

U.S. Youth Election Worker Status by State (2024)

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This table aims to capture the status and ability of U.S. states and territories to recruit young people (under 18 years of age) to work at polling places. As of June 21, 2024, student election workers can serve in some way in 44 states and the District of Columbia. In addition, this table displays the variety of state statutes for student worker programs and compensation.

Notes: States with changes in program status since 2016 are highlighted in yellow.

Existence of Student Worker Program and Youth Eligibility

State	Student Worker Program	Youth Eligibility
Alabama (addition of student intern program)	Yes, organized program or statute for workers under 18	To serve as a traditional election worker, voters must be 18. However, student interns can begin working at 16. Relevant statutes: Ala. Const. Art. VIII, § 177(a); Ala. Code § 17-3-30 (Thomson/West 2023); Ala. Code § 17-8-14 (Thomson/West 2023)
Alaska	Yes, organized program or statute for workers under 18	To serve as a traditional election worker, voters must be 18. However, Youth Vote Ambassadors can begin working at 16, as appointed by the director of elections. Relevant statutes: Alaska Stat § 15.05.010 (Thomson/West 2023). Alaska Stat. § 15.10.108(b)(1) (Thomson/West 2023) Alaska Stat. § 15.10.108 (Thomson/West 2023).
American Samoa	No, only workers 18 and older	Election workers must be 18. Relevant statutes: American Samoa Code Ann. § 6.0211
Arizona	Yes, organized program or statute for workers under 18	The [county] board of supervisors may appoint a 16-year-old citizen with parental permission and election official supervision as an election clerk. Absences are excused by schools, and training is required. Relevant statutes: Ariz. Rev. Stat. §§ 16-531 (F), (G), & (H) (Thomson/West 2023).

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State	Student Worker Program	Youth Eligibility
Arkansas	Yes, organized program or statute for workers under 18	<p>High school election workers under 18 are deemed election pages (volunteer position without compensation). Election pages must take a separate oath from traditional election officials.</p> <p>Relevant statutes: Ark. Code Ann. § 7-4-116 (Thomson/West 2023).</p>
California	Yes, organized program or statute for workers under 18	<p>Student election workers must be at least 16 years of age by the election, maintain permanent residence in the United States, hold a 2.5 GPA, and may not tally votes.</p> <p>Relevant statutes Cal. Elec. Code § 12302(b) (Thomson/West 2023).</p>
Colorado	Yes, organized program or statute for workers under 18	<p>Student election workers must be U.S. citizens at least 16 years of age by the election, not related to candidates on the ballot in their local precinct, trained before each election, a junior or senior in high school, and received parental consent to serve.</p> <p>Relevant statutes: Colo. Rev. Stat. § 1-6-101(7) (Thomson/West 2023). Colo. Rev. Stat. § 1-6-115 (Thomson/West 2023)</p>
Connecticut	Yes, organized program or statute for workers under 18	<p>Student election workers are U.S. citizens 16 or 17 years of age that must attend poll worker training, receive consent from a parent or school administrator (if school will be in session during the election), and may only serve as an election challenger, unofficial checker, translator, ballot clerk, or voting machine tender.</p> <p>Relevant statutes: Conn. Gen Stat. § 9-235d (Thomson/West 2023).</p>

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State	Student Worker Program	Youth Eligibility
Delaware	Yes, organized program or statute for workers under 18	<p>Student election workers must be a U.S. citizen and Delaware resident. Student workers must register through the Delaware Division of Motor Vehicles.</p> <p>Relevant statutes: Del. Code Ann. § 1701(b) (Thomson/West 2023).</p>
District of Columbia	Yes, organized program or statute for workers under 18	<p>Election workers may begin serving at 16 as long as they reside in the District of Columbia and are enrolled in or graduated from a secondary school or institution of higher education.</p> <p>Relevant statutes and sources: D.C. Code Ann. § 1-1001.05(e)(4)(A) (Thomson/West 2023); Information received by DCBOEE</p>
Florida	Yes, organized program or statute for workers under 18	<p>Florida has no formal program, but Florida residents who are at least 16 years old and pre-registered to vote can serve as election workers.</p> <p>Relevant statutes: Fla. Stat. § 102.012(2) (Thomson/West 2023).</p>

