equally between these two parties. There shall be an equal number of inspectors in the various precincts in the county who are members of the two largest political parties. In each precinct where the inspector is a member of one of the two largest political parties, the marshal in that precinct shall be a member of the other of the two largest political parties. <i>Ariz. Rev. Stat. § 16-531(A) (Thomson/West 2023).</i>
If the election precinct consists of fewer than three hundred qualified electors, the board of supervisors may appoint not fewer than one inspector and two judges. The board of

supervisors shall give notice of election precincts consisting of fewer than three hundred qualified electors to the county chairmen of the two largest political parties not later than thirty days before the election. The inspector and judges shall be appointed in the same manner by party as provided in subsection A of this section. *Ariz. Rev. Stat. § 16-531(B) (Thomson/West 2023)*.

If a nonpartisan election is ordered, not less than twenty days before the election the governing board holding the election shall appoint, without consideration for political party, a minimum of three election workers for each polling place. The election workers shall consist of at least one inspector and two judges. Whenever possible, they shall be qualified electors of the precinct located within the district, without consideration for political party. *Ariz. Rev. Stat. § 16-531(C) (Thomson/West 2023)*.

Term Requirements

Appointments are made for each election.
Ariz. Rev. Stat. § 16-531(A) (Thomson/West 2023).

Compensation and Hour Requirements

Compensation is fixed by the County board of supervisors. In no case shall an election board member be paid less than thirty dollars per day.
Ariz. Rev. Stat. § 16-536 (Thomson/West 2023).

Training, Certification and Oath Requirements

Training is compulsory for all inspectors and judges, except for those appointed under § 16-533 and § 16-534. Training for other election officials, or additional training for election officials, may be required at any time by the board of supervisors or other authority in charge of elections, in which case they must notify all election officials in writing of the changes to be made.

The training must be held by the board of supervisors or other authority in charge of elections no more than 45 days before an election, and it shall include instruction in the voting system to be used and the election laws applicable to such election. Officials receiving the instruction and who are properly qualified are issued a certificate of qualification.

Ariz. Rev. Stat. § 16-532 (Thomson/West 2023).

Elected Public Officials Prohibited

No United States, state, county or precinct officer, other than a precinct committeeman, is qualified to act as judge, inspector, marshal, or clerk.

Ariz. Rev. Stat. § 16-531(D) (Thomson/West 2023).

Candidates Prohibited
No candidate for office at the election, other than a candidate for the office of precinct committeeman, is qualified to act as judge, inspector, marshal, or clerk. <i>Ariz. Rev. Stat. § 16-531(D) (Thomson/West 2023).</i>
The Effect of Felon Status on Participation
Prohibited if convicted of treason or a felony, unless restored to civil rights. <i>Ariz. Rev. Stat. § 16-101(A)(5) (Thomson/West 2023).</i>
The Effect of Mental Incapacitation on Participation
Prohibited if adjudicated an “incapacitated person.” <i>Ariz. Rev. Stat. § 16-101(A)(6) (Thomson/West 2023).</i>
“Incapacitated person” means any person who is impaired by reason of mental illness, mental deficiency, mental disorder, physical illness or disability, chronic use of drugs, chronic intoxication or other cause, except minority, to the extent that he lacks sufficient understanding or capacity to make or communicate responsible decisions concerning his person. In cases of limited guardianship only, a person is not deemed an incapacitated person for purposes of voting if the person files a petition and has a hearing and the judge determines by clear and convincing evidence that the person retains sufficient understanding to exercise the right to vote pursuant to § 14-5304.02. <i>Ariz. Rev. Stat. § 14-5101) (Thomson/West 2023).</i>
English Fluency and Literacy Requirement
Must be able to write name or make their mark, unless prevented from so doing by physical disability. <i>Ariz. Rev. Stat. § 16-101(A)(4) (Thomson/West 2023).</i>
Good Reputation Requirement
No Information Available
Alternative Positions with Different Requirements
No Information Available
Student Election Assistant Statute
The board of supervisors may appoint to an election board to serve as a clerk of election a person who is not eligible to vote if all of the following conditions are met: 1. The person is a minor who will be at least sixteen years of age at the time of the election for which the person is named to the election board. 2. The person is a citizen of the United States at the time of the election for which the person is named to the election board.

3. The person is supervised by an adult who has been trained as an elections officer.
4. The person has received training provided by the officer in charge of elections.
5. The parent or guardian of the person has provided written permission for the person to serve.

A school district or charter school shall not count any pupil's absence from one or more instructional programs as a result of the pupil's service on an election board against any mandatory attendance requirements for the pupil.

Ariz. Rev. Stat. §§ 16-531 (F), (G), & (H) (Thomson/West 2023).

Arkansas

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be qualified elector. <i>Ark. Code Ann. § 7-4-109(a)(1) (Thomson/West 2023).</i>
A qualified elector is registered. <i>Ark. Code Ann. § 7-1-101(33) (Thomson/West 2023).</i>
Age Requirement to Register
Be age 18 or turn 18 before the next election. <i>Ark. Const. Art. 3, § 1(a)(3) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
Resident of the County and must be registered at least 30 days prior to the election in order to be qualified to vote. <i>Ark. Code Ann. § 7-5-201(a) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Precinct then County. All election officials shall be residents of the precincts in which they serve at the time of their appointment.* However, if at the time of posting election officials, the county board by unanimous vote shall find that it is impossible to obtain qualified election officials from any precinct or precincts and shall make certification of that finding to the county clerk, then other qualified citizens of the county may be designated to serve in the precinct or precincts. *Election coordinators, deputy clerks, or persons assigned by a county clerk to conduct early voting do not have to be residents of the precinct or county in which they serve. <i>Ark. Code Ann. § 7-4-109(b) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Affiliation Generally Required. The county board of election commissioners shall appoint a sufficient number of election officials for each polling site not fewer than 20 days preceding an election. Each polling site shall have a minimum of 2 election clerks, 1 election judge, and 1 election sheriff. The minority party election commissioner shall have the option to designate a number of election officials equal to 1 less than the majority of election officials at each polling site, with a minimum of 2 election officials at each polling site. In the event that the county party representatives on the county board fail to agree upon any election official to fill any election post allotted to the respective party 20 days before the election, the county board shall appoint

the remaining election officials.
Ark. Code Ann. § 7-4-107(b) (Thomson/West 2023).

Term Requirements

No Information Available.

Compensation and Hour Requirements

Election officials may be permitted to work half-day or split shifts at the polls at any election so long as the requisite number of election officials is always present.
Ark. Code Ann. § 7-4-107(c) (Thomson/West 2023).

The election officials shall receive a minimum of the prevailing federal minimum wage for holding an election, or such greater amount as may be appropriated. Officials carrying election materials to and from polling sites shall be allowed mileage reimbursement at such rates as may be appropriated, not to exceed the rate prescribed for state employees in state travel. Election officials may opt to not receive compensation or reimbursement if they sign an affidavit prescribed by the State Board of Election Commissioners.
Ark. Code Ann. § 7-4-112 (Thomson/West 2023).

The State Board of Election Commissioners shall determine the method and amount of compensation for attending the training. *Ark. Code Ann. § 7-4-109(e)(2)(A) (Thomson/West 2023).*

Upon successful completion of training conducted by the State Board of Election Commissioners a maximum of two (2) certified trainers per county are eligible to receive \$100 each, plus mileage reimbursement at the rate established for state employees by state travel regulations; the two (2) certified trainers per county are eligible to receive an additional \$50 each per training session up to a maximum of four (4) sessions each for conducting poll worker training locally before the preferential primary election; and certified trainers' compensation will be paid by the State Board to the County Treasurer upon receipt of the reporting form approved and provided by the State Board to the county for that purpose.
Ark. Admin. Code 108.00.2-204(a) (Thomson/West 2023).

Training, Certification and Oath Requirements

All election officials at a polling site shall have attended and completed election training coordinated by the State Board of Election Commissioners within twelve months prior to the election.

Ark. Code Ann. § 7-4-107(b)(1)(2)(C)(i) (Thomson/West 2023).

Prior to the regularly scheduled preferential primary election, each (A) member of the county board of election commissioners; (B) county clerk or his or her designee; (C) poll worker; (D) certified election monitor; and (E) A county election coordinator shall attend election training coordinated by the state board. The state board shall determine the method and amount of compensation for attending the training.

Ark. Code Ann. §§ 7-4-109(e)(1), (2) (Thomson/West 2023).

Rules for Election Official Training and other related materials at: <http://www.arkansas.gov/sbec/rules/>

Arkansas Election Official Training Manual and other materials at: <http://www.arkansas.gov/sbec/training-resources/>

All election officials required to take an oath.

Ark. Code Ann. § 7-4-110 (Thomson/West 2023).

Elected Public Officials Prohibited

No person who is a paid employee of any political party or a candidate for office on that county's ballot shall be an election official.

Ark. Code Ann. §§ 7-4-109(a)(2), (c)(1) (Thomson/West 2023).

Candidates Prohibited

No candidates and no person who is married to or related within the second degree of consanguinity to a candidate running for office in the election if objection to service is made within 10 days of posting name.

Ark. Code Ann. §§ 7-4-109(a)(2), (d) (Thomson/West 2023).

No person who is a paid employee of a political party or employee of any person running for any office on that county's ballot.

Ark. Code Ann. § 7-4-109(c)(1) (Thomson/West 2023).

The Effect of Felon Status on Participation

An election official shall not have been found guilty or pleaded guilty or nolo contendere to the violation of any election law of this state.

Ark. Code Ann. § 7-4-109(a)(1) (Thomson/West 2023).

Prohibited if a convicted felon who has not been discharged from probation or parole or has not been pardoned. To have rights restored must have proof of discharge from probation or parole, have paid all probation or parole fees, or satisfied all terms of imprisonment, and paid all applicable court costs, fines, or restitution, and provided county clerk with proof.

Ark. Const. Amend. 51, § 11 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if adjudged mentally incompetent by a court of competent jurisdiction.

Ark. Const. Amend. 51, § 11(a)(6) (Thomson/West 2023).

English Fluency and Literacy Requirement

Must be able to read and write the English language.

Ark. Code Ann. § 7-4-109(a)(1) (Thomson/West 2023).

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

High School Student

- If not yet 18 shall be called an election page (volunteer position without compensation).
- A student who is 18 by the election day and meets the qualifications in § 7-4-109 may be an election official and may be compensated pursuant to § 7-4-112.
- Oath for election page required as stated in § 7-4-116(c)(4).
- Oath for election official required as stated in § 7-4-110.

Ark. Code Ann. § 7-4-116 (Thomson/West 2023).

College Student

- Selected by the county board from any two-year or four-year college or university in the

state. The county board shall work in cooperation with the student government associations of the colleges and universities in selecting the students for the program.

- A college student selected for this program who is not 18 by election day shall be called an election page
- An election page/official shall be in a volunteer position and shall not receive any compensation for performing his or her duties.
- Before beginning any duties, an election page shall take an oath before an election official as stated in § 7-4-117(c)(4).
- A college student selected for this program who is 18 by election day and meets the qualifications in § 7-4-109 shall be an election official.
- Each student selected to be an election official shall take the oath of the election officials in § 7-4-110. A college student selected to be an election official shall be compensated according to § 7-4-112.

Ark. Code Ann. § 7-4-117 (Thomson/West 2023).

California

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant and Alternative Positions with Different Requirements categories)
Must be a registered voter. <i>Cal. Elec. Code § 12302(a) (Thomson/West 2023).</i>
Age Requirement
18 years of age. <i>Cal. Elec. Code § 2000(b) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
Precinct on permanent basis with intention of making it home. A student may qualify as an elector if they have abandoned previous domicile. <i>Cal. Elec. Code § 2021(b); Cal. Elec. Code § 2025 (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
State. A member of precinct board shall be a voter of the state. The member may serve only in precinct to which appointed. <i>Cal. Elec. Code § 12302(a) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
No Affiliation Required. Any voter may file application with elections official to be Precinct Board member. <i>Cal. Elec. Code § 12300 (Thomson/West 2023).</i> Party affiliation is not required, but affiliations of precinct board members must be posted if any, and if ascertainable. <i>Cal. Elec. Code § 12108 (Thomson/West 2023).</i> 90 days before election, political party county committee may nominate a registered resident of precinct to board. County officials give preference to nominees of parties with at least 10% of registered voters in precinct. <i>Cal. Elec. Code § 12306 (Thomson/West 2023).</i>
Term Requirements
No Term Limit.

<p>Compensation and Hour Requirements</p>
<p>Precinct board members will receive compensation from jurisdiction’s governing body. The compensation will be paid out of the treasury of the jurisdiction where the election is held. Inspector may receive more compensation than other precinct board members. <i>Cal. Elec. Code § 12310 (Thomson/West 2023).</i></p>
<p>Training, Certification and Oath Requirements</p>
<p>Election officials instruct inspectors about their duties, and that instruction will conform to uniform standards adopted by Secretary of State pursuant to Section 12309.5. <i>Cal. Elec. Code §§ 12309, 12309.5 (Thomson/West 2023).</i></p> <p>California State Poll Worker Training Guidelines, standards, and the recommendations of the Poll Worker Training Task Force can be found at: https://www.sos.ca.gov/elections/voting-resources/voting-california/help-strengthen-our-democracy/poll-worker-training-standards</p>
<p>Elected Public Officials Prohibited</p>
<p>No Prohibition.</p>
<p>Candidates Prohibited</p>
<p>No Prohibition.</p>
<p>The Effect of Felon Status on Participation</p>
<p>Prohibited if imprisoned (serving a state or federal prison term) for conviction (not including juvenile adjudication) of a felony. <i>Cal. Elec. Code § 2101; Cal. Const. Art. II, § 4 (Thomson/West 2023).</i></p>
<p>The Effect of Mental Incapacitation on Participation</p>
<p>Prohibited if deemed mentally incompetent. <i>Cal. Elec. Code § 2208; Cal. Const. Art. II, § 4 (Thomson/West 2023).</i></p>
<p>English Fluency and Literacy Requirement</p>
<p>Must be able to read and write the English language. Elections official shall make reasonable efforts to recruit election officials who are fluent in a language used by non-English speaking</p>

citizens) and in English.
Cal. Elec. Code § 12303(a) & (b) (Thomson/West 2023).

Good Reputation Requirement

Cannot suspend or discharge election officer for their absence while serving.
Cal. Elec. Code § 12312 (Thomson/West 2023).

Alternative Positions with Different Requirements

Translators

Translators hired where either foreign language speakers are 3% or more of population or elections officials determine they are needed.
Cal. Elec. Code § 12303(c) (Thomson/West 2023).

Election officials may appoint up to five non-voters per precinct to serve as precinct board members who meet the following qualifications:

- Is lawfully admitted for permanent residence in U.S.
- Is otherwise eligible to register to vote except for their lack of U.S. citizenship

Non-voters appointed to a precinct board are not permitted to serve as, or perform any of the duties of, the inspector of a precinct board, or to tally votes for the precinct board.
Cal. Elec. Code § 12302(c) (Thomson/West 2023).

Student Election Assistant Statute

- At least 16 years of age at the time of the election;
- Is lawfully admitted for permanent residence in the U.S.
- A high school senior with a grade point average of at least 2.5;

A student in good standing, attending a public or private secondary educational institution;

- Appointed students are not allowed to tally votes.

Cal. Elec. Code § 12302(b) (Thomson/West 2023).

Colorado

Completed 2023 (Verified by Hilary Rudy, Deputy Elections Director)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be a registered elector. <i>Colo. Rev. Stat. § 1-6-101 (Thomson/West 2023).</i>
Age Requirement
Must be 18 years old to vote. <i>Colo. Rev. Stat. §§ 1-2-101(1) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
The person must have resided in the state twenty-two days immediately prior to the election at which the person intends to vote. <i>Colo. Rev. Stat. § 1-2-101(1)(b) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Must be a registered elector of the State. <i>Colo. Rev. Stat. § 1-6-101(2)(a) (Thomson/West 2023).</i>
In non-partisan elections not coordinated by the county clerk and recorder, the election judge must be a registered elector of the political subdivision for which the election is being held. If no such electors are available in the political subdivision, the appointing authority may appoint election judges who are registered electors of the state. <i>Colo. Rev. Stat. § 1-6-101(3) (Thomson/West 2023).</i>
The county clerk and recorder may appoint an election judge to serve in a precinct other than the precinct in which the election judge resides. <i>Colo. Rev. Stat. § 1-6-104(2) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Affiliation Generally Required.
For partisan elections in precincts that have an even number of election judges, each major political party is entitled to one-half of the election judges. For partisan elections in precincts that have an odd number of election judges, the major political parties divide the appointments of the extra election judges amongst the polling places. If there is an off number of polling places, which major party is entitled to any extra election judge is decided by either mutual agreement or by lot. The county clerk may not ask an election judge or county staff member to change his or her party affiliation to achieve the bipartisan balance required by section 1-6-

109, C.R.S.

Colo. Rev. Stat. § 1-6-109; 8 C.C.R. 1505-1, Rule 6.1.5 (Thomson/West 2023).

No later than 10 days after the precinct caucus in even-numbered years, the committee persons of each precinct from each major political party shall submit to the county chairpersons of their respective political parties a list that was initiated at the precinct caucus and that recommends electors as election judges. The county clerk must request an updated list from each major political party before each election.

Colo. Rev. Stat. § 1-6-102(1); 8 C.C.R. 1505-1, Rule 6.1.1 (Thomson/West 2023).

No later than 60 days before a primary or general election, minor political parties may certify to the county clerk and recorder names of registered electors recommended to serve as election judges. If more than one name, the order of preference must be indicated and the county clerk and recorder shall select election judges from the party in accordance with such order of preference.

Colo. Rev. Stat. § 1-6-103.5 (Thomson/West 2023).

No later than 60 days before a primary or general election, any registered elector who is unaffiliated with a political party or political organization may give notice in writing to the clerk and recorder of the county in which such elector resides offering to serve as an election judge and is unaffiliated with any political party or political organization.

Colo. Rev. Stat. § 1-6-103.7 (Thomson/West 2023).

If there are insufficient numbers on major party lists, then county clerk may appoint from lists submitted by minor political parties and unaffiliated voters. The county clerk must attempt to exhaust the list provided by the major parties before supplementing with minor party or unaffiliated judges.

Colo. Rev. Stat. § 1-6-104(3); 8 C.C.R. 1505-1, Rule 6.1.2 (Thomson/West 2023).

The county clerk must provide a list of election judges, including political party affiliations and assignments, if known, to each appointing party no later than 35 days before election day. Upon request by an appointing party, the clerk must provide a supplemental list no later than 7 days before the date on which the county will open its first Voter Service and Polling Center.

8 C.C.R. 1505-1, Rule 6.1.4 (Thomson/West 2023).

Term Requirements

An election judge's term is two years from the date of appointment.

Colo. Rev. Stat. § 1-6-105(1) (Thomson/West 2023).

Compensation and Hour Requirements

Stipend varies by county, but must not be less than five dollars and must be uniform throughout each particular political subdivision. A student election judge may receive the same compensation received by an election judge, but, in any case, not less than seventy-five percent of the compensation received by an election judge. Election judges and student election judges may be paid expenses and reasonable compensation for attending election trainings. The second election judge selected pursuant to § 1-6-109.5(4)(b) and the supervisor

judge must be paid at least four dollars for returning election supplies, equipment, and the ballots to the designated election official. The person providing the transportation may be paid a mileage allowance for each mile necessarily traveled in excess of 10 miles going to and from the designated election official's office, which is to be set by the designated election official but which cannot exceed the mileage rate authorized for county officials and employees.

Colo. Rev. Stat. § 1-6-115 (Thomson/West 2023).

Training, Certification and Oath Requirements

The county clerk and recorder, or the designated election official, shall hold a class of instruction concerning the tasks of an election judge and a special school of instruction concerning the task of supervisor judge no more than 60 days prior to each election. Each person appointed as an election judge shall be required to attend one class of instruction prior to the first election in an election cycle, though the county clerk and recorder, or the designated election official, may require attendance to more than one class of instruction per election cycle. Supervisor judge in a voter service and polling center must complete a training course conducted by the county clerk. The Secretary of State must provide or approve the training content.

Colo. Rev. Stat. §§ 1-6-101(5), (6); 8 C.C.R. 1505-1, Rule 6.7 (Thomson/West 2023).

A signature verification judge must complete a training course conducted by the county clerk at least once per election cycle. The Secretary of State must provide or approve the training content.

8 C.C.R. 1505-1, Rule 6.8 (Thomson/West 2023).

Oath required for election judges in partisan elections, as stated in § 1-6-114.

Colo. Rev. Stat. § 1-6-114 (Thomson/West 2023).

Elected Public Officials Prohibited

No Information Available.

Candidates Prohibited

No candidates whose name appears on the ballot in the precinct that they are appointed to may serve. Candidates' immediate families, related by blood, marriage, or civil union to the second degree, are also prohibited.

Colo. Rev. Stat. § 1-6-101(2)(e) (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if they have ever been convicted of election fraud, any other election offense, or fraud. *Colo. Rev. Stat. § 1-6-101(2)(d) (Thomson/West 2023).*

No person while serving a sentence of detention or confinement in a correctional facility, jail, or other location for a felony conviction is eligible to register to vote or to vote in any election. A confined prisoner who is awaiting trial but has not been tried or who is not serving a sentence for a felony conviction shall be certified by the institutional administrator, may register to vote pursuant to this article 2, and may list his or her confinement location as his or her ballot address in accordance with section 1-2-204(2)(f.3). An individual serving a sentence of parole is eligible to register to vote and to vote in any election. *Colo. Rev. Stat. § 1-2-103(4) (Thomson/West 2023)*.

The Effect of Mental Incapacitation on Participation

Prohibited if physically and/or mentally unable to perform and complete assigned tasks. *Colo. Rev. Stat. § 1-6-101(2)(b) (Thomson/West 2023)*.

However, no person confined in a state institution for mental or behavioral health disorders shall lose the right to vote because of the confinement. *Colo. Rev. Stat. § 1-2-103(5) (Thomson/West 2023)*.

English Fluency and Literacy Requirement

Must be physically and mentally able to perform and complete assigned tasks. *Colo. Rev. Stat. § 1-6-101(2)(b) (Thomson/West 2023)*.

Good Reputation Requirement

No Statutory Requirement.

Alternative Positions with Different Requirements

Translators.

If the county clerk and recorder find that a precinct is composed of three percent or more non-English-speaking eligible electors, the county clerk and recorder shall take affirmative action to recruit full-time or part-time staff members who are fluent in the language used by the eligible electors and in English.

Colo. Rev. Stat. § 1-2-202(4) (Thomson/West 2023).

Student Election Assistant Statute

- US citizen at time of election;
- physically and mentally able to perform assigned tasks;
- attend a class of instruction prior to each election;

- never been convicted of election fraud, any other election offense, or fraud;
- not a member of the immediate family of a candidate whose name appears on the ballot in the precinct that they are appointed to serve;
- 16 years or older;
- either a junior or senior in good standing attending a public, private secondary school, or home schooled;
- parent or legal guardian has consented to their service as a student election judge.

Colo. Rev. Stat. § 1-6-101(7) (Thomson/West 2023).

Compensated either at the same rate, or not less than 75% of the rate, of an adult election judge. *Colo. Rev. Stat. § 1-6-115 (Thomson/West 2023).*

Connecticut

Completed 2023 (Verified by Peggy Reeves, Office of the Secretary of State)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Moderators, checkers, assistant registrars, challengers, ballot clerks, voting machine/tabulator tenders, and unofficial checkers must be registered electors of the state. <i>Conn. Gen. Stat. § 9-258; Conn. Gen. Stat. § 9-436(d); c (Thomson/West 2023).</i>
Age Requirement
18 years. <i>Conn. Gen. Stat. § 9-12(a) (Thomson/West 2023).</i>
16 or 17 if meets qualification of Conn. Gen. Stat. § 9-235d(a). <i>Conn. Gen. Stat. § 9-235d (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
Bona fide resident of the town to which the citizen applies, which requires the person's dwelling unit to be located within the town's geographic boundaries or for the person to have an intent to return to their dwelling despite another resident living in the dwelling. <i>Conn. Gen. Stat. § 9-12(a) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Generally Town or District. <i>Conn. Gen. Stat. § 9-229(a); Conn. Gen. Stat. § 9-233; Conn. Gen. Stat. § 9-234; Conn. Gen. Stat. § 9-235; Conn. Gen. Stat. § 9-258 (Thomson/West 2023).</i>
Voting machine mechanics do not have residency requirements. <i>Conn. Gen. Stat. § 9-258 (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Generally Required.

Election officials shall be appointed at least twenty days before the election except as provided in § 9-229.

Conn. Gen Stat. § 9-249(a) (Thomson/West 2023).

Election officials may consist of two registrars of voters of opposite political parties, or two assistant registrars of voters of opposite political parties, as the case may be, subject to the requirements of sections 9-259 and 9-439, provided if the registrars of voters are present in the polling place, they shall appoint at least one designee to be present in their office.

Conn. Gen. Stat. § 9-258 (Thomson/West 2023).

The registrars of voters in towns/districts appoint moderators and designate alternate moderators as a reserve group.

Conn. Gen Stat. § 9-229(a) (Thomson/West 2023).

Registrars also appoint least one, and not more than two, electors of such town as voting machine tenders, unless the municipality has established two shifts for election officials, in which case the registrars shall appoint one or two electors for each shift.

Conn. Gen Stat. § 9-233 (Thomson/West 2023).

The Registrars of voters of each town or voting district shall appoint some suitable person to be a checker of the voting list in each district, unless the municipality has established two shifts.

Conn. Gen Stat. § 9-234 (Thomson/West 2023). (*Conn. Gen Stat. § 9-258* requires at least one, but no more than two, checkers.)

For primaries, the registrar shall appoint primary polling place officials from among the enrolled party members in the municipality or political subdivision holding the primary, as the case may be. If numbers are insufficient may appoint from larger geographic area or from outside the party.

Conn. Gen. Stat. §§ 9-436(c), (d) (Thomson/West 2023).

At any election or primary runners must be designated, typically by the town chair. A runner enters and leaves a polling place and the restricted area surrounding the polling place for the purpose of taking outside the polling place and said area, information identifying electors who have cast ballots at such election or primary.

Conn. Gen Stat. § 9-235b (Thomson/West 2023).

The role of unofficial checker (“party” checker) is present to allow political parties to keep track of the number of persons voting during an election. Appointments are from the town party chairman’s list which must be provided 48 hours in advance.

Conn. Gen Stat. § 9-235 (Thomson/West 2023).

Term Requirements

Moderators are certified for 4 year terms but must be appointed prior to each election.
Conn. Gen Stat. § 9-229(c) (Thomson/West 2023).

Voting machine tenders, Checkers, and Unofficial Checkers appointed prior to each election.
Conn. Gen Stat. § 9-233; Conn. Gen Stat. § 9-234; Conn. Gen Stat. § 9-235(a) (Thomson/West 2023).

Compensation and Hour Requirements

Each municipality, by a majority vote of its legislative body, may establish, except for unofficial checkers and the moderator, two shifts of election officials for each polling place. However, all members of both shifts who are required to sign returns, including checkers and assistant registrars, if any, of both shifts, shall be present at the closing of the polls and shall remain until all returns have been executed.
Conn. Gen Stat. § 9-258a (Thomson/West 2023).

Election officials shall not perform services for any party or candidate on election day, not appear at any political party headquarters prior to 8:00 p.m. on election day.
Conn Gen. Stat. § 9-258(c) (Thomson/West 2023)

Registrar decides if unofficial checkers can work in shifts.
Conn. Gen Stat. § 9-235(a) (Thomson/West 2023).

Election official compensation is set by municipality or subdivision.
Conn. Gen Stat § 7-460 (Thomson/West 2023).

An unofficial checker appointed pursuant to this section may receive compensation from the municipality in which the election is held.
Conn. Gen Stat § 9-235(d) (Thomson/West 2023).

Training, Certification and Oath Requirements

Instruction is given to moderators in accordance with a curriculum and schedule devised by the Secretary of State.

Conn. Gen Stat. § 9-229(b) (Thomson/West 2023).

Secretary of State issues a 4 year certification to each candidate for moderator who successfully completes an instructional session and an examination administered by the secretary. Certification is required to serve as a moderator, however if needed the registrar can train a non-certified moderator for one electoral event.

Conn. Gen Stat. § 9-229(c) (Thomson/West 2023).

The registrars and certified head moderator shall instruct each election official who is to serve in a voting district in which a voting machine is to be used in the use of the machine and his duties in connection therewith.

Conn. Gen Stat. § 9-249(a) (Thomson/West 2023).

Election officials shall attend the elections training program developed under subdivision (1) of subsection (d) of § 9-192a and any other meeting or meetings as are called for the purpose of receiving such instructions concerning their duties as are necessary for the proper conduct of the election.

Conn. Gen Stat. § 9-249(b) (Thomson/West 2023).

Each election official who qualifies for and serves in the election shall be paid not less than one dollar for the time spent in receiving such instruction, in the same manner and at the same time as the official is paid for the official's services on election day.

Conn. Gen Stat. § 9-249(c) (Thomson/West 2023).

No election official shall serve in any election unless the official has received such instruction and is fully qualified to perform the official's duties in connection with the election, but this shall not prevent the appointment of an election official to fill a vacancy in an emergency.

Conn. Gen Stat. § 9-249(d) (Thomson/West 2023).

Oath required.

Conn. Gen Stat. § 9-231 (Thomson/West 2023).

Elected Public Officials Prohibited

No Information Available.

Candidates Prohibited

A known candidate for any office shall not serve as an election official on election day or serve at the polls in any capacity, except that a municipal clerk or a registrar of voters, who is a candidate for the same office, may perform his official duties.

Conn. Gen Stat. § 9-258 (Thomson/West 2023).

No candidate or member of the immediate family of a candidate shall transport, prepare, repair or maintain a voting machine. No provision of this section shall prohibit a member of the immediate family of a candidate from serving as a moderator.

Conn. Gen Stat. § 9-247a (Thomson/West 2023).

No candidate for an office in an election may be an unofficial checker.

Conn. Gen Stat. § 9-235(d) (Thomson/West 2023).

No candidate may perform the functions of a runner.

Conn. Gen Stat. § 9-235b (Thomson/West 2023).

The Effect of Felon Status on Participation

Public Act No. 21-2 §§ 96-98 eliminates the forfeiture of convicted felons' electoral privileges if they are committed to confinement in a community residence; restores these privileges to convicted felons who are on parole or special parole or confined in a community residence.

The Effect of Mental Incapacitation on Participation

No information available.

English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

May be appointed as a challenger, unofficial checker, translator, ballot clerk, or voting machine tender in an election if:

- is a U.S. Citizen;
- 16 or 17 year old;
- a bona fide resident of a town; attend poll worker training; and
- Receive the written permission of a parent, guardian or the principal of the school that the citizen attends if the citizen is a secondary school student and the citizen is to be appointed to work on a day when such school is in session.

Conn. Gen Stat. § 9-235d (Thomson/West 2023).

Delaware

Completed 2023 (Verified by Anthony Albence, State Election Commissioner)

State Registration Requirement
Delaware Code (State law) does not require election officers to be registered voters. <i>15 Del. Code Ann. § 4702 (Thomson/West 2023).</i>
Age Requirement
Generally, must be 18 years old on or before the day of the next General Election. <i>15 Del. Code Ann. § 1701(a) (Thomson/West 2023).</i> The Department shall permit registration of any citizen and bona fide resident of this State 16 years of age or older through the Division of Motor Vehicles as set forth in § 2050(a) of this title, provided that such applicant shall not be a qualified voter unless qualified under subsection (a) of this section. <i>15 Del. Code Ann. § 1701(b) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
The last date to register to vote for any presidential primary, primary, special and general election shall be the day of that election. <i>15 Del. Code Ann. §2036 (Thomson/West 2023).</i> NOTE: The legislation permitting registration up to and including the day of an election was ruled unconstitutional by Delaware Supreme Court ruling. Prior voter registration deadlines were reinstated as a result of that ruling (i.e., the last day to register prior to a Primary or General Election is the fourth Saturday preceding the election, and the last day to register for a Special Election is ten days prior to the election [restores provisions of Delaware Code, Title 15, Sections 2036 and 2037, respectively].) Must be a bona fide resident of the State. <i>15 Del. Code Ann. §1701(a) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
No Information Available.
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
No Affiliation Required. The Department of Elections may appoint election officers to serve in the polling places. <i>15 Del. Code Ann. §4702 (Thomson/West 2023).</i>

The Department of Elections shall appoint replacements for election officers who are unable to perform their duties due to illness, disability, or for any other reason.
15 Del. Code Ann. §4706 (Thomson/West 2023).

Term Requirements

No Information Available.

Compensation and Hour Requirements

Compensation rates can be adjusted periodically as authorized in Delaware State Budget Act. Election officers shall be paid \$15 for each day they work other than an election day, and \$25 for any training session other than that required by § 4741. *15 Del. Code Ann. §4707 (Thomson/West 2023).*

Current election officer compensation rates (updated June 2023) are available at: [State of Delaware - Department of Elections - Working at the Polls](#)

Election officers must be present at their election post by 7 a.m. on the day of the election.
15 Del. Code Ann. §4902 (Thomson/West 2023).

Training, Certification and Oath Requirements

Department of Elections trains appointed election officers on their duties for each election conducted in accordance with this title. This training shall include instruction on applicable election law, the proper conduct of the election and operation of the voting machines.
15 Del. Code Ann. §4741(a) (Thomson/West 2023).

Prior to the day of the election the Department shall file a report with the State Election Commissioner stating number of election officers who were trained for the election. This report will be a public record.
15 Del. Code Ann. §4741(b) (Thomson/West 2023).

Oath required. *15 Del. Code Ann. § 4904 (Thomson/West 2023).*

Elected Public Officials Prohibited

No Information Available.

Candidates Prohibited

No Information Available.

The Effect of Felon Status on Participation

A person convicted of a felony who has been permitted to register to vote in accordance with the provisions of the State's Constitution and the Delaware Code would be a qualified voter.
15 Del. Code Ann. §§ 6101 - 6107 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if adjudged mentally incompetent.
15 Del. Code Ann. §1701(a) (Thomson/West 2023).

(NOTE: This requirement concerns eligibility to register to vote, not necessarily to serve as an election officer.)

English Fluency and Literacy Requirement

Not Required.

Good Reputation Requirement

Department of Elections can remove any inspector or judge of election or clerk appointed for want of requisite qualifications or for cause. That removal must be made after notice is given, unless the removal is made while said person is on duty on the day of the election and has conducted themselves improperly.

15 Del. Code Ann. §4705 (Thomson/West 2023).

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

No Information Available.

District of Columbia*
Completed 2023 (no verification submitted)

* Many Board of Elections & Ethics rules on Pollworkers are not formally codified, but are posted on web site. <https://dcboe.org/FAQS/Election-Day-Workers>.

<p>State Registration Requirement (Exceptions may be found in Student Election Assistant category)</p>
<p>Must be qualified registered elector. <i>D.C. Code Ann. § 1-1001.05(e)(4)(A) (Thomson/West 2023).</i></p>
<p>Age Requirement</p>
<p>At least 17 years of age and who will be 18 years on or before the next general election. <i>D.C. Code Ann. § 1-1001.02(2)(A) (Thomson/West 2023).</i></p>
<p>Residency Place and Term Required for Voter Registration</p>
<p>District residence for at least 30 days preceding the election. <i>D.C. Code Ann. § 1-1001.02(2)(C) (Thomson/West 2023).</i></p>
<p>Residency Requirement for Service (State, County or Precinct)</p>
<p>District. <i>D.C. Code Ann. § 1-1001.05(e)(4)(A) (Thomson/West 2023).</i></p> <p>Election workers, including site coordinators, who are District government employees are not required to be District residents or qualified electors. <i>D.C. Code Ann. § 1-1001.05(e)(4)(C) (Thomson/West 2023).</i></p>
<p>Affiliation with Political Party Requirement and Process for Nomination as Poll Worker</p>
<p>No Affiliation Required.</p> <p>All persons responsible for proper administration of an election will maintain a position of strict impartiality and refrain from any activity that would imply support or opposition to any political party or political committee. <i>D.C. Code Ann. § 1-1001.05(f)(1)(B) (Thomson/West 2023).</i></p> <p>The Board of Elections shall select, appoint, and fix the compensation of temporary election workers to operate Vote Centers, including site coordinators, who shall oversee the operations of Vote Centers in accordance with rules prescribed by the Board, and election workers, who shall assist the site coordinators. <i>D.C. Code Ann. § 1-1001.05(e)(4)(A) (Thomson/West 2023).</i></p>
<p>Term Requirements</p>
<p>No Information Available.</p>

Compensation and Hour Requirements

On the Monday, prior to Election Day, all workers will meet at their assigned polling place to receive their supplies and set-up their work stations; this usually takes 2 to 3 hours. Early Voting Workers can expect to work either Morning Shifts (8:00 am-2:00 pm) or Afternoon Shifts (1:30 pm-7:30 pm). Election Day Workers will work from 6:00 am until approximately 9:00 pm on Election Day. However, situations may arise when Election Day Workers will need to stay on site past 9:00 pm. Work hours can be found at <https://dcboe.org/FAQS/Election-Day-Workers>

The Election Board sets the compensation for election officials and poll workers. *D.C. Code Ann. § 1-1001.05(e)(4)(A) (Thomson/West 2023).*

Election Workers who work on Election Day will earn a stipend of up to \$250; Election Workers who working during the Early Voting period will earn \$100 per shift. Site Coordinators will earn a stipend of up to \$300. Student Election Workers ages 16-17 who work on Election Day and opt to receive payment instead of service hours can earn a stipend of up to \$125. <https://www.dcboe.org/FAOS/Election-Day-Workers>

Training, Certification and Oath Requirements

All polling place officials shall (a) complete at least 4 hours of training, (b) receive certification by the Board, and (c) take and sign an oath of office to honestly, faithfully, and promptly perform the duties of the office. *D.C. Code Ann. § 1-1001.05(E)(4)(A) (Thomson/West 2023).*

Elected Public Officials Prohibited

No Information Available.

