



# EARLY VOTING

## ELECTION WORKER TRAINING

### MAY 2024 UNIFORM & SPECIAL ELECTION

Revised 04/17/2024

---

---

---

---

---

---

---

---

---

---

1

## ELECTION WORKERS

- The term "Election Worker" refers to both Judges and Clerks. Election Workers carry out all procedures in the Vote Center, ensuring all eligible voters who show up at a Vote Center can vote. Election Workers are required to always wear name-identifying badges inside the Vote Center. These badges must include the Election Worker's name and title or position in the Vote Center (TEC Sec. 61.010(b)). This ensures voters can identify who to seek help from.
- There are two types of Judges in the Vote Center. There is a **Presiding Judge** and an **Alternate Judge**. **Judges must collaborate to oversee the election processes in their assigned Vote Center.**
- The **Presiding Judge** is responsible for the management and conduct of the election at the Vote Center where the Judge serves. All Clerks and the Alternate Judge report to and take direction from the Presiding Judge.
- The **Alternate Judge** serves as backup for the Presiding Judge. If the Presiding Judge is out or must leave for any amount of time, the **Alternate Judge shall serve in their absence** (TEC Sec. 32.001b). The Alternate Judge should be informed and prepared to step into this role, if needed.
- **Clerks** perform a wide variety of duties in the Vote Center. All Clerks must learn to perform all job functions as situations may arise that require Clerks to change roles.
- All Election Workers are expected to follow Federal and State laws related to the conduct of Elections, as well as follow the policies and procedures of the El Paso County Elections office.

---

---

---

---

---

---

---

---

---

---

2

## NEPOTISM

Election Judges, are public officials and public officers. Pursuant to the Texas Government Code, Chapter 573, public officers are prohibited from appointing family members within the **first, second and third degrees by consanguinity (blood) or affinity (marriage)** to positions directly compensated from public funds. Please see table below:

First Degree	Second Degree	Third Degree
Spouse	Granddaughter and spouse	Great-grandmother and spouse
Mother and spouse	Grandson and spouse	Great-grandfather and spouse
Father and spouse	Grandmother and spouse	Great-granddaughter and spouse
Daughter and spouse	Grandfather and spouse	Great-grandson and spouse
Son and spouse	Sister and spouse	Niece and spouse
Mother-in-law	Brother and spouse	Nephew and spouse
Father-in-law	Sister-in-law	Aunt and spouse
Stepdaughter	Brother-in-law	Uncle and spouse
Stepson	Grandmother-in-law	Half-aunt and spouse
	Grandfather-in-law	Half-uncle and spouse
	Step-granddaughter	Great-grandmother-in-law
	Step-grandson	Great-grandfather-in-law
	Half-sister and spouse	Aunt-in-law
	Half-brother and spouse	Uncle-in-law
	Stepsister and spouse	Niece-in-law
	Stepbrother and spouse	Nephew-in-law
		Step-great-granddaughter
		Step-great-grandson
		Step-niece and spouse
		Step-nephew and spouse

---

---

---

---

---

---

---

---

---

---

3





## REMEMBER...

Set-up procedures for this election:

- First Day of Early Voting: Everyone arrives an hour before the location is scheduled to open to help set-up voting area.
- Last Day of Early Voting: Deliver all supplies to the Elections Warehouse located at 3850 Justice Dr., El Paso, Texas 79938.
- Do not forget the Ballot Box (blue bin w/live ballots), the DS200 and ExpressTouch flash drives.

10

---

---

---

---

---

---

---

---

## PAYROLL

- All **Election Workers must write their social security number legibly. Make sure it is the correct number as any minor misspellings will only delay the payroll process.**
- **Early Voting Judge** and Clerk must sign at the bottom of the payroll form.
- **Early Voting Judge** signs all payroll forms for every single Election Worker, including the Alternate Judge.
- **Alternate Judge** will sign payroll form for the Early Voting Judge.
- Every **Election Worker** must complete their own payroll form daily.

Note: Election Worker, you must initial your payroll form **DAILY** as verification that your time in and time out are correct. Early Voting Judge, make sure that this procedure is completed daily by all Election Workers.

