

NASS Poll Worker Requirements Survey

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Is there a distinction between poll worker and poll assistant?

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| Alabama | all persons who work (for pay) at the polls are called poll workers. Among the poll workers, one is a Chief Inspector and another an Assistant Inspector, etc. |
| American Samoa | poll workers are divided into: Team Leaders & Assistants |
| Arkansas | no ("poll assistant" is not a commonly used term in the state) |
| California | no (interchangeable) |
| Connecticut | no (interchangeable) |
| Delaware | poll workers are identified by duties; clerks, majority and minority judge, and an inspector. |
| Florida | poll workers consist of clerks and inspectors; the state does not have poll assistants |
| Georgia | n/a. The state election code does not provide for "poll assistant." The state uses poll workers, poll officers, poll managers and assistant poll managers. |
| Idaho | no (interchangeable) |
| Indiana | yes. The 92 counties in the state have jurisdiction over the decision to have or to not have assistants to poll workers and thus, determine whether a county offers that position. The counties also decide whether a poll worker position is a paid position. Typically, a county chooses to have assistant poll workers and then those individuals are not paid. Poll workers are election officials on election day and hold the positions of Inspector, Judge, Clerk and Sheriff. The assistant poll workers simply help the inspector, judge, clerk and/or sheriff as needed. |
| Iowa | uses the term "precinct election officials" |
| Kansas | poll workers are designated by law as either supervising judges (one per polling place) or clerks. There is also a law that allows one teenage person to serve as a poll worker in each polling place |
| Kentucky | uses the term "precinct election officers" |
| Maine | uses the term "election officials" to refer to the Warden (the presiding officer at the polling place), Deputy Warden or Ward Clerk (for the optional assistant to the Warden) and the Election Clerks (who represent the Democratic and Republican Parties). |
| Maryland | uses the term "election judge" for the individuals who work on election day in the polling place. There are different kinds of judges (i.e., Chief Election Judge, Provisional Ballot Judge, Book Judge, etc.) |
| Massachusetts | no |
| Missouri | yes. There is a distinction due to the tasks they are authorized to perform. The term "poll worker" is used interchangeably with the term "election judge" |
| New Mexico | uses the terms "poll workers" or "precinct board members" |
| North Carolina | Precinct officials are considered Chief Judge, Judges (2 per precinct) and Assistants |
| North Dakota | there are no "poll assistants," but there are "poll clerks" |
| Pennsylvania | n/a. District election boards are responsible for the conduct of elections in each district or precinct. They are composed of a judge of elections, majority inspector, minority inspector, clerk and in some instances, a machine inspector. |
| Rhode Island | no. the state does not have poll assistants. |
| South Dakota | no. Poll workers are designated as precinct superintendent and precinct deputies |
| Utah | uses the terms "election judge" or "poll worker" |
| Virginia | uses the term "officers of election" to describe poll workers. Virginia code says that 3 officers be present at each precinct and that 1 must be designated as chief officer of election and one as assistant chief officer, whenever practicable, representing the two major political parties. |

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| Washington | does not have "poll assistants." Each poll site has one inspector and two judges. Election officers with jurisdiction over the election may appoint "clerks" to assist the judges and inspectors. Judges, inspectors and clerks are considered poll workers or precinct election officers. The state also has election observers who do not perform any administrative function in connection with the operation of elections. Election observers are persons designated by the county party central committee chair person to observe the counting of ballots and related election procedures. |
| West Virginia | no |
| Wisconsin | uses the term "election inspectors." the individual in charge of the polling place is the chief inspector. Municipalities may assign a special registration deputy to assist with election day registration. In paper ballot municipalities, the governing body may authorize tabulators to assist in counting ballots after the polls close. Some municipalities use other staff, permanent and temporary, to deliver supplies, troubleshoot election equipment issues and address other election day issues. |

What are the legal requirements for persons to serve as poll workers in your jurisdiction?

