

**NASS State Survey on Poll Worker Pay, Early Voting/Absentee Voting Hours, Early Voting/Absentee Voting Days
February 20, 2007**

State	Poll Worker Pay	Early Voting/Absentee Voting Hours	Early Voting/Absentee Voting Days
AK	Election board workers, or poll workers, are paid \$9.50 an hour for time spent at their election duties. Election board chairpersons are paid \$10 an hour for time spent at their election duties.	Monday - Friday, during business hours - between 10:00 am and 4:00 pm on the Saturday before the election - between 12:00 noon and 4:00 pm on the Sunday before the election; and - between 7:00 am and 8:00 pm on primary, general and statewide special election days.	Beginning 15 days before an election and on election day, qualified voters may early vote or vote absentee in person
AL	Section 17-6-13, <u>Code of Alabama 1975</u> states that the <i>returning officer</i> , the <i>inspectors</i> and <i>clerks</i> are entitled to base compensation of \$50.00 out of moneys in the county treasury. In addition to this compensation, each <i>returning officer</i> and <i>clerk</i> shall be entitled to supplemental compensation paid by the state to ensure total compensation paid to each in an amount of at least \$75.00 per day. The <i>inspector</i> is entitled to supplemental compensation paid by the state in an amount that ensures the total compensation of an <i>inspector</i> at least \$100.00 per day. Upon completion of a local election school or being certified as a qualified poll worker by the probate judge, or both, each <i>clerk</i> , <i>returning officer</i> , and <i>inspector</i> shall be entitled to receive an additional \$25.00 per day in compensation from the state. These provisions only apply to those statewide elections for which county expenses are reimbursed by the state.	Alabama does not offer “early voting.” The Circuit Clerk in the county serves as the Absentee Election Manager. Voters may request an absentee ballot up to five days before the election. Office hours may vary in each county, but most counties are open from 8:00 a.m. to 5:00 p.m. Alabama does have a “business/medical emergency” provision for absentee voting, and these applications can be made after the absentee deadline but no later than 5:00 p.m. on the day before the election. An absentee ballot returned by mail must be postmarked no later than the day prior to the election, and if hand-delivered, the ballot must be in the office of the AEM by close of business (no later than 5:00 p.m.) on the day prior to the election. The absentee ballot must be received by the AEM by noon on Election Day if the ballot is mailed.	Alabama does not offer “early voting.” The Circuit Clerk in the county serves as the Absentee Election Manager. Voters may request an absentee ballot up to five days before the election. Office hours may vary in each county, but most counties are open from 8:00 a.m. to 5:00 p.m. Alabama does have a “business/medical emergency” provision for absentee voting, and these applications can be made after the absentee deadline but no later than 5:00 p.m. on the day before the election. An absentee ballot returned by mail must be postmarked no later than the day prior to the election, and if hand-delivered, the ballot must be in the office of the AEM by close of business (no later than 5:00 p.m.) on the day prior to the election. The absentee ballot must be received by the AEM by noon on Election Day if the ballot is mailed.
AR	In Arkansas, poll worker pay is at least minimum wage. Some counties pay more than minimum wage.	The early voting hours depend on the type of election. The time period for a preferential primary or general election is 8am-6pm M-F, 10am-4pm Saturday and ending at 5pm on the Monday before the election. The time period for general primary and general run off election is 15 days before the election and is available during normal business hours of the county clerk's office	Absentee Voting is available 25 days prior to an election and early voting is available 15 days prior to an election.