11

---

---

---

---

---

---

---

---

## PAYROLL FORM

### NEW CHANGES:

Two separate payroll forms must be completed and turned in by each Election Worker; **WEEK 1** and **WEEK 2**.

**WEEK 1:** Make sure all payroll forms are complete and **have two signatures** from the Election Worker and Early Voting Judge before placing them inside the *Payroll Envelope*. **Payroll forms will be picked up by your Rover on Saturday.**

**WEEK 2:** Make sure all payroll forms are complete and **have two signatures** from the Election Worker and Early Voting Judge before placing them in the *Payroll Envelope*. Only if applicable, delivery of supplies must be circled, "Driver" or "Companion." Payroll forms must be delivered by the Early Voting Judge to Justice Warehouse on the last day of Early Voting.

### REMINDERS:

- Election Worker must complete **their own** payroll form.
- Early Voting Judge signs all payroll forms.
- Alternate Judge will sign payroll form for the Early Voting Judge.

12

---

---

---

---

---

---

---

---

## PAYROLL EXAMPLE

**EARLY VOTING PAYROLL FORM**

FORM NO. 100-1000  
 COUNTY OF CALIFORNIA  
 COUNTY OF CALIFORNIA  
 COUNTY OF CALIFORNIA

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

DATE: \_\_\_\_\_

OFFICIAL'S SIGNATURE: \_\_\_\_\_

JUDGE'S SIGNATURE: \_\_\_\_\_

WEEK 1

**EARLY VOTING PAYROLL FORM**

FORM NO. 100-1000  
 COUNTY OF CALIFORNIA  
 COUNTY OF CALIFORNIA  
 COUNTY OF CALIFORNIA

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

DATE: \_\_\_\_\_

OFFICIAL'S SIGNATURE: \_\_\_\_\_

JUDGE'S SIGNATURE: \_\_\_\_\_

WEEK 2

Each payroll form must have two signatures before turning it in!

---

---

---

---

---

---

---

---

---

---

---

---

13

## HOURS AT THE EARLY VOTING LOCATION

Early Voting Judge:

- reviews work schedules and assignments with the Clerks (Sec.32.072).
- treats Clerks uniformly in designating their working hours and duties and in regulating temporary absences (Secs.32.072(c), 32.073(c)).
- When you leave the voting location for a long period of time, you need to note the clock-in and clock-out time on your payroll form.
- Not noting these times on your payroll form is considered theft by deception.
- The Elections Department will remove you and send a complete investigation to the Sheriff's Department.

---

---

---

---

---

---

---

---

---

---

---

---

14

## DRESS CODE-ACCEPTABLE ATTIRE FOR ELECTION WORKERS

- Pants:** Dress slacks, capris, khakis, cargo pants, and denim jeans.
- Shirts, Tops and Jackets:** Blouses, dress shirts, sweaters, casual shirts, polo shirts, cardigans, turtlenecks, suit jackets, sport coats, and blazers. Long sleeve and short sleeve shirts must be buttoned at all times.
- Sleeveless Attire:** Shoulder strap must be 2 inches wide. If the strap is less than 2 inches in width must be accompanied by an overlaying jacket, sweater, cardigan, blazer, etc.
- Skirts and Dresses:** Casuals dresses, skirts, sheath dresses, and skorts. Length of the dress or skirt should be no more than two inches above the knee.
- Footwear:** Dress shoes, dress heels, loafers, boots, flats, conservative walking shoes, clogs, and tennis shoes. Feet must be covered at all times and toes should not be exposed.
- Hats:** Are allowed if worn for religious reasons.