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| Alabama | must be a registered voter in the state, the particular county/jurisdiction and the particular polling place |
| American Samoa | must be a registered voter in the territory |
| Arkansas | must be a registered voter in the state, the particular county/jurisdiction and the particular polling place. |
| California | must be a registered voter in the state |
| Connecticut | must be a registered voter in the state and the town in which they work. Poll workers shall be electors of the town and cannot be candidates on the ballot, except for the registrar of voters and town clerk (as long as those individuals are running for re-election). |
| Delaware | must be a registered voter in the state and must live in the county or district where they vote |
| Florida | must be registered voters in the state and county where they are serving |
| Georgia | must reside within the county or municipality where election is being held and must be 16 years of age or older. Do not have to a registered voter. |
| Idaho | not answered |
| Indiana | must be a registered voter in the state and county where they reside. The worker can serve in the county in which he lives, but he does not work in the precinct in which he lives. |
| Iowa | must be a registered voter in the state; shall be registered voters of the county, or other political subdivision within which precincts have been merged across county lines in which they are appointed. 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. |
| Kansas | must be a registered voter in the state. All poll workers are supposed to be registered voters in the precincts in which they work, but they may be assigned to different precincts based on need. |
| Kentucky | must be a registered voter in the state, particular county/jurisdiction and particular polling place. |
| Maine | The Warden, Deputy Warden or Ward Clerk must be residents and registered voters in the state and municipality where they serve (unless there is a non-resident municipal clerk or deputy serving in one of these positions). The Election Clerks must be residents and registered voters in the state and municipality, and a minimum of one Election Clerk at each polling place must be enrolled in either the Democratic or Republican Party. |
| Maryland | must be a registered voter in the state and the particular county/jurisdiction UNLESS a qualified election judge cannot be found in a county. Then the county election office may appoint a registered voter from another part of the state. |
| Massachusetts | must be a registered voter in the state and the particular county/jurisdiction |
| Missouri | must be a registered voter in the state; must be a person of good repute and character who can speak, read and write the English language; must not be related to a candidate on the ballot within the second degree unless the candidate is unopposed; and must not hold any other elective public office |
| New Mexico | must be a registered voter of the state and the particular county/jurisdiction; must be a resident of the county and legislative district that the worker is serving. However, the statutes also say that the worker should serve in his own precinct "wherever possible." |

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| North Carolina | must be registered voter and resident of the state and the county in which precinct is located; must be able to read and write; cannot hold any local, state, or federal elective office; cannot be a candidate or near relative of candidate for nomination or election; cannot hold any office in a local, state, or federal political party (does not apply to delegates to a convention); and cannot be the manager or treasurer for any political party of candidate. Also, workers should be registered in the precinct but it is not required. However, at no time, may out-of-precinct precinct officials "outnumber" in-precinct officials. |
| North Dakota | must be a qualified elector of the state and the particular county. In addition, each member of the Election Board and the Poll Clerks must be qualified electors of the precinct to which they are appointed to serve. If none are appointed by a date 21 days prior to the election, the local election official has the right to fill the position by his own appointment even if that person is not a resident of that precinct. |
| Pennsylvania | must be a registered voter in the state, the particular county/jurisdiction and the particular polling place. However, there are provisions allowing 17-year-old students to be appointed as clerks and machine inspectors. There are also provisions allowing persons from other election districts to be appointed when a vacancy occurs in the office of judge of elections, majority inspector and minority inspector. |
| Rhode Island | must be a registered voter in the state, the particular county/jurisdiction and the particular polling place. Must also be a qualified elector in the city, town or voting district in which he is appointed to serve. |
| South Dakota | must be a registered voter in the particular polling place (unless it's an emergency) |
| Utah | must be registered to vote in the county |
| Virginia | officers of election should be a qualified voter of the precinct but it is not required if none is available; must be a qualified voter of the commonwealth. |
| Washington | it is preferred that "whenever possible precinct election officers be residents of the precinct in which they serve"; however, poll workers are not required to be registered voters. Thus, high school students under 18 could work in a poll site. |
| West Virginia | must be a registered voter in the state and the particular county/jurisdiction |
| Wisconsin | an election inspector, special registration deputy and tabulator must be qualified electors of the municipality. They do not have to be qualified electors of the wards served by the polling place. There is an exception for high school students. The state permits a high school student age 16 or 17 to serve as an election inspector in the student's municipality. |

What are the requirements for people to be registered in the jurisdiction for that state? i.e., what is your state's definition of "domicile" for the purposes of registering to vote?

