



Texas Secretary of State
ELECTIONS DIVISION



Election Workers and Officials

Webinar for the May 2026 Election



Resources

- **Elections Forms Index**

<https://www.sos.state.tx.us/elections/forms/pol-sub/index.shtml>

- **Conducting Your Elections Page**

<https://www.sos.texas.gov/elections/laws/local-laws.shtml>

- **Texas Election Code**

<https://statutes.capitol.texas.gov/>

- **Handbook**

- [Appointment of Election Workers Handbook \(PDF\)](#)



Agenda

- Qualifications of Election Workers and Officials
- Number of Personnel Required
- Appointment of Election Workers and Officials
- Duties of Election Workers and Officials
- Contracting and Election Workers and Officials
- Serving Multiple Roles and Conflicts
- Training of Election Workers
- Compensation for Election Workers and Officials
- Vacancies in Election Worker Positions



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Qualifications (Election Day Poll Workers)	Election Judge	Election Clerk
Qualified voter of _____	Precinct (if unable to find qualified voter of precinct, may use qualified voter of political subdivision → clerk requirements)	Political subdivision (e.g., county, city)
Can be an employee of political subdivision?	Yes – if there is no other legal or practical conflict, e.g. employee of candidate	Yes – if there is no other legal or practical conflict, e.g. employee of candidate
Can be candidate?	No – if candidate for a contested office in election held on that day → cannot serve in a precinct for which candidate appears on ballot	No – if candidate for a contested office in election held on that day → cannot serve in a precinct for which candidate appears on ballot
Can be relative of candidate?	No – if related within the second degree of consanguinity or affinity to an opposed candidate → cannot serve in a precinct for which candidate appears on ballot (see figure here for more information)	No – if related within the second degree of consanguinity or affinity to an opposed candidate → cannot serve in a precinct for which candidate appears on ballot (see figure here for more information)
Can be an employee of candidate?	No – if candidate is opposed and employer of judge → cannot serve in a precinct for which candidate appears on ballot	No – if candidate is opposed and employer of clerk → cannot serve in a precinct for which candidate appears on ballot
Can be employee of campaign?	No – if campaign manager or treasurer Inadvisable – if serving other role within campaign	No – if campaign manager or treasurer Inadvisable – if serving other role within campaign
Can be public officeholder?	No – if they hold elected public office	No – if they hold elected public office
Can be convicted of election offense?	No – if finally convicted of election related offense	No – if finally convicted of election related offense



Qualifications – Early Voting Clerks

Qualifications	Temporary Deputy Early Voting Clerk (County)	Early Voting Clerk (Schools and Other Political Subdivisions)	Deputy Early Voting Clerk (City)	Deputy Early Voting Clerk (Schools and Other Political Subdivisions)
Qualified voter of _____	Political subdivision (e.g., county, city) OR if permanent employee of political subdivision, qualified voter of any territory	Political subdivision, if not a permanent employee of the political subdivision	City, if not a permanent employee of the city	Territory covered by election
Can be an employee of political subdivision?	Yes	Yes	Yes	Yes
If permanent employee of political subdivision, qualified voter of _____	No – if candidate for a contested office in election held on that day → cannot serve in a precinct for which candidate appears on ballot.	Any territory	Any territory	Any territory
Can be an employee of candidate?	No – unless the early voting clerk is the county clerk that is a candidate	Yes – if appointing authority has candidates – even if candidates are incumbents and/or opposed (e.g., school board trustees)	Yes – if appointing early voting clerk is a candidate	Yes – per Secs. 83.006(b) and 83.033
Must meet all other requirements of an 713-466-2102 judge?	Yes	Yes	Yes	Yes

Note: The City Secretary is Early Voting Clerk for a city election per §83.005.