---

---

---

---

---

---

---

---

---

---

---

---

15

### DRESS CODE-UNACCEPTABLE ATTIRE FOR ELECTION WORKERS

- Clothing that exposes too much of your back, chest, stomach, legs, or undergarments is not appropriate for the workplace.
  - For example: Short skirts or shorts, tube tops, halter tops with spaghetti straps, off the shoulder tops, tops with a low neckline, etc.
- Extremely faded, frayed, bleached, or torn items of clothing.
- Bib overalls
- **Athletic Wear:** Biker shorts, spandex/lycra tops or bottoms, sweatpants, etc.
- Clothing with any offensive images, words, or slogans.
- Provocative/revealing/transparent attire.
- **Footwear:** Thongs, flip-flops and any shoe that expose the entire toe area (excluding footwear prescribed by a Physician is permissible if office receives a written request from a doctor).
- **Hats:** Athletic type hats/caps, visors or beanies.
- **Campaign Attire**

16

---

---

---

---

---

---

---

---

---

---

### ELECTION POSTINGS & SAMPLE BALLOT

The collage includes several key notices:
 

- Voter Complaint Information:** A form for reporting issues at a polling place.
- EARLY VOTING POLLING PLACE:** A sign for voters who arrive before the official opening time.
- No Cell Phone:** Signs with a red circle and slash over a cell phone icon.
- No Media:** Signs with a red circle and slash over a camera icon.
- Prohibition of Handguns:** A sign with a red circle and slash over a handgun icon.
- Instructions Casting a Digital Scan Ballot:** A sign explaining how to use a digital ballot.
- Notice of Voter Order Priority:** A sign regarding ballot order.
- Attention Ballot by Mail Voters:** A sign for voters who have received a ballot by mail.
- Sample Ballot:** A sample of a ballot with various candidates and issues.

All postings and sample ballot(s) must be visible to the voter immediately entering your voting place (Secs. 62.011, 62.0111, 62.0112, 62.0115, 62.012, 85.036(1) 64.011 and Penal Code, 46.03(a)(2))

17

---

---

---

---

---

---

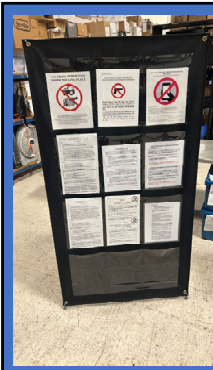
---

---

---

---

### NEW POSTING DISPLAY STAND



- Every Early Voting Location will receive one new display stand.
- All postings will be set-up and ready for display.
- All that is required from Poll Workers is to set up the stand.
- Instructions will be included.

18

---

---

---

---

---

---

---

---

---

---



## ELECTRONIC DEVICES

- Persons are not allowed to use wireless communication devices within 100 feet of the Early Voting Location. Additionally, persons are not allowed to use mechanical or electronic devices to record sound or images within 100 feet of the voting place (Secs. 61.014(a), 81.002).
- Examples of what devices should not be used?
  - Cell phones (*Except for persons using assistive technology devices. Election Judge has discretion on this type of use*)
  - Cameras
  - Tablet computers
  - Laptop computers
  - Sound recorders
  - Any other device that may communicate wirelessly or be used to record sound or images.

22

---

---

---

---

---

---

---

---

## ELECTRONIC & RECORDING DEVICES (SECS. 61.003 & 61.014)

- **Exception:** Election Worker conducting official duties.
- **Exception:** Use of election equipment necessary for the conduct of the election.
- **Exception:** Persons employed at the location while acting in course of person's employment.
- **Exception:** Persons using assistive technology devices. Early Voting Judge has discretion on this type of use.



### Media

Media is prohibited inside the 100 ft. marker. Should any media personnel arrive at your location you must contact the Elections Department. Early Voting Judge, you do not have the authority to allow any media personnel to record or conduct interviews within the 100 ft. marker.

23

---

---

---

---

---

---

---

---

## UPDATING WAIT TIMES

- Every 30 minutes you will need to send a text message to **(915) 493-6965**.
- Your message will consist of **ONLY** a single letter
  - Each letter will correspond to a specific wait time:

Letter	Wait Time
A	Less than 10 minutes wait time
B	10 to 20 minutes wait time
C	20 to 30 minutes wait time
D	More than 30 minutes wait time

- Once you send the wait time text you will receive a "Thank You" response. This will signify that your message was sent successfully.
- Cell phones provided by the department are to be used **STRICTLY** for wait time text messages and/or to contact your Rover/Elections Department. **PERSONAL USAGE is PROHIBITED.**
- **DO NOT** call, text message or download any apps.