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| Alabama | the state's attorney general's opinion concerning voter residence requirements is: "residency for purposes of voting is a question of fact to be determined by the board of registrars based upon all the surrounding circumstances of each individual case. Factors which may be used in making the determination include where a person pays taxes, where he owns a home, where he is employed, and where he has a drivers license. However, the primary question in determining residency is where the voter evidences the intention of residing...Generally, one factor alone is not determinative of the issue." |
| American Samoa | must reside in territory one year prior to General Election |
| Arkansas | "Domicile" is the place in which the person's "habitation is fixed, and to which, whenever [the person] is absent, [the person] intends to return. |
| California | "Domicile" is (according to state law): "the place where a person's family is domiciled is his or her domicile unless it is a place for temporary establishment;" "a person who makes his or her home in a precinct is considered domiciled there, as long as the person has not moved from another precinct temporarily without the intention of making the current precinct his or her home;" "a person that moves to another state with the intention of making it his domicile loses his domicile in this state;" "presence in another place, by virtue of being employed in the service of the US or this state does not gain or lose a voter his domicile;" "a student may qualify as a voter in the locality where he is domiciled while attending an institution of learning if the student has abandoned his former domicile;" and "a person duly registered as a voter in any precinct in California who moves there within 14 days prior to an election shall be entitled to vote in the precinct the person moved from for that election." |
| Connecticut | must have a bona fide residence in the town and have the present intention to make that town their home |

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| Delaware | there is a 30-day residency requirement to vote with the legal residence where a person lays his head |
| Florida | must be a legal resident of the state and the county |
| Georgia | must be a US citizen; at least 18 years of age; a resident of the state and of the county or municipality in which he or she seeks to vote and possess all other qualifications prescribed by law. A person's residency is determined to be the place in whichh such person's habitations is fixed, without any present intention of removing therefrom. |
| Idaho | are NOT required to be registered voters |
| Indiana | must be a US citizen; at least 18 years of age at the next general election; have lived in the precinct where the voter votes for at least 30 days before the election; not currently in prison after being convicted of a crime; and registered to vote. "Residence" means the place "where a person has the person's true, fixed and permanent home and principal establishment" and "to which the person has, whenever absent, the intention of returning." |
| Iowa | the definition of residence in Iowa for the purposes of voting is the place which the person declares is the person's home with the intent to remain there permanently or for a definite, or indefinite or indeterminable length of time. |
| Kansas | the definition of residence in Kansas law for purposes of voter registration is "the place adopted by a person as such person's place of habitation, and to which, whenever such person is absent, such person has the intention of returning." |
| Kentucky | not answered |
| Maine | must have established and maintain a voting residence in the municipality. Residence is defined as "that place where the person has established a fixed and principal home to which the person, whenever temporarily absent, intends to return." |
| Maryland | there is no statutory definition of "domicile" (or "resident" or "residency") in the state's election law. There is case law outlining resident (generally in the context of candidacy). The general requirements to register to vote are: US citizenship, 18 years of age or older and a resident of the county as of the day the individual seeks to register. Certain individuals convicted of a felony or under guardianship for mental disability or convicted of buying or selling votes are not qualified to register to vote. |
| Massachusetts | State law requires the voter to sign a statement under the penalty of perjury that the address on the form is their residence. |
| Missouri | must be a US citizen; a resident of Missouri (however, there is no definition in statute for residency); at least 17 years and 6 months of age; not adjudged incapacitated, confined under a sentence of imprisonment not on probation or parole after conviction of felony until finally discharged from such probation or parole. A person must also be registered by the fourth Wednesday prior to the election to be eligible to vote. |
| New Mexico | residence of a person is that place in which his habitation is fixed, and to which, whenever he is absent, he has the intention to return. |
| North Carolina | must be a US citizen; 18 years of age or older by the date of the election; resident of the county and precinct for at least 30 days; and citizenship rights must be restored if convicted of a felony. Residency is generally determined as the place where the person's habitation is fixed, and to which, whenever that person is absent, has the intention of returning. |
| North Dakota | North Dakota does not have voter registration. A qualified elector of a precinct is one who has lived in the precinct 30 days immediately prior to an election. The ND Century Code establishes: "for the purposes of this title, every qualified elector may have only one residence, shown by an actual fixed permanent dwelling, establishment, or any other abode" and "in determining the place of residence, the following rules must be observed: it is the place where one remains when not called elsewhere for labor or other special or temporary purpose, and to which he returns in seasons of repose; there can be only one residence; a residence cannot be lost until another is gained; the residence of the supporting parent during his or her life, and after the supporting parent's death, the residence of the other parent is the residence of the unmarried minor children; an individual's residence does not automatically change upon marriage, but changes in accordance with subsection 7 (the residence of either party to a marriage is not presumptive evidence of the other party's residence); the residence of an unmarried minor who has a parent living cannot be changed by either his own act or that of his guardian; the residence can be changed only by the union of act and intent." |