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AZ	Arizona poll worker pay varies by the county	The normal hours for early voting are business hours Monday through Friday. Large counties, however, may extend the hours to weekends in large elections.	Beginning 33 days before the election.
CO	In accordance with our Colorado Revised Statute 1-6-115(1) election judges shall receive not less than \$5.00 as compensation for services provided as a judge on election day. Compensation is determined by the governing body, (County Commissioners) as recommended by the county election official. Supply Judges, who return the election day supplies and ballots, are paid an additional \$4.00 minimum for that duty. These judges are also entitled to mileage in excess of 10 miles over going to and from the office of the election official. Judges are also entitled to an additional \$5.00 for attending a school of instruction. On average election judges are paid anywhere from \$50.00 - \$150.00 depending on the size of the county and their budget. Student election judges are paid no less than 75% of that wage. However, most counties pay their student judges the same wage as their adult judges.	Voted absentee ballots shall be mailed to or dropped off at the office of the election official. The election official may designate drop off sites as well. The drop off sites are open during regular business hours. Absentee ballots are accepted in the election officials' office up until 7:00 p.m. on election day. Early voting during regular business hours. Hours may be extended by a resolution by the governing board. Some counties take advantage of this option by offering a Saturday or evening hours voting.	An absentee ballot application may be requested no sooner than January 1 immediately preceding the election and no later than the close of business on the Friday immediately preceding the election, unless the applicant wishes to receive the absentee ballot by mail, the application shall be filed no later than the close of business on the 7th day before the election. Ballots must be printed and in the hands of the election official not less than 32 days before the election. If the absentee ballot request was made before that date (Jan. 1 for example) the absentee ballot must be mailed within 72 hours of receipt printed ballots. Absentee ballot requests received after the ballots are printed must be sent within 72 hours of receipt of request Early voting in Colorado begins ten days before the primary election and fifteen days before the general election.
CT	poll workers are paid locally – no standard statewide rate.		no early voting; absentee ballots issued beginning 31 days before election ; 21 days before primary
DC	The DC Board of Elections and Ethics has a range of daily payments: Regular pollworkers receive \$120 per day; Precinct captains receive \$180; Precinct technicians receive 140; field technicians receive \$160 and drivers delivering results cartridges receive \$100.	Hours of voting are from 8:30 to 4:45 p.m. every day except Sundays	Fourteen days prior to the election, voters may vote in-person absentee ballots at the Board of Elections and Ethics.
FL	Pay for poll workers varies from county to county.	Early voting is provided for 8 hours each weekday and 8 hours in the aggregate on the weekend. The 8 hours must be between 7 a.m. and 7 p.m.	Early voting begins on the 15 th day before the election and ends on the 2 nd day before the election.

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GA	<p>The compensation of managers and clerks serving in elections shall be fixed and paid by the superintendent or, in the case of municipal elections, by the governing authority. Compensation for such poll officers serving in a primary shall be fixed and paid by the superintendent.</p> <p>(b) Notwithstanding the provisions of subsection (a) of this Code section, in all counties of this state having a population of 200,000 or more according to the United States decennial census of 1990 or any future such census, the minimum compensation for the chief manager shall be \$95.00 per diem; the minimum compensation for each assistant manager shall be \$66.00 per diem; and the minimum compensation for each clerk shall be \$60.00 per diem.</p>	In-person absentee voting is conducted during normal business hours in each county and municipality. Absentee voting for all special elections held separate from a primary or general election date, begin just as soon as practicable	Absentee voting for the general primary and general election begins in the counties at least 45 days prior to the election. Absentee voting begins at least 21 days prior to any municipal general election. Advance voting is conducted the Monday through Friday the week prior to every election, regardless of election type
IA	Although many counties pay much more than the statutory minimum, no county can pay the precinct election officials less than \$3.50 per hour.		Iowa does not have "early voting". In-person absentee voting may begin not more than 40 days before election day.
ID	The pay for poll workers is determined by the local board of county commissioners, but is to be no less than the minimum wage. Most counties pay a flat rate of \$100 per election	Normal business hours of the courthouse	Absentee voting takes place on the days (Monday thru Friday) and during the normal business hours of the courthouse and typically starts 21 days before election day.
IN	This depends on the position. Generally, the Inspector makes the most and the other poll workers (Clerks and Judges, and sometimes Sheriffs) make the same. Some counties pay additional money for attending training sessions. The range varies in the state depending on the county. It is generally somewhere between \$75 and \$130.	In most cases, the hours are weekdays during normal business hours. Some counties will stay open later on the first day of in-person absentee voting.	In-person absentee voting begins 29 days before the election. . Two Saturdays before the election and the Saturday and Sunday before the election are open for in-person absentee voting. In-person absentee voting ends at noon the Monday before the election.
LA	\$150 for commissioner-in-charge; \$100 for certified commissioner who attended required course of instruction; \$50 for certified commissioner who did not attend required course of instruction; \$35 for uncertified commissioner;	Early Voting Hours 8:30 am – 4:30 pm Monday through Saturday and Days (twelve to six days prior to any scheduled election);	Early Voting Hours 8:30 am – 4:30 pm Monday through Saturday and Days (twelve to six days prior to any scheduled election); and the Secretary of State must send absentee ballots to registrar of voters office at