24

---

---

---

---

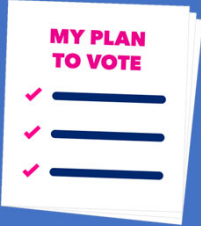
---

---

---

---





## WRITTEN COMMUNICATION

Written communications may be used by voters inside your voting area. Election Workers must periodically check voting machines and common areas of the voting area for sample ballots, pamphlets, brochures or other written materials pertaining to the election that may have been discarded by previous voters (Sec. 61.011).

25

---

---

---

---

---

---

---

---

---

---

## VOTERS WITH DISABILITIES

- Voters with disabilities have the right to:
  - Vote by themselves and make their own choices.
  - Get help from a person of their choice or an Election Worker.
  - A physically accessible Early Voting Location and the use of an accessible voting machine.
  - Vote if they have a guardian, unless a court determines they cannot.
  - Be treated in the same way as all other voters. If the voter is properly registered, **it is not up to the Election Worker to question or challenge the voter's registration or competence to vote.**

26

---

---

---

---

---

---

---

---

---

---

## VOTERS WITH DISABILITIES

**Pursuant to Section 63.0015 of Texas Election Code**

- An election officer **may shall** give voting order priority to individuals with a mobility problem that substantially impairs the person's ability to move around.
- A person assisting an individual with a mobility problem may also, at the individual's request, be given voting order priority.
- Disabilities and conditions that may qualify a voter for voting order priority include but is not limited to paralysis, lung disease, the use of portable oxygen, cardiac deficiency, severe limitation in the ability to walk due to arthritic, neurological, or orthopedic condition, wheelchair confinement, arthritis, foot disorder, the inability to walk 200 feet without stopping to rest, or use of a brace, cane, crutch, or other assistive advice.
- Providing voting order priority is now a requirement, not just a courtesy.

Texas  
Election Code  
Section 63.0015

NOTICE OF VOTING ORDER PRIORITY FOR  
VOTERS WITH CERTAIN DISABILITIES

Pursuant to Section 63.0015, Texas Election Code:

An election officer **may shall** give voting order priority to individuals with a mobility problem that substantially impairs the person's ability to move around.

- A person assisting an individual with a mobility problem may also, at the individual's request, be given voting order priority.
- Disabilities and conditions that may qualify a voter for voting order priority include but is not limited to paralysis, lung disease, the use of portable oxygen, cardiac deficiency, severe limitation in the ability to walk due to arthritic, neurological, or orthopedic condition, wheelchair confinement, arthritis, foot disorder, the inability to walk 200 feet without stopping to rest, or use of a brace, cane, crutch, or other assistive advice.
- Voters who wish to be given voting order priority, and be accepted for voting order priority in the order of that priority queue, may request that the election officer provide them with a voting order priority sign that they can bring to the voter and the voter's assistant, if applicable, forward to the front of the line.

AVISO DE PRIORIDAD DE ORDEN DE VOTACION PARA VOTANTES CON CIERTAS DISCAPACIDADES

De conformidad con la Sección 63.0015, Código Electoral de Texas:

Un oficial de elecciones **podrá deberá** proporcionar prioridad de votación a votantes con un problema de movilidad que afecta sustancialmente la capacidad de moverse para moverse.

- Una persona que asiste a un individuo con un problema de movilidad también puede, a petición del individuo, ser dado prioridad en el orden de votación.
- Discapacidades y condiciones que pueden calificar a una prioridad de votación incluyen pero no se limitan a parálisis, enfermedad pulmonar, el uso de oxígeno portátil, deficiencia cardíaca, limitación severa en la habilidad para caminar debido a artritis, enfermedad neurológica, o discapacidad ortopedica, confinamiento en silla de ruedas, artritis, trastorno de pie, discapacidad para caminar 200 pies sin parar para descansar, o el uso de un dispositivo de apoyo, muleta o dispositivo de apoyo.
- Los votantes que desean recibir prioridad de orden de votación, y ser aceptados para votar antes que otros en el día para votar en el lugar de votación, pueden pedir a un trabajador de elecciones que proporcione un signo de prioridad de votación que pueden traer al votador y el trabajador de elecciones, si es aplicable, entregarlo al frente de la línea.