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| Pennsylvania | must be a US citizen for at least one month; at least 18 years of age; have resided in the state for at least 90 days immediately preceeding the election; and have resided in the election district where he or she shall offer to vote at least 30 days immediately preceeding the election (except that if qualified to vote in an election district prior to removal of residence, he or she may - if a resident of the state - vote in the election districe from which he or she removed his or her residence within 30 days preceeding the election). In determining the residence of a person desiring to register or vote, some of the following rules used include: that place shall be considered the residence of a person in which his habitation is fixed, and to which, whenever he is absent, he has the intention of returning; a person shall not be considered to have lost his residence who leaves his home and goes into another state or another election district for temporary purposes only; a person shall not be considered to have gained a residence in any election district of the state into which he comes for temporary purposes only. |
| Rhode Island | must meet state requirements for age, residence and citizenship for voting eligibility as prescribed by the state constitution and must be registered to vote |
| South Dakota | living there and having an intention to return after the person is gone |
| Utah | must claim Utah as their principal place of residence and meet the usual requirements |
| Virginia | must be a US citizen; 18 years of age; registered to vote; and fulfill residence requirements. Further limitations are placed on convicted felons and persons adjudicated mentally incompetent. Residency requirements specifically state that residence for purposes of qualification to vote "requires both domicile and a place of abode." The state code state that "in determining domicile, consideration may be given to a person's expressed intent, conduct and all attendant circumstances including, but not limited to, financial independence, business pursuits, employment, income sources, residence for income tax purposes, marital status, residence of parents and spouse and children"... "leasehold, sites of personal and real property owned by the person, motor vehicle and other personal property registration." |
| Washington | must be a US citizen; 18 years or older; have lived in the state, county and precinct in which they are voting for 30 days immediately preceding the election. Those disqualified from voting include individuals who've been convicted of a felony (and not had their rights restored) and those individuals who, by a court of law, have been declared mentally incompetent. For purposes of registering to vote, residence means a person's permanent address where he or she physically resides and maintains his or her abode. No person gains residency by virtue of simply being in Washington, just as no one loses residence by simply being absent. Exemptions include, but are not limited to: military service, being a student at any institution of higher learning, being at sea, or being confined in any public prison. Finally, unless a Washington resident exercised or claimed his right to vote elsewhere, absence from the state does not affect the question of residency for voting purposes. |
| West Virginia | must reside in the jurisdiction of registration a majority of the time |
| Wisconsin | must be a US citizen; at least 18 years old; and resided in the ward for at least 10 days. Residence consists of establishing a physical presence in the ward and an intent to make the physical presence the individual's residence for voting. |

How are poll workers selected in your state?