Qualifications – Early Voting Ballot Board and Signature Verification Committee

Cities, Schools, and Other Political Subdivisions		
Qualifications	Early Voting Ballot Board Judge and Member	Signature Verification Committee
Qualified voter of _____	Territory served by early voting clerk	Political subdivision
Must meet all other requirements of an election judge?	Yes	Yes



Qualifications – Central Counting Station (CCS)

Qualifications	CCS Manager	CCS Presiding Judge	CCS Clerks
Registered voter of _____	Political subdivision of authority establishing CCS, unless the person is an employee of the political subdivision or during first year of adoption of new voting system	Political subdivision of authority that adopted the voting system used at the CCS	County in which CCS is located, or employee and qualified voter of any territory
Can be an employee of political subdivision?	Yes	Yes	Yes – if no other legal or practical conflict
Can be a candidate or officeholder?	Yes – but only if general custodian of election records	Yes – but only if general custodian of election records	No
Additional requirements	Knowledge and experience with the conduct of elections with the voting system used in the CCS	None	None
Must meet all other requirements of an election judge?	Yes	Yes	Must meet clerk requirements



Qualifications – Central Counting Station (CCS)

Qualifications	Tabulation Supervisor	Assistant Tabulation Supervisor
Registered voter of _____	Political subdivision of authority establishing CCS, unless the person is an employee of the political subdivision	<ul style="list-style-type: none"> County with population under 60K: Must be registered voter of territory served by authority establishing CCS or employee of political subdivision County with population over 60K: No registered voter requirement
Can be an employee of political subdivision?	Yes	Yes
Can be a candidate or officeholder?	No	Yes – but not recommended
Other requirements	Training in the operation of the automatic tabulating equipment installed at the CCS	Competence, training, and experience necessary to perform duties assigned by tabulation supervisor
Must meet all other requirements of an election judge?	Yes	No



FAQs – Personnel

Q: Do I need to perform a criminal background check on personnel?

A: Yes. You need to perform a background check on all election officials, staff and temporary workers who will engage in pre-election programming, testing and preparing of the voting system equipment for early voting and election day. After conducting the background check, you will need to decide whether to hire someone if they have a criminal record.



Number of Personnel

Cities, Schools, Other Political Subdivisions		
Location	Number	Roles
Early Voting Personnel	<ul style="list-style-type: none"> Recommended two per early voting location No maximum – appoint # of deputies necessary to conduct early voting 	<ul style="list-style-type: none"> Early Voting Clerk Deputy Early Voting Clerk
Election Day Polling Location	<ul style="list-style-type: none"> Minimum of three per precinct/polling place Maximum # of clerks set by appointing authority <p><small>*a home-rule city charter may provide for fewer than 3 persons</small></p>	<ul style="list-style-type: none"> Presiding Judge Alternate Judge/Clerk Election Clerks
Early Voting Ballot Board	<ul style="list-style-type: none"> Minimum of three – presiding judge, alternate judge, and one other member No maximum – appoint # necessary for EVBB tasks 	<ul style="list-style-type: none"> Presiding Judge Alternate Judge Early Voting Ballot Board Member(s)
Signature Verification Committee (if any)	<ul style="list-style-type: none"> Minimum of five members No maximum – appoint # necessary to conduct committee tasks 	<ul style="list-style-type: none"> Signature Verification Committee Members
Central Counting Station	<ul style="list-style-type: none"> Minimum of three – CCS manager, tabulation supervisor, presiding judge, and alternate judge No maximum – appoint # of clerks and assistants to tabulation supervisor as necessary 	<ul style="list-style-type: none"> CCS Manager Tabulation Supervisor Assistants to Tabulation Supervisor Presiding Judge Clerks



FAQs - Personnel

Q: Do I need to hire elections clerks that are bilingual?

A: Yes-if 5% or more of inhabitants of a precinct speak Spanish or other certain certified languages, other than English, you must make a reasonable effort to appoint a sufficient number of bilingual clerks. We recommend working with people in your community to locate bilingual clerks, e.g. language teachers, minority groups, civic teachers, current elections workers, churches with services in other languages, etc.

NOTE: If you cannot find enough bilingual clerks, you must provide one bilingual worker at a central location to provide translation and assistance.



Who Appoints?

