

Election Judge FAQs

Are Election Judges paid? Yes! Our Election Judge pay starts at \$16.00 per hour based on job assignment. You will be paid for hours spent doing training (online and in-person), as well as all hours worked.

What will my work assignment look like?

Aside from VSPC Election Judge positions, the Ballot Security and Ballot Processing (Ballot Opening, Signature Verification, Tabulation) shifts are not all day long, unless where indicated, and days and hours are not guaranteed.

2025 November Coordinated Election Work Schedule

Assignment	Duration of Work Schedule (Tentative)	Hours and Start Times (Approximate)	Election Day Tues., November 4 (Approximate hours)
Health Care Ballot Delivery*	October TBD training October 9 - November 4 th	TBD	12pm-9pm
Ballot Security*	October 9- November 7 (Mondays – Fridays and Saturday, November 1, Sunday November 2)	Mornings beginning around 8:00 am	ALL DAY 7:30 am – 11:00 pm
Signature Verification*	Training: October 20 Working days: Mondays – Fridays AND the weekend before the election on November 1 and November 2 Phase 1 October 21- November 7th Phase 2 October TBD- November 7th	Two teams work alternating days. Beginning around 9:00 am	Morning shift 8:00 am – 4:00 pm Evening shift 4:00 pm – 12:00 am
Ballot Opening*	Monday -Friday Phase I: October 23-November 7 th Phase II: October 30th-November 7th	Mornings beginning around 9:00 am	ALL DAY 9:00 am–10:00 pm
Tabulation/ Adjudication/ Duplication*	Experienced workers only Mondays – Fridays starting October 24 th	Mornings beginning around 9:00 am	ALL DAY 9:00 am-11:00 pm
Election Day Ballot Security*	Training: November 4 Working days: November 4	Election Day November 4	4:00 pm - 9:00 pm
Voter Service and Polling Centers (VSPC)	Training: One or two full days between October 13-October 17 th Working days: October 27 th - November 4th Mondays – Fridays and Saturday, November 1	Mondays – Fridays 8 am – 5 pm Sat. November 1, 10 am- 2 pm Mon., November 3, 7:30 am Election Day, 6:30 am	6:30 am - 9:00 pm
Drive-up Tent Teams	Training : November 1 Working days: November 4	Tues., November 1 8:30am Election Day November 4	6:30 am – 1:00 pm 12:45 pm – 7:15 pm
VSPC Trainers*	Offered to experienced Election Judges who are comfortable doing public speaking. Schedule is TBD.	Training dates: September 22;October 13- 17 th 7:30 am – 4:30 pm	None
VSPC Hotline Assistants*	Offered to experienced Election Judges who are comfortable answering the phone and addressing	October 13 th – November 4 during VSPC hours	ALL DAY 6:00 am – 8:00 pm

	questions from Supervisor Judges. Schedule is TBD.		
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Note - all Election Judges are required to do online training.

**Work site is the Warehouse (5251 S Federal Blvd., Littleton), training occurs on the first scheduled day of work*

Am I required to work every day of the assignment? Yes, when you receive your election position and work location, you will be given your schedule and are required to work every shift of your assignment. Signature Verification typically works an every-other-day rotating schedule. Accepting your assignment indicates that you are available and will work your entire schedule.

Can I just work weekends or evenings or on Election Day? No, and yes. There are no assignments that encompass just weekend work. The Election Day Drive-up Tent Teams work only on Election Day between 7:00 am and 7:00 pm, and the Election Night Ballot Security position occurs during late afternoon and evening hours on one day only, election day.

Can I work half days at the VSPC? No, half days or partial shifts are not available for VSPC workers. You are required to work the entire shift which is Mon. – Fri. 7:30 am – 5:30 pm, and Sat. 10 am – 2 pm, and Election Day 6:30 am – approximately 9:00 pm. We realize that sometimes a VSPC may be slow however, we staff each VSPC with the appropriate number of Election Judges so that we can ensure that voting is easy and accessible to any qualified person who comes into a VSPC.

I have a Full-Time job, can I still work elections? Yes! We welcome everyone to apply to work elections, but please be cognizant of your regular work schedule and our election work needs. We have an Election Night Ballot Security position that is popular among people who work Full Time but still want to be part of the election experience. We also have drive-up tent teams on Election Day. In some cases, applicants use their vacation time accrued from their jobs to work for a longer period during the election.

I worked elections in the past. Do I have to reapply? Yes. Each year you wish to work elections, you will need to submit an online application. Previous Elections work experience is fantastic, but not a guarantee that you'll have a position as we can only hire the number of judges needed to conduct any election. Note - If there are multiple elections in one year, you will only need to apply one time. Most returning applicants update a previous application and submit that. Please be sure that your address is updated if you moved. Checks are mailed to the address on your online application so be sure that information is current.

Do I have to work with someone from a different political party? Yes! Bipartisan representation is adhered to for each position at Arapahoe County Elections, for every election, and you will be assigned to work with someone from a different major political party. Election workers avoid political conversations and touchy subjects so that we create a non-partisan working and voting environment.

I did a background check for my volunteer service. Can I submit that background check to you? No. Everyone who works elections is required, by law, to have a current background check on file with the elections department.

Can I volunteer to work the election? No. All election workers are temporary employees of Arapahoe County and are paid for the time spent in training for the position, as well as the time actually worked. The Election Judge pay starts at \$16.00 per hour and may be more for certain assignments or supervisory positions. We're sorry, but Election Judge rate of pay is not negotiable.

When will I get paid? Checks for time worked are sent out every two weeks to the address on your application. Please note, there is a two-week delay, so you won't receive a check immediately after you start. When you start you will receive a payroll schedule so that you'll know when to look for your check.

Are Covid vaccines a requirement to work elections? No. You do not need a vaccine or to show proof of vaccine to work elections. If you are on the team that visits Health Care or Group Residential Facilities, the facility may ask if you've had a vaccine, and require masks to be worn or health screenings to be done before entering.