Candidates Prohibited

All persons responsible for proper administration of an election will maintain a position of strict impartiality and refrain from any activity that would imply support or opposition to a candidate or group of candidates. *D.C. Code Ann. § 1-1001.05(f)(1)(A) (Thomson/West 2023).*

The Effect of Felon Status on Participation

All incarcerated individuals, regardless of the offense, are eligible to vote. <https://www.dcboe.org/FAQS/FAQ%E2%80%99s-for-Incarcerated-Voters-Returning-Citizens>

The Board of Elections shall request at least monthly, and both the Superior Court and District Court of the District of Columbia shall furnish, the name and address of each person incarcerated as a result of a felony conviction since the date of the previous report, and the former and present names and address of each person whose name has been changed by decree

or order of the Court since the date of the previous report.
D.C. Code Ann. § 1-1001.07(k)(4) (Thomson/West 2023).

No one while serving on the Board of Elections can be convicted of a felony in the District of Columbia or if the crime is committed elsewhere, conviction of such offense would be a felony in the District of Columbia.
D.C. Code Ann. § 1-1001.04(b)(5) (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if adjudged mentally incompetent.
D.C. Code Ann. § 1-1001.02(2)(E) (Thomson/West 2023).

English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement

The Board of Elections shall establish standards to measure the performance of election workers, including the past performance of an election worker, and consider the election worker's past performance before appointing the election worker to work as an election worker in a subsequent election. Past service as an election worker shall not entitle a person to appointment as an election worker in a subsequent election. *D.C. Code Ann. § 1-1001.05(e)(4)(B) (Thomson/West 2023).*

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

Election workers shall be individuals who are at least 16 years of age by the day that they are working in this capacity, who reside in the District of Columbia, and who are enrolled in or have graduated from a public or private secondary school or an institution of higher education. *D.C. Code Ann. § 1-1001.05(e)(4)(A) (Thomson/West 2023); Information received by DCBOEE.*

Florida

Completed 2023 (no verification submitted)

State Registration Requirement
Must be a registered, qualified elector. <i>Fla. Stat. § 102.012(2) (Thomson/West 2023).</i>
Age Requirement
18 years or 16 years and pre-registered. <i>Fla. Stat. § 97.041(1); Fla. Stat. § 102.012(2) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
State and County residency. <i>Fla. Stat. §§ 97.041(1)(a)(3), (4) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
County. <i>Fla. Stat. § 102.012(2) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
No Affiliation Required. At least 20 days before election, the County Supervisor of Elections appoints Election Board, comprised of clerks and inspectors, for each precinct. <i>Fla. Stat. § 102.012(1) (Thomson/West 2023).</i> No election board can consist solely of members of one party, unless it's a primary where only one party has candidates on ballot, and then all workers may be members of that party. <i>Fla. Stat. § 102.012(2) (Thomson/West 2023).</i>
Term Requirements
No Information Available
Compensation and Hour Requirements
6:00 a.m. until at least 7:00 p.m. or until all voters in line at official poll closing have had an opportunity to vote and duties have been discharged. <i>Fla. Stat. § 100.011(1); Fla. Stat. § 102.012(4) (Thomson/West 2023).</i>

Compensation for precinct service required and determined by County Supervisor of Elections, including compensation for inspectors who deliver election returns to the county seat.
Fla. Stat. § 102.021(1) (Thomson/West 2023).

Compensation for training and travel expenses available.
Fla. Stat. § 112.021(2) (Thomson/West 2023).

Training, Certification and Oath Requirements

County Supervisor of Elections must provide training pursuant to uniform statewide training curriculum. Supervisor of Elections may issue certificate to each person completing such training. Minimum training hours required are 3 hours for clerks & 2 hours for Inspectors. Clerks must demonstrate working knowledge of laws and procedures relating to voter registration, system operation, balloting and polling procedures, and conflict and problem resolution skills. Each poll worker must also complete a mandatory statewide program on issues of etiquette and sensitivity with respect to voters having a disability before working in the current election cycle.
Fla. Stat. § 102.014 (Thomson/West 2023).

Oath required.
Fla. Stat. § 102.012(1)(a) (Thomson/West 2023).

Elected Public Officials Prohibited

Opposed candidates prohibited.
Fla. Stat. § 102.012(2) (Thomson/West 2023).

Candidates Prohibited

Opposed candidates prohibited.
Fla. Stat. § 102.012(2) (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if has been convicted of any felony by any court of record and not had his or her right to vote restored pursuant to law.
Fla. Stat. § 97.041(2)(b); Fla. Const. Art. VI, § 4 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if adjudicated mentally incapacitated with respect to voting in any state, and right to vote has not been legally restored.
Fla. Stat. § 97.041(2)(a); Fla. Const. Art. VI, § 4 (Thomson/West 2023).

English Fluency and Literacy Requirement

Must read and write the English language.
Fla. Stat. § 102.012(2) (Thomson/West 2023).

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

No formal program, but Florida residents who are 16 years old and pre-registered and therefore qualified electors can serve as election workers. *Fla. Stat. § 102.012(2) (Thomson/West 2023).*

Georgia

Completed 2023 (Verified by Blake Evans, Elections Director)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Voter Registration Not Required <i>Ga. Code Ann. § 21-2-92 (Thomson/West 2023).</i>
Age Requirement
16 years. <i>Ga. Code Ann. § 21-2-92(a)(1) (Thomson/West 2024).</i>
Residency Place and Term Required for Voter Registration
Not Relevant
Residency Requirement for Service (State, County or Precinct)
Residents of or otherwise employed by the county in which they are appointed except as otherwise provided in § 21-2-92 or, in the case of municipal elections, residents of or otherwise employed by the municipality in which the election is to be held or of the county in which that municipality is located. <i>Ga. Code Ann. § 21-2-92(a)(1) (Thomson/West 2023).</i>
A poll officer may be allowed to serve in a county that adjoins the county in which such poll officer resides if, in the discretion of the election superintendent of the county in which such person resides, the waiver of such county residency or county employment requirements of paragraph (1) of § 21-2-92 do not impair the ability of the county to provide adequate staff for the performance of election duties under this chapter and if, in the discretion of the county election superintendent in which such person wishes to serve, sufficient need for more poll officers exists. <i>Ga. Code Ann. § 21-2-92(a)(2) (Thomson/West 2023).</i>
However, where municipal election is held in conjunction with a regular county, state, or federal election, poll officers assigned by the county election superintendent shall also be authorized to serve as poll officers to conduct such municipal election or primary and shall not be required to be residents of said municipality. <i>Ga. Code Ann. § 21-2-92(b) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Not Required.

The political parties involved can submit a list of qualified persons for consideration in making appointments for precinct managers. When such lists are submitted to the appropriate office, the superintendent or municipal governing authority, insofar as practicable, will make appointments so that there is equal representation on the boards for the political parties involved.

Ga. Code Ann. § 21-2-90 (Thomson/West 2023).

Term Requirements

No Term Requirements.

Compensation and Hour Requirements

Compensation is fixed and paid by the county or, in the case of municipal elections, by the governing authority. In some counties with a population of 200,000 or more according to most current census, the minimum compensation for the chief manager is \$95.00/day; the minimum pay for assistant managers is \$66.00/day; minimum pay for clerks is 60.00/day.

Ga. Code Ann. § 21-2-98(a) & (b) (Thomson/West 2023).

Training, Certification and Oath Requirements

Training and certificate required to work at polls. County Election Superintendent must provide adequate training regarding the use of voting equipment, voting procedures, all aspects of state and federal law applicable to conducting elections, and the poll workers' duties in connection therewith, to all poll officers and poll workers prior to each general primary and general election and each special primary and special election. Such training is not required for a special election held between the date of the general primary and the general election. Each poll officer must receive a certificate from the election superintendent. Attendance to such training is mandatory.

Ga. Code Ann. § 21-2-99 (Thomson/West 2023).

Oath is required.

Ga. Code Ann. § 21-2-94 [managers]; Ga. Code Ann. § 21-2-95 [clerks] (Thomson/West 2023).

Elected Public Officials Prohibited

No person who is holding public office, other than a political party office, is eligible to serve as a poll officer.

Ga. Code Ann. § 21-2-92(a)(1) (Thomson/West 2023).

Candidates Prohibited

No candidates and close relatives (A parent, spouse, child, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, or sister-in-law) are eligible to serve as a poll officer in any precinct in which such candidate's name appears on the ballot in any primary or election.

Ga. Code Ann. § 21-2-92(a)(1) (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if, under the laws of any state or the United States, individual is convicted and sentenced, in any court of competent jurisdiction, for fraudulent violation of primary or election laws, malfeasance in office, or felony involving moral turpitude, unless civil rights have been restored and at least ten years have elapsed from the date of the completion of the sentence without a subsequent conviction of another felony involving moral turpitude. Additionally, the person shall not be holding illegally any public funds. *Ga. Code Ann. § 21-2-8 (Thomson/West 2023).*

The Effect of Mental Incapacitation on Participation

Prohibited if not a judicious, intelligent, and upright citizen.

Ga. Code Ann. § 21-2-92(a)(1) (Thomson/West 2023).

English Fluency and Literacy Requirement

All poll officers must be able to read, write, and speak the English language.

Ga. Code Ann. § 21-2-92(a)(1) (Thomson/West 2023).

Good Reputation Requirement

Shall be judicious, intelligent, and upright citizens.

Ga. Code Ann. § 21-2-92(a)(1) (Thomson/West 2023).

Alternative Positions with Different Requirements

None.

Student Election Assistant Statute

Anyone over the age of 16 can serve.

Pursuant to the Student Teen Election Participant (STEP) program, a full time public, private or home-schooled high school student may volunteer to work as poll officers during any primary, special, or general election if they meet the following requirements in addition to those applicable for all other poll workers stated in § 21-2-92(a):

- they are a United States citizen;
- have a Georgia driver's license or Georgia state-issued identification card;
- Have demonstrated age-appropriate academic ability for the previous school year;
and
- have a history of responsible school and community behavior.

The student must be supervised by an adult poll officer or manager who is 21 years of age or older. Written authorization from a parent or legal guardian may be required.

Students in the STEP program shall work a minimum of four, but no more than six, hours during a single election day and shall receive age-appropriate training for serving as a poll officer. Students successfully participating are counted as present and given full credit for the school day during which they served, but they are not to be permitted to be absent for more than two school days.

Ga. Code Ann. § 21-2-92(c) (Thomson/West 2023).

Guam

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be a registered voter of the district in which they are appointed and shall serve only in the precinct for which they are appointed; however, the Commission may appoint any individual to serve regardless of his or her voting precinct, as the Commission deems necessary. <i>3 Guam Code Ann. § 4105 (http://www.guamcourts.org/CompilerofLaws/GCA/title3.html).</i>
Age Requirement
18 years. <i>3 Guam Code Ann. § 3101 (http://www.guamcourts.org/CompilerofLaws/GCA/title3.html).</i>
Residency Place and Term Required for Voter Registration
Resident of Guam for at least thirty (30) days. <i>3 Guam Code Ann. § 9123 (http://www.guamcourts.org/CompilerofLaws/GCA/title3.html).</i>
Residency Requirement for Service (State, County or Precinct)
District. <i>3 Guam Code Ann. § 4105 (http://www.guamcourts.org/CompilerofLaws/GCA/title3.html).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Affiliation Not Generally Required. At least 90 days before regular election is to be held, the Commission will solicit from each recognized political party, nominations of voters to serve as precinct board members. Party chairpersons should submit nominees for each precinct based on total number of precinct officials required, including alternates, and then evenly divided among the recognized political parties. Final appointments of precinct workers will be on master list concurred by members of the Commission. Notification of appointment by individual letters can be mailed or delivered to chairperson of each of political parties if requested. <i>6 Guam Admin. Rules and Regulations § 1101 (http://www.guamcourts.org/CompilerofLaws/GAR/06gar.html).</i>
Term Requirements
The Election Commission shall, not more than ninety (90) days prior to any election, appoint the members of precinct boards. In the case of a runoff election, the precinct boards shall be the same as in the election precipitating the need for a runoff, unless determined otherwise by the Election Commission. <i>3 Guam Code Ann. § 4103 (http://www.guamcourts.org/CompilerofLaws/GCA/title3.html).</i>

Compensation and Hour Requirements

\$350.00 for services rendered for each election.

3 *Guam Code Ann.* § 4104 (<http://www.guamcourts.org/CompilerofLaws/GCA/title3.html>).

The Precinct Officials shall be at the polling place no later than six o'clock a.m. to receive the ballot boxes and other necessary materials and supplies. All other precinct board members must be present and ready to conduct business when the polls open at 7 a.m. and remain until the polls close at 8 p.m.

6 *Guam Admin. Rules and Regulations* § 1207

(<http://www.guamcourts.org/CompilerofLaws/GAR/06gar.html>).

Training, Certification and Oath Requirements

The Election Commission, pursuant to the Administrative Adjudication Act, shall set forth a training program for precinct board members which shall include passage of a standardized examination of the precinct board members' knowledge of the election laws necessary to perform their duties.

3 *Guam Code Ann.* § 4105 (<http://www.guamcourts.org/CompilerofLaws/GCA/title3.html>).

Oath required. 3 *Guam Code Ann.* § 4106 (<http://www.guamcourts.org/CompilerofLaws/GCA/title3.html>).

Elected Public Officials Prohibited

No person holding an elective office is eligible to serve as a poll officer.

3 *Guam Code Ann.* § 6104 (<http://www.guamcourts.org/CompilerofLaws/GCA/title3.html>).

Candidates Prohibited

No person who is a candidate or nominee for elective office is eligible to serve as a poll officer. 3 *Guam Code Ann.* § 6104 (<http://www.guamcourts.org/CompilerofLaws/GCA/title3.html>).

The Effect of Felon Status on Participation

Prohibited if committed under a sentence of imprisonment.

3 *Guam Code Ann.* § 3101 (<http://www.guamcourts.org/CompilerofLaws/GCA/title3.html>).

The Effect of Mental Incapacitation on Participation

Prohibited if confined to a mental institution or judicially declared insane.

3 *Guam Code Ann.* § 3101 (<http://www.guamcourts.org/CompilerofLaws/GCA/title3.html>).

English Fluency and Literacy Requirement

Any person who cannot read or write the English language shall be deemed ineligible.

6 Guam Admin. Rules and Regulations § 1102

(<http://www.guamcourts.org/CompilerofLaws/GAR/06gar.html>).

Good Reputation Requirement

Election Commission shall remove any such officials who shall be found guilty of nonfeasance or misfeasance in connection with the performance of their duties relative to the conduct of elections.

3 Guam Code Ann. § 2103(a) (<http://www.guamcourts.org/CompilerofLaws/GCA/title3.html>).

Alternative Positions with Different Requirements

Poll Watchers: Each recognized political party and a representative of an independent candidate whose name appears on the ballot, if any, may have no more than one (1) observer present to witness the conduct of the election, to challenge any voter, and to monitor voter participation. Directors or Deputy Directors of the Executive Branch of the Government of Guam, Administrative Directors or Assistant Administrative Directors of the Legislature or Judicial Branch, or Administrative Aids or Assistants to Senators or any elected official shall not serve as a poll watcher.

3 Guam Code Ann. § 9114 (<http://www.guamcourts.org/CompilerofLaws/GCA/title3.html>); and GEC Board Policy 10/4/1983

Deputized Homebound Officials: The GEC extends its authority to deputize individuals to assist in conducting the Homebound Absentee Voting Procedures for any election. The Deputized Homebound Officials will carry out the day-to-day homebound voting program as prescribed by the GEC.

3 Guam Code Annotated § 10113.

Site Support Coordinators: Site Support Coordinators are tasked with setting up the polling place, preserving order, monitoring voting equipment, and assisting Precinct Officials in carrying out their duties. Site Support Coordinator have the same requirements as Precinct Officials.

Tabulators: The Commission appoints such persons as may be necessary for the manual tabulation of ballots and/or for the operation of the vote tabulating device, and to keep watch on such tabulation for any possible illegal vote or any error or omission on the part of the persons tabulating the ballots or operating the vote tabulating device.

3 Guam Code Ann. § 11109 (<http://www.guamcourts.org/CompilerofLaws/GCA/title3.html>).

Decolonization Registrars: For the purposes of registering eligible persons to vote in the plebiscite relative to Guam's political status, the GEC shall employ Decolonization Registrars at each polling site on election day. Decolonization Registrars must be a registered voter of Guam, not be holding an elective office, must not be a candidate for office, must not be an immediate relative of an elected official or candidate, must attend an instructional seminar, must pass a standardized examination of the election

laws, and must not be a Deputy or Deputy Director of the Executive Branch, Administrative Director or Assistant Administrative Director of the Legislative or Judicial Branch.

3 *Guam Code Ann.* §§ 21011-21015 (<http://www.guamcourts.org/CompilerofLaws/GCA/title3.html>).

Election Workers: The GEC employs election workers who handle telephone operations and conduct other administrative tasks throughout election day.

Poll Maintenance Workers:

The GEC customarily hires one individual staff member from the facility in which the election is to be held to help maintain polling sites. The Poll Maintenance Workers are designated by the responsible administrator of the polling site.

For more detailed information, see the Guam Election Commission's website: <https://gec.guam.gov/index.php/for-precinct-officials>

Student Election Assistant Statute

No Information Available.

Hawaii

Completed 2023 (verified by Jaime Kataoka, Voter Services)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Haw. Rev. Stat. Ann. § 11-72(b) (1) was repealed.
Age Requirement
18 years. <i>Haw. Rev. Stat. Ann. § 11-11 (Thomson/West 2023).</i>
16 years under certain circumstances. An individual who is otherwise qualified to register and is at least 16 years of age is allowed to pre-register upon satisfactory proof of age and be automatically registered upon reaching 18 years of age. <i>Haw. Rev. Stat. Ann. § 11-12(b) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
County and Precinct residence. The residence of a person is that place in which the person's habitation is fixed, and to which, whenever the person is absent, the person has the intention to return. <i>Haw. Rev. Stat. Ann. §§ 11-12(a); 11-13(1) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Haw. Rev. Stat. Ann. § 11-72(b) (1) was repealed.
Haw. Rev. Stat. § 11-72(c) was repealed.
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Haw. Rev. Stat. Ann. § 11-71 was repealed.
Haw. Rev. Stat. Ann. § 11-72(a) was repealed.
Term Requirements
Haw. Rev. Stat. Ann. § 11-72 (d) was repealed.
Compensation and Hour Requirements

Election officials under the supervision and control of the office of elections shall be compensated pursuant to a schedule established by the chief election officer.

Haw. Rev. Stat. Ann. § 11-76 (Thomson/West 2023).

Training, Certification and Oath Requirements

Haw. Rev. Stat. Ann. § 11-73 was repealed.

Haw. Rev. Stat. Ann. § 11-74 was repealed.

Elected Public Officials Prohibited

No Information Available

Candidates Prohibited

Haw. Rev. Stat. Ann. § 11-72(b) (3) was repealed.

Any voter who requires assistance to vote at a polling place or by absentee ballot may be given assistance by a person of the voter's choice, except from a candidate for any office listed on the ballot. Written or oral instructions delivered via telephone, electronic means, or mail to any voter is prohibited if a candidate for office listed on the ballot is physically present with the voter when the instructions are delivered.

Haw. Rev. Stat. Ann. § 11-139(a) (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if sentenced for a felony, from the time of the person's sentence until the person's final discharge, but if execution of sentence is suspended with or without the defendant being placed on probation or the defendant is paroled after commitment to imprisonment, the defendant may vote during the period of the suspension or parole. *Haw. Const. Art. II § 2; Haw. Rev. Stat. Ann. § 831-2(a)(1) (Thomson/West 2023).*

The Effect of Mental Incapacitation on Participation

Prohibited if non compos mentis.

Haw. Const. Art. II § 2 (Thomson/West 2023).

English Fluency and Literacy Requirement

Haw. Rev. Stat. Ann. § 11-72(a) was repealed.

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

Each qualified political party shall be entitled to appoint no more than one watcher who may be present at any time at a voter service center. Each party shall submit its list of watchers no later than 4:30 p.m. on the twentieth day before any election to the clerk. All watchers shall serve without expense to the county. All watchers so appointed shall be registered voters.

Haw. Rev. Stat. Ann § 11-77(a) (Thomson/West 2023). Note: Statute was amended due to the State of Hawaii implementing election by mail and no longer having polling places.

Student Election Assistant Statute

Haw. Rev. Stat. Ann. §11-72(b) (1) was repealed.

Idaho

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

No Registration Required
Tim Hurst, Chief Deputy of Secretary of State's office, 2006.

Age Requirement

A "qualified elector" must be 18 years of age.
Idaho Code § 34-104 (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

Must be a resident within the state of Idaho and the county where they are offering to vote at least 30 days preceding the election.
Idaho Code § 34-402 (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

There is no statutory requirement that poll workers work in their own precinct, however, that has been the practice.
Tim Hurst, Chief Deputy of Secretary of State's office, 2006.

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Preferred.
The precinct committeemen shall recommend persons for the position in their respective precincts to the county clerk in writing no later than the fifth Friday prior to the primary election and the county clerk shall appoint the judges from such lists if the persons recommended are qualified.
Idaho Code § 34-303 (Thomson/West 2023).

Each election board must "contain personnel representing all existing political parties if a list of applicants has been provided to the county clerk by the precinct committeemen of the precincts" at least sixty days prior to a primary election. Election clerks are a part of the election board.
Idaho Code § 34-2412(1) (Thomson/West 2023).

Since Idaho is an open primary state, poll workers are appointed from the list of people provided by the precinct committeemen and it is assumed that they are from the respective parties. If names are not submitted, the county clerk can select whomever he/she chooses to serve without regard to party affiliation.
Tim Hurst, Chief Deputy of Secretary of State's office, 2006.

Term Requirements
No Information Available
Compensation and Hour Requirements
Compensation is determined by the board of county commissioners but is not less than the minimum wage as prescribed by the laws of the state. <i>Idaho Code § 34-303(2) (Thomson/West 2023).</i>
Training, Certification and Oath Requirements
The Secretary of State must advise each county clerk of the relevant election laws as they apply to elections, registration of electors, and voting procedures. <i>Idaho Code § 34-203 (Thomson/West 2023).</i>
Elections in which voting machines are used (1) Before each election at which voting machines or vote tally systems are to be used, the county clerk of a county in which voting machines or vote tally systems are to be used, shall cause them to be properly prepared and shall cause the election board to be properly instructed in their use. (2) For the purpose of giving such instruction, the county clerk shall call the meeting or meetings of the election board that are necessary. Each election board shall attend the meetings and receive the instruction necessary for the proper conduct of the election with the machine or vote tally system. (3) No election board judge or clerk shall serve in any election at which a voting machine or vote tally system is used unless he has received the required instruction and is fully qualified to perform the duties in connection with the machine or vote tally system; but this requirement shall not prevent the appointment of an election board clerk to fill a vacancy in an emergency. <i>Idaho Code § 34-2413 (Thomson/West 2023).</i>
Elections in which no voting machines are used (1/3 of Idaho’s counties do not use voting machines or vote tally equipment.) The Secretary of State conducts workshops with the county clerks and the clerks then train poll workers on their responsibilities. There are no minimum requirements on the curriculum. <i>Tim Hurst, Chief Deputy of Secretary of State’s office, 2006.</i>
Elected Public Officials Prohibited
No Information Available.
Candidates Prohibited

No Information Available.

The Effect of Felon Status on Participation

No person who has at any place been convicted of a felony and not restored their rights of citizenship, or who is confined in prison on conviction of a criminal offense, is permitted to vote.

Idaho Const. Art. VI, § 3; Idaho Code § 18-310 (Thomson/West 2023).

No statutory prohibition against felons serving, but “qualified” in *Idaho Code § 34-303* means capable of performing the functions of a poll worker and is left to the discretion of the county clerk.

Tim Hurst, Chief Deputy of Secretary of State’s office, 2006.

The Effect of Mental Incapacitation on Participation

No statutory prohibition against mentally incapacitated serving, but “qualified” in *Idaho Code § 34-303* means capable of performing the functions of a poll worker and is left to the discretion of the county clerk.

Tim Hurst, Chief Deputy of Secretary of State’s office, 2006.

English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

A county clerk may appoint not more than two students per precinct to serve under the direct supervision of election board members designated by the county clerk. A student may be appointed, notwithstanding lack of eligibility to vote, if the student possesses the following qualifications:

- Is at least seventeen (16) years of age at the time of the election for which he or she is serving as a member of an election board; and
- Is a citizen of the United States.

Idaho Code § 34-303(4) (Thomson/West 2023).

Illinois*

Completed 2023 (no verification submitted)

* 10 Ill. Comp. Stat. 5/13 governs where the Boards of Election Commissioners do not have jurisdiction, and 10 Ill. Comp. Stat. 5/14 governs where the Boards of Elections Commissioners oversee elections.

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be registered. <i>10 Ill. Comp. Stat. § 5/13-4(a); 10 Ill. Comp. Stat. § 5/14-1(b)(7) (Thomson/West 2023).</i>
Age Requirement
They must be 18 by the next General Election or Consolidated Election. <i>10 Ill. Comp. Stat. § 5/4-2; 10 Ill. Comp. Stat. § 5/5-2 (Thomson/West 2023).</i> 10 Ill. Comp. Stat. § 5/2B-35(a) repealed by its own terms, eff. January 1, 2021.
Residency Place and Term Required for Voter Registration
State and Precinct for at least 30 days. <i>10 Ill. Comp. Stat. § 5/4-2; 10 Ill. Comp. Stat. § 5/5-2 (Thomson/West 2023).</i> At a minimum, must have a mailing address within the state of Illinois. <i>10 Ill. Comp. Stat. § 5/3-2 (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Precinct, or for a limited number, County. Judges must reside and be entitled to vote in precinct serving, except that one judge from each party can be from County within which precinct lies. <i>10 Ill. Comp. Stat. § 5/13-4(a); 10 Ill. Comp. Stat. § 5/14-1(b)(7) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Required.

Election judges represent two major political parties. In July of even-numbered years, the County Board of Commissioners appoints five judges to each precinct. Three appointees are selected from a certified list provided by the county central committee of the first leading party, and two appointees from a list provided by the second leading party (if only three judges are appointed then the ratio becomes 2:1). Certified list must be submitted no less than ten days before Commissioners' annual meeting and must name at least two precinct residents for each precinct where party will have three judges, and at least one precinct resident for each precinct where party will have two judges.

10 Ill. Comp. Stat. § 5/13-1; 10 Ill. Comp. Stat. § 5/14-3.1 (Thomson/West 2023).

If list inadequate, then Commissioners can use a supplemental list, trying first to find precinct residents and if not possible, appointing county residents. If supplemental list is inadequate, then alternate appointments may be made outside list if person is otherwise qualified.

10 Ill. Comp. Stat. § 5/13-1.1; 10 Ill. Comp. Stat. § 5/14-3.2 (Thomson/West 2023).

For counties under township organization, a similar process is used governed by county board, but County Central Committee shall notify board, by June 1 of each odd-numbered year immediately preceding board's annual meeting, as to whether or not it will submit certified list of judge recommendations.

10 Ill. Comp. Stat. § 5/13-2 (Thomson/West 2023).

Term Requirements

Two years for election judges.

10 Ill. Comp. Stat. § 5/13-1; 10 Ill. Comp. Stat. § 5/14-3.1 (Thomson/West 2023).

Compensation and Hour Requirements

Varies by County or Municipality. In counties of less than 600,000 population, compensation set by county board or board of election commissioners but shall not be less than \$35 per day. Compensation for judges in primaries and elections not under the county clerk's jurisdiction and located in counties with a population of 2,000,000 or more shall not be less than \$60 per day. Compensation for judges in counties with populations between 600,000 and 2,000,000 is set by the county board of election commissioners but shall not be less than \$45 per day. Additionally, judges for counties with a population of less than 600,000 shall be paid \$3 each for each 100 voters or portion thereof, in excess of 200 voters voting for candidates in that district or precinct. No additional compensation is allowed if the judges serve in a precinct where no paper ballots are counted by election judges there. The 2 judges in counties with populations of less than 600,000 who deliver the returns to the county clerk shall be allowed and paid a sum determined by the election authority for every mile necessarily traveled in going to and from the office or place to which they deliver the returns, however the mileage compensation must be consistent with current rates paid for mileage to county employees.

10 Ill. Comp. Stat. § 5/13-10; 10 Ill. Comp. Stat. § 5/14-9 (Thomson/West 2023).

All judges certified as having completed the training course shall receive additional compensation not less than \$10 per day in counties of less than 600,000 inhabitants, not less than \$10 per day in counties with between 600,000 to 2,000,000 inhabitants as fixed by the county's board of election commissioners, and additional compensation of not less than \$20 per day in counties with populations of 2,000,000.

10 Ill. Comp. Stat. § 5/13-10; 10 Ill. Comp. Stat. § 5/14-9 (Thomson/West 2023).

In precincts with tally judges, their compensation shall be 2/3 of that given to election judges and each holdover judge shall be paid the compensation of an election judge plus that of a tally judge.

10 Ill. Comp. Stat. § 5/13-10; 10 Ill. Comp. Stat. § 5/14-9 (Thomson/West 2023).

Time off from Work

- give employer at least 20 days' written notice,
- An employer may not penalize an employee for that absence other than a deduction in salary for the time absent.
- Not applicable to an employer with fewer than 25 employees.
- An employer with more than 25 employees shall not be required to permit more than 10% of the employees to be absent on the same election day.

10 Ill. Comp. Stat. § 5/13-2.5; 10 Ill. Comp. Stat. § 5/14-4.5 (Thomson/West 2023).

Training, Certification and Oath Requirements

Prior to serving, all judges must have taken an oath.

10 Ill. Comp. Stat. § 5/13-8; § 5/14-7 (Thomson/West 2023).

Election authorities are required to establish a training course for judges consisting of at least 4 hours of instruction and an examination which tests reading skills, ability to work with poll lists, ability to add, and knowledge of election laws governing the operation of polling places. The course must be conducted at least once after the day the report of the selection of election judges is filed in the circuit court, but before the day fixed by the court for such confirmation. Persons selected as election judges shall be notified in good time of the place and time for the course. Those who attend and satisfactorily complete such training are entitled to a certificate of completion. All election judges are strongly encouraged to complete this course, and at least one judge in each precinct, from both major political parties, must have completed this training course.

10 Ill. Comp. Stat. § 5/13-2.1; § 5/13-2.2; 10 Ill. Comp. Stat. § 5/14-4.1 (Thomson/West 2023).

Prior to being commissioned at least one judge in each precinct, from both major political parties, must have completed a training course required pursuant to 10 Ill. Comp. Stat.

§ 5/13-2.2 or 10 Ill. Comp. Stat. § 5/14-4.1 within the preceding 6 months.

10 Ill. Comp. Stat. § 5/13-3; 10 Ill. Comp. Stat. § 5/14-5 (Thomson/West 2023).

Elected Public Officials Prohibited

No elected committeemen may serve.
10 Ill. Comp. Stat. § 5/13-4(a)(6); 10 Ill. Comp. Stat. § 5/14-1(b)(6) (Thomson/West 2023).

Candidates Prohibited

No candidates may serve.
10 Ill. Comp. Stat. § 5/13-4(a)(6); 10 Ill. Comp. Stat. § 5/14-1(b)(6) (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if legally convicted, in any state or in any federal court, of any crime, and serving a sentence of confinement in any penal institution, or if convicted under any election law and serving a sentence of confinement in any penal institution, until release from confinement.
Persons released on parole are not considered “confined.”
10 Ill. Comp. Stat. § 5/3-5 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if not of good understanding and capable.
10 Ill. Comp. Stat. § 5/13-4(a)(5); 10 Ill. Comp. Stat. § 5/14-1(b)(5) (Thomson/West 2023).

English Fluency and Literacy Requirement

Must be able to speak, read and write the English language and be skilled in 4 fundamental rules of math.
10 Ill. Comp. Stat. §§ 5/13-4(a)(3), (4); 10 Ill. Comp. Stat. §§ 5/14-1(b)(3), (4) (Thomson/West 2023).

Good Reputation Requirement

Must be of good repute and character and not subject to the registration requirement of the Sex Offender Registration Act.
10 Ill. Comp. Stat. § 5/13-4(a)(2); 10 Ill. Comp. Stat. § 5/14-1(b)(2) (Thomson/West 2023).

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

Students must:

- Be a U.S. citizen
- Be a junior or senior in good standing enrolled in public or private secondary school
- Have at least 3.9 GPA
- Has written approval of principal
- Has written approval of parent or guardian
- Has completed training courses for judges of election

- Meets all other qualifications for appointment and service as election judge

No more than one student election judge may serve per political party, per precinct. Prior to appointment, a student judge must certify in writing to the election authority the political party the judge chooses to affiliate with.

10 Ill. Comp. Stat. § 5/13-4(b); 10 Ill. Comp. Stat. § 5/14-1(c) (Thomson/West 2023).

College students, who are not registered voters in the precinct or county, may serve as election judges and be exempted from the residency requirement.

10 Ill. Comp. Stat. § 5/13-4(c) (Thomson/West 2023).

Indiana

Completed 2023 (Verified by Brad King, Indiana Election Division Co-Director)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

Must be registered.

Ind. Code §§ 3-6-6-1(d); 3-6-6-2(c); 3-6-6-3(c); 3-6-6-5(c) (Thomson/West 2023).

Age Requirement

18 at next election. May vote in primaries if will be 18 by date of related election.

Ind. Code § 3-7-13-1(1); Ind. Code § 3-7-13-2 (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

Precinct continuous resident for at least 30 days.

Ind. Code § 3-7-13-1(3) (Thomson/West 2023).

May vote in primaries if will be resident for 30 days by date of related election.

Ind. Code § 3-7-13-2 (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

County.

Ind. Code §§ 3-6-6-1(d); 3-6-6-2(c); 3-6-6-3(c); 3-6-6-5(c) (Thomson/West 2023).

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation is not required, but officers can be nominated by political parties. (Officers include inspector, judges, poll clerks, assistant poll clerks, and election sheriffs.)

Ind. Code §§ 3-6-6-7; 3-6-6-9 (Thomson/West 2023).

County Chairmen of the major political parties may nominate precinct election officers no later than twenty-one days before an election. Other than for the Inspector position, precinct election officers may be nominated for 1/2 day shifts, as long as a concurrent nomination is made for the second 1/2 of the day.

Ind. Code §§ 3-6-6-9; 3-6-6-10 (Thomson/West 2023).

If a county chairman fails to make timely nomination, the county election board may fill a vacancy in a precinct election office by majority vote of the county election board beginning noon 21 days before election day. The appointed individual must otherwise be qualified to serve if they were nominated by the county chairman.

Ind. Code § 3-6-6-13 (Thomson/West 2023).

County Election Board appoints Precinct Election Board consisting of one inspector nominated by party whose candidate for secretary of state received the highest vote in that county and two judges, with one nominated by each of the two major political parties.
Ind. Code §§ 3-6-6-1; 3-6-6-8 (Thomson/West 2023).

Term Requirements

The appointment of a precinct election officer and the swearing of an oath create a binding contract for the officer's services that expires when the canvass of the precinct is complete.
Ind. Code § 3-6-6-37 (Thomson/West 2023).

For appointments to a precinct election office made following a nomination by a county chairman other than for inspector, the county election board shall provide that an appointment of an individual to a precinct election office either expires at noon on election day or begins at noon on election day and expires when the county election board completes the canvass of the precinct.

Ind. Code §§ 3-6-6-11(b), (c); 3-6-6-37(b) (Thomson/West 2023).

Compensation and Hour Requirements

Part time possible

Other than for the Inspector position, precinct election officers may be nominated for 1/2 day shifts, as long as a concurrent nomination is made for the second 1/2 of the day.

Ind. Code § 3-6-6-10(b) (Thomson/West 2023).

Per day compensation fixed by county executive.

Ind. Code § 3-6-6-25 (Thomson/West 2023).

Inspector may be given additional compensation for their services in calling at the circuit court clerk's office for the precinct election supplies and for the return of precinct election supplies to the clerk's office.

Ind. Code § 3-6-6-26 (Thomson/West 2023).

Meals or meal allowance provided on election day.

Ind. Code § 3-6-6-31 (Thomson/West 2023).

Training, Certification and Oath Requirements

County Board shall conduct training no later than day before election day. Inspectors are required to attend, and county board may require attendance of other precinct officers. The training must include information relating to making polling places and voting systems accessible to elderly voters and voters with a disability and relating to the voting systems used in the county.

Ind. Code § 3-6-6-40 (Thomson/West 2023).

Certified Election Worker Program enacted in 2005. It will be administered by the secretary of state and provides precinct official certifications to individuals who complete training. The certification expires January 1 of the second year following the individual's certification, but may be renewed by the secretary of state after compliance with renewal requirements. The training includes the duties of precinct election officers and county election officials, the laws governing activity permitted and prohibited in polling places, the laws and procedures governing the operation of voting systems, the laws governing voter registration, absentee ballots, provisional ballots, and the tabulation of ballots, effective communication and problem solving techniques, and the laws and procedures governing the accessibility of polling places and voting systems for individuals with disabilities.