Position	Appointing Authority
Presiding Election Judge and Alternate Judge	Governing Body of Political Subdivision
Election Clerks	Presiding Judge
Early Voting Clerk	City Election – City Secretary per 83.005 Other Elections - Authority Ordering Election
Deputy Early Voting Clerk	City Election – City Secretary Other Elections – Authority Appointing the Early Voting Clerk
Early Voting Ballot Board Judge and Alternate Judge	Governing Body of Political Subdivision
Early Voting Ballot Board Member	Presiding Judge of Early Voting Ballot Board
Signature Verification Committee Member	Governing Body of Political Subdivision
Central Counting Station Manager	Authority Establishing Central Count
Tabulation Supervisor	Authority Establishing Central Count
Assistants to the Tabulation Supervisor	Tabulation Supervisor, with approval of Authority Establishing Central Count
Presiding Judge of Central Count	Governing Body of Political Subdivision
Clerk of Central Counting Station	Central Counting Station Manager and/or Presiding/Alternate Judge of Central Count



When to Appoint?

Positions	Time to Appoint
Election Judge (Presiding and Alternate) Early Voting Clerk Early Voting Ballot Board Judge (Presiding and Alternate) Central Counting Station Manager Tabulation Supervisor Judge of Central Counting Station	Recommended: Appoint by deadline for ordering election under Section 3.005: -78 th day before uniform elections -62 nd day before other elections
Deputy Early Voting Clerk	Recommended: As soon as possible after election is ordered.
Early Voting Ballot Board Member	Recommended: Presiding judge may designate election judges or clerks to serve on the EVBB. We recommend assisting presiding judge with list.



Duties

Position	Duties
Early Voting Clerk (EVC)	Officer in charge of conducting early voting in person and by mail for the election. Also, maintains hours on election day for early voting activities.
Deputy Early Voting Clerks	Officer of the election for conducting early voting with same authority of EVC subject to their supervision.
Election Judge	Manages polling place on election day; preserves order and prevents breaches of peace; manages clerks' hours and activities.
Election Clerks	Performs duties assigned by judge in conducting election.
Early Voting Ballot Board (EVBB) Judge and Members	EVBB qualifies mail ballots and may process early voting results for the election (in-person and by mail). Also processes provisional ballots.
Signature Verification Committee (SVC) Members	SVC compares signatures and personal identification information on application for mail ballot and carrier envelope to confirm it matches the voter's registration record.
Central Counting Station Manager	Manages central counting station and personnel; establishes written plan for station.
Tabulation Supervisor	Manages automatic tabulating equipment for counting ballots.
Assistants to Tabulation Supervisor	Assist with automatic tabulating equipment.
Central Counting Station Judge	Maintains order of station and confers with personnel and review of irregularly marked ballots.
Central Counting Station Clerks	Assists manager or judge with functions of station.



Contracting

- In a contract for election services with the county, the entities should determine which entity will be taking on which role. However, the following roles cannot be changed by contract:
 - Filing authority for candidate applications
 - Filing authority for Title 15 documents
 - A political subdivision's requirement to maintain office hours under 31.122.
 - Political subdivisions, including cities, may contract for the county to be the custodian of voted ballots.



Joint Elections

- **Early voting:** Decide whether doing it jointly.
 - If jointly:
 - Appoint **one** early voting clerk as **joint** early voting clerk.
 - Must keep normal early voting locations and hours.
 - Regular early voting clerks must get **apps** for mail ballot.
 - Other mail voting procedures can be done by **either**:
 - The entity's regular early voting clerk; or
 - The joint early voting clerk.
 - If **not** jointly:
 - Normal early voting laws apply.
 - Except: Early voting at common polling places.