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State	Student Worker Program	Youth Eligibility
Georgia	Yes, organized program or statute for workers under 18	<p>In Georgia, any U.S. citizen at least 16 years of age with a form of Georgia identification and enrollment in a private or public high school may serve as long as they have (1) demonstrated academic ability in the previous school year, (2) have a history of responsible behavior, and (3) are supervised by an election worker over 21. Students in the STEP program work a minimum of four, but no more than six hours during a single election day and receive age-appropriate training for serving as a poll officer. Absences are excused by high schools, but no more than two absences may be excused.</p> <p>Relevant statutes: Ga. Code Ann. § 21-2-92(c) (Thomson/West 2023).</p>
Guam	No, only workers 18 and older	<p>Election workers must be 18.</p> <p>Relevant statutes and sources: 3 Guam Code Ann. § 3101 (http://www.guamcourts.org/CompilerofLaws/GCA/title3.html).</p>
Hawaii	No poll workers	<p>In most cases, election workers must be 18 years old. However, 16 year olds otherwise qualified to register may pre-register with the presentation of acceptable proof of age. However, when this document was created, all Hawaii elections were conducted by mail, meaning no students can work as Election Day or Early Vote workers.</p> <p>Relevant statutes: Haw. Rev. Stat. Ann. § 11-11 (Thomson/West 2023). Haw. Rev. Stat. Ann. § 11-12(b) (Thomson/West 2023).</p>

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State	Student Worker Program	Youth Eligibility
Idaho	Yes, organized program or statute for workers under 18	Idaho County Clerks may appoint no more than two students per precinct to be supervised by the clerk. Students must be at least 16 years of age by the election and citizens of the United States. Relevant statutes: Idaho Code § 34-303(4) (Thomson/West 2023).
Illinois	Yes, organized program or statute for workers under 18	Student election workers must be U.S. citizens, juniors or seniors in good standing at a secondary school, have at least a 3.9 GPA, hold written approval from a principal and guardian, and complete training for judges of election. Only one student may serve per party, per precinct. College students not registered in the precinct may be exempted from the residency requirement. Relevant statutes: 10 Ill. Comp. Stat. § 5/13-4(b); 10 Ill. Comp. Stat. § 5/14-1(c) (Thomson/West 2023). 10 Ill. Comp. Stat. § 5/13-4(c) (Thomson/West 2023)
Indiana (changes to child labor law policy and treatment in 2020, students able to serve on absentee boards in 2021)	Yes, organized program or statute for workers under 18	Student election workers must be U.S. citizens between the ages of 16 and 18 that reside in the county they plan to work, hold a 3.0 GPA, gain written approval of a principal and guardian, and complete training. The county election board must unanimously vote to approve student workers, and student workers may serve as election officers before or on Election Day (not as an election inspector). Relevant statutes: Ind. Code §§ 3-6-6-39(a) & (b) (Thomson/West 2023)

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State	Student Worker Program	Youth Eligibility
Iowa	Yes, organized program or statute for workers under 18	<p>County commissioners may appoint high school students who are at least 17-year-old U.S. citizens, hold good standing at a secondary school in Iowa, receive consent from a legal guardian, and complete training. Students must receive credit in at least four subjects and be passing all coursework to serve. Student workers may not be precinct chairs.</p> <p>Relevant statutes: Iowa Code § 49.13(6) (Thomson/West 2023)</p>
Kansas	Yes, organized program or statute for workers under 18	<p>County election boards may appoint students who are at least 17 years of age and who hold a letter of recommendation from a school administrator or teacher. No more than 1/3 of election board members can be under 18.</p> <p>Relevant statutes: Kan. Stat. Ann. § 25-2804(b) (Thomson/West 2023).</p>
Kentucky	Yes, organized program or statute for workers under 18	<p>Student election workers must become 18 on or before the day of the regular election. These workers can serve in the primary and regular election, but no precinct can have more than one 17-year-old election officer.</p> <p>Relevant statutes: Ky. Rev. Stat. Ann. § 117.045(9)(b) (Thomson/West 2023).</p>

State	Student Worker Program	Youth Eligibility
Louisiana	Yes, organized program or statute for workers under 18	<p>Student election workers must be between 17 and 18 years old. These workers must also be enrolled in the twelfth grade of a Louisiana secondary school or have completed equivalent schooling.</p> <p>Qualified voters in Louisiana registered in a different state may also work as an election worker as long as they are not a candidate and are enrolled in a higher education institution in LA.</p> <p>Relevant statutes: La. Rev. Stat. Ann. § 425(B)(5)(Thomson/West 2023). La. Rev. Stat. Ann. § 425(B)(6) (Thomson/West 2023)</p>
Maine	Yes, organized program or statute for workers under 18	<p>Student election workers must be 17 years old and conditionally registered to vote.</p> <p>Relevant statutes: 21-A Me. Rev. Stat. § 503-A(1) (Thomson/West 2023).</p>
Maryland	Yes, organized program or statute for workers under 18	<p>Student election workers may begin serving as election judges at age 16, and they must be pre-registered to vote. Parental consent is required for student workers to work more than 12 hours per day.</p> <p>Relevant statutes: Md. Elec. Law 10-202(a)(2)(ii) and Labor and Employment § 3-210(c). Md. Elec. Law § 10-202(a)(2)(ii) (Thomson/West 2023).</p>