Ind. Code §§ 3-6-6.5-2; 3-6-6.5-3; 3-6-6.5-4 (Thomson/West 2023).

Oath required. *Ind. Code §§ 3-6-6-18; 3-6-6-19; 3-6-6-20; 3-6-6-21; 3-6-6-22; 3-6-6-23 (Thomson/West 2023).*

Elected Public Officials Prohibited

No Prohibition

Note: An individual is prohibited from holding more than one "lucrative office" at the same time.

Ind. Const. Art. 2, § 9. However, The position of precinct election officer is not a "lucrative office" for purposes of this Constitutional provision.

Ind. Code § 3-6-6-37(d) (Thomson/West 2023).

Candidates Prohibited

No candidates to be voted for at the election in that precinct or candidate's relatives by birth, marriage, or adoption. Not prohibited if candidate is running unopposed for a precinct committeeman or state convention delegate.

Ind. Code §§ 3-6-6-7(3), (4) (Thomson/West 2023).

In addition to the requirements/prohibitions applicable to other election officers, an individual may not be an inspector if they are a chairman or treasurer of the committee of a candidate on ballot.

Ind. Code § 3-6-6-7(b) (Thomson/West 2023).

The Effect of Felon Status on Participation

Disenfranchised as a voter and therefore prohibited if imprisoned, or otherwise subject to lawful detention, following conviction of a crime.
Ind. Const. Art. 2, § 8; Ind. Code § 3-7-13-4 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

No Constitutional or statutory disqualification found.

English Fluency and Literacy Requirement

Prohibited if unable to read, write, and speak the English language.
Ind. Code § 3-6-6-7(a)(1) (Thomson/West 2023).

Good Reputation Requirement

Prohibited from serving as election officer if person has any property bet or wagered on the result of any election. *Ind. Code § 3-6-6-7(a)(2) (Thomson/West 2023).*

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

The county election board by unanimous vote of the entire membership of the board may permit an individual who is not a voter to serve in any capacity described in subsection below, if the individual satisfies all the following:

- At least 16 but not 18
- A U.S. citizen
- A county resident
- A 3.0 GPA
- Has the written approval of a principal (or guardian if home schooled) or is enrolled at school that is not in session on voting day
- Has the approval of a legal guardian or parent
- Has completed required training
- Is otherwise eligible to serve as precinct officer but is not required to be a registered voter of the county

A student who meets the above qualifications may serve in the following capacities:

- As an election officer, other than inspector, either before election day, on election day, or both
- Providing assistance to election officer either before election day, on election day, or both
- Providing assistance to preparation of absentee ballots

Ind. Code §§ 3-6-6-39(a) & (b) (Thomson/West 2023).

Iowa

Completed 2023 (Verified by Wesley Hicock, Deputy Director of Elections)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

Must be registered voter.
Iowa Code § 49.13(1) (Thomson/West 2023).

Age Requirement

18 years. 17 year olds may register and vote in primary election if will be 18 by the date of the respective general or city election
Iowa Code § 48A.5(c) (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

State.
Iowa Code § 48A.5(2)(b) (Thomson/West 2023).

A person who is homeless or has no established residence may declare residence in a precinct by describing on the voter registration form a place to which the person often returns. *Iowa Code § 48A.5(2)(b) (Thomson/West 2023).*

Note: College Student Registration

A student who resides at or near the school the student attends, but who is also able to claim a residence at another location under the provisions of this section, may choose either location as the student's residence for voter registration and voting purposes.
Iowa Code § 48A.5A(5) (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

Preference to Precinct, but County allowed.
Election board members must be registered voters of the county. Preference shall be given to appointment of residents of a precinct to serve as precinct election officials for that precinct, but the commissioner may appoint other residents of the county where necessary.
Iowa Code § 49.13(1) (Thomson/West 2023).

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Generally Required, unless there are insufficient workers available.
Election officials must be members of one of the two political parties whose candidates for president of the United States or for governor, as the case may be, received the largest and next largest number of votes in the precinct at the last general election. However, people who are not members of either of these parties may be appointed so long as such individuals do not comprise more than one-third of the election board's membership. In elections where

candidate's names appear under the headings of these political parties, the commissioner shall give preference to the persons designated by the respective county chairpersons for placement on the election board panel in the order that they were so designated. In appointments for service for a nonpartisan election, the commissioner may give preference to the persons who are willing to serve without any pay identified pursuant to Section 49.15(2)(b) by the city council or school board.

Iowa Code §§ 49.13(2), (3), (4) (Thomson/West 2023).

The commissioner designated one member of each precinct election board as the board's chairperson. At the commissioner's discretion, two people who are members of different political parties may be appointed as co-chairpersons who shall have joint authority over the work of the precinct election board.

Iowa Code § 49.13(5) (Thomson/West 2023).

County chairs of each political party designate names for appointment to the election board not less than 30 days prior to each primary election, and not less than 20 days before the primary the commissioner appoints the election board from those lists. If there are insufficient numbers, unlisted members of the political parties may be appointed. The commissioner may also appoint people, without reference to their party affiliation, who have advised the commissioner they are willing to serve for elections in which no candidates appear on the ballot under the heading of either of these political parties. The commissioner may also place on the election board panel names of persons whom either the city council of a city or a school board has advised the commissioner at least 30 days before each primary election are willing to serve without pay at elections conducted for that school district or city during the tenure of that election board panel.

Iowa Code § 49.15 (Thomson/West 2023).

Not more than a simple majority in any precinct, or of the two combined boards in any precinct for which a double election board is appointed, shall be members of the same political party or organization if one or more registered voters of another party or organization are qualified and willing to serve on the board.

Iowa Code § 49.12 (Thomson/West 2023).

A person shall not serve on the precinct election board as a representative of a political party if the person has changed party affiliation from that of the political party which selected the person to serve as a precinct election official.

Iowa Code § 49.16(5) (Thomson/West 2023).

Term Requirements

Approximately two years.

Each election official shall remain available for appointment to the election board of the precinct until a new panel is drawn up unless the person's name is sooner deleted from the panel by the commissioner.

Iowa Code § 49.16 (Thomson/West 2023).

A new panel is drawn up every two years by the commissioner not less than 20 days before each primary election, and they shall be appointed for each election held in the precinct during the ensuing two years.

Iowa Code § 49.15(1) (Thomson/West 2023).

Compensation and Hour Requirements

The members of election boards shall be deemed temporary state employees who are compensated by the county in which they serve, and shall receive compensation at a rate established by the board of supervisors, which shall be not less than the minimum wage established in section 91D.1, while engaged in the discharge of their duties and shall be reimbursed for actual and necessary travel expense at a rate determined by the board of supervisors, except that persons who have advised the commissioner prior to their appointment to the election board that they are willing to serve without pay at elections conducted for a school district or a city shall receive no compensation for service at those elections. Compensation shall be paid to members of election boards only after the vote has been canvassed and it has been determined in the course of the canvass that the election record certificate has been properly executed by the election board.

Iowa Code § 49.20 (Thomson/West 2023).

Officials shall also be compensated for attending a training course, including travel reimbursements when the distance involved is more than 5 miles. The wages are computed at the hourly rate established by § 49.20 and payment of wages and mileage for attendance shall be made at the time that payment is made for duties performed on election day.

Iowa Code § 49.125 (Thomson/West 2023).

Training, Certification and Oath Requirements

Not later than the day before each primary and general election, the commissioner shall hold a training course for all election personnel. At least two precinct election officials who will serve on each precinct election board at the forthcoming election shall attend the training course. If the entire board does not attend, those members who do attend shall so far as possible be persons who have not previously attended a similar training course. The training course shall include practical and holistic instruction on the criteria for determining whether a person meets the requirements for establishing identity under § 49.78(2) consistent with all voting rights and nondiscrimination provisions of federal and state law.

Iowa Code § 49.124 (Thomson/West 2023).

The state commissioner shall provide a training manual and such additional material as may be necessary to all commissioners for conducting the required training course and to revise the manual from time to time as may be necessary.

Iowa Code § 49.126 (Thomson/West 2023).

Oath required.

Iowa Code § 49.75 (Thomson/West 2023).

Elected Public Officials Prohibited

No Statutory Requirements.

Candidates Prohibited

No candidate to be voted upon in that precinct, or any person related to such a candidate within the third degree of consanguinity or affinity, unless there is no opposing candidate seeking the office.

Iowa Code § 49.16(1) (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if convicted of a felony, either as defined in § 707.7 or as classified under federal law, unless that right is restored by the Governor or President of the United States.

Iowa Code § 48A.6 (Thomson/West 2023).

*Note: State of Iowa Executive Order 7, signed by Governor Kim Reynolds on August 5, 2020, restored the voting rights of all persons convicted of felonies and aggravated misdemeanors who have completed their felony sentences as of August 5, 2020. Additionally, EO7 states that Governor Reynolds will continue to issue restorations of voting rights on a daily basis for those who complete their sentence in the future.

<https://governor.iowa.gov/sites/default/files/documents/EO7%20-%20Voting%20Restoration.pdf>

The Effect of Mental Incapacitation on Participation

Must not be incompetent to vote. Can regain voting rights upon certification by the clerk of the district court that such person has been found no longer incompetent by a court.

Iowa Code § 48A.6(2) (Thomson/West 2023).

English Fluency and Literacy Requirement

No Statutory Requirements.

Good Reputation Requirement

No Statutory Requirements.

Alternative Positions with Different Requirements

No Statutory Requirements.

Student Election Assistant Statute

Commissioner may appoint high school students who are not yet qualified to be registered voters if they meet the following qualifications:

- Are a U.S. citizen;
- Are at least 17 years old
- Are a student in good standing enrolled in a public or private secondary school in Iowa
- Has the written approval of their parent or legal guardian
- Has satisfactorily completed the training course for election officials
- Meets all other qualifications for appointment and service as an election board member, except the registered voter requirement

Students must also receive credit in at least 4 subjects, each of one period or hour or the equivalent thereof, at all times. Eligible subjects are language arts, social studies, mathematics, science, health, physical education, fine arts, world language, and career and technical education. Students must also be passing all coursework for which credit is given and be making adequate progress toward graduation requirements at the end of each grading period.

Student precinct election board members cannot serve as the chairperson.

Before serving at a partisan election, the student election board member must certify in writing to the commissioner the political party with which the student is affiliated.

Student precinct election board members shall not be allowed to work more hours than allowed under the applicable labor laws.

Iowa Code § 49.13(6) (Thomson/West 2023).

Kansas

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

Must have qualifications of an elector.
Kan. Stat. Ann. § 25-2804(b) (Thomson/West 2023).

“Qualifications of an elector” appear to include being a registered voter.
Clayton v. Hill City, 111 Kan. 595, 207 P. 770 (1922).

Age Requirement

18 years.
Kan. Const., art. 5, § 1 (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

Voting area in which he or she seeks to vote.
Kan. Const., art. 5, § 1 (Thomson/West 2023).

“Area” means territory served by one voting place and may include part or all of one or more precincts or voting districts.
Kan. Stat. Ann. § 25-2506 (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

Voting Area or County.
Kan. Stat. Ann. § 25-2803(e); Kan. Stat. Ann. § 2804(a) (Thomson/West 2023).

County election officer may establish a pool of trained judges and clerks from the political parties’ lists. Judges and clerks in such pool may serve at voting places other than their own if:

- (1) The party chairpersons have failed to make appropriate recommendations;
- (2) It is impossible to obtain judges and clerks for a voting place in any other way; or
- (3) Voting machines are used, in which case the third judge, who shall be trained in the use of voting machines, need not necessarily live in the area of the voting place.

Any judge or clerk serving in a voting place not located in the area in which such judge or clerk shall be allowed to vote an advance voting ballot, or shall be excused from duties as such judge or clerk to vote at the voting place in the area of their residency. *Kan. Stat. Ann. § 25-2804(c)-(d) (Thomson/West 2023).*

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Required.

The county chairman of each of the central committees of the political parties that polled the largest and second largest number of votes in the state at the last state election for the office of governor shall recommend, excluding the supervising judge, one-half of the persons required for judges of each election board and one-half of the persons required for clerks of each election board. In the event that the election board is to have three members, each such county chairman shall recommend one person for each board. Such recommendations shall be made in writing and shall be delivered to the county election officer, if practicable, at least 30 days before a primary or general election and at least 15 days before a special election. The county election officer shall appoint the persons recommended if such persons can qualify and if such recommendations are timely. From among the judges appointed to each election board, the supervising judge shall be designated by the county election officer upon his independent selection.

Kan. Stat. Ann. § 25-2803(a)-(d) (Thomson/West 2023).

Of the members of any election board, not including the supervising judge, not more than one-half of the clerks shall be of the same political party, and not more than one-half of the judges shall be of the same political party. Political party affiliation shall not apply if the officers of political organizations required to make recommendations fail to recommend, or if the persons recommended fail or refuse to qualify and serve.

Kan. Stat. Ann. § 25-2802 (Thomson/West 2023).

Where a city is divided by a county line, the parties shall specify at least one person from that portion of the area located within each such county to serve upon the election board of the voting place serving that area, if such persons are available to be recommended.

The county election officer of the county in which the smaller portion of any such city is located shall designate those persons to be so appointed from the portion of the city in his county. Such designation shall be transmitted to the county election officer conducting elections and shall be appointed by him.

Kan. Stat. Ann. § 25-2803(e) (Thomson/West 2023).

Term Requirements

No Information Available.

Compensation and Hour Requirements

Payment fixed by board of county commissioners, subject to the following requirements:

- Judges and clerks where voting machines aren't used shall be paid no less than \$3 per hour;
- Judges and clerks where voting machines are used shall be paid no less than \$40 per day;
- Supervising judges shall receive, in addition to the ordinary compensation, additional sum not less than \$2 and the mileage allowance stated in 75-3203a for each mile necessarily traveled in the course of their service.

Kan. Stat. Ann. § 25-2811 (Thomson/West 2023).

<p>Training, Certification and Oath Requirements</p> <p>County election officer must provide training printed instructions to voters, defining their duties and the law governing elections. <i>Kan. Stat. Ann. § 25-2706(b) (Thomson/West 2023).</i></p> <p>Before commencing duties as a judge or clerk, every person shall take and subscribe the oath or affirmation. Each oath or affirmation shall be delivered to the county election officer not later than the day following the election. The oath or affirmation shall be to discharge the duties of judge or clerk at such election faithfully, honestly, and according to law. The form of such oath or affirmation shall be prescribed by the secretary of state. <i>Kan. Stat. Ann. § 25-2807 (Thomson/West 2023).</i></p> <p>One judge must be trained in the use of voting machines if they are being used in that precinct. This judge does not need to live in the area of the voting place. <i>Kan. Stat. Ann. § 25-2804(c)(3) (Thomson/West 2023).</i></p>
<p>Elected Public Officials Prohibited</p>
<p>No Information Available.</p>
<p>Candidates Prohibited</p>
<p>No candidates except candidates for precinct committee people. <i>Kan. Stat. Ann. § 25-2804(b) (Thomson/West 2023).</i></p>
<p>The Effect of Felon Status on Participation</p>
<p>Prohibited if convicted of a felony under the laws of any state or of the United States, unless pardoned or restored to civil rights. <i>Kan. Const., art. 5, § 2 (Thomson/West 2023).</i></p>
<p>The Effect of Mental Incapacitation on Participation</p>
<p>No statutory prohibition. The legislature may, by law, exclude persons from voting because of commitment to a jail or penal institution. <i>Kan. Const., art. 5, § 2 (Thomson/West 2023).</i></p>
<p>English Fluency and Literacy Requirement</p>
<p>No Information Available.</p>
<p>Good Reputation Requirement</p>
<p>No Information Available.</p>

Alternative Positions with Different Requirements
No Information Available.
Student Election Assistant Statute
The county election officer may appoint persons who are at least 16 years of age to serve as election judges or clerks if such persons meet all other requirements for qualification of an elector and have a letter of recommendation from a school teacher, counselor, or administrator. No more than 1/3 of the persons appointed to each election board can be under the age of 18. <i>Kan. Stat. Ann. § 25-2804(b) (Thomson/West 2023).</i>

Kentucky

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
--

Must be a qualified voter in the precinct. <i>Ky. Rev. Stat. Ann. § 117.045(9) (Thomson/West 2023).</i>
--

Age Requirement

18 years of age. <i>Ky. Const. § 145 (Thomson/West 2023).</i>
--

One election official per precinct may be 17, who will become 18 on or before the day of the regular election. <i>Ky. Rev. Stat. Ann. § 117.045(9) (Thomson/West 2023).</i>
--

Residency Place and Term Required for Voter Registration

State. No durational residency requirement other than being registered before registration closes. <i>Ky. Rev. Stat. Ann. § 116.025 (Thomson/West 2023).</i>

Residency Requirement for Service (State, County or Precinct)
--

Precinct then County. An election officer shall be a qualified voter of the precinct; except that, where no qualified voter of the required political party is available within the precinct, the election officer shall be a qualified voter of the county. <i>Ky. Rev. Stat. Ann. § 117.045(9)(a) (Thomson/West 2023).</i>
--

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Generally Required, unless emergency appointment is necessary.

The county executive committees of the two political parties having representation on the State Board of Elections may, on or before March 15 each year, designate a list of at least four names for each precinct; except in any precinct where there are not four qualified persons a lesser number may be designated. No later than March 20th each year the county board of elections shall select one judge at each voting place from each political party's list, and select the sheriff from one political party's list and the clerk from the other. If lists are not submitted, the two members of the county board of elections who are appointed by the State Board of Elections may submit lists. If the county board of elections is unable to find two qualified officers for each precinct who are affiliated with the two political parties, they shall submit a list of emergency election officer appointments to the State Board of Elections. The list of emergency appointments may include qualified voters not affiliated with the two parties represented on the state board. *Ky. Rev. Stat. Ann. §§ 117.045(1), (2), (4), (5) (Thomson/West 2023).*

Term Requirements

One year except for minors 17 years of age who will become 18 years of age on or before the day of the regular election who may only serve as election officers for the primary and regular elections.
Ky. Rev. Stat. Ann. § 117.045(1) (Thomson/West 2023).

Compensation and Hour Requirements

Minimum compensation of \$60.00 per election day served, with the right to additional compensation to be decided by the county board of elections.
Ky. Rev. Stat. Ann. § 117.045(11) (Thomson/West 2023).

For delivering the election packets to the polls, precinct election officers shall receive in addition the mileage reimbursement provided for state employees for each mile necessarily traveled in the delivery of the packets to the polls, or a flat fee if the fee equals or exceeds that amount. For delivering election returns, the precinct election judges shall receive in addition the mileage reimbursement provided for state employees for each mile necessarily traveled from the place of voting to and from the place of delivery, or a flat fee if the fee equals or exceeds that amount.
Ky. Rev. Stat. Ann. § 117.045(11) (Thomson/West 2023).

Compensation in the minimum amount of ten dollars (\$10) for reimbursement of actual expenses shall be paid by the county to the election officers for attending the training session.
Ky. Rev. Stat. Ann. § 117.187(4) (Thomson/West 2023).

Training, Certification and Oath Requirements

The county board of elections shall provide special training before each primary and regular election regarding duties and the penalties for failure to perform. Election officers, including alternates, shall attend the training session, unless excused by the county board of elections for reason of illness or other emergency. Any person who fails to attend a training session without being excused shall be prohibited from serving as an election officer for a period of five years.

Ky. Rev. Stat. Ann. § 117.187(2) (Thomson/West 2023).

Note: See Ky. Rev. Stat. Ann. § 117.187(2)(a) – (t) for details on what training must include.

Elected Public Officials Prohibited

No Information Available.

Candidates Prohibited

No candidates or the spouse, parent, brother, sister, or child of a candidate who is to be voted for at the election.

Ky. Rev. Stat. Ann. § 117.045(9) (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if convicted of treason, a felony, bribery in an election, or of such a high misdemeanor as the General Assembly may declare shall operate an exclusion from the right of suffrage, unless restored to civil rights by executive pardon.

Ky. Const. § 145 (Thomson/West 2023).

Prohibited if ever convicted of an election law offense or a felony, unless restored to civil rights by the Governor.

Ky. Rev. Stat. Ann. § 117.045(2) (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if idiot and insane.

Ky. Const. § 145 (Thomson/West 2023).

The rights of which a ward is legally deprived upon a determination of disability in managing his personal affairs and financial resources include, but are not limited to, the right to vote so long as the court separately and specifically makes a finding on the record as established in § 387.580(3)(c).

Ky. Rev. Stat. § 387.590(7) (Thomson/West 2023).

English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement
Must sign a statement that he is willing to serve, has not failed to serve without excuse in the past, and has not been convicted of an election law offense or any felony, unless the person's civil rights have been restored by the Governor. <i>Ky. Rev. Stat. Ann. § 117.045(2) (Thomson/West 2023).</i>
Alternative Positions with Different Requirements
No Information Available.
Student Election Assistant Statute
A 17 year old who will become 18 on or before the day of the regular election may serve as an election officer for the primary and regular elections in which he or she is qualified to vote; however, no precinct shall have more than one person serving as an election officer who is a minor seventeen years of age. <i>Ky. Rev. Stat. Ann. § 117.045(9)(b) (Thomson/West 2023).</i>

Louisiana

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

Must be a qualified voter.
La. Rev. Stat. Ann. § 18:424(B)(1); La. Rev. Stat. Ann. § 18:425(B)(2) (Thomson/West 2023).

Age Requirement

18 years or will attain that age on or before the next election.
La. Rev. Stat. Ann. § 18:101(A)(1) (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

Bona fide resident of state, parish, municipality, if any, and precinct in which he offers to register and vote, with an intention to reside there indefinitely.
La. Rev. Stat. Ann. § 18:101(B) (Thomson/West 2023).

Note: College Student Provision

Any bona fide full-time student attending an institution of higher learning in this state may choose as his residence and may register to vote either at the place where he resides while attending the institution or at the place where he resides when not attending such institution, but he shall not have more than one residence at any one time for purposes of registering to vote. Such a student need not have intent to reside indefinitely at the place where he offers to register.

La. Rev. Stat. Ann. § 18:101(C) (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

Any Precinct in Ward, then Parish.

Preference is given to residents of precinct, then if insufficient numbers, to residents of Ward, and finally to residents of Parish.

*La. Rev. Stat. Ann. § 18:425(B)(2); La. Rev. Stat. Ann. § 18:433(B)(3)-(5);
La. Rev. Stat. Ann. § 18:434(B)(9); La. Rev. Stat. Ann. § 18:434(D) (Thomson/West 2023).*

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Party affiliation must be provided to the clerk.

La. Rev. Stat. Ann. § 18:424(B)(4); La. Rev. Stat. Ann. § 18:425(B)(4) (Thomson/West 2023).

Commissioners-in-Charge:

Commissioners who have served in at least two elections during the last four years and have successfully completed a course for commissioner-in-charge (offered by the clerk of court sometime between 8/1 through 11/30 every year) and received a certificate. The parish board of election supervisors shall meet at 10 a.m. on the second Friday in January every year to select a commissioner-in-charge to serve at each precinct in the parish. The selection process is detailed in R.S.18:433(B).

La. Rev. Stat. Ann. § 18:424(B)(4)-(5); La. Rev. Stat. Ann. § 18:433(B) (Thomson/West 2023).

Commissioners and Alternate Commissioners:

A person interested in becoming a commissioner must attend a course of instruction for commissioners, received a satisfactory score on the test issued by the secretary of state, received a certificate of instruction during the term of office of the clerk who conducted the school, and provided his correct party affiliation to the clerk. The parish board compiles a list of certified candidates who are registered voters of the ward. A certificate issued to any person who attends and satisfactorily completes a course of instruction shall be valid through December thirty-first of the year of expiration of the term of office of the clerk who conducted the school. The parish board of election supervisors shall meet at 10 a.m. on the twenty-ninth day before a primary election to select commissioners and alternate commissioners for each precinct. The parish board of supervisors will draw balls with corresponding numbers from the compiled list until the number of commissioners needed has been drawn. The person conducting the drawing will then determine if each recognized political party having one or more local or municipal candidates on the ballot to be voted on in the precinct is represented by at least one commissioner. The drawing shall continue until one of the persons affiliated with each of such political parties is selected, unless there are no remaining certified commissioners in the parish to represent such political parties. The drawing continues for the election of alternate commissioners. After the appropriate number of commissioners have been selected for each of the precincts in an election, the person conducting the selection shall select the alternate commissioners by drawing additional balls from the receptacle for each of the precincts using the same selection procedures for the commissioner. If there are not enough qualified commissioners to select the appropriate number of commissioners and alternate commissioners for each precinct, the parish board of election supervisors shall select a person to serve as a commissioner or an alternate commissioner from the list within that ward, If there are not enough qualified

commissioners to select the appropriate number of commissioners and alternate commissioners for each ward, the parish board of election supervisors shall select a person to serve as a commissioner or an alternate commissioner from the list within that parish.

La. Rev. Stat. Ann. § 18:425(B)(3); La. Rev. Stat. Ann. § 18:431; La. Rev. Stat. Ann. § 18:434 (Thomson/West 2023).

Proposition Election:

On or before the twenty-first day prior to such election, the parish board of election supervisors shall appoint the number of commissioners for each precinct as provided in R.S 18:424(A)(1)(b) and not less than the same number of alternate commissioners for each precinct.

La. Rev. Stat. Ann. § 18:1286 (Thomson/West 2023).

Consolidated Precincts:

The parish board of election supervisors can elect to consolidate precincts thereby reducing the number of commissioners-in-charge or commissioners.

La. Rev. Stat. Ann. § 18:425.1 (Thomson/West 2023).

Term Requirements

A commissioners-in-charge shall serve a term of office of one year, commencing on the third Monday in January of the year of selection, provided that the commissioner-in-charge remains on the list of certified commissioners during his term of office.

La. Rev. Stat. Ann. § 18:433(D) (Thomson/West 2023).

A commissioner and alternate commissioner are selected for a primary election and general election.

La. Rev. Stat. Ann. § 18:434(C) (Thomson/West 2023).

A commissioner or alternate commissioner are selected for a proposition election.

La. Rev. Stat. Ann. § 18:1286 (Thomson/West 2023).

Compensation and Hour Requirements

A commissioner-in-charge shall receive two hundred fifty dollars. A commissioner-in-charge who serves at more than one precinct shall receive three hundred fifty dollars. A commissioner who has received a certificate of instruction, as provided in RS 18:431(A), shall receive one hundred dollars. A commissioner who has received a certificate of instruction, as provided in R.S. 18:431(B), shall receive two hundred dollars. An uncertified commissioner shall receive thirty-five dollars.

La. Rev. Stat. Ann. § 18:426.1(A) (Thomson/West 2023).

In the primary and general elections, the polls shall open at 7:00 a.m. on election day and shall close at 8:00 p.m. In regularly scheduled congressional primary elections and elections held at the same time, the polls shall open at 6:00 a.m. on election day and shall

close at 8:00 p.m. A person who is in line to vote when the polls close on election day shall be allowed to vote. Voting in a primary or general election shall terminate (1) when the polls close, if no one is in line to vote at that time, or (2) when all the persons who were in line to vote at 8:00 p.m. have been allowed to vote. Commissioners-in-charge and commissioners must arrive 30 minutes before the polls open and remain until the election process is completed on election night.

La. Rev. Stat. Ann. § 18:434(D)(2); La. Rev. Stat. Ann. § 18:541; La. Rev. Stat. Ann. § 18:542 (Thomson/West 2023).

The commissioner-in-charge and commissioners must be at the polling place by 6:30 a.m. on Saturday elections and 5:30 a.m. on Tuesday elections.

Information Pamphlet for Election Day Voting 06/15 (Part I: Opening the Polling Place Page 1)

Training, Certification and Oath Requirements

Commissioner-in-charge:

The clerk of court shall conduct a course of instruction for commissioners-in-charge during the period beginning August first through the end of December of each year. The course shall be open to any certified commissioner who meets the qualifications set forth in R.S.

18:424(B). The clerk shall issue a certificate to each person who successfully completes the course of instruction by being present for the entire period of the course.

La. Rev. Stat. Ann. § 18:424(B)(4); La. Rev. Stat. Ann. § 18:433(A) (Thomson/West 2023).

Commissioners and Alternate Commissioners:

At least annually, the clerk of court shall conduct a general course of instruction for commissioners. A person interested in becoming a commissioner must attend a course of instruction for commissioners, receive a satisfactory score on the test issued by the secretary of state, received a certificate of instruction during the term of office of the clerk who conducted the school, and provided his correct party affiliation to the clerk. A certificate issued to any person who attends and satisfactorily completes a course of instruction shall be valid through December thirty-first of the year of expiration of the term of office of the clerk who conducted the school.

La. Rev. Stat. Ann. § 18:425(B)(4); La. Rev. Stat. Ann. § 18:431(A) (Thomson/West 2023).

Pre-Election Course of Instruction:

The clerk of court shall conduct a course of instruction for commissioners-in-charge, commissioners, and alternate commissioners who are selected to serve in each election. The course shall be held after the selection of these officials but not less than four days prior to each election. The course shall primarily cover the procedures to be used in the election for which the officials were selected. The clerk of court shall issue a certificate of instruction to each person who attends and satisfactorily completes the course of instruction.

The clerk of court shall not be required to conduct the pre-election course of instruction provided for in R.S. 18:431(B) if at least fourteen days prior to the election, the clerk of court mails a notice to each commissioner-in-charge, commissioner, and alternate commissioner who has been chosen for the election informing them that the course of instruction will not be conducted for the election. In such case, for purposes of compensation and replacement, the commissioners from that parish shall be treated as though they had attended the pre-election course of instruction. However, the clerk of court shall conduct at least one pre-election course of instruction prior to a presidential or congressional general election.

La. Rev. Stat. Ann. § 18:431(B); La. Rev. Stat. Ann. § 18:433 (Thomson/West 2023).

Oath:

Every commissioner-in-charge shall take the constitutional oath or affirmation. The original oath, signed by the commissioner-in-charge and the officer administering the oath, shall be filed with the parish board of election supervisors before the day of the first election during the term of office for which he has been selected to serve as commissioner-in-charge.

La. Rev. Stat. Ann. § 18:424(D) (Thomson/West 2023).

On election day, before a commissioner enters upon the performance of his duties, he shall take the constitutional oath or affirmation. The commissioner-in-charge shall administer the oath.

La. Rev. Stat. Ann. § 18:424(D); La. Rev. Stat. Ann. § 18:425(D) (Thomson/West 2023).

Elected Public Officials Prohibited

No Information Available.

Candidates Prohibited

A commissioner or a commissioner-in-charge shall not be a candidate in an election to public office or a member of the immediate family of a candidate for election to public office in the precinct in which they serve.

La. Rev. Stat. Ann. § 18:424(B)(2); La. Rev. Stat. Ann. §§ 18:425(B)(2), (3)(a) (Thomson/West 2023).

The Effect of Felon Status on Participation

No person who has been convicted of an election offense shall serve as a commissioner or a commissioner-in-charge.

La. Rev. Stat. Ann. § 18:424(B)(3); La. Rev. Stat. Ann. § 18:425(B)(3)(b) (Thomson/West 2023).

Prohibited from registering to vote if under an order of imprisonment for conviction of a felony.

La. Rev. Stat. Ann. § 18:102 (Thomson/West 2023).

“Under an order of imprisonment” means a sentence of confinement, whether or not suspended, whether or not the subject of the order has been placed on probation, with or without supervision, and whether or not the subject of the order has been paroled.

La. Rev. Stat. Ann. § 18:2(8) (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

No person shall be permitted to register or vote who is interdicted after being judicially declared to be mentally incompetent as a result of a full interdiction proceeding. A person subject to a limited interdiction shall be permitted to register and vote unless the court in that proceeding specifically suspends the interdicted person’s right to vote in the judgment of interdiction. If a person was previously subject to full interdiction, which has been changed to a limited interdiction, that person shall be eligible to register and vote unless the judgment of limited interdiction specifically suspends that right.

La. Rev. Stat. Ann. § 18:102(A)(2) (Thomson/West 2023).

A qualified voter who is able to perform the essential duties of a commissioner or a commissioner-in-charge as described in the informational pamphlet developed by the secretary of state pursuant to § 18:421(C) may be selected as a commissioner or commissioner-in-charge.

La. Rev. Stat. Ann. § 18:424(B)(2); La. Rev. Stat. Ann. § 18:425(B)(2) (Thomson/West 2023).

English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

A person who is at least seventeen years of age, under the age of eighteen, and is not a qualified voter but is otherwise qualified to serve as a commissioner pursuant to this Subsection may be selected to serve as a commissioner in any precinct of the ward where he may register to vote pursuant to § 18:101(A), provided that the person is enrolled in the twelfth grade of any Louisiana public high school or state-approved nonpublic high school, is participating at the twelfth grade level in a home study program approved by the State Board of Elementary and Secondary Education, has received a diploma from any Louisiana public high school or state-approved nonpublic high school, has received a diploma for completion of a home study program approved by the State Board of Elementary and Secondary Education, or has been issued a high school equivalency diploma after successfully completing the test of General Educational Development.

La. Rev. Stat. Ann. § 425(B)(5) (Thomson/West 2023).

A qualified voter of this state or a person who is registered to vote in another state who is able to perform the essential duties of a commissioner as described in the informational pamphlet developed by the secretary of state pursuant to § 18:421(C) who is not a candidate in the election, and who is a student at an institution of higher learning located in this state may be selected as a commissioner in any precinct in the parish where the institution of higher learning is located if the student submits to the clerk a copy of his student identification or fee bill showing current enrollment and a copy of his proof of voter registration.

La. Rev. Stat. Ann. § 425(B)(6) (Thomson/West 2023).

Maine

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be registered voters. <i>21-A Me. Rev. Stat. § 501(3); 21-A Me. Rev. Stat. § 503-A(1) (Thomson/West 2023).</i>
Age Requirement
18 years, or to vote in a primary election, 18 years by the date of the respective general election <i>21-A Me. Rev. Stat. § 111(2) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
Municipality. <i>21-A Me. Rev. Stat. § 111(3) (Thomson/West 2023).</i> The residence of a person is that place where the person has established a fixed principal home to which the person, whenever temporarily absent, intends to return. <i>21-A Me. Rev. Stat. § 112(1) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Municipality. Election officials, including wardens, ward clerks, deputy wardens and election clerks must be residents of the municipality, except when a nonresident municipal clerk (a permanent employee) is acting in any of the aforementioned roles. <i>21-A Me. Rev. Stat. § 501(3); 21-A Me. Rev. Stat. § 503-A(1) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Affiliation Requirements Depends on Role. Election officials, including wardens, ward clerks and deputy wardens are appointed by the municipality, and not necessarily associated with a political party. <i>21-A Me. Rev. Stat. § 501(1) & (2) (Thomson/West 2023).</i> Election clerks are associated with political parties. <i>21-A Me. Rev. Stat. § 503-A(3) (Thomson/West 2023).</i> Municipal officers shall appoint at least one election clerk from each of the major parties by May 1 st . There must be at least 2 Election Clerks, one from each of the major parties, selected from the list of appointees to serve at each voting place. Election clerks from one major party

may not exceed the number of election clerks from another major party by more than one. The number of clerks selected from major parties must comprise at least half of the total number of election clerks selected, and the remaining number of clerks may be enrolled in a minor party or may be unenrolled.

21-A Me. Rev. Stat. § 503-A(3)-(5) (Thomson/West 2023).

Term Requirements

An election clerk holds office for 2 years from the date of appointment and until a successor is appointed and qualified.

21-A Me. Rev. Stat. § 503-A(8) (Thomson/West 2023).

Compensation and Hour Requirements

Presence required during the time the polls are open.

21-A Me. Rev. Stat. § 503-A(9) (Thomson/West 2023).

Election officials are entitled to reasonable compensation as determined by the municipal officers.

21-A Me. Rev. Stat. § 503-A(1); 21-A Me. Rev. Stat. § 501 (Thomson/West 2023).

Training, Certification and Oath Requirements

The Secretary of State shall encourage municipalities to provide training biennially to all election officials.

21-A Me. Rev. Stat. § 505(7-A) (Thomson/West 2023).

Oath required.

21-A Me. Rev. Stat. § 501(3); 21-A Me. Rev. Stat. § 503-A(7) (Thomson/West 2023).

Elected Public Officials Prohibited

No employee of a party may serve as an election official.

21-A Me. Rev. Stat. § 504(1) (Thomson/West 2023).

Candidates Prohibited

No candidate, member of his immediate family, or an employee of the candidate may serve as an election official in the electoral division from which the candidate seeks election. This does not apply to a candidate for warden or ward clerk or the immediate family of the candidate for warden or ward clerk. This does not apply to municipalities with a population of less than 500.

21-A Me. Rev. Stat. § 504(3) (Thomson/West 2023).

No person having a direct pecuniary interest in the result of a referendum question may serve as an election official.

21-A Me. Rev. Stat. § 504(2) (Thomson/West 2023).