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| Alabama | the judge of probate, sheriff and clerk of the circuit court - or a majority of them - acting as an appointing board must appoint from the qualified electors of the respective voting places, excluding members of a candidate's immediate family to the second degree of kinship, three inspectors and two clerks for each place of voting and a returning officer for each precinct. |
| American Samoa | voters must apply |
| Arkansas | are selected by county election commissions |
| California | are selected by the counties |
| Connecticut | at least 8 are chosen for each polling location |
| Delaware | district persons from the two major parties can present names and other registered voters may volunteer |
| Florida | are selected by the county supervisor of elections |
| Georgia | poll workers and managers are appointed by the Election Superintendent and must meet the qualifications as set forth in the state election code. |

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| Idaho | are selected by the county clerk from a list of persons submitted by the precinct committeemen of the various parties. If no list is given, the county clerk selects the poll workers. Idaho law also allows 17-year-old students to serve as workers. |
| Indiana | The Democratic and Republican parties have the first opportunity to fill the poll worker positions and retain this right until 21 days prior to the election. After that point, the county may appoint poll workers to fill the vacant positions. Often, counties allow the Democratic and Republican parties to continue to fill poll worker positions up until election day. |
| Iowa | not less than 20 days before each primary election, the commissioner shall draw up for each precinct an election board panel from which members of the precinct election board shall be appointed for each election held in the precinct during the ensuing two years. Each panel shall include members of each of the political parties, whose names may be designated by the county chairpersons of each of these parties no less than 30 days prior to each primary election. |
| Kansas | are appointed, sworn and trained by the county election officer in each county. The law directs the county party chair in each of the two major parties in each county to recommend names of potential poll workers to the county election officer. The county election officer appoints those individuals and supplements with others recruited by the election officer. |
| Kentucky | are appointed by the county boards based on lists submitted by political parties. |
| Maine | Election officials are appointed by the municipal officers in the respective municipalities. Election clerks are appointed by May 1st in the even-numbered years to serve a two-year term. The municipal clerk can appoint persons to fill vacancies for individual elections only. Wardens and Deputies are appointed annually unless a municipal charter specifies a different term. |
| Maryland | State and local election officials recruit election judges. The qualifications to be an election judge are: registered voter (except that 17 year olds who can demonstrate they meet the other requirements to be election judges); and speak, read and write the English language. Election judges are not required to take a test or be sworn, but they are required to attend training. |
| Massachusetts | local party committees send lists, at the request of the Board of Selectmen in towns and city councillors in cities, with names of enrolled members of the party who desire appointment as poll workers. Selectmen or the city council then appoint from those lists and must maintain party balance as much as possible. If not lists are received, they may appoint any registered voter in the municipality and do not need to adhere to party balance requirements. |
| Missouri | In counties where the county clerk is the election authority, names are submitted to them by the county committee of each major political party and are selected from that list. If there is not an adequate number of names submitted, the local election authority selects persons from each political party. Boards of Elections appoint election judges/poll workers from their own lists. |
| New Mexico | workers are chosen from lists submitted by party chairs and an alternate list kept by the county clerk |
| North Carolina | precinct officials are nominated by each party every odd numbered year. The list is then submitted to the county board of elections, which makes appointments from the list. |
| North Dakota | election inspectors are appointed by the county or the official governing board of the jurisdiction. The Inspector is in charge of the polling location election team. Election judges are appointed by the district chairperson for recognized political parties. The Inspector and the Judges comprise the Election Board. Poll Clerks are also appointed by the political parties to tend to the poll books of the precinct. |
| Pennsylvania | The judge of elections, majority inspector and minority inspector are elected. Clerks are appointed by the minority inspectors. Machine inspectors are appointed by the County Board of Elections. |
| Rhode Island | the appointments are presented to the local board of canvassers by the city or town committee of the Republican and Democratic parties. If the parties do not supply a list by the 20th day preceding an election, the local board of canvassers shall select the pollworkers from the party voters of the same political party at the committee failing to submit the list. |
| South Dakota | the county auditor selects the workers. If a county party chairperson submits a list to the auditor, he must use the people on the list. |
| Utah | political parties recommend workers, but usually volunteers are taken due to demand for number of workers |
| Virginia | officers of election are appointed for one year terms, or until a successor is appointed, by the three member local electoral board. The electoral board also designates who is the chief and the assistant chief election officers and appoints the officers for each individual precinct within their jurisdiction. The secretary of the electoral board maintains a list of officers posted at the general registrar's office. |