State	Student Worker Program	Youth Eligibility
Massachusetts	Yes, organized program or statute for workers under 18	<p>Student election workers must be 16 or 17 years old, residents of Massachusetts and U.S. citizens, fluent in English, gain permission from parents and principal to serve, and trained by the locality. No more than two student workers may serve per precinct, and labor laws dictate the number of hours student workers are eligible to serve.</p> <p>Relevant statutes: Mass. Gen. Laws ch. 51, § 1 (Thomson/West 2023). Mass. Gen. Laws ch. 54, § 11B (Thomson/West 2023).</p>
Michigan	Yes, organized program or statute for workers under 18	<p>Student election workers must be 16 or 17 years old and meet all other requirements other than voter registration. Student workers cannot serve as the chairperson of the election board.</p> <p>Relevant statutes: Mich. Comp. Laws § 168.677(4) (Thomson/West 2023)</p>
Minnesota	Yes, organized program or statute for workers under 18	<p>Student election workers must be at least 16 years of age, a Minnesota high school student, appointed without party affiliation, trained, and given written consent of a legal guardian. These workers may not serve after 10 PM and cannot receive less than two-thirds of the minimum wage for a large employer.</p> <p>Relevant statutes: Minn. Stat. § 204B.19(6) (Thomson/West 2023).</p>

State	Student Worker Program	Youth Eligibility
Mississippi	Yes, organized program or statute for workers under 18	<p>Student election workers must be at least 16 years old, a resident of the municipality they plan to serve, enrolled in a secondary school or higher education, recommended by a school official, and supervised by election managers during training and elections. Municipalities may select no more than two students per precinct to serve during each election.</p> <p>Relevant statutes: Miss. Code Ann. § 23-15-240 (Thomson/West 2023).</p>
Missouri	Yes, organized program or statute for workers under 18	<p>Student election workers must be 15-17 years old, attend a school in Missouri, taken an oath, demonstrate age-appropriate academic ability, fluent in the English language, and unrelated to candidates on the ballot that face opposition.</p> <p>Relevant statutes: Mo. Rev. Stat. § 115.104 (Thomson/West 2023).</p>
Montana	No, only workers 18 and older	<p>Election workers must be 18.</p> <p>Relevant statutes: Mont. Code Ann. § 13-1-111(1)(b) (Thomson/West 2023).</p>
Nebraska	Yes, organized program or statute for workers under 18	<p>In counties with election commissioners, the commissioner may appoint a clerk that is at least 16 but ineligible to vote. These clerks must meet all other requirements of election workers, and not more than one student worker may serve in each precinct. In counties without an election commissioner, the rules remain the same except that students are appointed by the county clerk.</p> <p>Relevant statutes: Neb. Rev. Stat. § 32-223(6) (Thomson/West 2023). Neb. Rev. Stat. § 32-230(6) (Thomson/West 2023).</p>

State	Student Worker Program	Youth Eligibility
Nevada	Yes, organized program or statute for workers under 18	<p>In Nevada, the county clerk may appoint election worker trainees, who must be U.S. citizens, residents of Nevada, residents of the county in which they serve, enrolled in high school, given permission by their school and legal guardian, at least 16 years of age, trained, and appointed without party affiliation. No more than one student trainee may serve per precinct, and they are considered a member of the election board. In city elections, the trainee is appointed by the city clerk.</p> <p>Relevant statutes Nev. Rev. Stat. Ann. § 293.2175; Nev. Rev. Stat. Ann. § 293.227(2) (Thomson/West 2023). Nev. Rev. Stat. Ann. § 293.2175(4) (Thomson/West 2023). Nev. Rev. Stat. Ann. § 293.2175; Nev. Rev. Stat. Ann. § 293C.222 (Thomson/West 2023).</p>
New Hampshire	Yes, organized program or statute for workers under 18	<p>Student election workers may serve as assistant election officials and must be 17 years of age and appointed to the central polling place in state elections.</p> <p>Relevant statutes: N.H. Rev. Stat. Ann. § 658:7-a; N.H. Rev. Stat. Ann. § 658:7 (Thomson/West 2023).</p>
New Jersey	Yes, organized program or statute for workers under 18	<p>Student election workers may serve as members of the district board of election if they are 16- or 17-year-old residents and citizens of the United States and New Jersey, attend a secondary school (or graduated), and hold written permission of a legal guardian.</p> <p>Relevant statutes: N.J. Stat. Ann. § 19:6-2(a) (Thomson/West 2023).</p>