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	\$50 for absentee commissioner.		least 20 days before primary elections and at least 13 days before each general election. The registrar can mail out information as soon as they receive documents from the Secretary of State and a request from a voter. The deadline for returning absentee ballots by mail to the registrar of voters' office for an election is the day before election day for everyone except military and U.S. citizens residing outside the U.S. who has until election day to submit absentee by mail ballot.
KS	Kansas county officials set the pay wage for poll workers. The poll worker pay wage ranges from \$5.50 to \$6.50 per hour. Johnson County (one of Kansas' largest counties) pays \$125.00 per day.	The voting hours of early voting are set by county officials	State law mandates that in-person early voting is done 7 days before Election Day. County officials are allowed to extend early voting to 20 days before the election if they deem fit. Voting by mail begins 20 days before election day.
KY	A minimum of \$60 for election day (KRS 117.045(11)) and a minimum of \$10 for attending mandatory training session (KRS 117.187). The median pay rate by the counties in 2004 was \$82.50 and \$15.00. We are in the process of surveying the counties on the 2006 rates	Normal business hours	Excuse absentee voting is held during normal business hours for at least the 12 working days prior to election day (KRS 117.085 (1)(c)).
MA	In Massachusetts, the pay for poll workers is determined by each municipality. Some pay an hourly rate, while others pay for the day. Also, most cities and towns have higher rates of pay for different positions such as warden and deputy warden.	Once absentee ballots are available, most municipalities allow over the counter absentee voting during their regular business hours (which vary) while others require scheduled appointments.	Massachusetts does not have early voting. Once absentee ballots are available, most municipalities allow over the counter absentee voting during their regular business hours (which vary) while others require scheduled appointments.
MD	Most counties set their own pay for poll workers. (For 7 counties, the pay is set by statute.) We have not surveyed the county election officials for the 2006 salaries, but in 2004, the Election Day salaries ranged from \$120 to \$225 for Chief Judges (supervisory poll workers) and \$100 to \$195 for other poll workers. In some counties, training is included in the salary, while other counties add extra for training (\$20 - \$45 for	For the most part, the hours to vote an in person absentee ballot was normal business hours, although some county offices stay open for in person absentee voting on Saturdays before the election.	Maryland does not have early voting. In person absentee voting (receiving and voting an absentee ballot at a county election office) begins as soon as the county receives the absentee ballots and continues until 8:00 p.m. on Election Day.