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| Washington | County parties are responsible for collecting and forwarding to the county election official (auditor) a list of nominees to the judge and inspector precinct election officer positions. Clerks can be appointed by either the precinct election officers or auditor. Sometimes a county party submits an insufficient number of nominees and in these cases, the auditor has the discretion to appoint individuals not on an official list of party nominees. However, auditors should maintain a balance between the political parties when possible. |
| West Virginia | the appointing body (jurisdiction's governing body) notifies the appropriate political party executive committees of the number and the type of poll workers needed. Four of the 5 poll workers are nominated by the executive committee for each of the two major political parties in the jurisdiction and must be made at a duly called meeting of the executive committee. Note: Five poll workers are required for county elections, except in large precincts during presidential elections (when two additional poll workers are used). Each party nominates two poll workers for each precinct and the list is submitted to the appointing body. The appointing body selects one additional qualified person for the team for each precinct and then it appoints those eligible poll workers who were nominated by the party executives. The list of nominees must be presented to the appointing body no later than the 56th day before the election. Each executive committee member may nominate as many qualified persons as alternates as there are precincts in the jurisdiction and the appointing body may appoint alternates at the time of appointing poll workers. |
| Wisconsin | the two dominant political parties submit nominations to the municipal clerk no later than November 30th following a general election. The governing body then appoints the individuals to serve a two-year term beginning on January 1st of odd-number years and continuing through December 31st of even-numbered years. In practice, political parties seldom submit nominations and the municipal clerk recruits individuals to serve as election inspectors. |

When will poll workers be selected? When will poll worker training take place for your state?

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| Alabama | must be appointed no more than 20 and no less than 15 days before the holding of any election in the specific county; state code requires that a "school of instruction" be held for those who will actually conduct the elections and poll workers should receive a certificate from the instructor in the training. |
| American Samoa | are selected 8 weeks prior to General Election; trained at 6 weeks prior to election |
| Arkansas | selection varies by county; training was given before the May primary and will be given before the general election at the discretion of the various county election commissions. |
| California | are selected on a continual basis throughout the year; trained usually 2 - 3 weeks before an election. |
| Connecticut | are selected by Oct. 12, 2004; trained at any time by local election officials prior to election day |
| Delaware | are selected approximately two months before election; trained the week of the election |
| Florida | must be selected by Oct. 13, 2004, for the General Election; each supervisor of elections will provide his own schedule for training. |
| Georgia | Election Superintendents select their own poll workers prior to an election being conducted; election training takes place prior to any election being held in that specific jurisdiction. |
| Idaho | most are selected prior to the May primary election to work in both the primary and general elections; training typically takes place the week before the election and is conducted by the county clerk. |
| Indiana | selection is a county-by-county decision. State law requires county election boards to train poll Inspectors prior to election day. At their own discretion, counties may require other poll workers to be trained before election day. The counties also determine when their poll worker training will take place. Generally, it is within the two weeks prior to the election. In addition to offering counties an information session on how to train poll workers, the state also offers a poll worker training video and a poll worker training packet prior to the November election. |
| Iowa | the membership of each precinct election board shall be appointed by the commissioner not less than 15 days before each election held in the precinct; the commissioner shall conduct a training course for all election personnel no later than the day before each primary and general election. The personnel shall include all precinct election officials and any other persons who will be employed in or around the polling places on election day. At least 2 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 so shall as far as possible be persons who have not previously attended a similar training course. |