State	Student Worker Program	Youth Eligibility
New Mexico (addition of student election worker program)	Yes, organized program or statute for workers under 18	<p>Student election workers may be appointed as qualified residents by the county clerk under the supervision of the presiding judge. Qualified residents must meet all qualifications of election workers other than voter registration, be 16 or 17 years old, and may not serve as a presiding or election judge.</p> <p>Relevant statutes: N.M. Stat. Ann. §1-4-2 (Thomson/West 2023)</p>
New York	Yes, organized program or statute for workers under 18	<p>Student elections workers must be 16 or 17 years old, enrolled in a school district, fulfilling the requirements of § 3207-a of the education law, and may only serve as an election inspector or poll clerk while supervised.</p> <p>Relevant statutes: N.Y. Elec. Law § 3-400(8) (Thomson/West 2023).</p>
North Carolina	Yes, organized program or statute for workers under 18	<p>Student election workers must be 17-year-old U.S. citizens and county residents (in which they intend to serve), enrolled in a secondary institution or equivalent, hold an exemplary academic record, and provide recommendation and consent of their school principal and legal guardian.</p> <p>Relevant statutes: N.C. Gen. Stat. §163-42.1 (Thomson/West 2023)</p>
North Dakota	Yes, organized program or statute for workers under 18	<p>Student election workers enrolled in an institution of learning in the state must be at least 16 years old, hold U.S. citizenship by the election, residing in ND for at least thirty days before the election, and in good standing at school. Students receive excused absences, and no more than two students can serve as poll workers on an election board.</p> <p>Relevant statutes: N.D. Cent. Code § 16.1-05-02(1)(b-d) (Thomson/West 2023).</p>

State	Student Worker Program	Youth Eligibility
Ohio	Yes, organized program or statute for workers under 18	<p>Student election workers may serve if the local board of election establishes a high school precinct officer program. These programs require students to hold county residency, be at least 17 years old and enrolled in high school, have declared party affiliation, and receive excused absences from school. These high school precinct officers cannot serve as the voting location manager, and no more than one high school precinct officer may serve per precinct unless there are six or more precinct officers at a location (in this case, there may be two high school officers).</p> <p>Relevant statutes: Ohio Rev. Code §3501.22(C) - (D) (Thomson/West 2023)</p>
Oklahoma	No, only workers 18 and older	<p>Election workers must be 18.</p> <p>Relevant statutes: Okla. Const., Art. 3, § 1; 26 Okla. Stat. § 4-101 (Thomson/West 2023).</p>
Oregon	No, only workers 18 and older	<p>Election workers must be 18.</p> <p>Relevant statutes: Or. Const. Art II § 2 (Thomson/West 2023). Or. Rev. Stat. Ann § 246.012(5) Or. Rev. Stat. Ann § 247.015(3) (Thomson/West 2023).</p>

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State	Student Worker Program	Youth Eligibility
Pennsylvania	Yes, organized program or statute for workers under 18	<p>Student election workers are appointed by the county board of elections under the following conditions: Only two students may serve per precinct.</p> <p>Students must be 17 years of age by the election, a resident of the county, enrolled in a secondary educational institution with good standing, approved by the principal of the school, and consented by a legal guardian.</p> <p>Students cannot serve as a judge or inspector of elections.</p> <p>Relevant statutes: 25 P.S. § 2672(b) (Thomson/West 2023).</p>
Puerto Rico	No, only workers 18 and older	<p>Election workers must be 18.</p> <p>Relevant statutes: 16 L.P.R.A § 4563 (Thomson/West 2023).</p>
Rhode Island	Yes, organized program or statute for workers under 18	<p>Elections officials may appoint no more than five students per ward or precinct to be supervised by a designated election official. Student workers are eligible if they are at least 16-year-old U.S. citizens, in good standing at a secondary school, and have a grade point average of at least 2.5.</p> <p>Relevant statutes R.I. Gen. Laws § 17-11-12.1 (Thomson/West 2023).</p>

Youth Poll Worker Status

State	Student Worker Program	Youth Eligibility
South Carolina	Yes, organized program or statute for workers under 18	<p>Student election workers can serve as “Poll Manager’s Assistants.” This role requires students to be at least 16 years of age, completion of training, and supervision by the precinct chairperson. One assistant can be appointed for every two adult election workers.</p> <p>Relevant statutes: S.C. Code Ann. § 7-13-110 (Thomson/West 2023).</p>
South Dakota	No, only workers 18 and older	<p>Election workers must be 18.</p> <p>Students are excused from attendance for the purpose of working as a precinct election official if the student is at least eighteen years old.</p> <p>Relevant statutes: S.D. Codified Laws § 13-27-6.1 (Thomson/West 2023). S.D. Codified Laws § 12-3-1; S.D. Const., Art. VII, § 2 (Thomson/West 202)</p>
Tennessee	Yes, organized program or statute for workers under 18	<p>Election workers must be 16 years of age and meet all other requirements (of adult election workers, excluding voter registration) to serve. Nothing prohibits a high school student appointed as a poll official from receiving compensation in addition to having an excused absence.</p> <p>Relevant statutes: Tenn. Code Ann. § 2-4-103(e) (Thomson/West 2023).</p>