DUAL ROLES AND CONFLICTS



Early Voting Clerk		
Role A	Role B	Okay?
Early Voting Clerk	Election Official (e.g., County Clerk, City Secretary)	Yes – Generally req'd by law to serve as EVC and can be appointed by school/other political subdivision [Ch. 83]
Early Voting Clerk	Election Judge	No – EVC must keep office open on election day [83.011]
Early Voting Clerk	Election Clerk	No – EVC must keep office open on election day [83.011]
Early Voting Clerk	EVBB Judge or Member	No – Duties conflict in scope and time of performance
Early Voting Clerk	Signature Verification	No – Duties conflict in scope and time of performance
Early Voting Clerk	Central Counting Station Manager	Yes – Generally election official/EVC is also CCS Manager [127.002]
Early Voting Clerk	Tabulation Supervisor	No – if election official/EVC is also CCS Manager [127.003]
Early Voting Clerk	Central Counting Station Judge	Yes – EVC may serve as CCS Manager. Must appoint other people as Tabulation Supervisor, Presiding Judge, and clerks/assistants, if needed [Ch. 127]
Early Voting Clerk	Central Counting Station Clerk	No – if election official/EVC is also CCS Manager – cannot appoint self [127.006]
Early Voting Clerk	Candidate/Officeholder	Only if the EVC is the County Clerk that is a candidate

Note: Early Voting Clerk may be an employee of political subdivision, and employee of a candidate, e.g. school board trustees are candidates and appointing authority. Early Voting Clerk should not be a candidate.



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Deputy Early Voting Clerk		
Role A	Role B	Okay?
Deputy Early Voting Clerk	Election Judge/Alternate Judge	Yes – unless needed to assist EVC on election day with early voting duties [83.011] or appointed to EVBB under 87.004
Deputy Early Voting Clerk	Election Clerk	Yes – unless needed to assist EVC on election day with early voting duties [83.011]
Deputy Early Voting Clerk	EVBB Judge/Member	Inadvisable – if duties conflict in scope and time of performance, e.g. mail ballot work
Deputy Early Voting Clerk	Signature Verification	Inadvisable – if duties conflict in scope and time of performance, e.g. mail ballot work
Deputy Early Voting Clerk	Central Counting Station	Yes – Deputy EVC may serve as CCS Manager, but must appoint other people as Tabulation Supervisor and Presiding Judge [Ch. 127]
Deputy Early Voting Clerk	Employee of Political Subdivision	Yes – if approved by governing body [83.034]
Deputy Early Voting Clerk	Candidate/Officeholder	No – per eligibility requirements of a presiding judge [Ch. 32]
Deputy Early Voting Clerk	Employee of Candidate	Yes – if EVC is a candidate – generally applies to county clerks [83.032]
Deputy Early Voting Clerk	Relative of Candidate	No – per eligibility requirements of presiding judge if within 2nd degree [Ch. 32]
Deputy Early Voting Clerk	Campaign Employee – Manager or Treasurer	No – per eligibility requirements of a presiding judge [Ch. 32]



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Early Voting Ballot Board		
Role A	Role B	Okay?
EVBB Judge/Member	Early Voting Clerk	Inadvisable – if duties conflict in scope and time of performance (e.g., mail ballot work for Deputy EVC)
EVBB Judge/Member	Election Judge/Alternate Judge	Yes – authority ordering election may direct that one precinct’s election officers also serve as the EVBB. Presiding judge of precinct may also serve as presiding judge of EVBB [87.004]*
EVBB Judge/Member	Election Clerk	Yes – See above [87.004]*
EVBB Judge/Member	Signature Verification	No – Conflicts with role on EVBB [87.027]
EVBB Judge/Member	Central Counting Station	Maybe – if no conflicts with timing of work on EVBB [87.027]
EVBB Judge/Member	Employee of Political Subdivision	No – per eligibility requirements of a presiding judge [Ch. 32]
EVBB Judge/Member	Candidate/Officeholder	No – per eligibility requirements of a presiding judge [Ch. 32]
EVBB Judge/Member	Employee of Candidate	No – per eligibility requirements of a presiding judge [Ch. 32]
EVBB Judge/Member	Relative of Candidate	No – per eligibility requirements of a presiding judge if within 2 nd degree [Ch. 32]
EVBB Judge/Member	Campaign Employee – Manager or Treasurer	No – per eligibility requirements of a presiding judge [Ch. 32]

