



BUNCOMBE VOTES

2024



Early Voting Poll Worker 101

Thank you for your interest in being a poll worker. Make an impact and some money.

Poll workers are the hands, eyes, and ears that make elections happen. Without our team of dedicated, civic-minded individuals, we could not run smooth and transparent elections. Poll workers are needed now more than ever and your interest and willingness to contribute to our democracy is greatly appreciated.

First things first. Please read this document completely. There's a lot of important material here that we hope will make your decision easier.

Please note: Election Day poll working is not the same as Early Voting poll working. The work is similar but there are some important differences in the two systems of voting. Early Voting takes place for 17 days, and there are different training sessions, workdays and hours, and different compensation. For those people with stamina and energy, it is possible to work Early Voting and Election Day, but you must apply to each separately.

DATES & TIME COMMITMENT

- Early voting for the Primary Election is from **Feb. 15 through March 2, 2024**, and for the General Election voting is from **Oct. 17 through Nov. 2, 2024**. If you would like to be an Early Voting poll worker for these important elections, please put the dates in your calendar now!
- Early Voting runs for 17 days, and you must be available for the whole period, although you can take off one day at weekends. You will work either a morning or an afternoon shift of approximately 7 hours each day.
- You will need to attend training - see more below.



COMPENSATION

It surprises some people to learn that poll workers are not volunteers. During Early Voting, each location is staffed with a captain and a team of workers. Compensation depends on the position and hours worked, but ranges from \$14/hr. for a worker to \$16/hr. for a captain. Unless you are informed otherwise, your position will be a worker. The captain carries the most responsibility; duties include managing workers, end of shift audit procedures, equipment troubleshooting, and familiarity with the voting process and election law. All trainings are paid.

SKILLS

- Confident and comfortable using a laptop
- Ability to work as part of team
- Stamina to work a long day
- Reliable and dependable





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NO POLITICS



Poll workers serve all eligible voters in Buncombe County with respect, efficiency, and fairness. There is no room for politics inside the precinct: this means no partisan conversations, wearing of any partisan clothing or buttons, or other activities such as bringing a book or magazine to read which is political in nature. If you would be unable to do this, please consider working as a poll greeter (campaigner) rather than a poll worker. Contact the party of your choosing to talk to them about campaigning.

EMPLOYMENT AGENCY

A national employment agency handles onboarding/hiring. They run background checks on all poll workers, verify US citizenship, and handle compensation. It will be necessary to share information such as your bank account details and social security number.



TRAINING

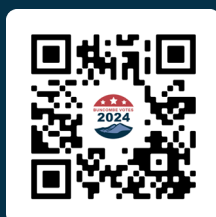
In-person training is mandatory for every election. Poll workers receive a link to sign up for a training session which lasts 6 hours for early voting with an hour break for lunch. Captains receive an additional 3-hour training. Training sessions are offered on various days to suit everyone's schedule. You will be compensated for training hours.

Again, thank you for your interest in serving the voters of Buncombe County. We are looking forward to working with you. If you have not already completed the poll worker application and are interested in becoming a poll worker, please do so now. If you already completed an application, we will be contacting you shortly to discuss the next steps.

ADDITIONAL POLLWORKER RESOURCES:

buncombecounty.org/pollworker

buncombecounty.org/vote



SCAN ME