State	Student Worker Program	Youth Eligibility
Texas	Yes, organized program or statute for workers under 18	<p>Student election workers must be at least 16 years old, a U.S. citizen, and trained by the municipality. Student workers must also receive the consent of the student’s principal. No more than two student clerks may work in each location, with the exception of four students per countywide location.</p> <p>Relevant statutes: Tex. Elec. Code § 32.0511(b) (Thomson/West 2023). Tex. Elec. Code §32.0511(d) (Thomson/West 2023).</p>
US Virgin Islands	No, only workers 18 and older	<p>Election workers must be 18.</p> <p>Relevant statutes: 18 Virgin Islands Code § 261 (Thomson/West 2023).</p>
Utah	Yes, organized program or statute for workers under 18	<p>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.</p> <p>Relevant statutes: Utah Code Ann. § 20A-5-601(3)(a) (Thomson/West 2023)</p>
Vermont	Yes, organized program or statute for workers under 18	<p>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.</p> <p>Relevant statutes: Vt. Stat. Ann. tit. 17, § 2454(b) (Thomson/West 2023).</p>

State	Student Worker Program	Youth Eligibility
Virginia (addition of Election Day page program)	Yes, organized program or statute for workers under 18	<p>Student election workers can serve through the election day page program. The local electoral board may establish this page program, and students are selected by the electoral board and/or high school administration. Pages are trained and may observe the electoral process, only handling unmarked ballots.</p> <p>Relevant statutes: Va. Code Ann. § 24.2-604.3 (Thomson/West 2023).</p>
Washington	No poll workers	N/A (No poll workers)
West Virginia	Yes, organized program or statute for workers under 18	<p>Student election workers serve as “election official trainees.” These workers are sixteen or seventeen years of age who is not closely related to a candidate running in the precinct, is fluent in the English language, and has not been convicted of an election law violation.</p> <p>Relevant statutes: W. Va. Code § 3-1-29(a)(4) (Thomson/West 2023)</p>
Wisconsin	Yes, organized program or statute for workers under 18	<p>Student election workers must be 16 or 17 years old, enrolled in a secondary school (public, private, or tribal), have at least 3.0 GPA, and have approval of a legal guardian.</p> <p>Relevant statutes: Wis. Stat. § 7.30(2)(a) (Thomson/West 2023).</p>
Wyoming	Yes, organized program or statute for workers under 18	<p>Student election workers may be 16 years old if such persons meet all other requirements for qualification of an elector.</p> <p>Relevant statutes: Wyo. Stat. Ann. § 22-8-102 (Thomson/West 2023W)</p>

Compensation and Eligibility

State	Payment of Student Workers	Compensation Laws and Statutes
Alabama (addition of student intern program)	Student workers are uncompensated.	Workers are entitled to a minimum \$50 from the county, while returning workers can earn \$50 or more. Student election interns are unpaid. Relevant statutes: Ala. Code § 17-8-12 (Thomson/West 2023).
Alaska	Student workers are paid the same wages as adult workers.	Election board workers will be paid \$12 an hour for time spent at their election duties. Youth Vote Ambassadors are compensated for their service on the election board of the precinct. Relevant statutes: Alaska Admin. Code 25.035(a) (Thomson/West 2023). AS 15.15.380 Alaska Stat. § 15.10.108 (Thomson/West 2023).
American Samoa	State/Territory has no student election workers.	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).
Arizona	Student workers are paid the same wages as adult workers.	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. Student election workers are compensated in the same way as adult election workers. Relevant statutes: Ariz. Rev. Stat. § 16-536 (Thomson/West 2023).

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State	Payment of Student Workers	Compensation Laws and Statutes
Arkansas	Student workers are uncompensated.	<p>Elections officials are required to receive minimum wage, and those traveling with election materials are reimbursed for mileage.</p> <p>Election officials may opt to serve as volunteers.</p> <p>Relevant statutes: Ark. Code Ann. § 7-4-112 (Thomson/West 2023).</p>
California	Student workers are paid the same wages as adult workers.	<p>The jurisdiction’s governing body determines compensation for election workers. The CA SoS estimates student election worker compensation to range from \$65 to 150, daily, across the state.</p> <p>Inspectors may receive more compensation than other precinct board members.</p> <p>Relevant statutes: Cal. Elec. Code § 12310 (Thomson/West 2023).</p>
Colorado	Student workers are paid, but not required to be as much as adult election workers.	<p>Counties determine election worker stipends, but it must be both greater than or equal to \$5 and uniform countywide. Student election workers must receive at least 75% of the compensation received by adult election workers. Counties may compensate those who transport election equipment and who receive training.</p> <p>Relevant statutes: Colo. Rev. Stat. § 1-6-115 (Thomson/West 2023).</p>