***A presiding judge or clerk of a polling place cannot serve on the EVBB for the general election for state and county officers or for a primary election, unless appointed solely for the purpose of working on the Post-Election Hand Count Audit. [87.004]**



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Signature Verification Committee

Role A	Role B	Okay?
SVC Member	Early Voting Clerk	Inadvisable – if duties conflict in scope and time of performance (e.g., mail ballot work for Deputy EVC)
SVC Member	Election Judge/Alternate Judge	Yes – if no conflicts with timing of work on signature verification committee [87.027] or appointed to EVBB under 87.004
SVC Member	Election Clerk	Yes – if no conflicts with timing of work on signature verification committee [87.027] or appointed to EVBB under 87.004
SVC Member	Early Voting Ballot Board Judge/Member	No – Conflicts with role on EVBB [87.027]
SVC Member	Central Counting Station	No – if CCS Manager or Tabulation Supervisor Maybe – if presiding judge or clerk of CCS and no conflict with timing of work on SVC
SVC Member	Employee of Political Subdivision	Yes – no requirement stated in the Election Code, but inadvisable if employee of candidate
SVC Member	Candidate/Officeholder	No – per eligibility requirements of a presiding judge [Ch. 32]
SVC Member	Employee of Candidate	No – per eligibility requirements of a presiding judge [Ch. 32]
SVC Member	Relative of Candidate	No – per eligibility requirements of a presiding judge [Ch. 32]
SVC Member	Campaign Employee – Manager or Treasurer	No – per eligibility requirements of a presiding judge [Ch. 32]



Central Counting Station

- The roles and duties of the central counting station manager, tabulation supervisor, and presiding judge are distinct and should not be held by the same person:
 - Manager and Judge are required to consult on issues, e.g. duplication of ballots.
 - Manager and judge have time conflicts-manager may be sorting irregularly marked ballots while judge is determining if voter intent can be ascertained.
 - Tabulation supervisor should be very knowledgeable about the voting system and be able to process results while manager and judge are handling other duties.



Central Counting Station – Manager or Tabulation Supervisor

Role A	Role B	Okay?
Manager or Tabulation Supervisor	Early Voting Clerk	Yes – Recommend EVC as Manager and Deputy EVC as Tabulation Supervisor, if clerk owns and operates equipment
Manager or Tabulation Supervisor	Election Judge/Alternate Judge	Maybe – if person has experience with voting systems and roles do not conflict in time of performance [Ch. 127]
Manager or Tabulation Supervisor	Election Clerk	Maybe – if person has experience with voting systems and roles do not conflict in time of performance [Ch. 127]
Manager or Tabulation Supervisor	Early Voting Ballot Board Judge/Member	No – Duties conflict in scope of duties and time of performance [Ch. 87 and 127]
Manager or Tabulation Supervisor	Signature Verification Committee	No – Duties conflict in scope of duties and time of performance [Ch. 87 and 127]
Manager or Tabulation Supervisor	Employee of Political Subdivision	Yes – allowed by Ch. 127
Manager or Tabulation Supervisor	Candidate/Officeholder	Maybe – if Manager is general custodian of records, can also be candidate. Tabulation Supervisor cannot be a candidate. Neither may be an elected public officer except for general custodian of records.
Manager or Tabulation Supervisor	Employee of Candidate	No – per eligibility requirements of a presiding judge [Ch. 32]
Manager or Tabulation Supervisor	Relative of Candidate	No – per eligibility requirements of a presiding judge [Ch. 32]
Manager or Tabulation Supervisor	Campaign Employee – Manager or Treasurer	No – per eligibility requirements of a presiding judge [Ch. 32]