27

---

---

---

---

---

---

---

---

---

---

## VOTERS WITH DISABILITIES

- General guidelines:
  - **Be respectful.** Use common sense. Voters with disabilities want to be treated the same way as everyone else. Show them the same respect you would give every other voter.
  - **Just ask.** Don't be afraid to offer assistance, but don't automatically give assistance unless the person has requested it or consented.
  - **Communicate with the voter.** Some voters with disabilities may have an Assistant, Interpreter, or friend with them. Always look and speak directly to the voter, not to their companion.

28

---

---

---

---

---

---

---

---

## ASSISTING A VISUALLY IMPAIRED VOTER

- Become familiar with the ADA keypad and headphones that comes with every ExpressVote and ExpressTouch machine.
- Hand the keypad correctly to the voter and place it in his/her hand.
- Learn to use exact language. Avoid saying, "up here," "down there," "over here," "the green button." Instead say, "on the upper right of the keypad," "the round center button," "the arrow to the left of the round center button."
- Before reaching out to touch a voter ask permission. "May I touch your hand?" "Do you want to hold my arm so I can guide you?" "Would you like to place your hand on my shoulder so you can follow me?" Keep in mind that although some visually impaired voters use a white cane, some still have a little bit of useful vision, so they may not have to be led to the voting machine.
- Speak directly to the voter even though he/she may have a companion with them. Use a normal tone. They are not deaf, only blind. They do not appreciate having their voting choices announced for all to hear.

29

---

---

---

---

---

---

---

---

## WHAT ABOUT VOTERS WITH DISABILITIES AND TECHNOLOGY?

- Section 1.022 of the Texas Election Code provides that a provision of the Code may not be interpreted to prohibit or limit the right of a qualified individual with a disability to request a reasonable accommodation or modification to any election standard, practice, or procedure mandated by law or rule that the individual is entitled to request under Federal or State law.
- In recent years, advances in technology have allowed cell phones, tablets and other wireless communication devices to assist voters with disabilities. **As an example, a voter may use a program/application on a cell phone to translate verbal communication into sign language, allowing the voter to understand communication by an election official.** While the situation is not expressly addressed in the Election Code, an Election Judge may use their authority to allow a voter utilization of these programs/applications at their discretion.

30

---

---

---

---

---

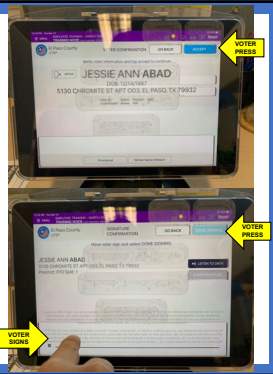
---

---

---

## BRILLE POLL PAD SCREEN

- Place the Braille Poll Pad Screen when the voter confirmation screen appears.
- This screen provides braille literacy for blind and visually impaired voters.
- Voter will be able to sign at the bottom of the screen once he/she verifies their information.




---

---

---

---

---

---

---

---

31

## EXIT POLLING

- The Early Voting Judge may allow non-disruptive exit polling within the 100-foot boundaries surrounding the Early Voting Location.
- The Early Voting Judge must determine that such exit polling does not constitute either:
  - "Loitering" in violation of Sec. 61.003(a) of the Code or;
  - A disruption of order or a contribution to a breach of the peace at the Early Voting Location.
- The Early Voting Judge has discretion to tell persons conducting the exit poll to go beyond the distance markers if their activities are disruptive to voters.

Sections 61.003(a), 32.075, 81.002

---

---

---

---

---

---

---

---

32

## ELECTIONEERING

Also known as **Campaigning**

- Post distance markers 100 ft. in each direction from all entrances through which voters may enter the building in which an Early Voting Location is located (Secs. 61.003(a), 62.010(a)).
- It is unlawful for any person to electioneer or loiter within the boundary established by the distance markers. An offense is a Class C misdemeanor (Sec. 61.003).
- Election Workers may not enforce the electioneering or loitering statutes outside the 100 ft. distance marker (Sec. 32.075).
- Each location will be provided with **two large distance marker cones**. You must place them 100 feet from each entrance through which voters may enter the building.