The Effect of Felon Status on Participation
No Constitutional or statutory prohibition found.
The Effect of Mental Incapacitation on Participation
No Constitutional or statutory prohibition found.
English Fluency and Literacy Requirement
No Information Available.
Good Reputation Requirement
No Information Available.
Alternative Positions with Different Requirements
No Information Available.
Student Election Assistant Statute
<p>The municipal officers may also consider persons who are 17 years of age and who are conditionally registered to vote pursuant to section 155 to serve as student election clerks for a specific election. A student election clerk is entitled to reasonable compensation as determined by the municipal officers.</p> <p><i>21-A Me. Rev. Stat. § 503-A(1) (Thomson/West 2023).</i></p>

Maryland*

Completed 2023 (Verified by Linda Lamone, Administrator of Elections)

*A local board may adopt guidelines consistent with the provisions of the election laws, for the determination of the qualifications of persons considered for appointment and for the process of appointment as election judges. Md. Elec. Law § 10-202(e) (Thomson/West 2020)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be registered. <i>Md. Elec. Law § 10-202(a)(1) (Thomson/West 2023).</i>
Age Requirement
16 years old. If under 18, parental consent is required to work more than 12 hours on an early voting day or election day. <i>Md. Elec. Law 10-202(a)(2)(ii) and Labor and Employment § 3-210(c).</i>
Residency Place and Term Required for Voter Registration
State resident as of the day the individual seeks to register. <i>Md. Elec. Law § 3-102(a)(1)(iii) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
County then State. <i>Md. Elec. Law §§ 10-202(a)(1) & (2) (Thomson/West 2023).</i> If a qualified county resident can't be found, local board can appoint registered voter from state. <i>Md. Elec. Law § 10-202(a)(2)(i) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Affiliation Preferred. Each polling place shall have an equal number of election judges from the majority party and the principal minority party. If the total number of election judges for a precinct is six or more: a local board may provide one or more election judges who are not registered with either the majority party or principal minority political party; and a local board may provide one or more election judges who are minors. The number of election judges provided under this paragraph may not exceed the lesser of the number of election judges who belong to the majority party or the number of election judges who belong to the principal minority party. <i>Md. Elec. Law § 10-201(b) (Thomson/West 2023).</i>

The election director, with the approval of the local board, shall appoint the election judges for each polling place for a term that begins on the Tuesday that is 13 weeks before each statewide primary election.

Md. Elec. Law §§ 10-203(a), (c) (Thomson/West 2023).

Partisan and political activity during service as an election official is prohibited.

Md. Elec. Law § 10-202(c) (Thomson/West 2023).

Term Requirements

Two years. A term runs from 13 weeks before a statewide primary election to 13 weeks before the next statewide primary election. (In 2024, Maryland has a May Presidential primary.)

Md. Elec. Law §§ 10-203(a), (c) (Thomson/West 2023).

Compensation and Hour Requirements

Part-day is possible, for roles other than chief judge, Compensated on pro rata basis.

Md. Elec. Law § 10-202(e) (Thomson/West 2023).

Hours approximately 6 a.m. to completion of duties when the polls close at 8 p.m. (typically counties require election judges to work to 9 p.m. or 10 p.m.).

Md. Elec. Law § 10-301(a); Md. Elec. Law § 10-309(a) (Thomson/West 2023).

Stipend may vary by county, but is at least \$250 per day served as a judge for first-time election judges; and, at least \$350 per day served for election judges who have previously served a term of office. Compensation for training must be at least \$50 for each required class.

Md. Elec. Law §§ 10-205 (Thomson/West 2023).

A State employee who serves as an election judge during hours that the employee is otherwise scheduled to work for the State: (1) may use 1 hour of administrative leave for each hour of service as an election judge, up to a total of 8 hours for each day of service; and (2) shall receive the election judge compensation as specified in § 10-205 or in the county's budget.

Md. Elec. Law § 10-202(d) (Thomson/West 2023).

Note: For the 2020 General Election, State employees are authorized up to 16 hours of administrative leave.

Training, Certification and Oath Requirements

State board develops training program and oversees implementation by local boards.

Md. Elec. Law § 10-206(a) (Thomson/West 2023).

Each election judge shall participate in a training program provided by local boards using state board materials and which is evaluated by state board. Attendance at training is mandatory before every election.

Md. Elec. Law §§ 10-206(c), (f), (g) (Thomson/West 2023).

Oath required.

<i>MD Const. Art. I, § 9; Md. Elec. Law § 10-204(a)(1) (Thomson/West 2023).</i>
Elected Public Officials Prohibited
May not hold any elective public or political party office. <i>Md. Elec. Law § 2-301(b)(1)(i) (Thomson/West 2023).</i>
Candidates Prohibited
No candidates for elective public or political party office, no campaign managers, or treasurer or subtreasurer, or individuals who take any other active part in political management or political campaign. <i>Md. Elec. Law § 2-301(b) (Thomson/West 2023).</i>
The Effect of Felon Status on Participation
Prohibited if convicted of a felony and is serving a court-ordered sentence of imprisonment. <i>Md. Elec. Law § 3-102(b)(1) (Thomson/West 2023).</i>
Prohibited forever if an individual has been convicted of buying or selling vote. <i>Md. Elec. Law § 3-102(b)(3) (Thomson/West 2023).</i>
The Effect of Mental Incapacitation on Participation
Prohibited if under guardianship for mental disability and a court of competent jurisdiction has specifically found that the individual cannot communicate, with or without accommodations, a desire to participate in the voting process. <i>Md. Elec. Law § 3-102(b)(2) (Thomson/West 2023).</i>
English Fluency and Literacy Requirement
Must speak, read, and write the English language. <i>Md. Elec. Law § 10-202(b) (Thomson/West 2023).</i>
Good Reputation Requirement
No Information Available.
Alternative Positions with Different Requirements
No Information Available.
Student Election Assistant Statute

A minor who is at least 16 years old and who is a registered voter may be appointed and serve as an election judge. *Md. Elec. Law § 10-202(a)(2)(ii) (Thomson/West 2023).*

Other Requirements or Roles Available Not Noted Above (These may be de facto rules or policies.)

Two jurisdictions in Maryland (Montgomery County and Prince George’s County) are required under the Voting Rights Act to provide election Materials in Spanish. These counties recruit Spanish-speaking election judges to satisfy the requirements of the Act.

Linda Lamone, Administrator of Elections; 52 USC § 10301 (Thomson/West 2023).

Massachusetts

Completed 2023 (Verified by Michelle Tassinari, Director, and Legal Counsel)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be enrolled voters. (Unless appointed to fill a vacancy within 6 weeks of an election) <i>M.G.L. c. 54 § 14 Mass. Gen. Laws ch. 54, § 11; Mass. Gen. Laws ch. 54, § 12 (Thomson/West 2023).</i>
Age Requirement
18 years old on the day of election. (Unless appointed to fill a vacancy within 6 weeks of an election) <i>M.G.L. c. 54 § 14 Mass. Gen. Laws ch. 51, § 1 (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
City or town. <i>Mass. Gen. Laws ch. 51, § 1 (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Commonwealth. (Unless appointed to fill a vacancy within 6 weeks of an election) <i>M.G.L. c. 54 § 14 Mass. Gen. Laws ch. 54, § 11; Mass. Gen. Laws ch. 54, § 12 (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Affiliation Preferred, but Allows for a Limited Number of Non-Affiliated. Election officers shall be appointed as equally to represent the 2 leading political parties, except that, without disturbing the equal representation of such parties, not more than 1/3 of the election officers not representing either of them may be appointed. The warden shall be of a different political party from the clerk, and not more than one half of the inspectors shall be of the same political party. In each case the principal officer and his deputy shall be of the same political party. <i>Mass. Gen. Laws ch. 54, § 13 (Thomson/West 2023).</i>
Parties must submit a list of recommended enrolled voters by June 1 of each year. <i>Mass. Gen. Laws ch. 54, §§ 11B, 12 (Thomson/West 2023).</i>
If no list filed by June 15, city clerk or election commission make recommendations and party representation requirements do not apply. <i>Mass. Gen. Laws ch. 54, §§ 11B, 12 (Thomson/West 2023).</i>

Term Requirements
Every election officer shall hold office for one year, beginning with September first succeeding his appointment, and until his successor is qualified, or until his removal. <i>Mass. Gen. Laws ch. 54, § 13 (Thomson/West 2023).</i>
Compensation and Hour Requirements
Election officers shall receive such compensation as the city council or the selectmen respectively may determine. No deputy officer shall receive compensation except for attendance at the opening of the polls or for services in place of an absent officer. <i>Mass. Gen. Laws ch. 54, § 22 (Thomson/West 2023).</i>
Training, Certification and Oath Requirements
Oath required. <i>Mass. Gen. Laws ch. 54, § 20 (Thomson/West 2023).</i>
Elected Public Officials Prohibited
Neither a town moderator nor any member of a board of selectmen shall be eligible or act as an election officer in a state or presidential primary, or state election. <i>Mass. Gen. Laws ch. 54, § 15 (Thomson/West 2023).</i>
Candidates Prohibited
No person shall, at a state, city or town election, be eligible or act as an election officer in a voting precinct where he is a candidate for election. <i>Mass. Gen. Laws ch. 54, § 15 (Thomson/West 2023).</i> (Exception: Candidates for ward or town committee in a presidential primary) <i>M.G.L. c. 54 § 14</i>
The Effect of Felon Status on Participation
Prohibited if incarcerated in a correctional facility due to a felony conviction. <i>Mass. Gen. Laws ch. 51, § 1; Mass. Const. Amend. Art. III (Thomson/West 2023).</i> May be temporarily or permanently disqualified by law because of corrupt practices in respect to elections. <i>Mass. Gen. Laws ch. 51, § 1; Mass. Const. Amend. Art. III (Thomson/West 2023).</i>
The Effect of Mental Incapacitation on Participation
Prohibited if under guardianship which specifically prohibits the person under

guardianship from registering or voting.
Mass. Gen. Laws ch. 51, § 1; Mass. Const. Amend. Art. III (Thomson/West 2023).

English Fluency and Literacy Requirement

No, though poll workers must be deemed to be “qualified” and “competent” to serve.
M.G.L. c. 54 §§ 11B, 12, 13, 14, 16A.

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

Two 16 or 17 years old election officers may be appointed who meets the following qualifications:

- are residents of commonwealth and are United States citizens;
- have the ability to speak, read, and write the English language;
- have permission from parents and principal to serve and to be absent from school to serve either at the election or training; and
- have agreed to attend required training sessions

Student election assistants cannot work more hours than permitted under section 66 of chapter 149. May be considered community service activity.

Mass. Gen. Laws ch. 54, § 11B (Thomson/West 2023).

Michigan

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
--

Must be registered. <i>Mich. Comp. Laws § 168.677(1); Mich. Comp. Laws § 168.346 (Thomson/West 2023).</i>
--

Age Requirement

At least 17 and a half years of age. <i>Mich. Comp. Laws § 168.492 (Thomson/West 2023).</i>
--

Residency Place and Term Required for Voter Registration

Township or city. <i>Mich. Comp. Laws § 168.492 (Thomson/West 2023).</i>

Residency Requirement for Service (State, County or Precinct)
--

State. An individual who is qualified and registered in the State may be appointed to serve on any precinct board established within any local unit of government. <i>Mich. Comp. Laws § 168.677(1) (Thomson/West 2023).</i>
--

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Required. Not later than May 15 of each year, the county chair of the major political parties may submit to the city, township, or village clerks in that county a list of individuals who are interested in serving as an election inspector in that county, designating the city or township in which each individual on the list wishes to serve. <i>Mich. Comp. Laws § 168.673a (Thomson/West 2023).</i>
--

A major political party is each of the two parties whose candidate for the Secretary of State received the highest and second highest number of votes at the immediately preceding general election in which a Secretary of State was elected. <i>Mich. Comp. Laws § 168.16 (Thomson/West 2023).</i>

Individuals wishing to serve must submit personal applications to relevant city or township clerk. <i>Mich. Comp. Laws §§ 168.677 (1), (2) (Thomson/West 2023).</i>
--

Between 21 and 40 days before the election, the board of election commissioners

appoints at least three qualified individuals to each precinct, designating one appointed election inspector as chairperson. At least one election inspector is appointed from each major political party and as nearly as possible an equal number of election inspectors is appointed in each election precinct from each major political party. The board of election commissioners may appoint election inspectors in an election precinct from minor political parties.

Mich. Comp. Laws §§ 168.674(1), (2) (Thomson/West 2023).

A board of election commissioners shall not appoint a person as an election inspector if that person declares a political party preference for one political party but is a known active advocate of another political party. See § 168.674(2)(a) – (c) for details on “known active advocate” qualifications.

Mich. Comp. Laws § 168.674(2) (Thomson/West 2023).

Term Requirements

An appointment to serve as a Pollworker expires after the conduct of the election at which the individual served. New Pollworker appointments are made for each successive election.
Christopher M. Thomas, Director of Elections, 2006.

Compensation and Hour Requirements

Any person employed as an inspector of election, or in any other official capacity at any election, shall receive such reasonable compensation as may be allowed by the relevant governing county, township, or city.

Mich. Comp. Laws § 168.682 (Thomson/West 2023).

Pollworkers must be paid at least the prevailing minimum wage.

Christopher M. Thomas, Director of Elections, 2006.

Training, Certification and Oath Requirements

Individuals wishing to serve must submit personal applications to relevant city, township or village clerk. *Mich. Comp. Laws §§ 168.677(1), (2) (Thomson/West 2023).*

Inspectors must attend a county, city or township training school unless excused for good cause. Training must be held within 2- days before each primary, general, and special election. No inspector of election shall serve in any election unless he shall have either attended an election school, or passed a secretary of state approved examination, within the last preceding 2 years. Compensation may be paid to attendees by their respective municipalities at a rate as determined by the governing bodies.

Mich. Comp. Laws §§ 168.683; 168.677(3) (Thomson/West 2023).

Elected Public Officials Prohibited

An elected public official may serve as a Pollworker as long as he or she does not appear on the ballot as a candidate for public office.

Christopher M. Thomas, Director of Elections, 2006.

Candidates Prohibited

No candidates or any member of his or her immediate family.

Mich. Comp. Laws § 168.677(3) (Thomson/West 2023).

Candidate for or delegates to a political party convention may be inspectors in precincts other than the precinct in which he or she resides.

Mich. Comp. Laws § 168.677(3) (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if convicted of a felony or election crime. The legislature may by law exclude persons from voting because of commitment to a jail or penal institution.

Mich. Comp. Laws § 168.677(3); Mich. Const. Art. 2, § 2 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

No statutory prohibition.

The legislature may by law exclude persons from voting because of mental incompetence. *Mich. Const. Art. 2, § 2 (Thomson/West 2023).*

English Fluency and Literacy Requirement

A precinct inspector shall have sufficient education and clerical ability to perform the duties of the office.

Mich. Comp. Laws § 168.677(1) (Thomson/West 2023).

Good Reputation Requirement

A precinct election inspector shall have a good reputation.

Mich. Comp. Laws § 168.677(1) (Thomson/West 2023).

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

- 16 or 17 years;
- Before a person under this subsection may be appointed, the first 3 members of the

board required to be appointed must meet all requirements for appointment;

- A person appointed under this subsection must meet all requirements for appointment other than being a qualified and registered elector of the county in which he or she serves;
- A person appointed under this subsection is not eligible to be designated as chairperson of the board.

Mich. Comp. Laws § 168.677(4) (Thomson/West 2023).

Minnesota

Completed 2023 (Verified by David Maeda, Director of Elections)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

Must be eligible to vote.
Minn. Stat. § 204B.19(1) (Thomson/West 2023).

Age Requirement

18 Years.
Minn. Stat. § 201.014(1)(1) (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

State resident for 20 days immediately preceding the election.
Minn. Stat. § 201.014(1)(3) (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

State.
To be an election judge one must only be eligible to vote in the State of Minnesota.
Minn. Stat. § 204B.19(1) (Thomson/West 2023).

However, while election judges typically serve in the precinct where they live, if shortages occur, they can serve anywhere in the state.
Minnesota Secretary of State (<https://www.sos.state.mn.us/media/3110/election-judge-interest-form.pdf>).

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Required.
Each major political party must provide lists of potential judges to their county auditor by May 1 of the election year. By May 15, the Secretary of State shall furnish the list to the county auditor for each precinct. Appointments are made locally by the township board or city council who must give preference to the parties' lists of names. All appointments must be made at least 25 days before the election. At least two election judges in each precinct must be affiliated with different major political parties. If no lists are furnished or if additional election judges are required after all listed names in that municipality have been exhausted, individuals not affiliated with a party may be appointed.
Minn. Stat. § 204B.21 (Thomson/West 2023).

No more than half of the election judges in a precinct may be members of the same major political party unless the election board consists of an odd number of election judges, in which case the number of election judges who are members of the same major political party

may be one more than half the number of election judges in that precinct.
Minn. Stat. § 204B.19(5) (Thomson/West 2023).

Term Requirements

No Information Available.

Compensation and Hour Requirements

Part time possible except for head judge.

An election judge may serve for all or part of Election Day, at the discretion of the appointing authority, as long as the minimum number of judges required is always present. The head election judge must serve for all of Election Day and be present in the polling place unless another election judge has been designated by the head election judge.

Minn. Stat. § 204B.22(1)(b) (Thomson/West 2023).

Compensation is fixed by local appointing authority. At least minimum wage is required, unless judge volunteers to serve unpaid. Judges entitled to additional compensation not less than the minimum wage, plus mileage allowed pursuant to § 471.665, for each hour spent picking up election supplies or delivering election returns to the county auditor.

Attending training sessions also compensable.

Minn. Stat. §§ 204B.31(1)(4); (2) (Thomson/West 2023).

Time off work is protected by statute under these conditions:

- Employee must give the employer at least 20 days written notice.
- The county auditor or municipal, township, or school district clerk will provide a form that shows the hours election judges will work and the hourly pay rate. The employee should attach this form to the written notice submitted to the employer.
- Employers can reduce the salary or wages of employees serving as election judges by the amount of compensation paid for being a judge during hours away from work.
- An employer can also restrict the number of persons serving to no more than 20 percent from any single work site.

Minn. Stat. § 204B.195 (Thomson/West 2023).

Training, Certification and Oath Requirements

Each election precinct in which less than 100 individuals voted at the last state general election shall have at least two election judges who are members of different major political parties who have received training. In every other election precinct, no individual may serve as an election judge who has not received training. The training is provided by the county auditor.

Minn. Stat. §§ 204B.25(1), (3) (Thomson/West 2023).

At least once every two years, local election officials must attend training sessions for the municipal and school district clerks by the county auditor. No election official may serve without receiving this training.

Minn. Stat. § 204B.25(4) (Thomson/West 2023).

Training is governed by Minn. Rules Chapter 8240.

Regular election judges must complete at least 2 hours of training, receive a certificate, and complete the training every 24 months to remain qualified.

Minn. Rules 8240.1300 (Thomson/West 2023).

Head election judges must complete the regular training plus an hour of further training.

Minn. Rules 8240.1350; 8240.1750 (Thomson/West 2023).

The appointing authority may examine any individual who seeks appointment as an election judge to determine whether the individual meets any qualification under the statute.

Minn. Stat. § 204B.19(4) (Thomson/West 2023).

A county auditor or municipal clerk may remove any precinct election official at any time if the official engages in a neglect of duty, malfeasance, misconduct in office, or for other cause.

Minn. Stat. § 204B.26 (Thomson/West 2023).

Oath Required. *Minn. Stat. § 204B.24 (Thomson/West 2023).*

Elected Public Officials Prohibited

Prohibited only when a candidate on the ballot.

Minn. Stat. § 204B.19(2)(a)(4) (Thomson/West 2023).

Candidates Prohibited

No candidates or candidates' spouse, parents, stepparent, children, stepchildren, siblings, and stepsiblings. No individual domiciled, either permanently or temporarily, with a candidate.

Minn. Stat. §§ 204B.19(2)(a)(2)-(4) (Thomson/West 2023).

No election judge can serve in same precinct as spouse, parent, stepparent, children, stepchildren, siblings, and stepsiblings, unless they serve on separate shifts that do not run concurrently.

Minn. Stat. §§ 204B.19(2)(a)(2), (2)(b) (Thomson/West 2023).

The Effect of Felon Status on Participation

Felony conviction; restoration of civil right to vote. An individual who is ineligible to vote because of a felony conviction has the civil right to vote restored during any period when the individual is not incarcerated for the offense. If the individual is later incarcerated for the offense, the individual's civil right to vote is lost only during that period of incarceration.

Minn. Stat. § 201.014(2)(1) (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if under a guardianship in which the court order revokes the ward's right to vote or found by a court of law to be legally incompetent.

Minn. Stat. §§ 201.014(2)(2) & (3) (Thomson/West 2023).

English Fluency and Literacy Requirement

Must be able to speak, read and write the English language.
Minn. Stat. § 204B.19(2)(a)(1) (Thomson/West 2023).

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

- 16 years old and up;
- Minnesota high school student or home schooled;
- Appointed without party affiliation as trainee election judge in the county or an adjacent county in which the student resides;
- Must have written permission from parent or guardian;
- Will not serve after 10:00 P.M.;
- May not be paid less than two-thirds of the minimum wage for a large employer; and
- Must receive training pursuant to Minn. Rules 8240.1655.

Minn. Stat. § 204B.19(6) (Thomson/West 2023).

Mississippi

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be a qualified elector of the county in which the polling place is located. <i>Miss. Code Ann. § 23-15-231 (Thomson/West 2023).</i>
Age Requirement
18 years of age or older. <i>Miss. Code Ann. § 23-15-11 (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
The voter must reside in the state, county, and incorporated municipality in which he seeks to vote for 30 days. <i>Miss. Code Ann. § 23-15-11 (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
County. <i>Miss. Code Ann. § 23-15-231 (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
For general and special elections, the poll managers shall not all be of the same political party if suitable persons of different political parties can be found in the district but may be in a primary election. In primary elections the county party executive committee appoints the poll managers and designates one of the managers to be the bailiff and one of the managers to be the receiving and returning manager. <i>Miss. Code Ann. §§ 23-15-263; 23-15-231; 23-15-251; 23-15-541 (Thomson/West 2023).</i> In general and special elections, the county elections commission appoints the poll managers and designates the roles. The manager designates an initialing and alternate initialing manager. <i>Miss. Code Ann. §§ 23-15-231; 23-15-251; 23-15-541 (Thomson/West 2023).</i> Managers of general or special elections cannot all be of the same political party if suitable persons of different political parties can be found. <i>Miss. Code Ann. § 23-15-231 (Thomson/West 2023).</i> In primary elections, managers and clerks may all be members of the same political party. <i>Miss. Code Ann. § 23-15-265(1) (Thomson/West 2023).</i>
Term Requirements

Poll Managers are appointed for each election.
Mississippi Secretary of State, 2016; *Miss. Code Ann. § 23-15-231 (Thomson/West 2023)*.

Compensation and Hour Requirements

Poll managers shall be entitled to \$75 for an election and the County’s Board of Supervisors may, in its discretion, approve an additional sum up to \$50 per election. A Manager who is designated to be the Receiving and Returning Manager is entitled to an additional \$10 for carrying the ballot box to the polling place and another \$10 for returning the ballot box after the election. If the Receiving and Returning Manager uses a privately owned vehicle, he or she is entitled to mileage for any miles traveled in excess of 10 miles at the rate allowable to federal employees for the use of a privately owned vehicle while on official travel.

Miss. Code Ann. § 23-15-227 (Thomson/West 2023).

Poll managers shall be entitled to \$75 for an election and the County’s Board of Supervisors may, in its discretion, approve an additional sum up to \$50 per election. A Manager who is designated to be the Receiving and Returning Manager is entitled to an additional \$10 for carrying the ballot box to the polling place and another \$10 for returning the ballot box after the election. If the Receiving and Returning Manager uses a privately owned vehicle, he or she is entitled to mileage for any miles traveled in excess of 10 miles at the rate allowable to federal employees for the use of a privately owned vehicle while on official travel.

Miss. Code Ann. § 23-15-229 (Thomson/West 2023).

The election commissioners shall, after each election, make out a list of all persons who served as poll managers at the election, designating for what service each is entitled to pay, certify to the correctness of the same, and file it with the clerk of the board of supervisors. An allowance shall not be made to any such officer unless his or her service be so certified.

Miss. Code Ann. § 23-15-261 (Thomson/West 2023).

Training, Certification and Oath Requirements

Not less than five (5) days prior to each election, training sessions shall be conducted. The training must be between 4 and 8 hours. Any manager who completes the Secretary of State's online training course shall only be required to complete 2 hours of in-person training. No manager shall serve in any election unless he has received such instructions once during the 12 months immediately preceding the date upon which such election is held. The county executive committee or the commissioners of election, as appropriate, shall train a sufficient number of alternates to serve in the event a manager is unable to serve for any reason.

Miss. Code Ann. § 23-15-239(1) (Thomson/West 2023).

Poll managers who individually complete the Secretary of State's online training program at least 5 days before an election are entitled to a Certificate of Completion and are qualified as certified poll managers. At least 1 certified poll manager must be appointed by county election officials to work in each polling place in the county during each general election.

Miss. Code Ann. § 23-15-239(7) (Thomson/West 2023).

The County Board of Supervisors may compensate managers who attend training sessions for up to sixteen (16) hours of time and shall not be less than federal minimum wage and no more than \$12.00 per hour. *Miss. Code Ann. § 23-15-239(3) (Thomson/West 2023).*

Oath required. *Miss. Code Ann. § 23-15-237 (Thomson/West 2023).*

Elected Public Officials Prohibited

Elected officials are prohibited from serving as poll workers in any election where he/she or a relative is a candidate.

Miss. Code Ann. §§ 25-4-101; 25-4-105(1) (Thomson/West 2023).

Candidates Prohibited

Candidates are prohibited from serving as poll managers.

Miss. Code Ann. § 25-4-101 (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if convicted of disqualifying crimes, which include arson, armed robbery, bigamy, bribery, embezzlement, extortion, felony bad check, felony shoplifting, forgery, larceny, murder, obtaining money or goods under false pretenses, perjury, rape, receiving stolen property, robbery, theft, timber larceny, unlawful taking of motor vehicle, statutory rape, carjacking, and larceny under lease or rental agreement.

Miss. Code Ann. § 23-15-19; Miss. Const. Art. 12, § 241 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if insane or an idiot.

Miss. Const. Ann. Art. 12, § 241 (Thomson/West 2023).

English Fluency and Literacy Requirement
No Information Available
Good Reputation Requirement
No Information Available
Alternative Positions with Different Requirements
No Information Available
Student Election Assistant Statute
<p>The officials in charge of the election in a county or municipality may, in their discretion, appoint not more than two (2) students for each precinct to serve as student interns during elections. To be appointed a student intern a student must be:</p> <ul style="list-style-type: none"> • At least 16 years old at the time of election; • A resident of county or municipality for which the appointment is made; • Enrolled in a public high school, an accredited private high school or a legitimate home instruction program and be classified as a junior or senior or its equivalent, or • Enrolled in a junior college or a college or university; and • Recommended by principal or other school official, or the person responsible for home instruction; <p>Student interns shall be under the supervision of the managers and clerks of the election and must attend all required training for managers and clerks</p> <p><i>Miss. Code Ann. § 23-15-240 (Thomson/West 2023).</i></p>

Missouri

Completed 2023 (Verified by Chrissy Peters, Director of Elections)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be a registered voter. <i>Mo. Rev. Stat. § 115.085 (Thomson/West 2023).</i>
Age Requirement
17 years and 6 months of age to register and to vote in any election held on or after the voter's 18th birthday. <i>Mo. Rev. Stat. § 115.133 (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
State and jurisdiction. <i>Mo. Rev. Stat. §§ 115.133(1), (3); Mo. Const. Art. VIII, § 2 (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Jurisdiction unless special permission. Must be registered voters in the jurisdiction in which they will work, unless the election authority of another jurisdiction obtains the written consent of the election authority for the jurisdiction where the prospective judges are registered to vote. Person may be designated to serve as election judge or clerk in precinct in which he does not reside if election authority cannot find sufficient qualified persons within precinct to act as election officials. <i>Mo. Rev. Stat. § 115.085; Op. Atty. Gen. No. 289, McCuskey, 10-18-74 (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Preference for Affiliated.

For counties with no board of elections and the election authority is the county clerk: The county committee of each major political party shall submit a list of persons qualified to serve as election judges to the election authority and the election authority shall select and appoint judges from the lists. The election authority may compile a list of persons who claim no political affiliation and who volunteer to be election judges and may select and appoint judges from the list. *Mo. Rev. Stat. § 115.087 (Thomson/West 2023).*

For counties that have a board of elections:

The board may ask the county committee of each major political party to submit a list of persons qualified to serve as election judges and may select and appoint judges from the lists. The board may compile a list of persons who claim no political affiliation and who volunteer to be election judges and may select and appoint judges from the list. *Mo. Rev. Stat. § 115.089 (Thomson/West 2023).*

Primary and general elections: The election authority shall appoint at least two judges from each major political party to serve at each polling place. No major political party shall have a majority of the judges at any polling place. No established party shall have a greater number of judges at any polling place than any major political party. *Mo. Rev. Stat. § 115.081(1)-(2) (Thomson/West 2023).*

Not a primary or general election: appoint at least one judge from each major political party to serve at each polling place. No major political party shall have a majority of the judges at any polling place. No established party shall have a greater number of judges at any polling place than any major political party. In all elections, the election authority shall designate two of the judges appointed for each polling place, one from each major political party, as supervisory judges. *Mo. Rev. Stat. § 115.081(1)-(4) (Thomson/West 2023).*

An election authority may appoint additional election judges representing other established political parties and additional election judges who do not claim a political affiliation. Any question which requires a decision by the majority of judges shall only be made by the judges from the major political parties. *Mo. Rev. Stat. § 115.081(6) (Thomson/West 2023).*

Term Requirements

For counties where the county clerk is the election authority, election judges are appointed for each election. *Mo. Rev. Stat. § 115.087 (Thomson/West 2023).*

Election judges may be appointed for individual elections or for a term coincident with the term of the board and until the judges' successors are appointed and qualified. *Mo. Rev. Stat. § 115.089 (Thomson/West 2023).*

Compensation and Hour Requirements

Part-day possible. Poll hours are 6:00 a.m. – 7:00 p.m.

Compensation is set by the election authority.

Mo. Rev. Stat. § 115.101 (Thomson/West 2023).

Training: Election authorities may compensate judges for attendance at the rate set for election service subject to the approval of the governing body of a county not having a board of election commissioners, or the political subdivision or special district.

Mo. Ann. Stat. § 115.103 (Thomson/West 2023)

Election judges may be employed to serve for the first half or last half of any election day and will be paid one-half the regular rate of pay. If part-time judges are employed, the election authority shall employ such judges and shall see that a sufficient number for each period are present at all times so as to have the proper total number of judges present at each polling place throughout the day. The election authority shall require that at each polling place at least 1 election judge from each political party serve a full day and that at all times during the day there be an equal number of election judges from each political party.

Mo. Rev. Stat. § 115.081(5) (Thomson/West 2023).

No election judge shall be absent from the polls for more than one hour during the hours the polls are open on election day. No election judge shall be absent from the polls before 9:00 a.m. or after 5:00 p.m. on election day. No more than one judge from the same major political party shall be absent from the polls at the same time on election day.

Mo. Rev. Stat. § 115.097 (Thomson/West 2023).

Training, Certification and Oath Requirements

All election authorities shall establish training courses for election judges. Such courses shall include substantially the curriculum developed by the secretary of state's office in accordance with the Help America Vote Act of 2002. Judges may be compensated for attendance at the rate set for election service subject to the approval of the governing body of a county not having a board of election commissioners, or the political subdivision or special district.

Mo. Rev. Stat. § 115.103 (Thomson/West 2023).

Oath required. *Mo. Rev. Stat. § 115.091. (Thomson/West 2023).*

Elected Public Officials Prohibited

No election judge shall, during his or her term of office, hold any other elective public office, other than as a member of a political party committee or township office, except any person who is elected to a board or commission of a political subdivision or special district may serve as an election judge except at a polling place where such political subdivision or special district has an issue or candidate on the ballot.

Mo. Rev. Stat. § 115.085 (Thomson/West 2023).

Candidates Prohibited

No candidate appearing on the ballot, or candidate's relative within the second degree, by consanguinity or affinity, may be an election judge. No candidate appearing on the ballot, or candidate's relative within the second degree, by consanguinity or affinity, may be an election judge at a precinct where the candidate's name appears on the ballot, but may serve at precincts where the candidate does not appear. However, if the candidate is unopposed, then the relative may serve. In addition, in a county of less than 250,000 inhabitants, an unopposed candidate for the county committee of a political party, who is not a candidate for any other office, may serve.

Mo. Rev. Stat. § 115.085 (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited while incarcerated for a felony, and while on probation or parole, until finally discharged from such probation or parole.

Mo. Rev. Stat. § 115.133(2); Mo. Rev. Stat. § 561.026 (Thomson/West 2023).

Prohibited if convicted of a felony or misdemeanor connected with the right of suffrage.

Mo. Rev. Stat. § 115.133(2)(3); Mo. Rev. Stat. § 561.026 (Thomson/West 2023).

Persons convicted of felony, or crime connected with the exercise of the right of suffrage may be excluded by law from voting.

Mo. Const. Art VIII, § 2 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if adjudged incapacitated.

Mo. Rev. Stat. § 115.133(2) (Thomson/West 2023).

No person who has a guardian of his or her estate or person by reason of mental incapacity, appointed by a court of competent jurisdiction and no person who is involuntarily confined in a mental institution pursuant to an adjudication of a court of competent jurisdiction shall be entitled to vote.

Mo. Const. Art VIII, § 2 (Thomson/West 2023).

English Fluency and Literacy Requirement

Must speak, read, and write the English language.

Mo. Rev. Stat. § 115.085 (Thomson/West 2023).

Good Reputation Requirement

Each election judge shall be a person of good repute and character.

Mo. Rev. Stat. § 115.085 (Thomson/West 2023).

Alternative Positions with Different Requirements
No Information Available.
Student Election Assistant Statute
<ul style="list-style-type: none">• 15 – 17 years old;• full time attendance in a school in Missouri;• take and sign oath;• have demonstrated age-appropriate academic ability and demeanor;• be a person of good repute who can speak, read and write the English language;• not be related within the second degree of consanguinity or affinity to any person whose name appears on the ballot, except that no participant shall be disqualified if related within such degree to an unopposed candidate. <p><i>Mo. Rev. Stat. § 115.104 (Thomson/West 2023).</i></p>

Montana

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

Must be registered elector of the county in which they serve.
Mont. Code Ann. § 13-4-107(1) (Thomson/West 2023).

Age Requirement

18 years.
Mont. Code Ann. § 13-1-111(1)(b) (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

State and county resident for at least 30 days.
Mont. Code Ann. § 13-1-111(1)(c) (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

Precinct then County.
Except if filling a vacancy when there the list is insufficient or if one or more of the eligible political parties fails to submit a list, the election administrator may select, sufficiently qualified county residents to fill election judge vacancies in all precincts.
Mont. Code Ann. § 13-4-107(1); Mont. Code Ann. § 13-4-102(4) (Thomson/West 2023).

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Required.
At least 30 days before the primary election in even-numbered years, the county governing body shall appoint three or more election judges for each precinct, one of whom must be designated chief judge.
Mont. Code Ann. § 13-4-101 (Thomson/West 2023).

Judges are chosen from lists of qualified registered electors for each precinct in the county, submitted at least 45 days before the primary election in even-numbered years by the county central committees of the political parties eligible to nominate candidates in the primary. All eligible political parties who submitted a list must have a judge appointed to represent that party. No more than the number of election judges needed to obtain a simple majority may be appointed from the list of one political party in each precinct. If any of the political parties failed to submit a list, the governing body shall, to the extent possible, appoint judges so that all parties eligible to participate in the primary are represented on each board.
Mont. Code Ann. § 13-4-102 (Thomson/West 2023).

Term Requirements

The election judges continue to be judges of all elections held in their precincts until other judges are appointed.
Mont. Code Ann. § 13-4-103 (Thomson/West 2023).

Compensation and Hour Requirements

Part-time possible, but there must be three election judges present at all times while the polls are open. Election judges may not leave the polling place other than with permission for a family emergency or illness. *Mont. Code Ann. § 13-4-207 (Thomson/West 2023).*

Paid at least federal or state minimum wage, whichever is greater, for the hours worked during an election plus the number of hours spent at the instruction session. Mileage may be paid to judges for attending instruction sessions.
Mont. Code Ann. § 13-4-106(1) (Thomson/West 2023).

Chief election judge may be paid at a rate higher than the other election judges and may be reimbursed for the actual expenses of transporting election materials.
Mont. Code Ann. § 13-4-106(2) (Thomson/West 2023).

Training, Certification and Oath Requirements

Must attend training and receive a current certificate of training.
Mont. Code Ann. §§ 13-4-102(5); 13-4-203 (Thomson/West 2023).
Note: The outline for this training can be found in *Mont. Code Ann. § 13-4-203.*

Oath required. *Mont. Code Ann. § 13-4-105 (Thomson/West 2023).*

Elected Public Officials Prohibited

Not prohibited. (See additional requirements for Candidates and *Mont. Code Ann. § 13-4-107(2) (Thomson/West 2023)*)

Candidates Prohibited

No election judge may be a candidate or a spouse, ascendant, descendant, brother, or sister of a candidate or a candidate's spouse or the spouse of any of these in an election precinct where the candidate's name appears on the ballot. However, this does not apply to candidates for precinct offices.
Mont. Code Ann. § 13-4-107 (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited while serving a sentence in a penal institution for a felony conviction.
Mont. Code Ann. § 13-1-111(2); Mont. Const. Art. IV, § 2 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation
Prohibited if adjudicated to be of unsound mind, unless restored to capacity as provided by law. <i>Mont. Code Ann. § 13-1-111(3); Mont. Const. Art. IV, § 2 (Thomson/West 2023).</i>
English Fluency and Literacy Requirement
No Information Available.
Good Reputation Requirement
No Information Available.
Alternative Positions with Different Requirements
No Information Available
Student Election Assistant Statute
No Information Available.