Central Counting Station – Presiding Judge

Role A	Role B	Okay?
Presiding Judge of Central Count	Early Voting Clerk	Yes – If no conflicts with timing of work as an early voting clerk/deputy early voting clerk
Presiding Judge of Central Count	Election Judge/Alternate Judge	Inadvisable – Duties conflict in scope of duties and time of performance [Ch. 32]
Presiding Judge of Central Count	Election Clerk	Yes – if no conflicts with time of work as a precinct clerk [Ch. 32]
Presiding Judge of Central Count	Early Voting Ballot Board Judge/Member	Yes – if no conflict with timing of work on early voting ballot board [Ch. 87]
Presiding Judge of Central Count	Signature Verification Committee	Maybe – if no conflict with timing of work on signature verification committee
Presiding Judge of Central Count	Employee of Political Subdivision	Yes – Per 127.005(a) may be employee or general custodian of election records
Presiding Judge of Central Count	Candidate/Officeholder	Maybe – Except for the general custodian of election records, the presiding judge of CCS may not be an elected public officer. A candidate who is the general custodian of election records may also be Judge of CCS.
Presiding Judge of Central Count	Employee of Candidate	No – per eligibility requirements of a presiding judge [Ch. 32]
Presiding Judge of Central Count	Relative of Candidate	No – per eligibility requirements of a presiding judge [Ch. 32]
Presiding Judge of Central Count	Campaign Employee – Manager or Treasurer	No – per eligibility requirements of a presiding judge [Ch. 32]



Central Counting Station – Assistant Tabulator

Role A	Role B	Okay?
Assistant Tabulator	Early Voting Clerk	Yes – recommend a deputy early voting clerk serve as assistant tabulator
Assistant Tabulator	Election Judge/Alternate Judge	Yes – if person has experience with voting systems and duties do not conflict in time of performance [Ch. 32 and 127]
Assistant Tabulator	Election Clerk	Yes – if person has experience with voting systems and duties do not conflict in time of performance [Ch. 127]
Assistant Tabulator	Early Voting Ballot Board Judge/Member	Yes – If person has experience with voting systems and duties do not conflict in time of performance
Assistant Tabulator	Signature Verification Committee	Yes – If person has experience with voting systems and duties do not conflict in time of performance
Assistant Tabulator	Employee of Political Subdivision	Yes – per 127.004(c)
Assistant Tabulator	Candidate/Officeholder	Inadvisable – may create perception of bias
Assistant Tabulator	Employee of Candidate	Inadvisable – may create perception of bias
Assistant Tabulator	Relative of Candidate	Inadvisable – may create perception of bias
Assistant Tabulator	Campaign Employee – Manager or Treasurer	Inadvisable – may create perception of bias



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Central Counting Station – Clerks		
Role A	Role B	Okay?
Central Count Clerk	Early Voting Clerk	No – must appoint other people to serve
Central Count Clerk	Election Judge/Alternate Judge	Yes – if no conflict in time of performance [Ch. 32 and 127]
Central Count Clerk	Election Clerk	Yes – if no conflict in time of performance [Ch. 32 and 127]
Central Count Clerk	Early Voting Ballot Board Judge/Member	Maybe – if no conflict with timing of work on ballot board
Central Count Clerk	Signature Verification Committee	Maybe – if no conflict with timing of work on signature verification committee
Central Count Clerk	Employee of Political Subdivision	Yes – Per 127.006(b) may be general custodian of election records, employee of general custodian, or employee of political subdivision
Central Count Clerk	Candidate/Officeholder	No – per eligibility requirements of a presiding judge [Ch. 32]
Central Count Clerk	Employee of Candidate	No – per eligibility requirements of a presiding judge [Ch. 32]
Central Count Clerk	Relative of Candidate	No – per eligibility requirements of a presiding judge [Ch. 32]
Central Count Clerk	Campaign Employee – Manager or Treasurer	No – per eligibility requirements of a presiding judge [Ch. 32]



FAQs - Relatives of Candidates

Q: Can a person that is not related within the first or second degree of marriage or blood be appointed?

A: Yes, but we recommend being cautious in situations like these as there may be a perception of bias. We also recommend equal treatment among potential workers, e.g., if you allow one eligible relative of a candidate to work, you should allow another eligible relative of different candidate.



FAQs - Campaign Staff/Supporters

Q: Can a person that works on a candidate's campaign but is not the campaign manager or treasurer be appointed?