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State	Payment of Student Workers	Compensation Laws and Statutes
Connecticut	Student workers are paid the same wages as adult workers.	<p>Election official compensation is set by municipality or subdivision.</p> <p>Relevant statutes: Conn. Gen Stat § 7-460 (Thomson/West 2023).</p>
Delaware	Student workers are paid the same wages as adult workers.	<p>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).</p> <p>Student election workers receive the same compensation as adult election workers.</p> <p>Current election officer compensation rates from the State of Delaware - Department of Elections - Working at the Polls:</p> <p>Inspector: \$400 Judges: \$325 Clerks: \$300</p>

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State	Payment of Student Workers	Compensation Laws and Statutes
District of Columbia	Student workers are paid, but not required to be as much as adult election workers.	<p>Election Workers who work on Election Day will earn a stipend of up to \$250. Election Workers who work 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.</p> <p>Relevant sources: Information received by DCBOEE</p>
Florida	Student workers are paid the same wages as adult workers.	<p>The County Supervisor of Elections determines compensation for election workers, and additional compensation may be given to those who transport election materials.</p> <p>Relevant statutes: Fla. Stat. § 102.021(1) (Thomson/West 2023).</p>
Georgia	Student workers are paid, but not required to be as much as adult election workers.	<p>Compensation is fixed and paid by the county or, in the case of municipal elections, by the governing authority. In counties with a population of 200,000 or more, 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.</p> <p>The state does not require members of the Student Teen Election Participant (STEP) program to be paid, but some larger counties (ex. Cobb County) pay student workers as an incentive to recruit more election workers.</p>
Guam	State/Territory has no student election workers.	<p>Elections workers are paid \$350.00 for services rendered for each election.</p> <p>Relevant statutes and sources: 3 Guam Code Ann. § 4104 (http://www.guamcourts.org/CompilerofLaws/GCA/title3.html).</p>

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State	Payment of Student Workers	Compensation Laws and Statutes
Hawaii	State/Territory has no student election workers.	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. Relevant statutes: Haw. Rev. Stat. Ann. § 11-76 (Thomson/West 2023).
Idaho	Student workers are paid, but not required to be as much as adult election workers.	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. Relevant statutes: Idaho Code § 34-303(2) (Thomson/West 2023).
Illinois	Student workers are paid, but not required to be as much as adult election workers.	Final compensation is set at the county level, but minimums are determined by county population. Counties with population less than 600,000: not less than \$35 a day Counties with population between 600,000 and 2,000,000: not less than \$45 a day Counties with a population of greater than 2,000,000: not less than \$60 per day Student election workers are paid.
Indiana (changes to child labor law policy and treatment in 2020, students able to serve on absentee boards in 2021)	Student workers are paid the same wages as adult workers.	Per day compensation is fixed by the county executive, and student election workers are paid the same. Relevant statutes Ind. Code § 3-6-6-25 (Thomson/West 2023)

Youth Poll Worker Status

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State	Payment of Student Workers	Compensation Laws and Statutes
Iowa	Student workers are paid the same wages as adult workers.	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. Student election workers must be paid the same as adult election workers.
Kansas	Student workers are paid the same wages as adult workers.	<p>Election worker payment is fixed by the board of county commissioners. In locations where no votes are cast, clerks and judges may earn no less than \$3 per hour; judges and clerks where voting machines are used are to be paid no less than \$40 per day; supervising judges who transport election equipment are allowed additional compensation. Student election workers are subject to the same minimums as adult election workers.</p> <p>Relevant statutes: Kan. Stat. Ann. § 25-2811 (Thomson/West 2023).</p>
Kentucky	Student workers are paid the same wages as adult workers.	<p>Minimum compensation of \$60.00 per election day served, with the right to additional compensation to be decided by the county board of elections.</p> <p>Relevant statutes: Ky. Rev. Stat. Ann. § 117.045(11) (Thomson/West 2023).</p>

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State	Payment of Student Workers	Compensation Laws and Statutes
Louisiana	Student workers are paid the same wages as adult workers.	<p>Compensation varies by election worker position: A commissioner-in-charge shall receive two hundred fifty dollars.</p> <p>A commissioner-in-charge who serves at more than one precinct shall receive three hundred fifty dollars.</p> <p>A commissioner who has received a certificate of instruction, as provided in RS 18:431(A), shall receive one hundred dollars.</p> <p>A commissioner who has received a certificate of instruction, as provided in R.S. 18:431(B), shall receive two hundred dollars.</p> <p>An uncertified commissioner shall receive thirty-five dollars.</p> <p>Relevant statutes: La. Rev. Stat. Ann. § 18:426.1(A) (Thomson/West 2023).</p>
Maine	Student workers are paid, but not required to be as much as adult election workers.	<p>A student election clerk is entitled to reasonable compensation as determined by the municipal officers.</p> <p>Relevant statutes: 21-A Me. Rev. Stat. § 503-A(1) (Thomson/West 2023).</p>
Maryland	Student workers are paid the same wages as adult workers.	<p>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.</p> <p>Relevant statutes: Md. Elec. Law §§ 10-205 (Thomson/West 2023).</p>