---

---

---

---

---

---

---

---

33

## ELECTIONEERING

- On September 30, 2021, the U.S. District Court for the Southern District of Texas issued a final judgement in *Ostrewich v. Hudspeth*, a lawsuit challenging the electioneering provisions in the Texas Election Code, Secs. 61.003, 61.010, and 85.036.
- In the *Ostrewich* case, the district court upheld Sec. 61.010 but struck down Secs. 61.003 and 85.036 in the context of voters' apparel during voting as a violation of the First Amendment to the U.S. Constitution.
- Based on the district court ruling, a person may not wear apparel or a similar communicative device relating to a candidate, measure, or political party appearing on the ballot in the current election under Sec. 61.010, but a person may wear such apparel relating to a candidate, measure, or political party that does not appear on the ballot in the current election.
- This case is still in the courts and could change by the next election.

34

---

---

---

---

---

---

---

---

## POLL WATCHERS

- "Watcher" means a person appointed to observe the conduct of an election on behalf of a candidate, a political party, or the proponents or opponents of a measure (Sec. 33.001).
- The Poll Watcher...
- must provide the Early Voting Judge with a "Poll Watcher's Certificate of Appointment" and "Certificate of Completion." Early Voting Judge, you must keep the "Certificate of Appointment" and "Certificate of Completion" in **Envelope #2** for return to the custodian of election records after the election (Sec. 66.023(7)).
  - must wear a form of identification prescribed by the Secretary of State and provided by the Early Voting Judge or other election officer (Sec. 33.051(f)).
  - serving at an Early Voting Location may be present at the location at any time it is open...**the watcher may serve during the hours the watcher chooses** (Sec. 33.053).
  - **may not** use wireless communication devices (e.g. cell phones) in the voting place (Sec. 61.014). The watcher must be allowed to leave to use a wireless communication device and be readmitted to the voting place, if the watcher returns promptly (Sec. 33.052(b)).
  - **may not** be accepted for service if Poll Watcher has possession of a device capable of recording images or sound unless Poll Watcher agrees to disable or deactivate the device (Sec. 33.051).

35

---

---

---

---

---

---

---

---

## POLL WATCHERS

- A Poll Watcher must complete the Poll Watcher training administered by the SOS and present the certificate of completion to the Early Voting Judge at the time the watcher reports for service. The Poll Watcher training will be available on the Texas Election Training Portal, [www.sos.texas.gov](http://www.sos.texas.gov) (Sec. 33.051).
  - Before being accepted for service, a watcher must take an oath administered by the election officer (Sec. 33.051 (a)(h)). This oath has been added to the certificate of appointment that the poll watcher presents and signs in the presence of the Early Voting Judge.
- Oath: "I swear or affirm that I will not disrupt the voting process or harass voters in the discharge of my duties."*
- Activities a Poll Watcher may observe:**
- All election activities relating to closing the voting place, including the sealing and transfer of a memory card, flash drive, data storage device, or other medium now existing or later developed for use with voting system equipment.
  - Follow the transfer of election materials from the voting place to the regional tabulating center, central counting station, or other location designated to process election materials.

36

---

---

---

---

---

---

---

---

### DUTIES AND PRIVILEGES OF A WATCHER

- The new law amended Sec. 33.056 to provide that a watcher is entitled to sit or stand near enough to see and hear the election officers conducting the observed activity, except as otherwise prohibited by Chapter 33. A watcher may not be denied free movement where election activity is occurring within the location at which the watcher is serving. A watcher who is entitled to "observe" an election activity under the Election Code is entitled to sit or stand near enough to see and hear the activity.
- A watcher may point out to an Election Judge or Clerk any observed irregularity or violation of law. However, if the Clerk refers the watcher to the Early Voting Judge, the watcher may not discuss the matter further with the Clerk unless the Early Voting Judge invites the discussion (Sec. 33.058 (b)).
- The new law amended Sec. 32.075 to provide that an Early Voting Judge may not have a watcher removed from the voting place for violating a provision of the Election Code or any other provision of law relating to the conduct of elections unless the violation was observed by an Election Judge or Clerk. However, an Early Voting Judge may remove a Poll Watcher for a violation of the Penal Code, regardless of whether the Election Judge or Clerk observed the violation. An Early Voting Judge may call a law enforcement officer to request a Poll Watcher be removed if the Poll Watcher commits a breach of the peace or a violation of law.