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| Kansas | are usually selected by the respective county election officers - at the latest - a couple of weeks before the election (although changes and replacements may occur up until election day); county election officers train their own poll workers usually during the last week before the election (although it may start earlier in some cases). |
| Kentucky | were selected in March 2004, with any replacements being appointed up to and including election day. The time for training varies from county to county, but all precinct officers must be trained before being allowed to work. |
| Maine | are appointed by May 1st in the even-numbered years. The municipal clerks are encouraged to train their poll workers. The Secretary of State trains the municipal clerks and registrars of voters under a new mandatory biennial training requirement that started 1-1-03. A statewide voluntary poll worker training will be implemented in 2005. |
| Maryland | election judge selection is on-going; training has already begun in the larger counties and it will continue into October |
| Massachusetts | are generally appointed in June for one year; most are trained at various times as designated by the local election officials. Most training sessions occur before local elections, as well as before the state primary and again before the state election. |
| Missouri | names must be submitted to the counties in December of each even-numbered year and selection is made shortly thereafter (and can be made prior to each election); local election authorities set the time for training in their jurisdictions. |
| New Mexico | are appointed for a 2-year term in the early spring before the June primary; training takes place in the week before the election. |
| North Carolina | two-year appointments are made every odd numbered year. Vacancies are filled when necessary; training takes place prior to any election |
| North Dakota | political parties are to appoint the Election Judges and Poll Clerks prior to 21 days before the election. If none is appointed by that time, the local election official has the right to fill the position by his own appointment (even if the person appointed is not a resident of the precinct). Local election officials are required to train their poll workers prior to each election on dates that they determine. |
| Pennsylvania | the judge of elections, majority inspector and minority inspector of each district are elected at a municipal election held in odd-numbered years and hold their offices for a term of four years. The instruction of election officers in their duties is the responsibility of the County Board of Elections. |
| Rhode Island | are selected at least 20 days before the election; training starts also 20 days before the election. |
| South Dakota | are selected at least 20 days before each election; the training period is not defined, but usually happens in the week prior to the election |
| Utah | are selected starting in March of each year, but vacancies may be filled until the day before the election. |
| Virginia | state code requires that the electoral board meet in the first week of February and appoint the officers of election, whose terms begin on March 1. Electoral boards are also permitted to appoint additional or substitute officers of election at any time they may be needed. State code also requires that the electoral boards conduct training not less than three nor more than thirty days before each election. |
| Washington | are appointed at least 10 days prior to an election; counties conduct the training before the primary in September |
| West Virginia | the nomination list must be submitted no later than the 56th day before the election; the appointing body must appoint the workers no later than the 49th day before the election; and training must occur no less than 7 days before each election and attendance is mandated. Emergency training may be held within the 7 day period prior to the election. |
| Wisconsin | Municipal clerks recruit poll workers up until election day. Each municipal clerk is responsible for training election inspectors before election day. The State Board of Elections is in the midst of a training and certification program for chief inspectors to be completed September 2nd. Some additional training will be done in October for chief inspectors and clerks who missed the initial round of training. |

What are the qualifications for "translators" or "assistants" at polling places?

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| Alabama | none (state law does not provide for these categories) |
| American Samoa | no need for translators |
| Arkansas | n/a |

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| California | must be registered in the state and fluent in their respective language. Beyond that, each county sets their own standards. |
| Connecticut | none |
| Delaware | n/a (do not have translators) |
| Florida | no additional requirements for translators |
| Georgia | n/a (the state does not have any such positions) |
| Idaho | no additional requirements |
| Indiana | Indiana allows only assistant poll clerks. They are appointed in the same manner as the other precinct election board members. With the exception of 16 and 17 year olds, those serving in an official capacity in the polling place must be a registered voter of the county in which they are working. |
| Iowa | none (would follow the same process as other precinct election officials) |
| Kansas | none |
| Kentucky | n/a (the state does not have any such positions) |
| Maine | n/a (the state does not have any such positions) |
| Maryland | the bilingual election judge must be able to speak the language well enough to assist in the voting process. Right now, only one county (Montgomery) is required to provide bilingual voting materials. The election office's bilingual outreach coordinator speaks with those election judges who speak Spanish to ensure that these individuals are fluent (or at a minimum, conversational) in both English and Spanish. For languages other than Spanish, Montgomery County uses its multicultural outreach committee to verify the language skills of election judges. |
| Massachusetts | none |
| Missouri | n/a |
| New Mexico | criteria for translators is not set by statute, but by consent decree in those counties under such decrees. |
| North Carolina | anyone who works in any capacity at the polls is required to attend a training session held by county boards of election before each election |
| North Dakota | Poll Clerks that are appointed by political parties or the local election official may be as young as 16 as long as they are: US citizens, have lived in the precinct for 30 days immediately prior to the election and are enrolled students in good standing. |
| Pennsylvania | n/a |
| Rhode Island | n/a |
| South Dakota | there are some Lakota language interpreters in a few precincts; they must be qualified to interpret English to Lakota |
| Utah | n/a |
| Virginia | there are no specific requirements in state law requiring translators to be present, but some local electoral boards do group any prospective officers of election by language skills and then assign them to precincts that may require additional language assistance. |
| Washington | qualifications for translators vary by county. |
| West Virginia | "Election Official Trainee" is a person who is 16 or 17 years of age and who meets the requirements of poll workers (except for the age) may serve as a trainee to the poll workers on a volunteer basis |
| Wisconsin | n/a |