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State	Payment of Student Workers	Compensation Laws and Statutes
Massachusetts	Student workers are paid the same wages as adult workers.	<p>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. Student workers receive compensation in the same way as adult election workers; alternatively, this work can be considered community service.</p> <p>Relevant statutes: Mass. Gen. Laws ch. 54, § 22 (Thomson/West 2023).</p>
Michigan	Student workers are paid the same wages as adult workers.	<p>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. Student election workers are paid in the same way as adult election workers.</p> <p>Relevant statutes: Mich. Comp. Laws § 168.682 (Thomson/West 2023).</p>
Minnesota	Student workers are paid, but not required to be as much as adult election workers.	<p>Compensation is fixed by local appointing authority. At least minimum wage is required, unless the judge volunteers to serve unpaid. Judges are 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. Training sessions are compensated, and student workers cannot receive less than two-thirds of minimum wage for a large employer.</p> <p>Relevant statutes: Minn. Stat. §§ 204B.31(1)(4); (2) (Thomson/West 2023)</p>
Mississippi	Student workers are uncompensated.	<p>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. Student election workers are unpaid. Miss. Code Ann. § 23-15-227 (Thomson/West 2023).</p>

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State	Payment of Student Workers	Compensation Laws and Statutes
Missouri	Student workers are uncompensated.	<p>Compensation is set by the election authority. Student workers serve as volunteers and are therefore unpaid.</p> <p>Relevant statutes: Mo. Rev. Stat. § 115.101 (Thomson/West 2023).</p>
Montana	State/Territory has no student election workers.	<p>Election workers must be paid at least federal or state minimum wage, whichever is greater. for hours worked during an election plus the number of hours spent at the instruction session.</p> <p>Relevant statutes: Mont. Code Ann. § 13-4-106(1) (Thomson/West 2023)</p>
Nebraska	Student workers are paid the same wages as adult workers.	<p>Depending on election administration type, either the election commissioner or county clerk determines pay rate, but minimum wage is required, and election workers may waive their wages.</p> <p>Relevant statutes: Neb. Rev. Stat. § 32-227 (Thomson/West 2023). Neb. Rev. Stat. § 32-233 (Thomson/West 2023).</p>
Nevada	Student workers are paid the same wages as adult workers.	<p>Compensation must be fixed by county or city ordinance, resolution or order.</p> <p>Compensation for election officer trainees is the same as that of election board members.</p> <p>Relevant statutes: Nev. Rev. Stat. Ann. § 293.460 (Thomson/West 2023).</p>

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State	Payment of Student Workers	Compensation Laws and Statutes
New Hampshire	Student workers are paid the same wages as adult workers.	<p>Compensation is determined at the municipality-level, and assistant election officials should be treated no differently than adult election workers.</p> <p>Source: New Hampshire Secretary of State’s Office Legal Counsel</p>
New Jersey	Student workers are paid the same wages as adult workers.	<p>Election worker compensation is \$300 for any primary election, the general election, or any special election. Additional compensation is given to those who obtains and signs signature copy registers. Student election workers receive the same compensation as adult election workers.</p> <p>N.J. Stat. Ann. § 19:45-6 (Thomson/West 2023).</p>
New Mexico (addition of student election worker program)	Student workers are paid the same wages as adult workers.	<p>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. Student election workers are paid the same as adult election workers.</p> <p>Relevant statutes: N.M. Stat. Ann. §1-2-16(A) (Thomson/West 2023).</p>
New York	Student workers are paid the same wages as adult workers.	<p>Each county board determines compensation in an amount fixed by the county’s legislative body and not to be below statutory minimums.</p>
North Carolina	Student workers are paid the same wages as adult workers.	<p>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.</p> <p>Student Election Assistants are compensated in the same way as election workers.</p>