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	training).		
ME	Each municipality has local control, and may set a “reasonable compensation”. We haven’t done a survey in many years, but pay varies from small stipends, to a minimum hourly wage, to a flat fee that is up to about \$10 per hour.	Maine does not have early voting, but does have in-person absentee voting at the municipal clerk’s office starting as soon as absentee ballots are available. The hours vary by municipality, and are the hours that the municipal office is open.	Maine does not have early voting, but does have in-person absentee voting at the municipal clerk’s office starting as soon as absentee ballots are available. The ballots are made available between 45 and 30 days before each election.
MO	The pay ranges from \$38 to \$120, with supplemental pay for training days and supervisory positions	Under Missouri law, the local election authority shall have their offices open for 4 hours on the Saturday preceding the election	Absentee voting begins 6 weeks prior to the election date. Voters may request an absentee ballot by mail or vote in person at the local election authority's office.
MN	The compensation is set by each individual city council, but it must be at least the state minimum hourly wage.	<p>Generally, hours are normal business hours for the jurisdiction issuing the absentee ballots.</p> <p>Additional required hours are from 10 am - 3 pm on Saturday and until 5 pm on the day immediately preceding a primary, special, or general election unless that day falls on a Saturday or Sunday.</p> <p>Town Clerk's office additional required hours from 10 am - 12 noon on Saturday before a town general election held in March.</p> <p>School districts are not required to provide additional hours</p>	<p>No "Early Voting"</p> <p>Absentee Voting begins at least 30 days prior to the election.</p> <p>Town Clerk's office additional required hours from 10 am - 12 noon on Saturday before a town general election held in March.</p>
MS	According to Miss. Code Ann. § 23-15-227,the managers and clerks shall be each entitled to Fifty Dollars (\$50.00) for each election; provided, however, that the board of supervisors may, in its discretion, pay the managers and clerks an additional amount not to exceed Twenty-five Dollars (\$25.00) per election.	Miss. Code Ann. 23-15-653 provides that all registrars' offices shall remain open until noon on the two (2) Saturdays prior to each election	For all elections, there shall be prepared and printed by the officials charged with this duty with respect to the election, as soon as the deadline for the qualification of candidates has passed or forty-five (45) days of the election, whichever is later, official ballots for each voting precinct to be known as absentee voter ballots, which ballots shall be prepared and printed in the same form and shall be of the same size and texture as the regular official ballot except that they shall be printed on tinted paper of a tint different from that of the regular official ballot. (Miss. Code Ann. § 23-15-649)

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			Absentee ballots received by mail, excluding presidential ballots as provided for in Sections 23-15-731 and 23-15-733, must be received by the registrar by 5:00 p.m. on the date preceding the election; any received after such time shall be handled as provided in Section 23-15-647 and shall not be counted. All ballots cast by the absent elector appearing in person in the office of the registrar shall be cast not later than 12:00 noon on the Saturday immediately preceding elections held on Tuesday, the Thursday immediately preceding elections held on Saturday, or the second day immediately preceding the date of elections held on other days. The registrar shall deposit all absentee ballots which have been timely cast in the ballot boxes upon receipt. (Miss. Code Ann. § 23-15-637)
MT	Poll workers must be paid at least the minimum wage for their work. Chief election judges are paid more.	We do not have early voting in Montana, but we do have absentee voting. You can vote at the office of the election administrator during normal working hours or send in a written request for an absentee ballot to be sent to you. Absentee requests must be done from noon the day before the election.	We do not have early voting in Montana, but we do have absentee voting. You can vote at the office of the election administrator during normal working hours or send in a written request for an absentee ballot to be sent to you. Absentee requests must be done from noon the day before the election.
NC	State minimum wage at the least. Counties are free to pay more, and most do. It varies by county.GS 163-46	Starts the third Thursday before the election and ends at 1 pm the Saturday before the election. It can be extended to 5pm the last Saturday by advance action of the county board	Starts the third Thursday before the election and ends at 1 pm the Saturday before the election. It can be extended to 5pm the last Saturday by advance action of the county board
ND	At least minimum wage and 25% more if they have attended the training sessions. Some counties pay up to \$11 per hour just to have a better chance of obtaining and retaining good workers.	A person may vote in person absentee in the county auditor's office anytime the office is open from the time ballots are ready through the day before the election.	Absentee ballots are available 40 days prior to an election. If a county elects to have an early voting precinct, the precinct may be open any of the 15 days prior to any election. In ND, while early voting precincts are open, there must be an election board present.
NE	Poll workers in Nebraska are paid the Federal minimum wage as outlined in 32-233. Election Officials can pay poll workers more based on duties performed by the poll worker.	The Wednesday before the election, at 4pm, is the last day to mail out the Early Voting ballots. The last day for early voting in person, at the County Clerk or Election Commissioners office is the day	The start of early voting is 35 days before the election, and the third Friday preceding the election is the last day to mail an Early Voting ballot with a mail-in registration to a person not