Nebraska

Completed 2023 (Verified by Wayne Bena, Deputy Secretary of State)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be a registered voter. See exceptions in the Student Election Assistant Category. <i>Neb. Rev. Stat. §§ 32-221(3) & 32-231(1) (Thomson/West 2023).</i>
Age Requirement
At least 18 or is 17 and will attain 18 on or before the first Tuesday after the first Monday in November of the then current calendar year. <i>Neb. Rev. Stat. § 32-221(3); § 32-231(1); § 32-110 Neb. Const. Art. VI, § 1 (Thomson/West 2023).</i>
A 16 year old individual can be appointed by the election commissioner or county clerk if the individual meets the requirements of § 32-221(3) or § 32-231(1), except for the requirement to be a registered voter. <i>Neb. Rev. Stat. § 32-223(6); § 32-230(8) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
State. <i>Neb. Rev. Stat. § 32-110; § 32-116 (Thomson/West 2023).</i>
Self-supporting students who regard the location of their school as their home may vote where the school is located. <i>Swan v. Bowker, 135 Neb. 405, 281 N.W. 891 (1938)</i>
Residency Requirement for Service (State, County or Precinct)
County in counties with election commissioners. Exception for poll workers residing in counties that conduct all elections by mail and others authorized by the Secretary of State. <i>Neb. Rev. Stat. § 32-221; § 32-223(4-5) (Thomson/West 2023).</i>
Precinct then County in counties without election commissioners. Must be a resident of the precinct unless necessity demands that personnel be appointed from another precinct. Exception for poll workers residing in countries that conduct all elections by mail and others authorized by the Secretary of State. <i>Neb. Rev. Stat. § 32-231(1); § 32-230(6-7) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Generally Required.

Election commissioner shall appoint a precinct inspector and a receiving board of at least two judges and two clerks. One judge and one clerk of election shall be registered voters of the political party casting the highest number of votes in the county for Governor or for President of the United States in the immediately preceding general election, and one judge and one clerk of election shall be registered voters of the political party casting the next highest number of votes, except that one judge or clerk of election may be a registered voter who is not affiliated with either of such parties. If a third judge is appointed, such judge shall be a registered voter of the political party casting the highest number of votes in the county for Governor or for President of the United States in the immediately preceding general election. All precinct and district inspectors shall be divided between all political parties as nearly as practicable in proportion to the number of votes cast in such county at the immediately preceding general election for Governor or for President of the United States by the parties, respectively.

Neb. Rev. Stat. § 32-223(1, 3-4) (Thomson/West 2023).

For counties without election commissioners the same rules apply, except that the precinct committee person of each political party appoints and, if no names are submitted, then the county clerk appoints, rather than an election commissioner.

Neb. Rev. Stat. § 32-230(1-2) (Thomson/West 2023).

Counties with election commissioner:

Counties of populations < 400,000: must be appointed at least thirty days prior to the statewide primary. Counties of populations > 400,000: appointed at least thirty days prior to the first election for which appointments are necessary.

Neb. Rev. Stat. § 32-221(1) (Thomson/West 2023).

Judges and clerks of election may be selected at random from a cross section of the population of the county. All qualified citizens shall have the opportunity to be considered for service. All qualified citizens shall fulfill their obligation to serve as judges or clerks of election as prescribed by the election commissioner. No citizen shall be excluded from service as a result of discrimination based upon race, color, religion, sex, national origin, or economic status. No citizen shall be excluded from service unless excused by reason of ill health or other good and sufficient reason. All persons appointed shall be of good repute and character, be able to read and write the English language, and except as otherwise provided in subsections (4), (5), and (6) of section 32-223, be registered voters in the county. No candidate at an election shall be appointed as a judge or clerk of election or inspector for such election other than a candidate for delegate to a county, state, or national political party convention. *Neb. Rev. Stat. § 32-221(2-3) (Thomson/West 2023).*

For counties without election commissioners, substantially similar requirements. *Neb. Rev. Stat. § 32-230(2); 32-231(1).*

The election commissioner shall notify each person appointed as a judge or clerk of election, precinct inspector, district inspector, member of a counting board, or member of a canvassing

board of the appointment by letter. Such letter shall be mailed at least fifteen days prior to the required reporting date for each statewide primary and general election. Each appointee shall, at the time fixed in the notice of appointment, report to the office of the election commissioner or other designated location to complete any informational forms and receive training regarding his or her duties. The training shall include instruction as required by the Secretary of State and any other training deemed necessary by the election commissioner. Each appointee, if found qualified and unless excused by reason of ill health or other good and sufficient reason, shall serve for the term of his or her appointment. *Neb. Rev. Stat. § 32-228(1) (Thomson/West 2023).*

For counties without election commissioners, substantially similar requirements. *Neb. Rev. Stat. § 32-235.*

No person who is a qualified prospective election worker is exempt from being appointed for a term of election service, except that any person who is seventy years of age or older and who requests to be exempted from such service at the time the election worker questionnaire form is filed with the election commissioner shall be exempt from election service. An appointee, who fails to serve for such term, unless excused by reason of ill health or other good and sufficient reason, is guilty of a Class V misdemeanor. The election commissioner shall submit the names of appointees violating this subsection to the local law enforcement agency for citation pursuant to sections 32-1549 and 32-1550. *Neb. Rev. Stat. § 32-228(2-3) (Thomson/West 2023).*

For countries without election commissioners the same rules apply, except there is an exception for serving during city and village elections. *Neb. Rev. Stat. § 32-236 (Thomson/West 2023).*

Term Requirements

Counties with election commissioner:
Counties of populations < 400,000: two years or until their successors are appointed and qualified for the next statewide primary election.
Counties of populations > 400,000: must serve for at least four elections.
Neb. Rev. Stat. §32-221(1) (Thomson/West 2023).

Counties without election commissioner: two years or until new officials are appointed for the next primary election.
Neb. Rev. Stat. § 32-231(1) (Thomson/West 2023).

Compensation and Hour Requirements

Full or Part time.

Neb. Rev. Stat. § 32-223(2); § 32-230(3) (Thomson/West 2023).

Counties with election commissioners: Judges, clerks, and inspectors will receive at least minimum wage for each hour of service. The election commissioner decides the rate and may vary the rate based on duties. Election workers may also elect to waive their wages or to use their wages to contract with any tax-exempt election recruitment organization. *Neb. Rev. Stat. § 32-227 (Thomson/West 2023).*

For counties without election commissioners: at least minimum wage, but the county clerk determines pay rate.

Neb. Rev. Stat. § 32-233 (Thomson/West 2023).

Employment Protection

Any person who is appointed in any county to serve as a judge or clerk of election or precinct or district inspector shall not be subject to discharge from employment, loss of pay, loss of overtime pay, loss of sick leave, loss of vacation time, the threat of any such action, or any other form of penalty as a result of his or her absence from employment due to such service if he or she gives reasonable notice to his or her employer of such appointment. Reasonable notice shall be waived for those persons appointed as judges or clerks of election on the day of election to fill vacancies. Any such person shall be excused upon request from any shift work, without loss of pay, for those days he or she is required to serve and, if he or she is required to serve eight hours or more, for eight hours prior to and eight hours following the hours he or she is required to serve. Any violation of this is a Class V misdemeanor. *Neb. Rev. Stat. § 32-241 (Thomson/West 2023).*

Any employer of a person appointed to be a precinct or district inspector or a judge or clerk of election who threatens to discharge or coerces or attempts to coerce such person by reason of his or her service as an election worker shall be guilty of a Class III misdemeanor and such employer shall be subject to a mandatory \$500 fine upon conviction. Any employer who discharges such person from employment, docks such person's pay, overtime pay, sick leave, or vacation time, or in any other way penalizes such person because of his or her service as an inspector, a judge, or a clerk shall be guilty of a Class III felony. *Neb. Rev. Stat. § 32-1517 (2-3) (Thomson/West 2023).*

Training, Certification and Oath Requirements

Each appointee shall, at the time fixed in the notice of appointment, report to the office of the election commissioner or other designated location to complete any informational forms and receive training regarding his or her duties. The training shall include instruction as required by the Secretary of State and any other training deemed necessary by the election commissioner or county clerk. *Neb. Rev. Stat. § 32-228(1); § 32-235(2) (Thomson/West 2023).*

The Secretary of State requires training in the following areas:

- Disability and cultural awareness
- Duties prior to opening polls
- Receiving board and inspector duties
- Polling place decorum
- Duties for after the close of the polls

Nebraska Response to 2014 Statutory Overview Question C8, OMB Control No. 3265-0006, U.S. Election Assistance Commission (2016).

Oath required.

Neb. Rev. Stat. § 32-222; § 32-238 (Thomson/West 2023).

Elected Public Officials Prohibited

No Information Available

Candidates Prohibited

No candidates other than a candidate for delegate to a county, state, or national political party convention.

Neb. Rev. Stat. § 32-221(3); § 32-231(1) (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if convicted of a felony until two years after the sentence is completed, including any parole term. If convicted of treason in U.S. prohibited until rights are restored.

Neb. Rev. Stat. § 32-313(1); Neb. Const. Art. VI, § 2 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if non compos mentis.

Neb. Rev. Stat. § 32-313(1); Neb. Const. Art. VI, § 2 (Thomson/West 2023).

English Fluency and Literacy Requirement

Must be able to read and write the English language.

Neb. Rev. Stat. § 32-221(3); § 32-231(1) (Thomson/West 2023).

Good Reputation Requirement

Must be of good repute and character.
Neb. Rev. Stat. § 32-221(3); § 32-231(1) (Thomson/West 2023).

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

Counties with election commissioners: Election commissioner may appoint an election clerk who:

- is at least sixteen years old, but is not eligible to register to vote;
- must meet all other requirements to be election worker, except that such clerk shall not be required to be a registered voter;
- No more than one clerk of election appointed this way shall serve at any precinct; and
- Student is considered a registered voter who is not affiliated with a political party;

Neb. Rev. Stat. § 32-223(6) (Thomson/West 2023).

Counties without election commissioner: Same except person appointed by county clerk.

Neb. Rev. Stat. § 32-230(6) (Thomson/West 2023).

Nevada*

Completed 2023 (no verification submitted)

*Nevada also has statutes for city elections. Discrepancies will be noted.

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be registered voter. <i>Nev. Rev. Stat. Ann. § 293.217 (1) (Thomson/West 2023).</i>
Age Requirement
18 years. <i>Nev. Const. art. 2, § 1 (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
State six months, district or county thirty days. <i>Nev. Const. art. 2, § 1 (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
County. <i>Nev. Rev. Stat. Ann. § 293.217 (1) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
At least three election board members, one of them designated chairman, are appointed by the county clerk at least 31 days before the election. May not all be of the same political party. <i>Nev. Rev. Stat. Ann. § 293.217(1); § 293.227 (Thomson/West 2023).</i> For city elections election board appointed by city clerk. <i>Nev. Rev. Stat. Ann. § 293C.220 (Thomson/West 2023).</i> County or city clerk may also provide, by rule or regulation, for recommendations by chairman of election board of persons for service on election board. <i>Nev. Rev. Stat. Ann. § 293.218; Nev. Rev. Stat. Ann. § 293C.225 (Thomson/West 2023).</i>
Term Requirements
Term is from the day before the day of the election, until the time for filing contests of the election has expired. <i>Nev. Rev. Stat. Ann. § 293.225(1) (Thomson/West 2023).</i>

Compensation and Hour Requirements

Compensation must be fixed by county or city ordinance, resolution or order. *Nev. Rev. Stat. Ann. § 293.460 (Thomson/West 2023).*

Training, Certification and Oath Requirements

The county or city clerk shall conduct or cause to be conducted a school to acquaint the members of an election board with the election laws, duties of election boards, regulations of the Secretary of State and with the procedure for making the records of election and using the register for election boards. *Nev. Rev. Stat. Ann. § 293.227(3) (Thomson/West 2023).*

Within a reasonable time before each election, the county or city clerk shall instruct the members of the election board in the use of the mechanical voting system and in their duties in connection therewith. *Nev. Rev. Stat. Ann. § 293B.260 (Thomson/West 2023).*

Elected Public Officials Prohibited

No Information Available.

Candidates Prohibited

No candidate for nomination or election or his relative within the second degree of consanguinity or affinity may be appointed as an election board officer. *Nev. Rev. Stat. Ann. § 293.217(1) (Thomson/West 2023).*

The Effect of Felon Status on Participation

Prohibited if have been or may be convicted of treason or felony in any state or territory of the United States, unless restored to civil rights. *Nev. Const. Art. 2, § 1 (Thomson/West 2023).*

On July 1, 2019, [Assembly Bill 431](#) of the 2019 Legislative Session took effect. Under this new law, any Nevada resident who is convicted of a felony is immediately restored the right to vote upon the individual's release from prison. There is no waiting period or action required by the individual. The restoration of voting rights is automatic and immediate upon the individual's release from prison, regardless of the category of felony committed or whether the individual is still on either parole or probation. (<https://www.nvsos.gov/sos/elections/voters/restoration-of-voting-rights-in-nevada>)

The Effect of Mental Incapacitation on Participation

Prohibited if adjudicated incompetent, unless restored to legal capacity. *Nev. Const. Art. 2, § 1; Nev. Rev. Stat. Ann. § 433A.460 (Thomson/West 2023).*

English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

County Clerk may appoint as trainee for election officer:

- U.S. citizen , resident of Nevada, resident of the county in which he serves;
- Enrolled in high school;
- At the time of service, at least 16 years of age;
- Attend the training class;
- Appointed with no political party affiliation;
- There may not be more than one trainee per precinct; and
- Trainee may be counted as one of the election board members.
- Permission from the school, as well as a parent or legal guardian, is required.

Nev. Rev. Stat. Ann. § 293.2175; Nev. Rev. Stat. Ann. § 293.227(2) (Thomson/West 2023).

Compensation for election officer trainees is the same as that of election board members.

Nev. Rev. Stat. Ann. § 293.2175(4) (Thomson/West 2023).

City Elections: trainee appointed by the city clerk.

- *Nev. Rev. Stat. Ann. § 293.2175; Nev. Rev. Stat. Ann. § 293C.222 (Thomson/West 2023).*

New Hampshire
Completed 2023 (no verification submitted)

State Registration Requirement
(Exceptions may be found in Student Election Assistant category)

Must be registered voter.
N.H. Rev. Stat. Ann. § 658:3 (Thomson/West 2023).

Age Requirement

18 years for inspectors and assistant election officials in general.
N. H. Const. part. 1, art. 11 (Thomson/West 2023).

17 years for assistant election officials appointed to central polling place in state elections. *N.H. Rev. Stat. Ann. § 658:7-a; N.H. Rev. Stat. Ann. § 658:7 (Thomson/West 2023).*

Residency Place and Term Required for Voter Registration

State.
N. H. Const. part. 1, art. 11 (Thomson/West 2023).

Must establish domicile. An inhabitant's domicile for voting purposes is that one place where a person, more than any other place, has established a physical presence and manifests intent to maintain a single continuous presence for domestic, social, and civil purposes relevant to participating in democratic self-government.
N.H. Rev. Stat. Ann. § 654:1 (Thomson/West 2023).

A student of any institution of learning may lawfully claim domicile for voting purposes in the New Hampshire town or city in which he or she lives while attending such institution of learning if such student's claim of domicile otherwise meets the requirements of § 654:1, I. *N.H. Rev. Stat. Ann. § 654:1(I-a) (Thomson/West 2023).*

Residency Requirement for Service (State, County or Precinct)

Voting District (polling place)
N.H. Rev. Stat. Ann. § 658:3; N.H. Rev. Stat. Ann § 658:11 – 14 (Thomson/West 2023).

**Affiliation with Political Party Requirement and
Process for Nomination as Poll Worker**

Affiliation Required for Inspectors; Not Required for Assistant Moderators and Assistant Town Clerks. *N.H. Rev. Stat. Ann. § 658:2 (Thomson/West 2023).*

Moderator is the chief election officer in charge of the polls. (Elected position.)
N. H. Constitution, Part 2, Article 32; N.H. Rev. Stat. Ann. § 659:9 (Thomson/West 2023).

For help in central polling place in state elections, moderator may appoint an assistant moderator and such other election officials as he deems necessary. Town clerk, upon request of the moderator, may appoint an assistant town clerk.
N.H. Rev. Stat. Ann. § 658:7 (Thomson/West 2023).

For each additional polling place, moderator shall appoint an assistant moderator and the town clerk shall appoint an assistant clerk.
N.H. Rev. Stat. Ann. § 658:14 (Thomson/West 2023).

The town or ward political committee for the two political committees which cast the largest number of voters for governor in the last general election is authorized to appoint 2 inspectors between May 15 and July 15 of each general election year. If the number of voters qualified to vote at a polling place shall exceed 2,000, said political committees may each appoint for such polling place one additional inspector for each 1,500 qualified voters or fraction thereof in excess of 2,000. Additional inspectors may also be appointed, equally divided between the two political parties, as the moderator finds necessary.
N.H. Rev. Stat. Ann. § 658:2 (Thomson/West 2023).

Term Requirements

Two years from August 1 in the year in which the Inspector is appointed or until a successor is appointed and qualified.
N.H. Rev. Stat. Ann. § 658:4 (Thomson/West 2023).

The term of office of assistant election officials appointed to central polling place shall expire at the termination of the proceedings at the election for which he was appointed.
N.H. Rev. Stat. Ann. § 658:8 (Thomson/West 2023).

Compensation and Hour Requirements

No Information Available.

Training, Certification and Oath Requirements

The secretary of state, with the advice and approval of the attorney general, shall prepare or cause to be prepared preceding each state general election an up-to-date manual on the New Hampshire election laws and procedures for conducting elections. The manual shall be written in nontechnical language. The manual shall be distributed free of charge to each moderator, board of selectmen, city council, and board of supervisors of the checklist and to each town, city, and ward clerk. The secretary of state may distribute the manual in either

electronic or printed format. The secretary of state may distribute said manual to any other person who requests it. *N.H. Rev. Stat. Ann. § 652:22 (Thomson/West 2023)*.

Oath required. *N.H. Rev. Stat. Ann. 42:1; N.H. Rev. Stat. Ann. § 658:4 & 7 (Thomson/West 2023)*.

Elected Public Officials Prohibited

There are several offices in town government for which a person may not serve while holding another office. The relevant ones are:

- No person shall at the same time hold any two of the following offices: town treasurer, moderator, trustee of trust funds, selectman, and head of any police department on full time duty.
- No selectman, moderator, town clerk or inspector of election shall at the same time serve as supervisor of the checklist.

N.H. Rev. Stat. Ann. § 669:7 (Thomson/West 2023).

Candidates Prohibited

Any person, other than a moderator, clerk, selectman, inspector of election, or supervisor of the checklist, whose name appears on a ballot for an elective position, other than a position of an election official, shall be disqualified from performing duties as an election official in that election. A moderator, clerk, selectman, inspector of election, or supervisor of the checklist whose name appears on a ballot for an elective position, other than the position of an election official, shall be disqualified from the handling of marked ballots and the counting of votes.

N.H. Rev. Stat. Ann. § 658:24 (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited from the time of sentencing until discharge or parole.

N.H. Rev. Stat. Ann. § 607-A: 2 (Thomson/West 2023).

Any person convicted of bribery or intimidation relating to elections or any willful violation of the election law is forever disqualified from voting, seeking or holding public office, except that the supreme court may, on notice to the attorney general, restore the privileges of a voter to any person who may have forfeited them by conviction of such offenses.

N. H. Const. part 1, Art. 11; N.H. Rev. Stat. Ann. 654:6 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

No Constitutional or statutory prohibition found.

English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements
--

No Information Available.

Student Election Assistant Statute

Assistant election official must be 17 years of age and appointed to central polling place in state elections.
--

<i>N.H. Rev. Stat. Ann. § 658:7-a; N.H. Rev. Stat. Ann. § 658:7 (Thomson/West 2023).</i>
--

New Jersey
Completed 2023 (no verification submitted)

State Registration Requirement
(Exceptions may be found in Student Election Assistant category)

The following persons may apply in writing to the county board, on a form prepared and furnished by the county board, for appointment as a member of a district board of any municipality in the county in which he or she resides: (1) a legal voter who is a member of a political party by virtue of having voted in a party primary or who has filed a party declaration form for the ensuing primary election for the general election with the commissioner of the county in which the voter is registered and who, for two years prior to making written application, has not espoused the cause of another political party or its candidates; (2) a legal voter who is not affiliated with a political party; (3) a United States citizen and resident of this State who is 16 or 17 years of age, attends a secondary school and has the written permission of his or her parent or guardian to serve as a member of the board if appointed; or (4) a United States citizen and resident of this State who is 16 or 17 years of age and has graduated from a secondary school or has passed a general educational development test, GED, and has the written permission of his or her parent or guardian to serve as a member of the board if appointed. *N.J. Stat. Ann. § 19:6-2(a) (Thomson/West 2023).*

Age Requirement

18 years old. *N.J. Const., Art. II, Sec. I, Para. 3 (Thomson/West 2023).*

16 or 17 years of age if qualifications under *N.J. Stat. Ann. § 19:6-2(a)* are met.

Residency Place and Term Required for Voter Registration

Resident of state and of the county for at least 30 days before the election.
N.J. Const., Art. II, Sec. I, Para. 3 (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

County.
N.J. Stat. Ann. § 19:6-2 (Thomson/West 2023).

**Affiliation with Political Party Requirement and
 Process for Nomination as Poll Worker**

Affiliation Generally Required, but if insufficient number of political party applicants then will appoint unaffiliated.

The county board shall, on or before April 1, appoint the members of the district boards in the manner prescribed by paragraph (2) of this subsection. The members of any district board shall be equally apportioned between the two political parties which at the last preceding general election held for the election of all of the members of the General Assembly cast the largest and next largest number of votes respectively in this State for members of the General Assembly, except that if the county board is unable to fill all of the positions of the members of a particular district board from among qualified members of those two political parties, the county board shall appoint to any such unfilled position an otherwise qualified person who is unaffiliated with any political party, but no such appointment of an unaffiliated person shall be made prior to March 25 , and in no event shall more than two such unaffiliated persons serve at the same time on any district board.

In making appointments of members of the several district boards of the county, the county board shall consult with the chairperson of the county committee of each of the two political parties referred to in paragraph (1) of this subsection. On or before March 15 of each year, the county board shall transmit to each of those chairpersons a list of those positions on the membership of the several district boards that are subject to apportionment under that paragraph (1) to the political party of which that chairperson is a member, and to which the county board has been unable to make an appointment from among qualified members of that political party. The county board shall include with each such list a request that the chairperson to whom that list is transmitted return to the board a list of the names of candidates for those unfilled positions. On or before March 25, the county board shall, on the basis of the lists so returned to it, fill as many of the remaining unfilled positions in the membership of the several district boards as possible, and shall assign or reassign appointees as necessary to ensure that the membership of each district board within the county shall include at least one member of each of the two political parties. The county board shall then appoint to any unfilled position on a district board an otherwise qualified person who is unaffiliated with any political party.

N.J. Stat. Ann. § 19:6-3(a-b) (Thomson/West 2023).

Term Requirements

One year, or until their successors are appointed, and shall begin on April 25 of each year. *N.J. Stat. Ann. § 19:6-8 (Thomson/West 2023).*

Compensation and Hour Requirements

Part time possible.

The county board determines if there will be one shift or if the day will be split into two shifts. If the day is split into shifts, the county board decides who will work which shifts. The judge and inspector of the board must work both shifts.

N.J. Stat. Ann. § 19:6-9.1 (Thomson/West 2023).

Compensation is \$300 for any primary election, the general election or any special election. The member charged with the duty of obtaining and signing for the signature copy registers shall receive an additional \$12.50 per election, or \$6.25 a person if the duty is split, and the member with the duty of returning the signature copy registers shall receive an additional \$12.50, or \$6.25 a person if the duty is split.

N.J. Stat. Ann. § 19:45-6 (Thomson/West 2023).

Training, Certification and Oath Requirements

Training and certification required every two years.

Within 30 days before each election, the county board of elections shall cause new members of the district boards who are to serve in election districts to be instructed in the conduct of elections, and in their duties in connection therewith. All district board members shall be required to attend said instructional sessions for each election at least once every two years.

The county board of elections shall cause to be given to each member of each district board who has received such instruction and is fully qualified to properly conduct the election, a certificate to that effect. For the purpose of giving such instruction the county board of elections shall call such meeting or meetings of the district boards as shall be necessary. The content of said meeting or meetings shall be limited solely to the instruction of district board members; lobbying or the advancement of political ends shall be prohibited. The members of the district board of each election district shall attend such meeting or meetings as shall be called for the purpose of receiving such instruction concerning their duties as shall be necessary for the proper conduct of the election. No member of any district board shall serve in any election unless he shall have received such instruction as herein provided and is fully qualified to perform the duties in connection with the election, and has received a certificate to that effect from the county board of elections; but this shall not prevent the appointment of a person as a member of the district board to fill a vacancy in an emergency, as now provided by law. In addition to the foregoing, the county board of elections shall design, prepare and distribute training manuals for district board members, pursuant to guidelines established by the Attorney General. The county board of elections shall also make the training manual available on its Internet site and on the Internet site of the Division of Elections in the Department State. *N.J. Stat. Ann. § 19:50-1 (Thomson/West 2023).*

Elected Public Officials Prohibited

No Information Available.

Candidates Prohibited

No candidates. If a member of the board becomes a candidate for an office to be voted upon at any primary, general election, nonpartisan municipal, school and fire district election, or special election for which he was appointed to serve that position will be deemed vacant. *N.J. Stat. Ann. § 19:6-12 (Thomson/West 2023).*

The Effect of Felon Status on Participation

No person shall have the right of suffrage who has been convicted of a violation of any of the provisions of this Title, for which criminal penalties were imposed, if such person was deprived of such right as part of the punishment therefor while serving a sentence of incarceration according to law unless pardoned or restored by law to the right of suffrage or who shall be convicted of the violation of any of the provisions of this Title, for which criminal penalties are imposed, if such person shall be deprived of such right as part of the punishment therefor while serving a sentence of incarceration according to law, unless pardoned or restored by law to the right of suffrage *N.J. Stat. Ann. § 19:4-1(6) & (7) (Thomson/West 2023).*

Prohibited if serving is serving a sentence of incarceration as the result of a conviction of any indictable offense under the laws of this or another state or of the United States. *N.J. Stat. Ann. § 19:4-1(8) (Thomson/West 2023). Note: probation no longer included*

Prohibited from serving on election board if convicted of any crime involving moral turpitude. *N.J. Stat. Ann. § 19:6-2(b) (Thomson/West 2023).*

The Effect of Mental Incapacitation on Participation

Prohibited if adjudicated by a court of competent jurisdiction to lack the capacity to understand the act of voting. No idiot or insane person shall enjoy the right of suffrage. *N.J. Stat. Ann. § 19:4-1(1); N.J. Const., Art. II, Sec. II, Para. 6 (Thomson/West 2023).*

English Fluency and Literacy Requirement

Must have ability to read the English language readily; ability to add and subtract figures correctly; ability to write legibly with reasonable facility. *N.J. Stat. Ann. § 19:6-2 (Thomson/West 2023).*

Good Reputation Requirement

Must have good moral character and not been convicted of any crime involving moral turpitude. *N.J. Stat. Ann. § 19:6-2 (Thomson/West 2023).*

Alternative Positions with Different Requirements

Translators.

In election districts in which the primary language of 10% or more of the registered voters is Spanish, the county board shall appoint two additional members who shall be of Hispanic

origin and fluent in Spanish.
N.J. Stat. Ann. § 19:6-1 (Thomson/West 2023).

Student Election Assistant Statute

May be a member of the district board of election if:

- U.S. citizen and resident of this State
- 16 or 17 years of age
- attend a secondary school
- written permission of his or her parent or guardian OR
- U.S. citizen and resident of this State
- 16 or 17 years of age
- graduated from a secondary school or has passed a general educational development test
- written permission of his or her parent or guardian

N.J. Stat. Ann. § 19:6-2(a) (Thomson/West 2023).

New Mexico
Completed 2023 (no verification submitted)

<p>State Registration Requirement (Exceptions may be found in Student Election Assistant category)</p>
<p>Must be a voter. <i>N.M. Stat. Ann. §1-2-7 (Thomson/West 2023).</i></p>
<p>Age Requirement</p>
<p>18 years. <i>N.M. Stat. Ann. §1-4-2 (Thomson/West 2023).</i></p>
<p>Residency Place and Term Required for Voter Registration</p>
<p>New Mexico state resident twelve months, in the county ninety days, and in the precinct in which he offers to vote thirty days, next preceding the election. <i>N.M. Const. Art. 7, §1 (Thomson/West 2023).</i></p> <p>A person does not gain or lose residence solely by reason of his presence or absence while...a student at an institution of learning. <i>N.M. Stat. Ann. §1-1-7(D) (Thomson/West 2023).</i></p>
<p>Residency Requirement for Service (State, County or Precinct)</p>
<p>Precinct then County. Shall be a resident of the representative district and county in which the precinct where he is a voter is located. Wherever possible, the county clerk shall assign persons appointed as precinct board members to serve in precincts wherein they reside or in precincts located in the representative district wherein they reside. <i>N.M. Stat. Ann. §1-2-7(A) (1); N.M. Stat. Ann. §1-2-11 (Thomson/West 2023).</i></p> <p>In the event of a shortage or absence of precinct board members in certain precincts, the county clerk may, in the best interest of the election process, assign appointed precinct board members to serve in any precinct in the county, provided that such appointed board members shall not change the proportionate representation of each party on the board. <i>N.M. Stat. Ann. §1-2-11 (Thomson/West 2023).</i></p>
<p>Affiliation with Political Party Requirement and Process for Nomination as Poll Worker</p>
<p>Affiliation Considered for Judges. The county clerk shall appoint presiding judges and election judges so that not more than two of the three judges belong to the same political party at the time of their appointment. The county clerk may appoint election clerks to the election board as necessary to assist the presiding judge and election judges if the county clerk determines that additional election board members are needed. <i>NM Stat §1-2-12 (B) - (D) (Thomson/West 2023).</i></p>

The county clerk on or before forty-two days next preceding a statewide election shall appoint the necessary election boards for that election, and before twenty-one days next preceding a special election the county clerk shall appoint the necessary election boards for that election. The appointment of the members of each election board shall be in writing and delivered to the person receiving the appointment. *N.M. Stat. Ann. §1-2-6 (A) (Thomson/West 2023).*

County clerk employees may be assigned by the county clerk to provide support to an election board or polling location. *N.M. Stat. Ann. §1-2-12(E) (Thomson/West 2023).*

Term Requirements

Unclear from Amended Statute.

The county clerk shall maintain in a public place in the county clerk's office a list of the members of the election board, the positions of the election board members and the assignments of the election board members. The list shall be made available at least forty days before a statewide election and at least twenty days before a special election and shall be updated when changed until forty-five days after adjournment of the state or county canvassing board or until forty-five days following any recount, contest or other judicial inquiry, whichever is later.

N.M. Stat. Ann. §1-2-6(B) (Thomson/West 2023).

Compensation and Hour Requirements

Members of a precinct board shall be compensated for their services at the rate of not less than the federal minimum hourly wage rate or more than \$200 for an election day.

N.M. Stat. Ann. §1-2-16(A) (Thomson/West 2023).

Training, Certification and Oath Requirements

Before serving as a presiding judge of a precinct board, a person shall receive training in the duties of that position and be certified for the position by the county clerk.

N.M. Stat. Ann. §1-2-7(B) (Thomson/West 2023).

Oath Required. *N.M. Stat. Ann. §1-2-7(A) (4) (Thomson/West 2023).*

The county clerk shall cause to be held a public school of instruction for all election board members and others who will be officially concerned with the conduct of an election. *N.M. Stat. Ann. §1-2-17(A) (Thomson/West 2023).*

Elected Public Officials Prohibited

No person who is a sheriff, deputy sheriff, marshal, deputy marshal or state or municipal policeman.

N.M. Stat. Ann. §1-2-7(C) (4) (Thomson/West 2023).

<p>Candidates Prohibited</p>
<p>No candidates for any federal, state, district or county office or spouse, parent, child, brother or sister of any candidate to be voted for at the election. <i>N.M. Stat. Ann. §1-2-7(C) (1) & (2) (Thomson/West 2023).</i></p>
<p>The Effect of Felon Status on Participation</p>
<p>Prohibited if convicted of a felonious or infamous crime, unless restored to political rights. <i>N.M. Const. Art. 7, §1 (Thomson/West 2023).</i></p> <p>However, on March 30, 2023, New Mexico’s governor signed the New Mexico Voting Rights Act (New Mexico House Bill 4), which restores the right of previously incarcerated individuals to vote upon their release from custody</p>
<p>The Effect of Mental Incapacitation on Participation</p>
<p>Prohibited if idiot or insane. <i>N.M. Const. Art. 7, §1 (Thomson/West 2023).</i></p>
<p>English Fluency and Literacy Requirement</p>
<p>English language not explicitly required. Must be able to read and write and have the necessary capacity to carry out functions with acceptable skill and dispatch <i>N.M. Stat. Ann. §1-2-7(A) (2) & (3) (Thomson/West 2023).</i></p>
<p>Good Reputation Requirement</p>
<p>No Information Available.</p>
<p>Alternative Positions with Different Requirements</p>
<p>Messengers. County clerk may appoint messengers to deliver ballot boxes, poll books, keys, election supplies and other materials pertaining to the election. Messengers shall be paid mileage as provided in the Per Diem and Mileage Act each way over the usually traveled route. <i>N.M. Stat. Ann. §1-2-20 (Thomson/West 2023).</i></p> <p>Messengers may be compensated at the same daily or hourly rate as provided for election board members or at a rate established by the county clerk. <i>N.M. Stat. Ann. §1-2-20 (Thomson/West 2023).</i></p> <p>Translators. In those polling places designated by the secretary of state as being subject to the provisions of the 1975 amendments to the federal Voting Rights Act of 1965, oral assistance shall be made available to assist language minority voters who cannot read sufficiently well to</p>

exercise the elective franchise. In those precincts where oral assistance is required, the position of election translator is created. The election translator shall:

- Be an additional member of the regular precinct board unless oral assistance to language minorities can otherwise be rendered by a member of the regular precinct board;
- Be appointed by the county clerk in the same manner as other precinct board members are appointed, except that the county clerk in appointing American Indian election translators shall seek the advice of the pueblo or tribal officials residing in that county;
- Take the oath required of precinct board members;
- Meet the same qualifications as other precinct board members; and
- Represent each political party as required by law for precinct boards.

N.M. Stat. Ann. §1-2-19 (A) - (C) (Thomson/West 2023).

Student Election Assistant Statute

No Information Available.

New York*

Completed 2023 (Verified by Kristen Zebrowski Stavisky, Co-Executive Director)

*Minor variations of rules exist in Monroe, Nassau & Suffolk Counties.

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be a registered voter. <i>N.Y. Elec. Law § 3-400(6); N.Y. Elec. Law § 3-401(5) (Thomson/West 2023).</i>
Age Requirement
18 years <i>NYS Const Art II sec 1; N.Y. Elec. Law § 5-102 (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
County, city, or village for a minimum of thirty days preceding election. <i>N.Y. Elec. Law § 5-102; N.Y. Elec. Law § 3-400(6); N.Y. Elec. Law § 3-401(5) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
County, or for New York City, City. <i>N.Y. Elec. Law § 3-400(6); N.Y. Elec. Law § 3-401(5) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Appointments are equally divided between major political parties. <i>N.Y. Elec. Law § 3-400(3) & (5); N.Y. Elec. Law § 3-401(2) (Thomson/West 2023).</i> Each political party entitled to representation on any board of elections may, not later than the first day of May in each year, file with the appropriate board of elections, an original list of persons recommended to serve. Supplemental lists may be filed at the same time and at any time before the designation is made and certified or when a vacancy exists. All designations shall be made first from those named in the original list filed if those designated are found qualified. <i>N.Y. Elec. Law § 3-404(2) (Thomson/West 2023).</i>
Term Requirements
One year or partial unexpired term (July 15 - July 14). <i>N.Y. Elec. Law § 3-404(1) (Thomson/West 2023).</i>
Compensation and Hour Requirements

Each county board determines compensation in an amount fixed by the county's legislative body and not to be below statutory minimums.
In NYC inspectors' salaries are identified in statute to be no less than \$130/day; coordinators no less than \$200/day. *N.Y. Elec. Law § 3-420 (Thomson/West 2023)*.

Training, Certification and Oath Requirements

Course, using state mandated core curriculum with local augmentation, required every year. Exam required every year. Certification given if exam passed. Oath of office required.
N.Y. Elec. Law § 3-410; N.Y. Elec. Law § 3-412; N.Y. Elec. Law § 3-414 (Thomson/West 2023).

Elected Public Officials Prohibited

No elected public official.
N.Y. Elec. Law § 3-400(6); N.Y. Elec. Law § 3-401(5) (Thomson/West 2023).

Candidates Prohibited

No candidates or candidates' spouses, parents and children.
N.Y. Elec. Law § 3-400(6); N.Y. Elec. Law § 3-401(5) (Thomson/West 2023).