Are all individuals who work in the polling place paid?

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| Alabama | yes |
| American Samoa | team leaders- \$8/hour; assistants - \$6/hour |
| Arkansas | yes. |
| California | yes. The amount varies by county. |
| Connecticut | yes. Payment is arraigned by the municipality |
| Delaware | yes. \$160 - \$220, which includes \$50 to attend training class |

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| Florida | yes. They are paid by the supervisor of elections. |
| Georgia | yes. |
| Idaho | yes |
| Indiana | It depends on the county election board. Most poll workers are paid a stipend for their time and service. However, most assistant poll workers are not paid. In most counties, the Democratic and Republican parties appoint commissioners to serve as absentee ballot couriers and peace officers for polling locations. These teams are bipartisan and may work in more than one polling location. They are generally issued a stipend. |
| Iowa | Members of the election board are deemed temporary state employees who are compensated by the county in which they serve. They shall receive compensation at a rate established by the board of supervisors, but it shall not be less than \$3.50 per hour 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. The exception is 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 any school district or a city of 3500 or less population, and they shall receive no compensation. 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. |
| Kansas | poll workers are paid by the county at a rate established by the county commission. Some translators working in the counties that are required to provide bilingual services may donate their time because they may not officially be listed as poll workers. Counties decide whether teenage poll workers are paid or receive high school classroom credit. |
| Kentucky | yes. Statute mandates that they receive a minimum of \$60 for election day and \$10 for attending training. |
| Maine | municipal officers in each municipality determine "reasonable compensation" for their election officials. Some pay minimum wages, some pay a stipend, some pay a flat rate per job and it varies from municipality to municipality. |
| Maryland | election judges (including those who work as translators) are paid. The amount varies by county. Some counties also hire individuals/orgnizations to conduct polling place evaluations. |
| Massachusetts | no, each city and town administers pay for poll workers |
| Missouri | each local election authority sets the compensation for their election workers in their jurisdictions. |
| New Mexico | yes |
| North Carolina | yes |
| North Dakota | yes |
| Pennsylvania | Election officers and constables are paid. |
| Rhode Island | yes |
| South Dakota | yes |
| Utah | yes |
| Virginia | yes. State code sets the compensation of officers and requires that it must be at least \$75 for a full day's service and \$10 and mileage at the rate payable to members of the General Assembly for delivery of pollbooks and ballots. |
| Washington | yes. Judges, clerks and translators of an election are not to be paid less than the state minimum hourly wage per hour, with the exact amount to be fixed by the respective boards of county commissioners for each county. Inspectors earn the same rate as as judges and clerks plus an additional two hours' compensation. The precinct election officer picking up the election supplies and returning the election returns to the county auditor shall be entitled to additional compensation, which is determined by the boards of county commissioners for each county. |
| West Virginia | the "Election Official Trainee" will receive credits for an official community service program as may be required to obtain a high school diploma. |
| Wisconsin | Election officials may be paid - usually a relatively small amount - or they may serve as volunteers. |