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		before the election. 7pm, the day of the election, is the deadline for an agent to pick up Early Voting Ballot.	registered to vote.
OK	\$98.00 for the Inspector and \$88.00 for the other two officials.	For state or federal elections, Friday and Monday before the Tuesday election from 8-6, and Saturday before the Tuesday election from 8-1	For state or federal elections, Friday and Monday before the Tuesday election from 8-6, and Saturday before the Tuesday election from 8-1
PA	Effective January 1, 2007, the compensation for poll workers is as follows: <div style="display: flex; justify-content: space-between;"> <div> <p>Judges of Election:</p> <p>\$75</p> <p>Inspectors of Election:</p> <p>\$75</p> <p>Clerks and Machine Operators:</p> <p>\$70</p> </div> <div> <p>Minimum Compensation</p> <p>\$200</p> <p>Maximum Compensation</p> <p>\$195</p> <p>\$195</p> </div> </div>	Pennsylvania does not have early voting.	Absentee ballot applications can be received by the counties beginning 50 days prior to the date of the election. Last day to apply for an absentee ballot is the Tuesday prior to the date of the election. Regular civilian absentee ballots must be received by the counties by 5 PM on the Friday before the date of the election.
RI	Minimum pay is set by law. Wardens and clerks earn \$75 for the day [RIGL 45-3-23]. Bi-partisan supervisors earn \$60 for the day [RIGL 17-11-13]. All poll workers also earn an additional \$25 for attending training class.	There are no early voting hours/days in Rhode Island.	There are no early voting hours/days in Rhode Island.
SC	Poll workers are paid \$60/day. They receive \$60 for training and \$60 for working on election day. One poll worker per precinct is appointed as the clerk or manager of the poll. This person receives an additional \$60	Absentee voting takes place during regular office hours	No early voting. Absentee voting takes place during regular office hours beginning as soon as ballots are available. Offices are typically open on the Saturday before a statewide election
SD	Varies by county. Some are minimum wage.	Auditor's office is open from 8-5 for in-person absentee voting	Absentee voting begins six weeks prior to election day.
VA	Varies by locality. Minimum pay is \$75.00 for Election Day. Localities also pay pollworkers to attend training sessions - \$25.00	No early voting. You may vote in person absentee if you meet one of 12 reasons 45 days before the election during the hours the registrar's office is open. The office must be open the two Saturdays prior to the election.	No early voting. You may vote in person absentee if you meet one of 12 reasons 45 days before the election during the hours the registrar's office is open. The office must be open the two Saturdays prior to the election.
WA	Poll workers pay starts at the state minimum wage of \$7.93 per hour. A county may determine to increase the pay depending on the level of experience and responsibility.	County Auditors determine locations and operating hours for ballot drop off sites and disability access voting locations during the 20 day period.	Absentee ballots and disability access units are available to voters 20 days prior to an election or primary.

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WI	http://elections.state.wi.us/section_detail.asp?linkcatid=994&linkid=159&locid=47&sname=Forms%20%20Publications		Wisconsin has "no excuse" absentee voting. Wisconsin does not have early voting. Absentee ballots are available 30 days before the Fall partisan elections and 21 days before any other election.
WY	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 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.	The hours during the day are regular business hours which range between 8:00 a.m. to 5:00 p.m.	Wyoming does not have Early Voting, but does allow no excuse absentee voting 40 days prior to each election.