The Effect of Felon Status on Participation

No person who has been convicted of a felony and sentenced to a period of imprisonment for such felony pursuant to the laws of this state, shall have the right to register for or vote at any election while he or she is incarcerated for such felony. No person who has been convicted in a federal court, of a felony, or a crime or offense which would constitute a felony under the laws of this state, and sentenced to a period of imprisonment for such felony, shall have the right to register for or vote at any election while he or she is incarcerated for such felony. No person who has been convicted in another state for a crime or offense which would constitute a felony under the laws of this state and sentenced to a period of imprisonment for such felony, shall have the right to register for or vote at any election in this state while he or she is incarcerated for such felon. The above provisions shall not apply if the person so convicted is not sentenced to either death or imprisonment, or if the execution of a sentence of imprisonment is suspended
N.Y. Elec. Law § 5-106(2)-(5) (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if adjudged "incompetent" by court order and not thereafter determined "competent."
N.Y. Elec. Law § 5-106(6) (Thomson/West 2023).

English Fluency and Literacy Requirement

Must be able to speak and read the English language and write it legibly.
N.Y. Elec. Law § 3-400(6); N.Y. Elec. Law § 3-401(5) (Thomson/West 2023).

Good Reputation Requirement
No Information Available.
Alternative Positions with Different Requirements
The board of elections may employ election inspectors to work half-day shifts with adjusted compensation, provided, however, that at least one inspector from each of the two major political parties is present at the poll site for the entire time that the polls are open. Each county board of elections shall prescribe the necessary rules and procedures to ensure proper poll site operation. <i>N.Y. Elec. Law § 3-400(7) (Thomson/West 2023).</i>
Student Election Assistant Statute
A person who is sixteen or seventeen years of age, who is enrolled in a school district and fulfilling the requirements of § 3207-a of the education law, shall be eligible to be appointed as and to perform the duties of an election inspector or poll clerk while under supervision of a poll clerk. <i>N.Y. Elec. Law § 3-400(8) (Thomson/West 2023).</i>

North Carolina

Completed 2023 (Verified by Paul Cox, General Counsel)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

Must be a registered voter of the county where they serve.
N.C. Gen. Stat. § 163-41(a) (Thomson/West 2023).

Age Requirement

18 years.
N.C. Gen. Stat. §163-55 (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

State and Precinct for a minimum of thirty days preceding election.
N.C. Gen. Stat. §163-55 (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

Precinct.
Residents of other precincts in the county may be appointed to either precinct judge or precinct assistant positions, but only if diligent efforts to recruit residents of the precinct are not successful, and only upon a unanimous vote of the county board of elections. Even when allowed, persons who are not residents of the precinct cannot hold the majority of the precinct judge or precinct assistant positions.
N.C. Gen. Stat. § 163-41(c); 163-42(b) (Thomson/West 2023).

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Not Technically Required.
County board of elections makes appointments from recommendations submitted by political party chairs of the county (the parties are not required to appoint persons affiliated with the party, so it is possible for a party to recommend voters who are unaffiliated or affiliated with another party). Generally, not more than one precinct judge shall belong to same political party as chief judge, unless the recommendations from the political parties are insufficient, it is not possible to avoid appointing precinct judges all of the same party, and the county board votes unanimously to appoint the precinct judges. For precinct assistants, an equal number shall be appointed from different political parties, unless the requirement as to party affiliation cannot be met because of an insufficient number of voters of different political parties within the county. If the parties recommend insufficient numbers of registered voters of the precinct for precinct assistants, the county board of elections can appoint other registered voters of the precinct by a unanimous vote, assuring, wherever possible, that no

precinct has precinct officials all of whom are registered with the same party.
N.C. Gen. Stat. §163-41(c); 163-42(a) & (b) (Thomson/West 2023)

Term Requirements

Chief Judge and precinct judge: Two years unless non-precinct resident appointed, in which case term ends when precinct resident of same party is appointed.
N.C. Gen. Stat. §163-41(a) (Thomson/West 2023).

Election assistant: Appointed for the upcoming primary or election
N.C. Gen. Stat. §163-42(b) (Thomson/West 2023).

Compensation and Hour Requirements

Compensation: Precinct chief judges, judges of election, and precinct assistants shall be paid the state minimum wage for their services on the day of a primary, special, or general election. Ballot counters appointed pursuant to G.S. 163-43 shall be paid a minimum of five dollars (\$5.00) for their services on the day of a primary, general, or special election. The chairman of the county board of elections, along with the director of elections, shall conduct an instructional meeting prior to each primary and general election which shall be attended by each chief judge and judge of election, unless excused by the chairman, and such precinct election officials shall be paid the sum of fifteen dollars (\$15.00) for attending the instructional meetings required by this section.

In its discretion, the board of county commissioners of any county may provide funds with which the county board of elections may pay chief judges, judges, assistants, and ballot counters in addition to the amounts specified above.

A person appointed to serve as chief judge, or judge of election when a previously appointed chief judge or judge fails to appear at the voting place or leaves his post on the day of an election or primary shall be paid the same compensation as the chief judge or judge appointed prior to that date.

For the purpose of this section, the phrase “the State minimum wage,” means the amount set by G.S. 95-25.3(a). For the purpose of this section, no other provision of Article 2A of Chapter 95 of the General Statutes shall apply. *N.C. Gen. Stat. §163-46 (Thomson/West 2023).*

Hours: Chief judge and precinct judge must work entire day on election day, from opening through close of polls (generally, election day voting hours are 6:30 a.m. to 7:30 p.m., and any voter in line at the close of polls shall be processed). Precinct assistants may work less than a full day.
N.C. Gen. Stat. §§163-42(a), 163-47, 163-166.01(Thomson/West 2016).

Training, Certification and Oath Requirements

Training provided by county board of elections members and election directors, who are in turn trained by State Board of Elections.

N.C. Gen. Stat. §§163-46, 163-82.24 (Thomson/West 2023).

County board shall conduct mandatory, compensated instructional meeting.

N.C. Gen. Stat. §163-46 (Thomson/West 2023).

County board shall provide training on voting systems.

8 NC Admin. Code 04.0305 (Thomson/West 2023).

Tasks and duties outlined in 8 NC Admin. Code

10B.0101 Oath Required.

N.C. Gen. Stat. §163-41(a) (Thomson/West 2023).

Dereliction of duties may result in criminal consequences.

N.C. Gen. Stat. §163-274 (Thomson/West 2023).

Elected Public Officials Prohibited

No elected public official, officer for a political party or political organization, or manager or treasurer of a political party.

N.C. Gen. Stat. §163-41(b) (Thomson/West 2023).

Candidates Prohibited

No candidates or candidates' spouses, parents, siblings, and children.

N.C. Gen. Stat. §§163-41(b), 163-41.1(b) (Thomson/West 2023).

The Effect of Felon Status on Participation

Although, by statute, a state court may preclude the right to vote upon an unrevoked adjudication of incompetency, the North Carolina Attorney General's Office has advised that the qualifications to vote are set in the state constitution, and such qualifications cannot be altered by statute.

N.C. Gen. Stat. § 122C-58 (Thomson/West 2023); see Owens v. Chaplin, 228 N.C. 705, 710, 47 S.E.2d 12, 16 (1948) (“[T]he legislature cannot prescribe any qualifications for voters different from those found in the organic law”).

The Effect of Mental Incapacitation on Participation

May be prohibited by an un-revoked adjudication of incompetence.

N.C. Gen. Stat. § 122C-58 (Thomson/West 2023).

English Fluency and Literacy Requirement

Must be able to read and write.
N.C. Gen. Stat. §163-41(a) (Thomson/West 2023).

Good Reputation Requirement

Chief judge or precinct judge must be of good repute and have good moral character.
N.C. Gen. Stat. §163-41(a) (Thomson/West 2023).

Alternative Positions with Different Requirements

Emergency Election Day Assistants, subject to the same qualifications and eligibility of precinct officials and may be appointed by the county boards to serve as needed on election day at the polls
N.C. Gen. Stat. §163-42 (c) (Thomson/West 2023).

Ballot Counters, have the same general qualifications and eligibility of precinct officials and may be appointed by the county boards to serve as needed counting ballots at the close of election day at the polls.
N.C. Gen. Stat. §163-43 (Thomson/West 2023)

Poll observers appointed by political parties are allowed in polling locations, and are not precinct officials and have no election jurisdiction or duties.
N.C. Gen. Stat. §163-45 (Thomson/West 2023)

Student Election Assistant Statute

- 17 years of age
- U.S. citizen
- County residency
- Enrolled in secondary educational institution or home-schooled
- Exemplary academic record-
- Recommended by school principal
- Consent of parent or guardian-

N.C. Gen. Stat. §163-42.1 (Thomson/West 2023).

North Dakota

Completed 2023 (Verified by Erika White, Elections Director)

State Registration Requirement

Must be qualified elector eligible to vote.
N.D. Cent. Code § 16.1-05-02(1)(a) (Thomson/West 2023).

Age Requirement

18 years.
N.D. Cent. Code § 16.1-01-04(1) (Thomson/West 2023).
16 or 17 if able to meet qualifications set out in N.D. Cent. Code § 16.1-05-02(1) (b). *N.D. Cent. Code § 16.1-05-02(1)(b) (Thomson/West 2023).*

Residency Place & Term Requirement Pursuant to Registration Law

State resident, and has resided in the precinct at least thirty days next preceding any election. *N.D. Cent. Code § 16.1-01-04(1) (Thomson/West 2023).*

Residency Requirement for Service (State, County or Precinct)

Precinct, then legislative district, then county.
Must be qualified elector of a precinct within the polling place boundaries in which the person is assigned to work and must be eligible to vote at the polling place to which the person is assigned. If the county auditor has exhausted all practicable means to select judges and clerks from within the boundaries of the precincts within the polling place and vacancies still remain, the county auditor may select election judges and clerks who reside outside of the voting precinct but who reside within the polling place's legislative districts. If vacancies still remain, the county auditor may select election judges and clerks who reside outside of the legislative districts but who reside within the county.
N.D. Cent. Code § 16.1-05-01(2); N.D. Cent. Code § 16.1-05-02(1) (a) (Thomson/West 2023).

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Required for Judges, but Inspectors and Clerks May be Unaffiliated.
For incorporated cities the governing body of the city, and in for other precincts the county auditor (with the approval of the majority of the board of county commissioners), shall appoint the election inspectors.
N.D. Cent. Code § 16.1-05-01(1) (b) & (c) (Thomson/West 2023).

The election judges for each polling place must be appointed in writing by the district chairs representing the two parties that cast the largest number of votes in the state at the last general

election. *N.D. Cent. Code § 16.1-05-01(2) (Thomson/West 2023).*

40 days before an election each party chair gives notice of appointments to the county auditor. If this notice is not received within the time specified, the county auditor shall appoint the judges and poll clerks.

N.D. Cent. Code § 16.1-05-01(2) (Thomson/West 2023).

Term Requirements

An election inspector shall serve until a successor is named.

N.D. Cent. Code § 16.1-05-01(1)(c) (Thomson/West 2023).

Compensation and Hour Requirements

County auditors shall pay at least the state minimum wage to the relevant election officials. Members of election boards who attend the county’s training sessions must be paid at least twenty-five percent more than the state minimum wage during the time spent in the performance of their election duties.

N.D. Cent. Code § 16.1-05-05 (Thomson/West 2023).

Training, Certification and Oath Requirements

A person serving as a member of the election board shall, prior to each election, attend a period of instruction conducted by the county auditor.

N.D. Cent. Code § 16.1-05-02(4) (Thomson/West 2023).

Not less than thirty days before any election, the secretary of state shall provide an instruction manual approved by the attorney general, which in layman’s terms presents in detail the responsibilities of each election official. The secretary of state shall forward sufficient copies of this manual to each county auditor who shall distribute the manuals to each member of all the election boards in the county.

N.D. Cent. Code § 16.1-05-03(1) (Thomson/West 2023).

Before each primary and general election, each county auditor or the auditor’s designated representative shall conduct training sessions on election laws and election procedures for election officials in the county and may conduct training sessions before any special statewide or legislative district election Attendance at the session is mandatory for members of the election board and for poll clerks... The state’s attorney shall attend all sessions to give advice on election laws.

N.D. Cent. Code § 16.1-05-03(2) (Thomson/West 2023).

An election official, at the option of the county auditor, may be excused from attending a third training session on election laws within a twelve-month period.

N.D. Cent. Code § 16.1-05-03(3) (Thomson/West 2023).

Oath required. *N.D. Cent Code § 16.1-05-02(3) (Thomson/West 2023).*

Elected Public Officials Prohibited
Not Mentioned.
Candidates Prohibited
No candidate or a husband, wife, father, mother, father-in-law, mother-in-law, son, daughter, son-in-law, daughter-in-law, brother, or sister, whether by birth or marriage, of the whole or the half-blood, of any candidate in the election at which the person is serving. <i>N.D. Cent. Code § 16.1-05-02(2)(b-c) (Thomson/West 2023).</i>
The Effect of Felon Status on Participation
Pursuant to section 2 of article II of the Constitution of North Dakota, voting by individuals convicted and sentenced for a felony must be limited according to chapter 12.1-33. <i>ND Cent Code § 16.1-01-04(2); ND Const. Art. II § 2 (Thomson/West 2023).</i> Prohibited if sentenced for a felony to a term of imprisonment, during the term of actual incarceration under such sentence. <i>N.D. Cent Code §12.1-33-01(1)(a) (Thomson/West 2023).</i>
The Effect of Mental Incapacitation on Participation
Prohibited if declared mentally incompetent by order of a court or other authority having jurisdiction, which order has not been rescinded. <i>N.D. Const. Art II § 2; N.D. Cent. Code § 30.1-28-04(3) (Thomson/West 2023).</i>
English Fluency and Literacy Requirement
No Information Available.
Good Reputation Requirement
No one may serve who has anything of value bet or wagered on the result of an election. <i>N.D. Cent. Code § 16.1-05-02(2)(a) (Thomson/West 2023).</i>
Alternative Positions with Different Requirements
No Information Available.
Student Election Assistant Statute

A student enrolled in a high school or college in this state who has attained the age of sixteen is eligible to be appointed as a poll clerk if the student possesses the following qualifications:

- Is a United States citizen or will be a citizen at the time of the election at which the student will be serving as a member of an election board;
 - Is a resident of this state and has resided in the precinct at least thirty days before the election; and
 - Is a student in good standing attending a secondary or higher education institution
- A student appointed as a poll clerk may be excused from school attendance and may not be recorded as being absent on any date for which the excuse is operative. No more than two students may serve as poll clerks on an election board.

*An individual who has attained the age of sixteen and has graduated from high school or obtained a general education degree from an accredited educational institution is eligible to be appointed as a poll clerk.

N.D. Cent. Code § 16.1-05-02(1)(b-d) (Thomson/West 2023).

Ohio

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

Must be a qualified elector of the county.
Ohio Rev. Code. § 3501.22(A) (Thomson/West 2023).

If the board of elections determines that not enough qualified electors in a precinct are available to serve as precinct officers, it may appoint persons to serve as precinct officers at a primary, special, or general election who are at least seventeen years of age and are registered to vote. *Ohio Rev. Code. § 3501.22(B) (Thomson/West 2023).*

Age Requirement

18 years
Ohio Rev. Code § 3503.01 (Thomson/West 2023).

But for primary elections, may vote on the nomination of candidates and for presidential delegates if 18 years or over by the next general election.
Ohio Rev. Code § 3503.011 (Thomson/West 2023).

If the board of elections determines that not enough qualified electors in a precinct are available to serve as precinct officers, it may appoint persons to serve as precinct officers at a primary, special, or general election who are at least seventeen years of age and are registered to vote. *Ohio Rev. Code. § 3501.22(B) (Thomson/West 2023).*

Residency Place and Term Required for Voter Registration

Resident of and registered to vote in state for 30 consecutive days preceding election and resident of county and precinct at time of voting.
Ohio Rev. Code § 3503.01 (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

County
Ohio Rev. Code. § 3501.22(A) (Thomson/West 2023).

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Not more than half (1/2) of precinct election officials in a precinct may be from same political party, and voting location manager will be chosen from the dominant political party in the precinct. “Additional officials” must be divided equally between the two major political parties. *Ohio Rev. Code. § 3501.22(A) (Thomson/West 2023).*

Precinct officials in a primary election must be equally divided between two major political parties.
Ohio Rev. Code. § 3501.23 (Thomson/West 2023).

On September 15 of each year, county boards appoint, by majority vote, four county residents to each election precinct as precinct election officials.

Ohio Rev. Code. § 3501.22(A) (Thomson/West 2023).

Term Requirements

One year terms starting on September 15.
Ohio Rev. Code. § 3501.22(A) (Thomson/West 2023).

Compensation and Hour Requirements

Compensation is for full election day, the opening of polls until all procedures are complete.
Ohio Rev. Code. § 3501.28(A) (2) & (F); Ohio Rev. Code. §3501.31 (Thomson/West 2023).
[In practice, precinct election officials’ hours may begin earlier than 6:00 a.m.]

Polls will be open from 6:30 a.m. until 7:30 p.m. unless there are voters in line, in which case the polls shall be kept open until such waiting voters have voted.
Ohio Rev. Code. § 3501.32 (Thomson/West 2023).

The board of elections shall mail to each precinct election official notice of the date, hours, and place of holding each election in the official’s respective precinct at which it desires the official to serve. Each of such officials shall notify the board immediately upon receipt of such notice of any inability to serve.
Ohio Rev. Code. §3501.31 (Thomson/West 2023)

Precinct election officials shall receive no less than minimum wage, but no more than \$95/day (variable with increase in minimum wage but no more than \$133.72/day) is required by the state. County board may increase the amount pursuant to a variety of statutory limits, including timely notice to the county commissioners.
Ohio Rev. Code. § 3501.28 (B) (C) & (D)(1) (Thomson/West 2023).

Training, Certification and Oath Requirements

All precinct election officials shall complete a program of instruction.* County board must provide training, within sixty days of election, using both materials produced by the Secretary of State and its own supplements. County board must re-instruct election officials at least once every three years, and re-instruct voting location managers before primaries in even numbered years.

Ohio Rev. Code. § 3501.27(A), (B) & (C) (Thomson/West 2023).

**Training is enumerated in Ohio Secretary of State Directive 2015-24.*

Oath required. *Ohio Rev. Code. § 3501.31 (Thomson/West 2023).*

Elected Public Officials Prohibited

Does not apply.

Candidates Prohibited

Candidate can't serve in same precinct where running, except for unopposed candidate for county central committee. *Ohio Rev. Code. § 3501.15; § 3501.27(A) (Thomson/West 2023).*

The Effect of Felon Status on Participation

Prohibited if have been convicted of a felony, or any violation of the election laws. *Ohio Rev. Code § 3501.27(A); 1932 OAG 4650 (Thomson/West 2023).*

The Effect of Mental Incapacitation on Participation

Prohibited if adjudicated incompetent for the purpose of voting. *Ohio Rev. Code § 3503.18; Ohio Rev. Code § 5122.301 (Thomson/West 2023).*

English Fluency and Literacy Requirement

Must be able to read and write the English language readily. *Ohio Rev. Code §3501.27(A) (Thomson/West 2023).*

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

Board may designate some election officers to perform duties at any precinct. Board may appoint additional officials, divided equally between the two major political parties, to expedite voting. Appointment appears to be limited to term of election requiring the additional workers. Training requirements are the same as for precinct election officials. *Ohio Rev. Code §3501.22(A) (Thomson/West 2023).*

Interpreter need determined by county board. Appointments follow same training and compensation rules as applied to appointment of precinct election officials. Because interpreters are fully trained, they can also function as precinct election officers. *Ohio Rev. Code §3501.221(A) (Thomson/West 2023).*

Student Election Assistant Statute

Board of Elections (BOE) may establish High School precinct officer program. Rules must include:

- County residency
- At least 17 years old and enrolled in H.S.
- Must declare party affiliation with the BOE
- Cannot serve as voting location manager
- School absence shall be excused
- No more than one student under 18 years may serve in a precinct, however, if there are six or more precinct officers serving in the precinct, two students under the age of 18 may serve.

Ohio Rev. Code §3501.22(C) - (D) (Thomson/West 2023).

Oklahoma

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be a registered voter. <i>26 Okla. Stat. § 2-131 (Thomson/West 2023).</i>
Age Requirement
18 years. <i>Okla. Const., Art. 3, § 1; 26 Okla. Stat. § 4-101 (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
Any person who will become a qualified elector during the sixty (60) days before the next ensuing election at which he or she could vote shall be entitled to become a registered voter of the precinct of his or her residence not more than sixty (60) and not less than twenty-four (24) days prior to the date of such election. <i>Okla. Const., Art. 3, § 1; 26 Okla. Stat. § 4-103 (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
County. <i>26 Okla. Stat. § 2-131 (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Each precinct within each county shall have at least three (3) precinct officials: an inspector, a judge and a clerk. <i>26 Okla. Stat. § 2-123 (Thomson/West 2023).</i>
One of the aforementioned precinct officials shall be a registered voter from the political party with the largest number of registered voters in the state and shall be appointed from the list submitted by that political party. <i>26 Okla. Stat. § 2-123 (Thomson/West 2023).</i>
One of the aforementioned precinct officials shall be a registered voter from the political party with the second largest number of registered voters in the state, and shall be appointed from the list submitted by that political party. <i>26 Okla. Stat. § 2-123 (Thomson/West 2023).</i>
The third precinct official, and any additional precinct officials that are appointed pursuant to law, may be a member of any political party recognized under the laws of this state, or may be a registered voter with no declared party affiliation, and shall be appointed from the ranks of registered voters within the county. <i>26 Okla. Stat. § 2-123 (Thomson/West 2023).</i>
The Secretary of the State Election Board may authorize the secretary of any county election board to appoint additional precinct officials, as needed to assist the regular precinct officials.

26 Okla. Stat. § 2-128.1 (Thomson/West 2023).

Term Requirements

The secretary of the county election board shall appoint the inspector, judge and clerk of each precinct, to serve terms of four (4) years each. 26 Okla. Stat. § 2-124 (Thomson/West 2023).

Compensation and Hour Requirements

For any election held on or after July 1, 2020, and prior to July 1, 2024, the inspector shall be paid One Hundred Ten Dollars (\$110.00), judges and clerks shall be paid \$100. For any election held on or after July 1, 2024, and prior to July 1, 2028, the inspector shall be paid One Hundred Twenty-five Dollars (\$125.00), judges and clerks shall be paid \$115. For any election held on or after July 1, 2028, the inspector shall be paid One Hundred Fifty Dollars (\$150.00), judges and clerks shall be paid \$130. 26 Okla. Stat. § 2-129 (Thomson/West 2023).

Training, Certification and Oath Requirements

Training every two years (even numbered years).
26 Okla. Stat. § 3-109 (Thomson/West 2023).

Persons attending such training programs shall be paid thirty-five Dollars.
26 Okla. Stat. § 3-111 (Thomson/West 2023).

Elected Public Officials Prohibited

County Election Board is prohibited by law from appointing as Inspector, Judge or Clerk any person related to any member of the County Election Board within the third degree by either consanguinity or affinity.
Okla. Admin. Code § 230:10-3-32 (Thomson/West 2023).

Candidates Prohibited

No Candidate for office, or a deputy or regular employee of a candidate for office, or any person related within the third degree by either consanguinity or affinity to a candidate for office on the ballot in the precinct. 26 Okla. Stat. § 2-132 (Thomson/West 2023).

The Effect of Felon Status on Participation

Persons convicted of a felony shall be eligible to register to vote when they have fully served their sentence of court-mandated calendar days, including any term of incarceration, parole or supervision, or completed a period of probation ordered by any court. 26 Okla. Stat. § 4-101(1) (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if adjudged to be an incapacitated person as such term is defined by Section 1-111 of Title 30 of the Oklahoma Statutes, until adjudged to be no longer incapacitated. 26 *Okla. Stat. § 4-101(1) (Thomson/West 2023)*.

English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

Additional workers may be appointed to assist the precinct election board members with specific tasks. They must meet the same requirements as Precinct Officials, and are paid the same amount as the Judges and Clerks.
26 Okla. Stat. § 2-128.2 (Thomson/West 2023).

These additional workers are typically used to assist in precincts where large numbers of provisional voters are expected. They may also be used in rural precincts where a large number of voters may need to update their voter registration addresses after implementation of 911 addresses in the county.
Vada Holstein, Customer Assistance Representative, Oklahoma State Election Board, 2006.

Student Election Assistant Statute

No Information Available.

Oregon*

Completed 2023 (no verification submitted)

*Oregon is a "Vote-by-Mail" state, and therefore uses very few poll workers.

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be an elector (registered). <i>Or. Const. Art II § 2 (1) (c) (Thomson/West 2023).</i>
Age Requirement
18 years. <i>Or. Const. Art II § 2 (Thomson/West 2023). Or. Rev. Stat. Ann § 246.012(5)</i> An otherwise qualified person who will become a United States citizen after the 21st calendar day immediately preceding an election may register before the 20th day before the election. The county clerk of the county in which the person resides shall cancel the person's registration before the election unless the person appears before the county clerk and provides evidence of citizenship. <i>Or. Rev. Stat. Ann § 247.015(3) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
County and State. <i>Or. Const. Art. II, § 2(1) (b) (Thomson/West 2023).</i> No person shall be deemed to have gained, or lost a residence, by reason of his presence or absence...while a student of any Seminary of Learning. <i>Or. Const. Art. II. § 4 (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Not Mentioned.
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Personnel employed to help count the ballots may not all be from the same political party. <i>Or. Rev. Stat. § 254.476 (Thomson/West 2023).</i>
Term Requirements

Not Mentioned.
Compensation and Hour Requirements
No—necessary payments made by the county governing body. <i>Or. Rev. Stat. § 246.250 (Thomson/West 2023).</i>
Training, Certification and Oath Requirements
Not mentioned; however, county clerk and deputies may administer oaths and affirmations in connection with the performance of their functions in administering election laws. <i>Or. Rev. Stat. § 246.250 (Thomson/West 2023).</i>
Elected Public Officials Prohibited
No Information Available.
Candidates Prohibited
No Information Available.
The Effect of Felon Status on Participation
Prohibited if convicted of a felony and serving a term of imprisonment in the custody of the department of corrections or if convicted of any crime and serving a term of imprisonment in any federal correctional institution, until discharged or paroled from imprisonment or conviction is set aside. Rights and privileges are restored automatically upon discharge or parole from imprisonment, but in the case of parole shall be automatically withdrawn upon a subsequent imprisonment for violation of the terms of the parole. <i>Or. Const. art. II, § 2(1) (a); Or. Rev. Stat. Ann. § 137.281 (Thomson/West 2023).</i>
The Effect of Mental Incapacitation on Participation
A person suffering from a mental handicap is entitled to the full rights of an elector, if otherwise qualified, unless the person has been adjudicated incompetent to vote as provided by law. <i>Or. Const. Art. II, §3 (Thomson/West 2023).</i>
English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

No Information Available.

Pennsylvania
Completed 2023 (no verification submitted)

State Registration Requirement
(Exceptions may be found in Student Election Assistant category)

Must be a qualified registered elector.
25 P.S. § 2672(a) (Thomson/West 2023).

Age Requirement

18 years of age.
25 P.S. § 2811 (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

Commonwealth and election district resident for at least 30 days preceding election.
25 P.S. §2811(3) (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

Election District.
25 P.S. § 2672 (a) (Thomson/West 2023).

Certain vacancies may be filled by other registered voters from within the party.
25 P.S. § 2675(c) (Thomson/West 2023).

**Affiliation with Political Party Requirement and
 Process for Nomination as Poll Worker**

Judges and Inspectors are elected at municipal elections; clerks and machine operators are appointed by inspectors.

The judge and inspectors of election of each election district shall be elected at the municipal election. Each elector may vote for one person as judge and for one person as inspector, and the person receiving the highest number of votes for judge shall be declared elected judge of election, the person receiving the highest number of votes for inspector shall be declared elected majority inspector of election, and the person receiving the second highest number of votes for inspector shall be declared elected minority inspector of election. *25 P.S. § 2671 (Thomson/West 2023).*

Where officers are appointed, “both shall not be of the same political party at the time of said appointment, but one shall be of the party having the largest number of votes and the other shall be of the party having the second largest number of votes in said district at the last preceding November election The judge of election shall . . . be of the political party having the majority of votes in said district at the last preceding November election.” *25 P.S. § 2675(a) (Thomson/West 2023).*

Where voting machines are not used, each inspector shall appoint one clerk. Where a voting

machine is used the minority inspector shall appoint one clerk. Where more than one voting machine is used, the minority inspector shall appoint one clerk and the county board of elections shall appoint, for each additional machine, one qualified registered elector of the county to serve as machine inspector. The qualifications of clerks and machine inspectors shall be the same as those for election officers.*

25 P.S. Ann § 2674 (Thomson/West 2023).

**Note:* Since no voting machines are used in Pennsylvania, the Department of State has regarded this provision as applicable to electronic voting systems. Moreover, the Department views these requirements as a floor, not a ceiling. To ensure smooth operation at the polling place, the Department encourages counties to split their poll books in as many divisions as make sense, and appoint clerks to check in voters for each portion of the poll book.

Marian K. Schneider, Deputy Secretary of Elections and Administration (2016).

Term Requirements

The judge and inspectors of each election district are elected and hold office for 4 years.

25 P.S. § 2671 (Thomson/West 2023).

Election officers may be appointed if there is a vacancy, for the rest of the term, but out-of-precinct officials are appointed for one day (at a time) only. Vacancies in district election boards that occur at least 5 days before a primary or election must be filled by the county Court of Common Pleas. Vacancies that occur less than 5 days before a primary or election must be filled by the county board of elections from a pool of qualified and trained poll workers. Positions filled in this manner are deemed vacant the day after the primary or election.

25 P.S. § 2675 (Thomson/West 2023).

Compensation and Hour Requirements

In all counties regardless of class, judges of election, inspectors of election, clerks and machine operators shall be paid compensation as fixed by the county board of elections for each election, which amount shall be at least \$75 and not more than \$200. *25 P.S. § 2682.2 (a) (Thomson/West 2023).*

\$20 extra for transmitting ballot boxes.

25 P.S. § 2682.2 (d) (Thomson/West 2023).

Part Time Possible,

25 P.S. § 2682.2(b) (Thomson/West 2023).

Training, Certification and Oath Requirements

The Pennsylvania Secretary of State has developed a voluntary poll worker training program.

25 P.S. § 2621(f)(1) (Thomson/West 2023).

Oath required.* *25 P.S. § 2676 (Thomson/West 2023).*

**Oaths are enumerated in 25 P.S. § 2677 to § 2680 (Thomson/West 2023).*

It is the authority and duty of each election board to train election workers.
25 P.S. § 2642(g) (Thomson/West 2023).

Elected Public Officials Prohibited

No person shall be qualified to serve as an election officer who shall hold, or shall within two months have held, any office, appointment or employment in or under the Government of the United States or of this State or of any city or county or poor district, of any municipal board, commission or trust in any city, save only district justices, notaries public and persons in the militia service of the State.
25 P.S. § 2672(a); Pa. Const. Art. VII, §12 (Thomson/West 2023).

Candidates Prohibited

Election officers are not eligible for any civil office to be voted for at a primary or election at which he shall serve, except that of an election officer.
25 P.S. § 2672(a) (Thomson/West 2023).

The Effect of Felon Status on Participation

Conviction for offenses under the Election Code carries a penalty of disenfranchisement for four years, so those who are convicted of election-related crimes (which can be either felony or misdemeanor) would also be disqualified as election officials.
25 P.S. § 3552 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

No Constitutional or statutory disqualification found.

English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

Overseers of Election.
Must be qualified to serve on an election board, but do not have to attend training. Two judicious sober and intelligent electors of the district who belong to different political parties. Five or more registered electors must petition that appointing overseers is a reasonable precaution to secure the purity and fairness of any primary or election in said district.
25 P.S. § 2685 (Thomson/West 2023).

Student Election Assistant Statute

County board of elections can appoint 2 students per precinct who must be:

- at least 17 at the time of the election;
 - a resident of the county;
 - enrolled in a secondary educational institution with exemplary academic record as determined by the educational institution;
 - approved by the principal/director of the secondary educational institution; and
 - have obtained the consent of their parent or guardian; but
- Students cannot serve as a judge or inspector of elections.

25 P.S. § 2672(b) (Thomson/West 2023).

Puerto Rico

Completed 2023 (Verified by Martín Andrés Toro-Muñiz, Chief of Staff)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
<p>Any citizen of the United States of America who is legally domiciled in Puerto Rico and who, on the date of a voting event, has attained the age of eighteen (18), and is duly qualified as active before the voting event pursuant to the Puerto Rico Election Code and the regulations approved thereunder shall be deemed to be a voter in Puerto Rico; provided that he has not been declared mentally incompetent by a court of law. <i>16 L.P.R.A §§ 4562; 4563 (Thomson/West 2023).</i></p> <p>Registered and qualified elector. A voter is any citizen who has met all the registration requirements and whose information is up-to-date in the General Voter Registry. <i>16 L.P.R.A §§ 4562; 4563 (Thomson/West 2023).</i></p>
Age Requirement
<p>18 years of age. <i>16 L.P.R.A § 4563 (Thomson/West 2023).</i></p>
Residency Place and Term Required for Voter Registration
<p>Must be domiciled on the island of Puerto Rico. For election purposes, it is the last address of a residence, dwelling, or house reported by the voter in the General Voter Registry around which all of his personal interests, and regular and usual activities as a natural person, and those of his family unit, if any, revolve or shall revolve; and where such personal or family activities take place and attest to an evident intent of staying or remaining there indefinitely after having moved there or after a temporary absence. <i>16 L.P.R.A §§ 4563, 4564 (Thomson/West 2023).</i></p>
Residency Requirement for Service (State, County or Precinct)
<p>Municipality in which the polling place is established. Must be active, valid registered voters in the General Voter Registry with a voter ID number. <i>16 L.P.R.A § 4563; 4564; 4569 (Thomson/West 2023).</i></p>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

There shall be a polling place board composed at a minimum, of one (1) Inspector and one (1) Secretary for each participating and certified political party, party by petition, and independent candidate; who shall serve as representatives thereof; and one (1) Observer for each candidate for district representative and senator, and for each candidate for representative and senator at-large. The polling place board shall be chaired by the inspector of the majority state party as defined in this subtitle. *16 L.P.R.A §4549 (Thomson/West 2023).*

The central governing bodies of the political parties may delegate the authority to appoint polling place officials to any municipal governing bodies of such parties, independent candidates, or organizations certified by the election commission. *16 L.P.R.A § 4550 (Thomson/West 2023).*

Term Requirements

No Information Available

Compensation and Hour Requirements

The Chair and Commissioners of each local commission shall receive per diem of \$125 for each meeting. The payment of per diems for more than two (2) meetings a month shall not be authorized, except during the one hundred twenty (120)-day term preceding a voting event.

In these cases, up to four (4) meetings a month shall be authorized. *16 L.P.R.A. § 4542 (Thomson/West 2023).*

Polling place doors shall open at nine o'clock in the morning (9:00 a.m.) and close at five o'clock in the afternoon (5:00 p.m.). Voters who arrive at their polling places on or before the end of voting hours shall be entitled to vote. Voting shall continue uninterruptedly until all the voters who are inside the polling place at the end of voting hours have voted. If it were not possible for all voters to be inside the polling place at the end of voting hours, voters shall be placed in a closed line at the polling place entrance and shall be given a queue ticket to vote. Closed line means that only voters holding a queue ticket may vote thusly. *16 L.P.R.A § 4732(Thomson/West 2023).*

It should be noted that poll workers are volunteers and, thus, do not receive compensation. *16 L.P.R.A. § 4527*

Training, Certification and Oath Requirements

Oath required. *16 L.P.R.A § 4719(Thomson/West 2023)*

Elected Public Officials Prohibited

Any office within the Commission, or a political party balance board, or institutional balance board, as provided in this subtitle, is hereby declared incompatible with the offices in the Puerto Rico Police and any other office that, pursuant to the federal and state laws and regulations, may not act in such capacity. It shall be stated in the oaths sworn by election officials prior to taking office that no such incompatibility exists. Every polling place and electoral unit official who works on an election day shall be subject to the same prohibitions provided in this subtitle for members of the Local Commissions while in the performance of their duties.

16 L.P.R.A § 4551 (Thomson/West 2023).

Candidates Prohibited

No candidate for any elected public office in the election may work as a poll official.

16 L.P.R.A § 4719 (Thomson/West 2023).

The Effect of Felon Status on Participation

No Constitutional or statutory prohibition found.

The Effect of Mental Incapacitation on Participation

Prohibited if judicially determined to be mentally incompetent.

16 L.P.R.A § 4565 (Thomson/West 2023).

English Fluency and Literacy Requirement

No Information Available

Good Reputation Requirement

For candidates.

The person has filed with the State Election Commission a certification stating that he/she has no criminal record and has not been convicted of a felony or misdemeanor involving moral turpitude, as well as a sworn statement stating that he/she has not been convicted of such offenses in any other state or federal jurisdiction.

16 L.P.R.A §4612 (Thomson/West 2023).

Alternative Positions with Different Requirements

No Information Available

Student Election Assistant Statute

No Information Available

Rhode Island

Completed 2023 (Verified by Miguel Nunez, Deputy Director of Elections)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

Must be qualified (registered) elector.
R.I. Gen. Laws §§ 17-11-6; § 17-11-12; § 17-15-14(a) (Thomson/West 2023).