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State	Payment of Student Workers	Compensation Laws and Statutes
North Dakota	Student workers are paid the same wages as adult workers.	<p>County auditors shall pay at least the state minimum wage to the relevant election officials.</p> <p>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. Student election workers are paid in the same way as adult election workers.</p> <p>N.D. Cent. Code § 16.1-05-05 (Thomson/West 2023).</p>
Ohio	Student workers are paid the same wages as adult workers.	<p>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) as required by the state. The county board may increase the amount pursuant to a variety of statutory limits, including timely notice to the county commissioners. High school precinct officers receive the same compensation as their adult counterparts.</p> <p>Relevant statutes: Ohio Rev. Code. § 3501.28 (B) (C) & (D)(1)) (Thomson/West 2023).</p>
Oklahoma	State/Territory has no student election workers.	<p>Election inspectors receive \$125, while judges and clerks receive \$115 per election. 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.</p> <p>Relevant statutes: 26 Okla. Stat. § 2-129 (Thomson/West 2023).</p>
Oregon	State/Territory has no student election workers.	<p>No—necessary payments made by the county governing body.</p> <p>Relevant statutes: Or. Rev. Stat. § 246.250 (Thomson/West 2023)</p>

State	Payment of Student Workers	Compensation Laws and Statutes
Pennsylvania	Student workers are paid the same wages as adult workers.	<p>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. Additional compensation may be allotted for transporting ballots. Compensation is determined by the locality, but student election workers are paid in the same way as adult election workers.</p> <p>Relevant statutes: 25 P.S. § 2682.2 (a) (Thomson/West 2023). 25 P.S. § 2682.2 (d) (Thomson/West 2023). 25 P.S. § 2682.2(b) (Thomson/West 2023).</p>
Puerto Rico	State/Territory has no student election workers.	<p>Election workers serve as volunteers and are uncompensated.</p> <p>Relevant statutes: 16 L.P.R.A. § 4527</p>
Rhode Island	Student workers are paid the same wages as adult workers.	<p>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. Student election workers receive the same compensation as their adult counterparts.</p> <p>Relevant statutes: R.I. Gen. Laws § 17-19-23.2; R.I. Gen. Laws § 17-15-15 (Thomson/West 2023)</p>

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State	Payment of Student Workers	Compensation Laws and Statutes
South Carolina	Student workers are paid the same wages as adult workers.	Election workers receive a sum provided in the annual state appropriations act. Poll managers (and assistants) 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. Relevant statutes: S.C. Code Ann. § 7-23-10 (Thomson/West 2023).
South Dakota	State/Territory has no student election workers.	Each county determines election worker stipends. Relevant statutes: S.D. Codified Laws § 12-15-11 (Thomson/West 2023).
Tennessee	Student workers are paid the same wages as adult workers.	Officers of elections, judges, machine operators, and inspectors shall be paid for their services on election day a minimum of \$50.00 per day. This amount can be increased by county legislative body. A person can volunteer to provide their services without compensation. Relevant statutes: Tenn. Code Ann. § 2-4-109 (Thomson/West 2023)
Texas	Student workers are paid the same wages as adult workers.	A student election clerk serving under § 32.0511 is entitled to compensation under § 32.091 in the same manner as other election clerks. Relevant statutes: Tex. Elec. Code § 32.0511(c) (Thomson/West 2023).
US Virgin Islands	State/Territory has no student election workers.	Election worker compensation per election varies by role: Judges \$250; Inspectors \$225; Clerks \$200; Voting machine monitors \$200. Relevant statutes: 18 Virgin Islands Code § 158(a) (Thomson/West 2023)

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State	Payment of Student Workers	Compensation Laws and Statutes
Utah	Student workers are paid the same wages as adult workers.	<p>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. Student election workers are paid in the same way as adult election workers.</p> <p>Relevant statutes: Utah Code Ann. § 20A-5-602(4) (Thomson/West 2023).</p>
Vermont	Student workers are not required to be compensated, but some student clerks are.	<p>Compensation is set by the local legislative body and varies from volunteers, to minimum wage, to higher hourly wages, to stipends for a shift or stipends for all day. The state does not require student workers to be compensated, but many larger municipalities choose to do so.</p>
Virginia (addition of election day page program)	Student workers are uncompensated.	<p>Each election worker is paid at least \$75 for a full day's work. However, election day pages serve on a volunteer basis.</p>
Washington	State/Territory has no student election workers.	N/A (No poll workers)
West Virginia	Student workers are paid the same wages as adult workers.	<p>Compensation depends on role, and election commissioners and poll clerks are to be paid a sum determined by the county commission for training and election services.</p> <p>Relevant statutes: W. Va. Code § 3-1-44(b) - (c) (Thomson/West 2023).</p>

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State	Payment of Student Workers	Compensation Laws and Statutes
Wisconsin	Student workers are paid the same wages as adult workers.	<p>Election workers must receive reasonable daily compensation. Alternatively, election officials and trainees may be paid by the hour at a proportionate rate for each hour actually worked.</p> <p>Relevant statutes: Wis. Stat. § 7.03(1)(a) (Thomson/West 2023).</p>
Wyoming	Student workers are paid, but not required to be as much as adult election workers.	County commissioners determine compensation in the June meeting before an election, and the rate must be at least equivalent to the state minimum wage.