A: Yes, but we recommend being cautious in situations like these as there may be a perception of bias. We also recommend equal treatment among potential workers.



Training Requirements

- Election Judges should be trained on appropriate procedures for the polling place.
 - Election judges and clerks must be trained on the accepting and handling of voter identification.
 - You may access our voter ID training on our website.
- Political subdivisions may use online training developed by the SOS. May conduct training jointly with other political subdivisions.
- May attend county's training session.



Training Resources

- Poll Worker Training Resources
 - [Online Poll Worker Training](#)
 - [Election Judges and Clerks Handbook \(PDF\)](#)
 - [Early Voting Ballot Board Handbook \(PDF\)](#)
 - [Central Counting Station Handbook \(PDF\)](#)
 - [Signature Verification Committee Handbook \(PDF\)](#)



COMPENSATION FOR ELECTION WORKERS AND OFFICIALS



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Position	Compensation	Additional Compensation
Early Voting Clerk/ Deputy Early Voting Clerk	If not county clerk or city secretary or entity employee, entitled to compensation at rate set by political subdivision. [Sec. 83.052]	<ul style="list-style-type: none"> If county clerk or city secretary, not entitled to additional compensation if serving as EVC. [Sec. 83.051] If employee of political subdivision, may be appointed without additional compensation. [Sec. 83.053]
Election Judges and Clerks	Compensation set by political subdivision, but must be at least federal minimum wage. Limits on payment for work before/after polls close. [Secs. 32.091, 32.092]	Judge or clerk who delivers the precinct election records is entitled to compensation not to exceed \$25.
Early Voting Ballot Board Judge and Members	Compensated at same rate as election judges. If the work is less than 10 hours, may be paid up to 10 hours. [Sec. 87.005]	<ul style="list-style-type: none"> EVBB judge/member who is also serving as election judge/clerk is not entitled to additional compensation. EVBB presiding judge may be compensated at a higher rate at the discretion of the appropriate authority. [Sec. 87.005]
Signature Verification Committee Member	Code does not specify; recommend same rate as election judges.	N/A
Central Counting Station Manager	Compensated at rate set by the political subdivision. [Sec. 127.002]	If also an employee, may be paid additional compensation. [Sec. 127.002]
Tabulation Supervisor	Compensated at rate set by the political subdivision. [Sec. 127.003]	If also an employee, may be paid additional compensation. [Sec. 127.003]
Assistants to the Tabulation Supervisor	Compensated at rate set by the political subdivision. [Sec. 127.004]	If also an employee, may be paid additional compensation. [Sec. 127.004]
Central Counting Station Judge	Compensated at same rate as judges, but is entitled to minimum of 5 hours, regardless of amount of time worked. [Sec. 127.005]	N/A
Central Counting Station Clerk	Compensated at same rate as clerks, but is entitled to minimum of 3 hours, regardless of amount of time worked. [Sec. 127.006]	N/A



Compensation

Reminder

- Section 32.019 of the Code to allow election judges or clerks to be paid for up to two hours of work before the polls open on election day or early voting.



Vacancy for Election

- Occurs when a presiding judge cannot serve for that election. Example: The judge has an illness that prevents them from serving on election day.
- What happens? Alternate judge will serve as presiding judge and appoint additional clerks as needed. (32.001)



Emergency Appointment

- **ONLY** happens if presiding **AND** alternate cannot serve on election day. Example: Presiding judge is sick, and alternate has to leave town for a family emergency. (32.002)
- What happens? If after the 20th day before election or 15th day before special election, appointing authority appoints a replacement judge. If appointing authority is unavailable, can be authority for distributing supplies.



Questions?

- Don't forget to print out all our great charts!!!
 - Or view them on our website
- Please feel free to contact us with any questions: elections@sos.texas.gov
- Thank you for your time and attention



Available Support



WEBINARS



TRAINING



RESOURCES

elections@sos.texas.gov

800-252-VOTE • 512-463-5650

sos.texas.gov