Age Requirement

18 years.
R.I. Const. Art. 2, § 1; R.I. Gen. Laws § 17-1-3 (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

Town or city and voting district for at least 30 days prior to election.
R.I. Const. Art. 2, § 1; R.I. Gen. Laws § 17-1-3 (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

City, town, senatorial or representative district, or voting district in which they are appointed to serve
R.I. Gen. Laws § 17-11-12 (Thomson/West 2023).

Voting district residency is not required if the election official is filling a vacancy. In the case where a vacancy needs to be filled, election officials shall come from a pool with the same training and duties as regular election officials, but shall not be restricted to being electors of the voting district to which they may be assigned, but must be electors of the state. *R.I. Gen. Laws § 17-11-7.1 (Thomson/West 2023).*

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Considered
The appointed district clerk and district moderator of a polling place shall not be of the same political party. *§ 17-11-6 (Thomson/West 2023).*

For cities, at least thirty-five days before any election, the local board in each city shall appoint, using party lists submitted at least forty-five days before election, a warden and clerk from different parties. *R.I. Gen. Laws § 17-11-11 (Thomson/West 2023).*

For Primaries involving only one major political party, warden and clerks are selected by local party committee. *R.I. Gen. Laws § 17-15-13(a) (2) (Thomson/West 2023).*

The local board of each city and town, at least thirty-five days before each election, shall

appoint two pairs of supervisors from different parties. Supervisors shall, if possible, be appointed from a list of eligible voters in the same manner as provided for the appointment of wardens and clerks in cities. *R.I. Gen. Laws § 17-11-13(a) (Thomson/West 2023).*

For Primaries, thirty-five days before election the local board appoints four supervisors from party lists submitted at least forty-five days before primary. If primary is for both major parties, one supervisor is appointed for each party in the manner provided in

§ 17-11-11, and two supervisors (one from each party) are appointed from lists submitted by a majority of the party candidates, other than those endorsed by the party committee. If the primary only involves one major party, two supervisors shall be appointed from a list submitted by the involved party committee, and two supervisors shall be appointed from lists submitted by a majority of the party candidates, other than those endorsed by the party committee. *R.I. Gen. Laws § 17-15-13(b) (Thomson/West 2023).*

Term Requirements

Appointments and elective positions appear to be for each election.
R.I. Gen. Laws § 17-11-8; R.I. Gen. Laws § 17-11-12 (Thomson/West 2023).

Compensation and Hour Requirements

Cities and towns are authorized to compensate moderators, clerks, inspectors, supervisors and any other election official at a daily rate in excess of any statutory allowable amount. Any excess shall be the responsibility of the authorizing city or town.
R.I. Gen. Laws § 17-19-23.2; R.I. Gen. Laws § 17-15-15 (Thomson/West 2023).

Supervisors of elections are paid at the minimum rate of sixty dollars (\$60) per day and may work a half-day for half-pay.
R.I. Gen. Laws § 17-11-13(c-d) (Thomson/West 2023).

Training, Certification and Oath Requirements

Election officials receive instruction from the state board of elections and are issued a certificate that is valid for one year.
R.I. Gen. Laws § 17-7-5(5); R.I. Gen. Laws § 17-19-23.1(a) (Thomson/West 2023).

Whenever it is practicable, election officials are appointed from lists of certificated persons. Those that attend and complete the training are paid \$25.00 upon performance of their election day duties. *R.I. Gen. Laws § 17-19-23.1 (Thomson/West 2023).*

Elected Public Officials Prohibited

For Primary Officials, no person serving as a primary official may serve in such capacity in the city or town in which they are a municipal employee. *R.I. Gen. Laws § 17-15-14(c) (Thomson/West 2023).*

Candidates Prohibited

No candidate for any office to be filled at any election shall be appointed at the election as an election official... [but] the provisions of this section shall not apply to moderators and town clerks.

R.I. Gen. Laws § 17-11-15 (Thomson/West 2023).

For primaries, no person who is seeking nomination or election at any primary election shall act as a primary official at that primary.

R.I. Gen. Laws § 17-15-14(d) (Thomson/West 2023).

The Effect of Felon Status on Participation

No person who is incarcerated in a correctional facility upon a felony conviction shall be permitted to vote until such a person is discharged from the facility. Upon discharge the person's right to vote shall be restored.

R.I. Const. Art. 2 § 1 (Thomson/West 2023).

No person can serve as an election official who has been convicted, found guilty, pleaded guilty, or *nolo contendere*, or placed on a deferred or suspended sentence, or on probation, for any crime which involves moral turpitude or which constitutes a violation of any of the election or caucus laws of this or any state.

R.I. Gen. Laws § 17-11-15; R.I. Gen. Laws § 17-15-14 (Thomson/West 2023).

Note: Moderators and town clerks may be exempt from the disqualification provisions of R.I. Gen. Laws § 17-11-15. The statute reads that "the provisions of this section shall not apply to moderators and town clerks."

The Effect of Mental Incapacitation on Participation

Prohibited if adjudicated to be *non compos mentis*.

R.I. Const. Art. 2, § 1 (Thomson/West 2023).

English Fluency and Literacy Requirement

Must be able to read the Constitution of the state in English, and write their names.

R.I. Gen. Laws § 17-11-8; R.I. Gen. Laws § 17-11-12; R.I. Gen. Laws § 17-15-14(a) (Thomson/West 2023).

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

Election Inspector.

The state board may appoint and issue commissions to qualified electors of this state to be election inspectors assigned to some or all election polling places. On the day before any election, the state board may assign an election inspector to one or more polling place as the state board may determine. Must be a qualified elector of the state, and may be required to attend a training session. Compensation for election day work will be fixed by the state board.
R.I. Gen. Laws § 17-19-16 (Thomson/West 2023).

Translator

If a board determines that the ballots at a polling place be printed in a foreign language, the board must provide at least one person fluent in the foreign language who assists voters during all hours of poll operations.
R.I. Gen. Laws § 17-19-22.1 (Thomson/West 2023).

Student Election Assistant Statute

Notwithstanding any other general law to the contrary, and in order to provide for a greater awareness of the elections process, the rights and responsibilities of voters and the importance of participating in the electoral process, as well as to provide additional workers, an elections official may appoint not more than five (5) students per ward, and/or precinct to serve under the direct supervision of ward, and/or precinct board members designated by the elections official. A student may be appointed, notwithstanding lack of eligibility to vote, subject to the approval of the educational institution in which the student is enrolled, if the student possesses the following qualifications:

- (1) Is at least sixteen (16) years of age at the time of the election to which he or she is serving as a member of a ward, and/or precinct board.
- (2) Is a United States citizen or will be a citizen at the time of the election to which he or she is serving as a member of a ward, and/or precinct board.
- (3) Is a student in good standing attending a public or private secondary educational institution.
- (4) Is a junior or senior and has a grade point average of at least 2.5 on a 4.0 scale.

R.I. Gen. Laws § 17-11-12.1 (Thomson/West 2023).

South Carolina

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be a registered elector. <i>S.C. Code Ann. § 7-13-110 (Thomson/West 2023).</i>
Age Requirement
18 years. <i>S.C. Const. Art. II, § 4; S.C. Code Ann. § 7-5-610 (Thomson/West 2023).</i>
16 or 17 to qualify as poll manager's assistant. <i>S.C. Code Ann. § 7-13-110 (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
Must be a resident of South Carolina, a resident in the county and in the polling precinct in which the elector offers to vote. <i>S.C. Code Ann. § 7-5-120 (Thomson/West 2023).</i>
“Municipal electors...must have resided in the municipality in which he offers to vote for thirty days next preceding the election.” <i>S.C. Const. Art. II, § 5 (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Clerks - County in which they are appointed to work or resident of an adjoining county. <i>S.C. Code Ann. § 7-13-110 (Thomson/West 2023).</i>
Other poll managers – All managers of election who are not appointed to serve as chairmen or clerks for the various polling places in the State must be residents and registered electors of the State of South Carolina. <i>S.C. Code Ann. § 7-13-110 (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Affiliation Not Required, though for primaries must appoint one manager for every party which is holding a primary and has submitted names. The commissioners of election must appoint at least three managers of election for each polling place in the county (more may be appointed depending on election and number of registered voters.). The authority must also appoint a clerk from the managers appointed. Forty-five days prior to any primary each political party holding a primary may submit to the commission a list of prospective managers for each precinct. The commission must appoint at least one manager for each precinct from the list of names submitted by each political party holding a primary. However, the county election commission may refuse to appoint any

prospective manager for good cause.
S.C. Code Ann. § 7-13-72 (Thomson/West 2023).

Term Requirements

None.

Compensation and Hour Requirements

Managers and clerks of general elections shall receive a per diem as is provided in the annual state general appropriations act. *S.C. Code Ann. § 7-23-10 (Thomson/West 2023).*

Poll managers in South Carolina are paid \$75 for election day plus \$60 for training for a total of \$135. Clerks receive an additional day's pay at \$60 for a total of \$195. Poll managers are paid per diem.
<https://www.scvotes.gov/poll-manager-information>

Training, Certification and Oath Requirements

Must attend a training program and receive certification of having completed the training program. *S.C. Code Ann. § 7-13-72 (Thomson/West 2023).*

Oath required. *S.C. Code Ann. § 7-13-72 (Thomson/West 2023).*

Elected Public Officials Prohibited

May not serve as poll managers due to prohibition of dual office holding in S.C. Constitution.
S.C. Const. Art. 17 § 1a (Thomson/West 2023)

Candidates Prohibited

No candidate or the spouse, parents, children, brothers or sisters of a candidate for public office may work as a manager or clerk of election at a polling place where such candidate's name appears on the ballot.
S.C. Code Ann. § 7-13-120 (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if serving a term of imprisonment resulting from a conviction of a crime.
S.C. Code Ann. § 7-5-120 (Thomson/West 2023).

Prohibited if convicted of a felony or offenses against the election laws, unless the disqualification has been removed by service of the sentence, including probation and parole time unless sooner pardoned.
S.C. Code Ann. § 7-5-120 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if adjudicated mentally incompetent by a court of competent jurisdiction.
S.C. Code Ann. § 7-5-120 (Thomson/West 2023).

English Fluency and Literacy Requirement

None.

Good Reputation Requirement

None.

Alternative Positions with Different Requirements

See student election assistant.

Student Election Assistant Statute

Poll Manager's Assistant

- at least 16 years of age;
- completed the training required by S.C. Code Ann. § 7-13-72;
- Any 16 or 17 year-old appointed may not serve as chairman of the managers or clerk in the polling place to which he or she is appointed;
- must serve under supervision of the chairman of the managers; and
- One assistant may be appointed for every two regular poll managers appointed to work in any precinct.

S.C. Code Ann. § 7-13-110 (Thomson/West 2023).

South Dakota
Completed 2023 (no verification submitted)

<p>State Registration Requirement (Exceptions may be found in Student Election Assistant category)</p>
<p>Must be registered voter. <i>S.D. Codified Laws § 12-15-2 (Thomson/West 2023).</i></p>
<p>Age Requirement</p>
<p>18 years. <i>S.D. Codified Laws § 12-3-1; S.D. Const., Art. VII, § 2 (Thomson/West 2023).</i></p>
<p>Residency Place and Term Required for Voter Registration</p>
<p>Must be a resident of South Dakota. <i>S.D. Codified Laws § 12-3-1 (Thomson/West 2023).</i></p> <p>No durational residency requirement, but 15-day registration requirement. <i>S.D. Codified Laws § 12-4-5 (Thomson/West 2023).</i></p>
<p>Residency Requirement for Service (State, County or Precinct)</p>
<p>A precinct superintendent or precinct deputy appointed under § 12-15-1 shall be a registered voter and a resident of the precinct for which the person is appointed. If the person in charge of the election is unable to appoint a sufficient number of members of the precinct election board who meet the requirements under § 12-15-3 by the time prescribed in § 12-15-1, a vacancy may be filled by appointing any registered voter of the county in which the precinct is located. <i>S.D. Codified Laws § 12-15-2 (Thomson/West 2023).</i></p>
<p>Affiliation with Political Party Requirement and Process for Nomination as Poll Worker</p>

Affiliation Required

If three or more parties have candidates on the official ballot, one precinct deputy shall be appointed from each party whose candidate for Governor in the last gubernatorial election had at least 15% of the votes as shown by the precinct returns. If two parties have candidates on such ballots, the members of the precinct election board shall be selected from each party, and the party receiving a majority of the votes cast for Governor in the election precinct at the last preceding gubernatorial election shall have a majority of the members of the precinct election board. The precinct superintendent shall belong to the party whose candidate received the most votes for Governor in the last gubernatorial election in that precinct.

S.D. Codified Laws § 12-15-3 (Thomson/West 2023).

The county auditor shall, not less than twenty days before any election, appoint a precinct superintendent and two precinct deputies who shall constitute the precinct election board. Two or four additional precinct deputies may be appointed. The county auditor shall make the appointments from lists of names submitted by the county central committee of each party. If the county auditor fails to receive the list at least forty-five days prior to an election, the county auditor shall make the appointments.

S.D. Codified Laws § 12-15-1 (Thomson/West 2023).

Term Requirements

No Information Available

Compensation and Hour Requirements

County determines fee.

S.D. Codified Laws § 12-15-11 (Thomson/West 2023).

At all times after the polls are opened the precinct election officials shall remain at the polling place with the ballot boxes until the polls are closed and they have completed their duties. *S.D. Codified Laws § 12-18-1.4 (Thomson/West 2023).*

In precincts where counting boards have been appointed, the officials shall remain until after the election supplies are turned over to the counting board and the certificate and receipt have been signed. *S.D. Codified Laws § 12-18-1.5 (Thomson/West 2023).*

Training, Certification and Oath Requirements

Prior to an election, each county auditor, assisted by the state's attorney, shall call together the superintendents from each of the precincts in the county, and any precinct deputy as the county auditor may deem appropriate, and instruct them on the election laws and the duties of the precinct superintendent and precinct deputies. A fixed fee of not less than \$5.00 will be paid to those who were called and attended.

S.D. Codified Laws § 12-15-7 (Thomson/West 2023).

Oath required. *S.D. Codified Laws § 12-15-9 (Thomson/West 2023).*

Elected Public Officials Prohibited
No person appointed as a precinct superintendent or precinct deputy may serve as a poll watcher at that election. <i>S.D. Codified Laws § 12-15-2.1 (Thomson/West 2023).</i>
Candidates Prohibited
No person may serve on an election or counting board who is a candidate or related by blood or marriage within the second degree to a candidate who is on the ballot in that precinct. <i>S.D. Codified Laws § 12-15-14.3 (Thomson/West 2023).</i>
The Effect of Felon Status on Participation
Prohibited if incarcerated felon. Upon discharge the full rights of citizenship are restored. <i>S.D. Codified Laws § 23A-27-35; S.D. Codified Laws § 24-5-2; S.D. Const. Article VII, § 2 (Thomson/West 2023).</i>
The Effect of Mental Incapacitation on Participation
Prohibited if declared mentally incompetent. <i>S.D. Codified Laws § 12-4-18 (Thomson/West 2023).</i>
English Fluency and Literacy Requirement
No Information Available.
Good Reputation Requirement
No Information Available.
Alternative Positions with Different Requirements
No Information Available.
Student Election Assistant Statute
Student excused from attendance for the purpose of working as a precinct election official if the student is at least eighteen years old. <i>S.D. Codified Laws § 13-27-6.1 (Thomson/West 2023).</i>

Tennessee

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

Must be registered voter.
Tenn. Code Ann. § 2-4-103(a) (Thomson/West 2023).

Age Requirement

16 years of age to serve.
Tenn. Code Ann. § 2-4-103(e) (Thomson/West 2023).

18 years of age on or before the date of the next election to be registered voter.
Tenn. Code Ann. § 2-2-104 (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

Must be a resident of Tennessee and in the county they serve.
No durational residency requirement. 30-day registration requirement. Poll officials must be registered 30-days before the election.
Tenn. Code Ann. § 2-2-102; Tenn. Code Ann. § 2-2-103 (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

State house legislative district or County, depending on poll worker roll and government organization.
Officers of elections, judges, machine operators, precinct registrars and assistant precinct registrars shall be registered voters and shall reside in the county in which they are appointed to serve.
Tenn. Code Ann. § 2-4-103(a) (Thomson/West 2023).

Inspectors shall be registered voters at a polling place in the county and shall be inhabitants of the county. *Tenn. Code Ann. § 2-4-103(b) (Thomson/West 2023).*

In counties having a population of less than six hundred thousand (600,000) according to the federal census of 1970 or any later federal census, the county election commission may appoint persons as precinct registrars who shall be registered voters at a polling place in the county and shall be inhabitants of the county. *Tenn. Code Ann. § 2-4-103(c) (Thomson/West 2023).*

Counties with metropolitan government: precinct registrars shall be registered voters at a polling place within each legislative district and inspectors shall be registered voters at a polling place in the legislative district.
Tenn. Code Ann. § 2-4-103(d) (Thomson/West 2023).

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Preferred.

30 days before the appointment time, each county primary board shall, and each county executive committee may, nominate persons for appointment as election officials. The county election commission shall appoint such nominees who are qualified, but where there are inadequate numbers of nominees, the county election commission may itself nominate qualified people. *Tenn. Code Ann. § 2-4-106 (Thomson/West 2023).*

If a statewide political party does not have a member on the county election commission, and there was not an election official appointed from its nominees for each polling place, on request of the party’s county primary board, the commission shall appoint from that party’s nominees one inspector for every 30,000 people in the county according to the 1970 federal census or any later federal census, but no fewer than two inspectors and no more than ten. *Tenn. Code Ann. § 2-4-102(b) (2) (Thomson/West 2023).*

Between 90 and 10 days before the election, the county election commission shall appoint at least three judges, one officer of elections. The county election commission may appoint as many inspectors as necessary to each polling place. *Tenn. Code Ann. § 2-4-102(a) & (b)(1) (Thomson/West 2023).*

No more than two of the judges at a polling place may be of the same political party, if persons from different political parties are willing to serve. For primaries at least 1 judge shall be appointed from each party having a primary at the polling place for which the judges are being appointed. *Tenn. Code Ann. § 2-4-104 (Thomson/West 2023).*

As nearly as practicable, no more than 1/2 of the number of election officials at a polling place and no more than 1/2 of the whole number of inspectors may be members of the same political party. In applying this rule to inspectors, inspectors whose appointment is required by § 2-4-102 shall not be counted. If one political party elects to hold a primary election then only members of that political party who call the primary shall be appointed to serve at the polls as election officials. *Tenn. Code Ann. § 2-4-105 (Thomson/West 2023).*

Term Requirements

No Information Available

Compensation and Hour Requirements

Officers of elections, judges, machine operators, and inspectors shall be paid for their services on election day a minimum of \$50.00 per day. Compensation for such persons shall be paid as soon as possible after the election. Amount can be increased by county legislative body. A person can volunteer to provide their services without compensation. *Tenn. Code Ann. § 2-4-109 (Thomson/West 2023).*

Officials for each polling place will receive \$10.00 for the time spent receiving instructions and qualifying to serve at an election by taking the oath. Amount can be increased by county legislative body. Amount to be paid only if official serves in election. *Tenn. Code Ann. §§ 2-4-108(c), 2-1-111. (Thomson/West 2023).*

The election officials of each polling place shall meet at the polling place at least one-half (1/2) hour before the time for opening the polls for the election. *Tenn. Code Ann. § 2-7-105(a) (Thomson/West 2023).*

Training, Certification and Oath Requirements

Coordinator of elections shall create minimum standards for educating election officials throughout state for use by county election commissions. Standards shall include instructing election officials as to their duties during election and educating officials about election laws of this state. *Tenn. Code Ann. § 2-4-108(a). (Thomson/West 2023).*

After the appointment of the election officials pursuant to § 2-4-102, there shall be held in each county, under the direction of the county election commission, at least one (1) instructional meeting for the purpose of training election officials as to their duties during an election. *Tenn. Code Ann. § 2-4-108(b). (Thomson/West 2023).*

No inspector may serve on election day who has not received the instruction provided under § 2-4-108. *Tenn. Code Ann. § 2-4-102(b)(4). (Thomson/West 2023).*

Oath required. *Tenn. Code Ann. § 2-1-111 (Thomson/West 2023).*

Elected Public Officials Prohibited

Neither an elected official nor an employee of a state, county, municipal or federal governmental body or agency may serve as a member of a county election commission. A member of a county election commission shall not serve as campaign manager or treasurer of any candidate's political campaign in local, state, or federal election during commissioner's term of office. *Tenn. Code Ann. § 2-1-112(a) (Thomson/West 2023).*

Candidates Prohibited

No candidate or family member in an election may act in connection with that election as a member of any board or commission established under this title or as an election official. *Tenn. Code Ann. § 2-1-112 (Thomson/West 2023).*

The Effect of Felon Status on Participation

Anyone convicted of a felony, without having had voting rights restored, is prohibited from registering to vote.

Tenn. Code Ann. § 40-20-112 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

A person may be refused appointment if: incompetent to hold elections, failed to serve as directed in previous elections; or is unfit to serve in the election.

Tenn. Code Ann. § 2-4-106(d) (Thomson/West 2023).

English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement

A person may be refused appointment if: incompetent to hold elections, failed to serve as directed in previous elections; or is unfit to serve in the election.

Tenn. Code Ann. § 2-4-106(d) (Thomson/West 2023).

Alternative Positions with Different Requirements

No Information Available

Student Election Assistant Statute

Must be 16 years of age and meet all other requirements to serve. Nothing in this section shall prohibit a high school student appointed as a poll official from receiving compensation in addition to having an excused absence.

Tenn. Code Ann. § 2-4-103(e) (Thomson/West 2023).

Texas*

Completed 2023 (Verified by Heidi Martinez, Managing Attorney)

*Eligibility requirements or grounds of ineligibility in addition to those prescribed by subchapter 32 of the election code may be prescribed by a home-rule city charter for election officers serving in elections ordered by an authority of the city. Tex. Elec. Code § 32.056 (Thomson/West 2023).

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be a qualified voter and for a regular county election precinct for which an appointment is made by the commissioners court, satisfy any additional eligibility requirements prescribed by written order of the commissioners court. <i>Tex. Elec. Code § 32.051 (a) & (c) (Thomson/West 2023).</i>
Age Requirement
18 years. <i>Tex. Elec. Code § 11.002(a)(1) (Thomson/West 2023).</i> 16 years of age if a student election worker <i>Tex. Elec Code § 32.0511(b)(2) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
State resident. <i>Tex. Elec. Code § 11.002(5) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Precinct if election judge, or county if precinct resident cannot be found. <i>Tex. Elec. Code § 32.051(a), (b), (c) (Thomson/West 2023).</i> County if election clerk, or part of county or political subdivision in which election is held if election is for only a part of the county or a political subdivision. <i>Tex. Elec. Code § 32.051(c) (Thomson/West 2023).</i> Residence defined in <i>Tex. Elec Code § 1.015 (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination for Primary and Election Day
Affiliation Generally Required. County elections: The presiding judge and alternate presiding judge must be affiliated or aligned with

different political parties. *Tex. Elec. Code § 32.002(c) (Thomson/West 2023).*

The commissioners court will make appointments from lists submitted, at its July term in county with population over 500,000 or at its August term in county with population of 500,000 or less. May supplement until the 20th day before a general election or the 15th day before a special election in case appointed election judge becomes unable to serve), by the political parties whose candidate for governor received the highest or second highest number of votes in the county in the most recent gubernatorial general election. The presiding election judge will be from the party with the highest votes, and an alternate presiding judge from the party with the second highest votes in the most recent gubernatorial election. *Tex. Elec. Code §32.001(a); Tex. Elec. Code § 32.002(c), (d) (Thomson/West 2023).*

Judges for County Election: The presiding judge and alternate presiding judge must be affiliated or aligned with different political parties, subject to this subsection. The presiding judge appoints at least two clerks for each precinct in each election, at least one from each list supplied by the county chairs of the two parties with the highest gubernatorial votes. The presiding judge may appoint as many additional clerks, within prescribed limit, as are necessary for the proper conduct of the election. Appointments are made not later than the fifth day after the date the judge receives the list and shall deliver written notification of the appointment to the appropriate county chair. (If the county chairs do not submit a list, the county clerk, after making a reasonable effort to consult with the chair, shall submit a list of names to the commissioners court).

Tex. Elec. Code § 32.002 (c); § 32.002 (d); 32.033(b); 32.034(b); Tex. Elec. Code § 32.034(d) (Thomson/West 2023).

In an election conducted by the regularly appointed presiding judge, the presiding judge shall appoint the alternate presiding judge as one of the clerks.

Tex. Elec. Code § §32.032 (Thomson/West 2023).

The clerks for general and special state and county elections are selected from different political parties if possible. *Tex. Elec. Code § 32.034(a) (Thomson/West 2023).*

If only one additional clerk is to be appointed for an election in which the alternate presiding judge will serve as a clerk, the clerk shall be appointed from the list of a political party with which neither the presiding judge nor the alternate judge is affiliated or aligned, if such a list is submitted. If two such lists are submitted, the presiding judge shall decide from which list the appointment will be made. If such a list is not submitted, the presiding judge is not required to make an appointment from any list.

Tex. Elec. Code § 32.034(c) (Thomson/West 2023).

If a presiding judge has not been appointed at the time the county chair of a political party is required to submit a list of names for the appointment of a clerk under this section, the list of names shall be submitted to the county chair of the political party whose candidate for governor received the most votes in the precinct in the most recent gubernatorial election and to the commissioners court. The county chair, or the commissioners court in a county without a county chair, shall appoint clerks from the list in the same manner provided for a presiding

judge to appoint clerks by this section.. *Tex. Elec. Code § 32.034(e) (Thomson/West 2023).*

Primaries:

The county chair of a political party holding a primary election appoints the judges for each precinct.

Tex. Elec. Code §32.006(a) (Thomson/West 2023).

Term Requirements

Judges serve for a term of one year beginning on August 1 for a county with a population over 500,000 and September 1 for a county with a population of 500,000 or less following the appointment, except that the commissioners' court by order recorded in its minutes may provide for a term of two years. *Tex. Elec. Code § 32.002(b) (Thomson/West 2023).*

Appointment of an election clerk is for a single election only.

Tex. Elec. Code § 32.031(b) (Thomson/West 2023).

Political subdivisions other than a County:

The governing body appoints judges and determines their term of service, which may not exceed two years. The governing body shall determine whether appointments under Subsection (a) are for a single election or for a definite term not to exceed two years. If appointments are made for a term, the governing body shall set the duration and beginning date of the term and shall fill vacancies in unexpired terms. *Tex. Elec. Code §32.005 (Thomson/West 2023).*

Compensation and Hour Requirements

Part time possible for Clerks.

The presiding judge shall designate the working hours of election clerks serving.

Tex. Elec. Code § 32.072(a) (Thomson/West 2023).

Clerks may be assigned to work for different lengths of time and to begin work at different hours. *Tex. Elec. Code § 32.072(b) (Thomson/West 2023).*

With respect to designating the working hours of and assigning the duties to be performed by the election clerks, the presiding judge, to facilitate and protect the integrity of the voting process, shall treat all election clerks serving at the polling place uniformly. *Tex. Elec. Code § 32.072(c) (Thomson/West 2023).*

Except as provided by Subsection (c), an election judge or clerk is entitled to compensation for services rendered at a precinct polling place at an hourly rate not to exceed the amount fixed by the appropriate authority, which amount must be at least the federal minimum hourly wage. *Tex. Elec. Code § 32.091(a) (Thomson/West 2023).*

A judge or clerk may not be paid for more than two hours of work before the polls open, except for payment made for work under Section 62.014(c). In a precinct in which voting machines are used, a judge or clerk may not be paid for more than two hours of work after the time for closing the polls or after the last voter has voted, whichever is later. *Tex. Elec. Code § 32.091(b) (Thomson/West 2023).*

For a primary or runoff primary election, the minimum hourly rate is the greater of the maximum rate provided by Subsection (a) or, if the election officer attended a training program as provided by Subchapter F,1 §7. *Tex. Elec. Code § 32.091(c) (Thomson/West 2023).*

A student election clerk serving under § 32.0511 is entitled to compensation under § 32.091 in the same manner as other election clerks. *Tex. Elec. Code § 32.0511(c) (Thomson/West 2023).*

Training, Certification and Oath Requirements

Secretary of State adopts standards of training in election law and procedure for presiding or alternate election judges. Standards may include required attendance at appropriate training programs or the passage of an examination at the end of a training program. Election clerks shall complete the training portion relation to the acceptance and handling of voter identification.

Tex. Elec. Code § 32.111 (Thomson/West 2023).

Elected Public Officials Prohibited

A person who holds an elective public office is ineligible to serve as an election judge or clerk in an election. *Tex. Elec. Code § 32.052(a) (Thomson/West 2023).*

A deputy or assistant serving under a public officer does not hold a public office. *Tex. Elec. Code § 32.052(b) (Thomson/West 2023).*

Candidates Prohibited

No candidates for public or party office is ineligible to serve, in an election to be held on the same day as that election, as an election judge or clerk in any precinct in which the office sought is to be voted on. *Tex. Elec. Code § 32.053(a) (Thomson/West 2023).*

A “candidate” for § 32.053 means someone who has taken affirmative action for the purpose of gaining nomination or election. *Tex. Elec. Code § 32.053(c) (Thomson/West 2023).*

Prohibited from serving if employed by or related within the second degree by consanguinity or affinity to an opposed candidate for a public office or the party office in any precinct in which the office appears on the ballot. *Tex. Elec. Code § 32.054(a) (Thomson/West 2023).*

Prohibited from serving if campaign treasurer/campaign manager of a candidate in that election. *Tex. Elec. Code §§ 32.055(a), 32.0551(a) (Thomson/West 2023).*

The Effect of Felon Status on Participation

Prohibited if convicted of a felony and sentence is not fully discharged, including any term of incarceration, parole, or supervision or completion of a period of probation ordered by any court; unless pardoned or otherwise released from the resulting disability.

Tex. Elec. Code § 11.002(a)(4) (Thomson/West 2023).

A person is not considered to have been convicted of an offense for which the criminal proceedings are deferred without an adjudication of guilt. *Tex. Elec. Code § 11.002(b) (Thomson/West 2023).*

A person is ineligible to serve as an election judge or clerk in an election if the person has been finally convicted of an offense in connection with conduct directly attributable to an election. *Tex. Elec. Code § 32.0552 (Thomson/West 2023).*

The Effect of Mental Incapacitation on Participation

Prohibited if determined totally mentally incapacitated or partially mentally incapacitated without the right to vote by a final judgment of a court.

Tex. Elec. Code § 11.002(a)(3) (Thomson/West 2023).

English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement

No Information Available.

Alternative Positions with Different Requirements

Translators.

The presiding judge of an election precinct subject to Section 272.002 shall make reasonable efforts to appoint a sufficient number of election clerks who are fluent in both English and Spanish to serve the needs of the Spanish-speaking voters of the precinct.

Tex. Elec. Code § 272.009(a) (Thomson/West 2023).

If the number of election clerks appointed under Subsection (a) is insufficient to serve the needs of the Spanish-speaking voters in the election, the authority appointing election judges for the election shall appoint at least one clerk who is fluent in both English and Spanish to serve at a central location to provide assistance for Spanish-speaking voters.

Tex. Elec. Code § 272.009(b) (Thomson/West 2023).

Student Election Assistant Statute

A student who is ineligible to serve as a clerk of an election precinct as a qualified voter under Section 32.051(c) is eligible to serve as a clerk of an election precinct under this section if the student: at the time of the appointment is a student at an educational institution or attends a home school that meets the requirements of Section 25.086(a)(1), Education Code; and has the consent of the principal of the educational institution attended by the student; or in the case of a home-schooled student, a parent or legal guardian who is responsible for the student's education. The Student must also, at the time of appointment as an election clerk, be 16 years old, a United States Citizen, and have completed any training course required by the entity holding the election. *Tex. Elec. Code § 32.0511(b) (Thomson/West 2023)*.

Not more than two student election clerks may serve at a polling place, except that not more than four student election clerks may serve at any countywide polling place. *Tex. Elec. Code § 32.0511(d) (Thomson/West 2023)*.

The secretary of state may initiate or assist in the development of a statewide program promoting the use of student election clerks appointed under this section. *Tex. Elec. Code § 32.0511(e) (Thomson/West 2023)*.

United States Virgin Islands
Completed 2023 (no verification submitted)

State Registration Requirement
(Exceptions may be found in Student Election Assistant category)

Must be qualified, registered elector.
18 Virgin Islands Code § 152 (a) (Thomson/West 2023).

Age Requirement

18 years.
18 Virgin Islands Code § 261 (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

Must maintain legal residence in the Virgin Islands and in the election district in which he desires to vote for a period of at least 90 days next preceding the date of the election. *18 Virgin Islands Code § 262(a) (Thomson/West 2023).*

Residency Requirement for Service (State, County or Precinct)

District.
18 Virgin Islands Code § 152(a) (Thomson/West 2023).

**Affiliation with Political Party Requirement and
 Process for Nomination as Poll Worker**

Affiliation Considered.
 The board of elections in each legislative district shall, not later than 20 days prior to the day on which a primary or election is to be held, appoint election officers. The Chairmen of political parties in each legislative district shall have the right to submit to the board their nominations therefore. *18 Virgin Islands Code § 151(a) (Thomson/West 2023).*

If, at any time prior to the day of any primary or election, a vacancy occurs, the board shall fill the vacancy by appointment of another qualified person who is a member of the same political party as that of the appointee whose place he is filling. The chairman of such party in the legislative district shall have the right, prior to such appointment, to submit to the board his nomination therefore.
18 Virgin Islands Code § 151(c) (Thomson/West 2023).

Term Requirements

Board of Elections: The term of office for each member shall be four (4) years beginning on the first Monday after the first day of January following the election. *18 Virgin Islands Code § 41(c) (Thomson/West 2023).*

Compensation and Hour Requirements

Judges \$250; Inspectors \$225; Clerks \$200; Voting machine monitors \$200.
18 Virgin Islands Code § 158(a) (Thomson/West 2023).

Each election official whose compensation is provided for in § 158(a) shall be entitled to compensation of \$50 for each instructional meeting that they attend. *18 Virgin Islands Code § 158(b) (Thomson/West 2023).*

In addition to the compensation provided by § 158(a), each election official shall be compensated an additional \$30 for each shift worked which shift commences on or after 6:00 p.m. *18 Virgin Islands Code § 158(c) (Thomson/West 2023).*

The election officers shall meet at the polling place to which they were assigned at least one hour before the hour for opening the polls on the day of each primary or election.
18 Virgin Islands Code § 558 (Thomson/West 2023).

Training, Certification and Oath Requirements

No Information Available on training and certification.

Oath Required.
18 Virgin Islands Code § 153; 18 Virgin Islands Code § 154 (Thomson/West 2023).

Elected Public Officials Prohibited

No employee or official of the office of the Supervisor of Elections and no employee of a Board of Elections may be a candidate for a Board of Elections without taking leave as required by § 2, and if elected, may not serve as an employee or official, as the case may be, during his incumbency. *18 Virgin Islands Code § 2 (Thomson/West 2023).*

Candidates Prohibited

No information available on candidates.

The Effect of Felon Status on Participation

Every person who has been convicted by a court of competent jurisdiction of a felony or of a crime involving moral turpitude shall be debarred from voting while serving out his sentence, including any period of incarceration, probation, or parole. *18 Virgin Islands Code § 263(b) (Thomson/West 2023).*

The right to vote is automatically restored to every person convicted of a felony upon completion of all the conditions of the person's sentence, including any period of incarceration, probation, parole, or payment of restitution *18 Virgin Islands Code § 263(c) (Thomson/West*

2023).
The Effect of Mental Incapacitation on Participation
No inmate of a public or private institution for the insane and no person under the care of a guardian by reason of any mental incapacity shall be entitled to vote. <i>18 Virgin Islands Code § 263 (a) (Thomson/West 2023).</i>
English Fluency and Literacy Requirement
At least one of the election officers and clerks appointed for each polling place shall be fluent in both Spanish and English. <i>18 Virgin Islands Code § 151(a) (Thomson/West 2023).</i>
Good Reputation Requirement
No information Available.
Alternative Positions with Different Requirements
No Information Available.
Student Election Assistant Statute
No Information Available.

Utah

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
--

Must be a registered voter. <i>Utah Code Ann. § 20A-5-601; Utah Code Ann. § 20A-5-602(2) (Thomson/West 2023).</i>
--

Age Requirement

18 years old. <i>Utah Code Ann. § 20A-2-101(1) (c) (Thomson/West 2023).</i>
--

Residency Place and Term Required for Voter Registration

State for at least the 30 days immediately before the election. <i>Utah Code Ann. § 20A-2-101(1)(b) (Thomson/West 2023).</i>

Residency Requirement for Service (State, County or Precinct)
--

County, municipality, or district. <i>Utah Code Ann. § 20A-5-601(6) (Thomson/West 2023).</i>

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Generally Required for Judges in Regular General Elections and Primary Elections.
--

By April 1 of each even-numbered year each registered political party files list of eligible candidates; and each county legislative body appoints election judges from the lists submitted. <i>Utah Code Ann. § 20A-5-601(1) & (2) (Thomson/West 2023).</i>

For each set of three poll workers appointed for a polling place for an election, the election officer shall ensure that two poll workers are appointed from the political party that cast the highest number of votes for governor, lieutenant governor, attorney general, state auditor, and state treasurer, excluding votes for unopposed candidates, in the jurisdiction holding the election at the last regular general election before the appointment of the poll workers; and one poll worker is appointed from the political party that cast the second highest number of votes for governor, lieutenant governor, attorney general, state auditor, and state treasurer, excluding votes for unopposed candidates, in the county, city, or local district, as applicable, at the last regular general election before the appointment of the poll workers.. <i>Utah Code Ann. § 20A-5-601(4) (Thomson/West 2023).</i>
--

If a conflict arises over the right to certify the poll worker lists for any political party, the election officer may decide between conflicting lists, but may only select names from a properly submitted list. *Utah Code Ann. § 20A-5-601(9)(Thomson/West 2023).*

If poll worker fails to show up at the poll or refuses to act, then at least six present poll workers present or the elections officer may appoint a qualified elector, from the same political party as the absentee, to fill the role. *Utah Code Ann. § 20A-5-605(4)(a) (Thomson/West 2023).*

Term Requirements

Every Election Cycle. *Utah Code Ann. § 20A-5-601(2) (Thomson/West 2023).*

Compensation and Hour Requirements

The clerk shall establish compensation for poll workers. *Utah Code Ann. § 20A-5-601(10) (Thomson/West 2023).*

The clerk shall compensate poll workers for their services. The clerk of a municipality or special district may not compensate poll workers at a rate higher than that paid by the county to the county's poll workers. *Utah Code Ann. § 20A-5-602(4) (Thomson/West 2023).*

The election officer shall pay each poll worker reasonable compensation for travel that is necessary to deliver the election returns and to return to the polling place. *Utah Code Ann. § 20A-4-201(3) (Thomson/West 2023).*

Training, Certification and Oath Requirements

According to the *Utah State Plan on Election Reform Amended on November 8, 2004*, training and recruitment should remain at the local level.

<https://elections.utah.gov/Media/Default/Documents/VMachines/stateplan.officialminutes.pdf>,

Oath required. *Utah Const. Art. 4, §10 (Thomson/West 2023), 20A-4-303(2)(i)(Thomson/West 2023)*

Elected Public Officials Prohibited

No information for General and Primary Elections.

Candidates Prohibited

An election officer may not appoint a candidate's parent, sibling, spouse, child, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, or son-in-law to serve as a poll worker in a polling place where the candidate appears on the ballot.

Utah Code Ann. § 20A-5-601(7) (Thomson/West 2023).

The Effect of Felon Status on Participation

Felons are prohibited from serving as poll workers.

Utah Code Ann. § 20A-5-603(2)(e) (Thomson/West 2023)

The Effect of Mental Incapacitation on Participation

Anyone who is incapable of performing the duties of a poll worker shall be removed.

Utah Code Ann. § 20A-5-603(2)(g) (Thomson/West 2023)

English Fluency and Literacy Requirement

No Information Available.

Good Reputation Requirement

An election officer shall remove any poll worker who neglects their duty, commits or encourages fraud in connection with any election, violates any election law, knowingly permits any person to violate any election law, commits any act that interferes or tends to interfere with a fair and honest election, or is incapable of performing the duties of a poll worker. *Utah Code Ann. § 20A-5-603(2) (Thomson/West 2023)*

Alternative Positions with Different Requirements.

No Information Available

Student Election Assistant Statute

For each election, each election officer shall provide for the appointment of at least three registered voters, or one individual who is 16 or 17 years of age and two registered voters, one of whom is at least 21 years of age, from the list to serve as poll workers. *Utah Code Ann. § 20A-5-601(3)(a) (Thomson/West 2023).*

Vermont

Completed 2023 (Verified by Will Senning, Director of Elections and Campaign Finance)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be a registered voter, unless approved 16 or 17 year old assistant working under direct supervision of “adult election officials”. <i>Vt. Stat. Ann. tit. 17, § 2454(a) (Thomson/West 2023).</i>
Age Requirement
18 years. <i>Vt. Stat. Ann. tit. 17, § 2121(a)(4) (Thomson/West 2023).</i>
16 or 17 as assistant elections officers. <i>Vt. Stat. Ann. tit. 17, § 2454(b) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
A resident of the State may register to vote in the town of his or her residence <i>Vt. Stat. Ann. tit. 17, § 2121(a)(2) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Must reside in Municipality. <i>Vt. Stat. Ann. tit. 17, § 2452(a); Vt. Stat. Ann. tit. 17, § 2454(a) (Thomson/West 2023).</i>
The only exception to residency is that an assistant town clerk may serve as an assistant elections officer, regardless of his or her residence. <i>Vt. Stat. Ann. tit. 17, § 2454(a) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Affiliation Considered for Assistant Election Officers. The town clerk shall be the presiding officer unless the town by vote at an annual meeting or by charter shall provide otherwise. If the regular presiding officer is unavailable or unable to preside at any given election, then the board of civil authority shall promptly appoint a voter of the town to serve as the presiding officer at that election. If more than one polling place is used, the board shall appoint a presiding officer for each additional polling place. <i>Vt. Stat. Ann. tit. 17, § 2452 (Thomson/West 2023).</i>
The board of civil authority appoints the assistant election officers prior to the election. As far as possible, the board shall attempt to appoint an equal number of persons from each major political party. <i>Vt. Stat. Ann. tit. 17, § 2454(a) (Thomson/West 2023).</i>

When provisions require 2 or more election officials of different political parties to perform an act, that political party representation requirement shall not be required if attempts to conform to it were not successful. *Vt. Stat. Ann. tit. 17, § 2455(c) (Thomson/West 2023)*.

Term Requirements

There are no set terms for presiding officers. Generally the town clerk serves as long as he or she is town clerk. Town clerk terms are 1 year unless the town votes that the clerk will serve for 3-year term. No more than 2 years for presiding officers for additional polling places. *Vt. Stat. Ann. tit. 17, §§ 2646(2); 2452(b) (Thomson/West 2023)*.

Assistant election officers appear to serve for election to which appointed. *Vt. Stat. Ann. tit. 17, § 2454(a) (Thomson/West 2023)*.

Compensation and Hour Requirements

The presiding election officer shall notify each election official of the hours when he shall be present to work at the polls. *Vt. Stat. Ann. tit. 17, § 2455(b) (Thomson/West 2023)*.

Compensation is set by local legislative body and varies from volunteers, to minimum wage, to higher hourly wages, to stipends for a shift or stipends for all day. *Kathy DeWolfe, Director of Elections and Campaign Finance, 2006*.

Training, Certification and Oath Requirements

The secretary of state shall organize regional workshops and informational materials for election officials. The regular presiding officer of each town or an assistant designated by the board of civil authority shall attend, at the town's expense, at least one of these election workshops every two years. *Vt. Stat. Ann. tit. 17, § 2457(a) & (b) (Thomson/West 2023)*.

Each assistant election officer shall be sworn prior to entering on the performance of his or her duties. *Vt. Stat. Ann. tit. 17, § 2454(a) (Thomson/West 2023)*.

To become a registered voter a Vermont resident must take the voter's oath. *Vt. Stat. Ann. tit. 17, § 2121(a); 2124 (Thomson/West 2023)*.

Elected Public Officials Prohibited

A person whose name appears on the ballot may not serve as an election official unless he/she is the only candidate for that office or is a candidate for moderator, justice of the peace, town clerk, treasurer, ward clerk, or inspector of elections. If Australian ballot is not used, a person may not serve as an election official for any office that he/she is a nominee. *Vt. Stat. Ann. tit. 17, § 2456 (Thomson/West 2023)*.

Candidates Prohibited

No person shall serve as an election official in any election in which his or her name appears on a ballot of the Australian ballot system as a candidate for any office unless he or she is the only candidate for that office, or unless the office for which he or she is a candidate is that of moderator, justice of the peace, town clerk, clerk-treasurer, ward clerk, or inspector of elections. When an Australian ballot is not used, a person shall not serve as an election official during the election to fill any office for which he or she is a nominee.

Vt. Stat. Ann. tit. 17, § 2456 (Thomson/West 2023).

A candidate or spouse, parent, or child of a candidate shall not be eligible to perform duties of Justice of the Peace in ballot delivery unless the candidate involved is not disqualified by § 2538 from serving as an election official. *Vt. Stat. Ann. tit. 17, § 2538 (Thomson/West 2023).*

The Effect of Felon Status on Participation

Felons, even incarcerated felons, do not lose their right to vote in Vermont. An incarcerated felon must register and vote in the last municipality in which he or she resided in Vermont immediately prior to incarceration (not where facility is located). There is no prohibition against felons being candidates or serving in any local public office in Vermont, so a felon could serve as an election official.

Vt. Const. Ch. II, § 42 (Thomson/West 2023).

Kathy DeWolfe, Director of Elections and Campaign Finance, 2006.

The Effect of Mental Incapacitation on Participation

Prohibited if adjudicated incompetent and not restored to legal capacity.

Vt. Stat. Ann. Tit. 18 §7705(a)(3) (Thomson/West 2023).

English Fluency and Literacy Requirement

No requirements.

Kathy DeWolfe, Director of Elections and Campaign Finance, 2006.

Good Reputation Requirement

Prohibited if not of a quiet and peaceable behavior.

Vt. Const. Ch. II, § 42 (Thomson/West 2023).

Alternative Positions with Different Requirements

The local Board of Civil Authority that administers elections along with the Presiding Officer is made up of all members of the local Select board (legislative body), all Justices of the Peace, and the Town Clerk. Select board members are elected at March Town Meeting for either 3 year terms (or 1 or 2 year terms if the municipality has voted to have 5 Select board members instead of only 3). Justices of the Peace are elected at the General Election and serve 2 year terms starting the following February.

Kathy DeWolfe, Director of Elections and Campaign Finance, 2006.

Student Election Assistant Statute

The board of civil authority may appoint residents of a voting district who are 16 or 17 years old to serve as assistant elections officers in their respective polling places.

Vt. Stat. Ann. tit. 17, § 2454(b) (Thomson/West 2023).

Virginia

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Must be a qualified voter. <i>Va. Code Ann. § 24.2-115 (Thomson/West 2023).</i>
Age Requirement
18 years. <i>Va. Code Ann. § 24.2-101; Va. Const. Art. II, § 1 (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
Resident of the Commonwealth and of the precinct where vote. <i>Va. Code Ann. § 24.2-101; Va. Const. Art. II, § 1 (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Precinct then Commonwealth Insofar as practicable, each officer shall be a qualified voter of the precinct he is appointed to serve, but in any case a qualified voter of the Commonwealth. <i>Va. Code Ann. § 24.2-115 (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Affiliation Generally Required Not less than three competent citizens shall be appointed for each precinct. However, a precinct having more than 4,000 registered voters shall have not less than five officers of election serving for a presidential election, and the electoral board shall appoint additional officers as needed to satisfy this requirement. Insofar as practicable, each officer shall be a qualified voter of the precinct he is appointed to serve, but in any case a qualified voter of the Commonwealth. In appointing the officers of election, representation shall be given to each of the two political parties having the highest and next highest number of votes in the Commonwealth for Governor at the last preceding gubernatorial election. The representation of the two parties shall be equal at each precinct having an even number of officers and shall vary by no more than one at each precinct having an odd number of officers. If practicable, officers shall be appointed from lists of nominations filed by the political parties entitled to appointments. The party shall file its nominations with the secretary of the electoral board at least 10 days before February 1 each year. The electoral board may appoint additional citizens who do not represent any political party to serve as officers. If practicable, no more than one-third of the total number of officers appointed for each precinct may be citizens who do not represent any political party. <i>VA Code § 24.2-115 (Thomson/West 2023).</i>

Virginia Attorney General Opinion 06-058, 9/15/06

“It is my opinion that the Constitution of Virginia requires a local electoral board, where it is feasible to do so, to appoint officers of election who represent the two dominant political parties. It further is my opinion that when it is not feasible to appoint representatives of such parties, a board may appoint nonpartisan officers of election.”

<https://www.oag.state.va.us/files/Opinions/2006/06-058Jensen.pdf>

Term Requirements

Serve for a term not to exceed three years or until successors are appointed.

Va. Code Ann. § 24.2-115 (Thomson/West 2023).

Compensation and Hour Requirements

Part time possible.

The electoral board or general registrar may provide that the officers of election for one or more precincts may be assigned to work all or a portion of the time that the precinct is open on election day or reassigned to another precinct for the remaining portion of election day, as needed. Any officer of election assisting with the closing of the precinct and reporting the results of the votes at the precinct shall be required to report to the precinct at least one hour prior to the closing of the precinct. However, the chief officer and the assistant chief officer, appointed pursuant to § 24.2-115 to represent the two political parties, shall be on duty at all times. *Va. Code Ann. § 24.2-115.1 (Thomson/West 2023).*

Each election worker is paid at least \$75 for a full days work. The governing body shall pay each officer \$10 and mileage at the rate payable to members of the General Assembly for each time he delivers pollbooks and ballots to the polling place and each time he delivers returns and ballots to the appropriate official after the polls close. Jurisdictions may increase the salary of the officers collecting and delivering materials by at least \$10 and the equivalent of mileage expenses from the furthest polling place in the locality in lieu of calculating the mileage and extra pay required by this section. An officer of election may waive compensation and serve as an unpaid volunteer officer. Unpaid volunteer officers shall possess the qualifications and fulfill the requirements that apply to paid officers of election. *Va. Code Ann. § 24.2-116 (Thomson/West 2023).*

Training, Certification and Oath Requirements

Each officer of election shall receive training consistent with the standards set by the State Board pursuant to § 24.2-103. This training shall be conducted by the electoral boards and general registrars, using the standardized training programs and materials developed by the State Board for this purpose. However, any electoral board and general registrar may instead require that the officers of election complete the online training course provided by the State Board pursuant to subsection D of § 24.2-103. Each officer of election shall receive such training, or complete the online training course, before the first election in which he will be

serving as an officer of election. Such requirement shall apply to each term for which the officer of election is appointed.

Notwithstanding the provisions of subsection A, each officer of election shall receive additional training or instruction whenever a change to election procedures is made to this title or to regulations that alters the duties or conduct of the officers of election. Such changes shall include changes to voting systems, electronic pollbook equipment or programming, voter identification requirements, and provisional ballot requirements. Such additional training shall be conducted or instruction given to all relevant individuals promptly after the law or regulation has taken effect, but not less than three days prior to the first election occurring in the locality after the law or regulation has taken effect. *Va. Code Ann. § 24.2-115.2 (Thomson/West 2023).*

Oath Required. *Va. Code Ann. § 24.2-120 (Thomson/West 2023).*

Elected Public Officials Prohibited

No person, nor the deputy or the employee of any person, who holds any elective office of profit or trust under the government of the United States, the Commonwealth, or any county, city, or town of the Commonwealth, shall be appointed an officer of election. No person, nor the deputy or the employee of any person, who holds any elective office of profit or trust under the government of the United States, the Commonwealth, or any county, city, or town of the Commonwealth, shall be appointed a deputy registrar or officer of election. *Va. Code Ann. § 24.2-119 (Thomson/West 2023).*

Candidates Prohibited

A candidate may require the removal of an officer of election for the election in which he is a candidate by a request in writing on the grounds that the officer is a spouse, parent, grandparent, sibling, child, or grandchild of an opposing candidate. *Va. Code Ann. § 24.2-117 (Thomson/West 2023).*

The Effect of Felon Status on Participation

No person who has been convicted of a felony shall be a qualified voter unless his civil rights have been restored by the Governor or other appropriate authority. *Va. Code Ann. § 24.2-101; Va. Const. Art. II, § 1 (Thomson/West 2023).*

The Effect of Mental Incapacitation on Participation

Prohibited if adjudicated incapacitated unless capacity has been reestablished as provided by law. *Va. Code Ann. § 24.2-101; Va. Const. Art. II, § 1 (Thomson/West 2023).*

English Fluency and Literacy Requirement

Must be competent.
Va. Code Ann. § 24.2-115 (Thomson/West 2023).

Good Reputation Requirement

Must be competent.
Va. Code Ann. § 24.2-115 (Thomson/West 2023).

Alternative Positions with Different Requirements

No Information Available.

Student Election Assistant Statute

Election day page program; high school students.

A. The local electoral board, or its general registrar, may conduct a special election day page program for high school students in one or more polling places designated by the electoral board or the general registrar, which may include a central absentee voter precinct. Students shall be selected for the election day page program by the electoral board or the general registrar in cooperation with high school authorities. The program shall be designed to stimulate the pages' interest in elections and registering to vote, provide assistance to the officers of election, and ensure the safe entry and exit of elderly and disabled voters from the polling place.

B. Each page shall receive, from a person designated by the electoral board, training on the duties, responsibilities, and prohibited conduct of election pages. Each page shall take and sign an oath as an election page, serve under the direct supervision of the chief officer of election of his assigned polling place, and observe strict impartiality at all times.

C. Election pages may observe the electoral process and seek information from the chief officer of election and may assist in the arrangement of the voting equipment, furniture, and other materials for the conduct of the election but shall not enter any voting booth. Election pages may, at the direction and under the direct supervision of the chief officer of election, assist in the counting of unmarked ballots but shall not handle or touch ballots in any other circumstance.

Va. Code Ann. § 24.2-604.3 (Thomson/West 2023).

West Virginia

Completed 2023 (Verified by Brittany Westfall, Director of Elections)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)

Must be registered voter.
W. Va. Code § 3-1-28(a)(1) (Thomson/West 2023).

Age Requirement

18 years old.
W. Va. Code § 3-2-2(a) (Thomson/West 2023).

A person who is at least seventeen years of age and who will be eighteen years of age by the time of the next ensuing general election may also be permitted to register.
W. Va. Code § 3-2-2(a) (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

State and county.
W. Va. Code § 3-2-2(a) (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

Generally County for county-wide elections and Municipality for municipal elections. Must be a registered voter of the county for elections held throughout the county and a registered voter of the municipality for elections held within the municipality: However, if the required number of persons eligible to serve as election officials for a municipal election are not available or are not willing to serve as election officials for a municipal election, a registered voter of the county in which the municipality is located may serve as an election official for elections held within the municipality.
W. Va. Code § 3-1-28(a)(1) (Thomson/West 2023).

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Required for Four of Five Positions in Precinct.
The county executive committee for each of the two major political parties may, by a majority vote of the committee at a duly called meeting, nominate one qualified person for each team of poll clerks and one qualified person for each team of election commissioners to be appointed for the election.
W. Va. Code § 3-1-30(a)(1) (Thomson/West 2023).

Note: there is currently an emergency rule for conducting the election in a state of emergency that allows county clerks direct poll workers to continue to conduct the election when they

cannot secure five people to work in the polling place. You may view it here <https://apps.sos.wv.gov/adlaw/csr/readfile.aspx?DocId=53039&Format=PDF>.

The appointing body also selects one qualified person as the additional election commissioner for each board of election officials.
W. Va. Code § 3-1-30(a)(2) (Thomson/West 2023).

The appointing body also selects alternates equal to a minimum of 10% of the required poll clerks and election commissioners. *W. Va. Code §3-1-30(a)(3) (Thomson/West 2023).*

No later than the 70th day before the election, the parties file their lists with the governing body (county, municipal or school board depending on election) and 49 days before an election the governing body appoints the poll clerks and commissioners. The governing body fills positions for which no nominations were filed.
W. Va. Code § 3-1-30(a)(4); W. Va. Code § 3-1-30(e) (Thomson/West 2023).

No “team of poll clerks” or “team of election commissioners” may consist of two persons with the same registered political party affiliation or two persons registered with no political party affiliation. *W. Va. Code § 3-1-29(a)(3) (Thomson/West 2023).*

Note: Rules differ slightly for municipal elections in municipalities without party executive committees.

Term Requirements

Poll workers are appointed before each election.
W. Va. Code § 3-1-30(a) (Thomson/West 2023).

Compensation and Hour Requirements

Compensation depends on role.
Each commissioner of election and poll clerk is to be paid a sum, to be fixed by the county commission, for one day’s services for attending the school of instruction for election officials if the commissioner or poll clerk provides at least one day’s service during an election and a sum for his or her services at any one election: Provided, That each commissioner of election and poll clerk is to be paid a sum for his or her services at any of the three special elections described in § 3-1-44(g) of this code. Each alternate commissioner of election and poll clerk may be paid a sum, to be fixed by the county commission for attending the school of instruction for election officials.
W. Va. Code § 3-1-44(b) - (c) (Thomson/West 2023).

Hours: 5:45 a.m. - close of polls.
W. Va. Code § 3-1-30(k) (Thomson/West 2023).

Training, Certification and Oath Requirements

The Secretary of State in conjunction with the State Election Commission shall produce one or more audio-visual programs which explain and illustrate the procedures for conducting elections, the duties of the various election officials and the methods of voting on each voting system in use in the state. *W. Va. Code § 3-1-46(a) (Thomson/West 2023).*

No person can serve as an election commissioner or poll clerk in any election unless he or she has attended such instructional program. However, in cases of emergency when no person who has attended the instructional program for that election is available to fill a vacancy on the election board, the clerk of the county commission may appoint those who have not had training. *W. Va. Code § 3-1-46(c) (Thomson/West 2023).*

Oath required. *W. Va. Code § 3-1-30a (Thomson/West 2023).*

Elected Public Officials Prohibited

No Information Available.

Candidates Prohibited

No candidates on the ballot or official write-in candidates in the election may serve. No parent, child, sibling or spouse of a candidate on the ballot in the precinct may serve in that precinct.
W. Va. Code § 3-1-28(a) (3) & (4) (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if convicted of a felony, treason or bribery in an election, under either state or federal law, is disqualified while serving his or her sentence, including any period of incarceration, probation or parole related thereto.
W. Va. Code § 3-2-2(b) (Thomson/West 2023).

Prohibited if previously convicted of a violation of any election law.
W. Va. Code § 3-1-28(a)(6) (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if determined to be mentally incompetent by a court of competent jurisdiction for as long as that determination remains in effect.
W. Va. Code § 3-2-2(b) (Thomson/West 2023).

English Fluency and Literacy Requirement

Must be able to read and write the English language.
W. Va. Code § 3-1-28(a)(2) (Thomson/West 2023).

Good Reputation Requirement

The county commission may, upon majority vote, suspend the eligibility to serve as an election official in any election for four years for the following reasons:

- Failure to appear at the polling place at the designated time without proper notice and just cause;
- Failure to perform the duties of an election official as required by law;
- Improper interference with a voter casting a ballot or violating the secrecy of the voter's ballot;
- Being under the influence of alcohol or drugs while serving as an election official; or
- Having anything wagered or bet on an election.

W. Va. Code § 3-1-28(b) (Thomson/West 2023).

Alternative Positions with Different Requirements

Early Voting Representatives:

Throughout the period of early in-person voting, the official designated to supervise and conduct absentee voting shall make the following provisions for voting:

The official designated to supervise and conduct absentee voting shall have at least two representatives to assist with absentee voting: Provided, That the two representatives may not be registered with the same political party affiliation or two persons registered with no political party affiliation. The representatives may be full-time employees, temporary employees hired for the period of absentee voting in person or volunteers.

W. Va. Code § 3-3-2a(d)(4) (Thomson/West 2023).

Emergency Absentee Ballot Representatives:

On or before the 56th day preceding the date on which any election is to be held the official designated to supervise and conduct absentee voting shall notify the county commission of the number of sets of emergency absentee ballot commissioners which he or she determines necessary to perform the duties and functions pursuant to this section. A set of emergency absentee ballot commissioners at-large shall consist of two persons with different political party affiliations appointed by the county commission in accordance with the procedure prescribed for the appointment of election commissioners under the provisions of article one of this chapter. Emergency absentee ballot commissioners have the same qualifications and rights and take the same oath required under the provisions of this chapter for commissioners of elections. Emergency absentee ballot commissioners are to be compensated for services and expenses in the same manner as commissioners of election or poll clerks obtaining and delivering election supplies under the provisions of section forty-four, article one of this chapter.

W. Va. Code § 3-3-5c(b) & (c) (Thomson/West 2023).

Student Election Assistant Statute

The term "election official trainee" means an individual who is sixteen or seventeen years of age who meets the requirements of subdivisions (2), (3), (4), (5) and (6), subsection (a), section twenty-eight of this article *W. Va. Code § 3-1-29(a)(4) (Thomson/West 2023).*

Wisconsin

Completed 2023 (no verification submitted)

State Registration Requirement (Exceptions may be found in Student Election Assistant category)
Do not have to be registered, but must be a qualified elector. <i>Wis. Stat. § 7.30(2) (a) (Thomson/West 2023).</i>
Age Requirement
18 years old. <i>Wis. Stat. § 6.02(1) (Thomson/West 2023).</i>
16 or 17 if high school student qualified under Wis. Stat. § 7.30(2)(a). <i>Wis. Stat. § 7.30(2) (a) (Thomson/West 2023).</i>
Residency Place and Term Required for Voter Registration
Reside in election district or ward for 28 days before any election. <i>Wis. Stat. § 6.02(1) (Thomson/West 2023).</i>
Residency Requirement for Service (State, County or Precinct)
Each election official shall be a qualified elector of a county in which the municipality where the official serves is located, and each chief inspector shall be a qualified elector of the municipality in which the chief inspector serves <i>Wis. Stat. § 7.30(2)(a) (Thomson/West 2023).</i>
Vacancies may be filled in cases of emergency or because of time limitations by a person from another municipality. <i>Wis. Stat. § 7.30(2)(b) (Thomson/West 2023).</i>
Affiliation with Political Party Requirement and Process for Nomination as Poll Worker
Affiliation Generally Required. All inspectors shall be affiliated with one of the two recognized political parties which received the largest number of votes for president, or governor in non-presidential general election years, in the ward or combination of wards served by the polling place at the last election. <i>Wis. Stat. § 7.30(2)(a) (Thomson/West 2023).</i>
In a municipality other than a city or village located in a county having a population of more than 750,000, the committees organized under s. 8.17 for each of the 2 recognized political parties described under sub. (2) shall submit a list containing the names of nominees from that party. The chairperson of each of the 2 committees shall submit the list to the mayor,

president, chairperson, or clerk of the municipality, or to his or her agent, or shall deliver or mail the list to the office of the municipality. If the chairperson submits the list to the municipal clerk or his or her agent, the clerk shall immediately forward the list to the mayor, president, or chairperson of the municipality. If committees are organized in subdivisions of a city, the chairperson of the city committee shall submit the list. If there is no municipal committee, the chairperson of the county or legislative district committee shall submit the list. Except as provided in par. (c), only those persons submitted by the chairperson of each committee under s. 8.17 may act as election officials. The chairperson of each committee under s. 8.17 may designate any individual whose name is submitted as a first choice nominee. The chairperson and secretary of the submitting committee shall sign the list. *Wis. Stat. § 7.30(4)(b)(2)(a) (Thomson/West 2023).*

In a city or village located in a county having a population of more than 750,000, other than a city where there is a board of election commissioners, if there is an aldermanic district or village member of a committee under s. 8.17 for the ward or wards where a polling place is located, the committee member shall submit a list containing the names of nominees from the recognized political party, described under sub. (2), represented by the committee member. For inspectors to be appointed under s. 7.52(1)(b), the committee members of the committees under s. 8.17 for the 2 recognized political parties described under sub. (2) for the municipality acting jointly shall submit a list containing the names of nominees from the party represented by the committee members of the committees for the municipality acting jointly. *Wis. Stat. § 7.30(4)(b)(2)(b) (Thomson/West 2023).*

Unless nonappointment is authorized under par. (e), upon submission of the lists of names as provided under subd. 2. a. or b., the governing body shall appoint each first choice nominee for so long as positions to be filled from that list are available. The governing body shall appoint other nominees in its discretion. If any nominee is not appointed, the mayor, president, or chairperson of the municipality shall immediately nominate another person from the appropriate lists submitted and continue until the necessary number of election officials from each party is achieved at that meeting. *Wis. Stat. § 7.30(4)(c) (Thomson/West 2023).*

Except in cities where there is a board of election commissioners, the mayor, president or board chairperson of each municipality shall nominate to the governing body no later than their last regular meeting in December of each odd-numbered year the necessary election officials for each polling place and any election officials required under s. 7.52(1)(b). If no regular meeting is scheduled, the mayor, president or chairperson shall call a special meeting for the purpose of considering nominations no later than December 31. *Wis. Stat. § 7.30(4)(a) (Thomson/West 2023).*

Note: Only the city and county of Milwaukee have a Board of Election Commissioners. In addition, municipalities, other than cities and villages in counties having a population of more than 500,000, have slightly different nomination procedures through their mayor, president or chairperson. *Wis. Stat. § 7.30(4) (Thomson/West 2023).*

Term Requirements

Two years and shall serve at every election in ward during term of office.
Wis. Stat. § 7.30(6)(a) (Thomson/West 2023).

Compensation and Hour Requirements

Reasonable daily compensation. Alternatively, such election officials and trainees may be paid by the hour at a proportionate rate for each hour actually worked.
Wis. Stat. § 7.03(1)(a) (Thomson/West 2023).

Training, Certification and Oath Requirements

The commission shall, by rule, prescribe requirements for certification for chief inspectors. Chief inspector at a polling place must be certified by the board to hold that office. *Wis. Stat. § 7.31(1) & (2) (Thomson/West 2023).*

Examinations may be given to inspectors to prove that qualifications can be met.
Wis. Stat. § 7.30(2)(c) (Thomson/West 2023).

Municipal clerks are required to instruct poll workers in their duties.
Wis. Stat. § 7.15(1)(e) (Thomson/West 2023).

Municipal and county clerks are required to assist the commission in conducting training.
Wis. Stat. § 7.10(9); Wis. Stat. § 7.15(11) (Thomson/West 2023).

Oath Required. *Wis. Stat. § 7.30(5) (Thomson/West 2023).*

Elected Public Officials Prohibited

No election officials in first class cities may hold public office other than notary public.
Wis. Stat. § 7.30(2)(a) (Thomson/West 2023).

Local government associations recommend that elected officials everywhere in Wisconsin refrain from serving as poll workers, even when they are not candidates.
Kevin Kennedy, Executive Director, State Election Board of Wisconsin, 2006.

Candidates Prohibited

No candidates may serve in an election in which they are running.
Wis. Stat. § 7.30(2)(a) (Thomson/West 2023).

The Effect of Felon Status on Participation

Prohibited if convicted of treason, felony or bribery, unless the person's right to vote is restored through a pardon or by completing the term of imprisonment or probation for the crime that led to the disqualification.

Wis. Stat. § 6.03(1) (b); Wis. Stat. §304.078(3) (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if incapable of understanding the objective of the elective process or under guardianship unless the court has determined that the person is competent to exercise the right to vote.

Wis. Stat. § 6.03(1)(a) (Thomson/West 2023).

English Fluency and Literacy Requirement

Must be able to read and write the English language.

Wis. Stat. § 7.30(2)(a) (Thomson/West 2023).

Good Reputation Requirement

No person shall be allowed to vote in any election in which the person has made or become interested, directly or indirectly, in any bet or wager depending upon the result of the election.

Wis. Stat. § 6.03(2) (Thomson/West 2023).

Must be capable and of good understanding.

Wis. Stat. § 7.30(2)(a) (Thomson/West 2023).

Alternative Positions with Different Requirements

Any of the registration duties of inspectors under sub. (2) may be carried out in the municipality by the municipal clerk. The municipal clerk, however, may not carry out the registration duties of the inspectors under sub. (2) if the municipal clerk is a candidate on the ballot for that election day. *Wis. Stat. § 6.55(6) (Thomson/West 2023).*

Special voting deputies may be appointed for the purpose of absentee voting in nursing homes and qualified retirement homes and qualified community-based residential facilities, the municipal clerk or board of election commissioners of each municipality in which one or more nursing homes or qualified retirement homes or qualified community-based residential facilities are located shall appoint at least two special voting deputies for the municipality.

Wis. Stat. § 6.875(4) (Thomson/West 2023).

Tabulators may be appointed no less than 30 days before any election the governing body or board of election commissioners of any municipality, by resolution, may authorized the municipal clerk or executive director of the board of election commissioners to select and employ tabulators for any election. *Wis. Stat. § 7.30(3) (Thomson/West 2023).*

Student Election Assistant Statute

Must be 16 or 17 years old; enrolled in grades 9-12 in a public or private school, in a home-based private educational program, as defined in s. 115.001(3g), or in a tribal school, as defined in s. 115.001(15m); have at least 3.0 GPA; and have approval of parent or guardian.
Wis. Stat. § 7.30(2)(a) (Thomson/West 2023).

Wyoming

Completed 2023 (no verification submitted)

State Registration Requirement

(Exceptions may be found in Student Election Assistant category)

Must be a registered elector or at least 16 years of age and meet all other requirements for qualification as an elector.

Wyo. Stat. Ann. § 22-8-101(b) & (c) (Thomson/West 2023).

Age Requirement

16 years, but no more than one person under age 18 may be appointed to each precinct counting board.

Wyo. Stat. Ann. § 22-8-102; Wyo. Stat. Ann. § 22-8-108(b) (Thomson/West 2023).

18 years old to vote.

Wyo. Stat. Ann. § 22-3-102(a) (ii) (Thomson/West 2023).

Residency Place and Term Required for Voter Registration

Bona fide state resident.

Wyo. Stat. Ann. § 22-3-102(a)(iii) (Thomson/West 2023).

Residency Requirement for Service (State, County or Precinct)

County.

Wyo. Stat. Ann. § 22-8-101(b) (Thomson/West 2023).

Affiliation with Political Party Requirement and Process for Nomination as Poll Worker

Affiliation Generally Required

Judges and members of counting boards shall be divided between the participating political parties as nearly equal as possible.

Wyo. Stat. Ann. § 22-8-109 (Thomson/West 2023).

Not later than the third Tuesday of May in each general election year the county chairman of each major and minor political party in each county may certify to the county clerk a list of registered electors residing in the county and affiliated with the party, and a list of persons who are at least sixteen years of age who otherwise meet all requirements for qualification as an elector, who are willing to serve as a judge of election or as a member of a counting board. At the same time, municipal clerks may submit two similar lists of municipal residents, without the need to note party affiliation. Not later than June 30 of each general election year, the county clerk shall appoint judges of election and counting boards and alternates from lists submitted by the county chairmen of the major and minor political parties. If the list of party nominees is insufficient, the county clerk shall consider the list submitted by the municipal clerks and may appoint any elector otherwise qualified. *Wyo. Stat. Ann. § 22-8-101 (b), (c), (d), & (e) (Thomson/West 2023).*

Term Requirements

2 years or until successor is appointed.

Wyo. Stat. Ann. § 22-8-103 (Thomson/West 2023).

Compensation and Hour Requirements

Judges of election and members of counting boards shall be compensated for services at a rate to be determined by the board of county commissioners at the June meeting and stated on the notice sent to each nominee. The rate shall be not less than the state minimum wage. Compensation shall begin not less than one (1) hour before a member assumes his duties. The election official who delivers the returns shall receive additional compensation for necessary travel beyond ten (10) miles at the rate authorized for county employees. If a flat rate is paid, said sum shall not be less than the state hourly minimum wage multiplied by the number of hours the polls are open plus one (1) hour. *Wyo. Stat. Ann. § 22-8-116 (Thomson/West 2023).*

All judges and members of the counting board shall be paid not less than ten (10) dollars as determined by the board of county commissioners for attending a training school.

Wyo. Stat. Ann. § 22-8-113 (Thomson/West 2023).

Training, Certification and Oath Requirements

Not later than (4) days before the primary and general election, the county clerk shall conduct a training school for judges of elections and members of counting boards. The training school, which is also open to the public, shall be held at the times and places announced by the county clerk, and the secretary of state shall prescribe the minimum curriculum for the school. Additional schools may be held at the discretion of the county clerk. Unless training is otherwise provided to the satisfaction of the county clerk, all judges of election and members of counting boards are obligated to attend at least one training school under the county clerk. *Wyo. Stat. Ann. § 22-8-113 (Thomson/West 2023).*

Oath required. *Wyo. Stat. Ann. § 22-8-115 (Thomson/West 2023).*

Elected Public Officials Prohibited

Not addressed in statute.

Candidates Prohibited

Attorney General’s Opinion, dated May 31, 1990 states that candidates may not work at the polls.

Jackie Gonzales, Albany County Clerk, Wyoming, 2016.

The Effect of Felon Status on Participation

Prohibited if convicted of a felony, and has not had his civil or voting rights restored.

Wyo. Stat. Ann. § 22-3-102(a)(v); Wyo. Const. Art VI, § 6 (Thomson/West 2023).

The Effect of Mental Incapacitation on Participation

Prohibited if currently adjudicated mentally incompetent.

Wyo. Stat. Ann. § 22-3-102(a)(iv); Wyo. Const. Art VI, § 6 (Thomson/West 2023).

English Fluency and Literacy Requirement

Must be physically, morally and mentally competent to perform duties.

Wyo. Stat. Ann. § 22-8-102 (Thomson/West 2023).

Good Reputation Requirement

Must be physically, morally and mentally competent to perform duties.

Wyo. Stat. Ann. § 22-8-102 (Thomson/West 2023).

Alternative Positions with Different Requirements

None.

Student Election Assistant Statute
May be 16 years old if such persons meet all other requirements for qualification of an elector. <i>Wyo. Stat. Ann. § 22-8-102 (Thomson/West 2023W).</i>

EAC Commissioners

Chairwoman Christy A. McCormick
Vice-Chair Benjamin Hovland
Commissioner Donald Palmer
Commissioner Thomas Hicks



U.S. Election Assistance Commission
633 3rd Street NW, Suite 200
Washington, DC 2000