37

---

---

---

---

---

---

---

---

---

---

### POLL WATCHER OVERVIEW

- A Poll Watcher can view any election document at any voting place (Sec. 33.056(c)).
- Election Worker Payroll Forms
  - Any requests for documents must be made as a Public Information Request and handled accordingly. Have the Poll Watcher contact the Elections Department for more information.

38

---

---

---

---

---

---

---

---

---

---

### STATE INSPECTOR

- A State Inspector:
- is appointed by the Secretary of State's office to designated voting places across the state (Sec. 34.001)
  - must wear an identifying name tag or badge while on duty at the voting place (Sec. 61.010(b))
  - must be permitted to observe all election activities performed by the Election Judges and Clerks (Sec. 34.002)
  - is permitted to point out any irregularities or concerns to the Early Voting Judge
  - may not observe the preparation of a voter's ballot, unless the voter is being assisted by an Election Judge or Clerk
  - are not required to take an oath administered by the Election Judge

39

---

---

---

---

---

---

---

---

---

---

### WHO IS PERMITTED TO BE LAWFULLY PRESENT IN YOUR VOTING PLACE

- An Election Judge or Clerk
- A Poll Watcher
- The Secretary of State
- A staff member of the Elections Division of the Office of the Secretary of State performing an official duty in accordance with the Election Code
- An election official, a sheriff, or a staff member of an election official or sheriff delivering election supplies
- A State Inspector
- A person admitted to vote
- A child under 18 years of age who is accompanying a parent who has been admitted to vote

---

---

---

---

---

---

---

---

40

### WHO IS PERMITTED TO BE LAWFULLY PRESENT IN YOUR VOTING PLACE

- A person providing assistance to a voter under Sec. 61.032 or 64.032
- A person accompanying a voter who has a disability.
- A special peace officer appointed by the Early Voting Judge under Sec. 32.075
- **Primaries Only:** The county chair of a political party conducting a primary election may be in a polling place during the voting period as necessary to perform administrative functions related to the conduct of the election, as authorized by Sec. 61.001 & 172.1113
- A voting system technician, as authorized by Sec. 125.010
- The county election officer, as defined by Sec. 31.091, as necessary to perform tasks related to the administration, of the election.
- A person whose presence has been authorized by the Early Voting Judge in accordance with the Election Code.

---

---

---

---

---

---

---

---

41

### HOW TO POLITELY ADDRESS DIFFICULT ISSUES

- Electioneering
  - "Excuse me, but I'm not sure if you are aware that campaigning is prohibited by law within 100 feet of the entrance to the building where the voting place is located."
- Firearms in the Voting Place
  - Approach and say, "I'm not sure if you are aware that the Texas Penal Code prohibits firearms in the voting place even if you are licensed to carry."
- Poll Watchers
  - Approach and say, "Pardon me, I noticed that you were using your phone to make notes. State law prohibits the use of wireless devices in the voting place. Please feel free to step outside briefly if you need to use your phone. It doesn't interrupt your hours of service as long as you promptly return."

---

---

---

---

---

---

---

---

42

## NO POLITICKING



- As an Election Worker, your task is to manage an election, not to engage in or discuss politics.
- You must maintain a non-partisan behavior when working at your Early Voting Location.
- Do not attempt to influence the voter in any way.
- Do not discuss issues or candidates at the voting area, even if voters are not present.
- Do not speculate on the outcome of the election.

Some examples: Controversial propositions, closely contested races, controversial legislation, etc.

43

---

---

---

---

---

---

---

---

## QUALIFYING THE VOTER

- The voter should be asked whether the voter has one of the acceptable forms of photo ID that is either current or not **expired more than four years**.

*Note: With the exception of the U.S. citizenship certificate, which does not expire, the ID must be current or, for voters aged 18-69, have expired no more than four (4) years before being presented for voter qualification at the voting place. A person 70 years of age or older may use a form of photo ID listed in the next slide that has expired for any length of time if the ID is otherwise valid.*

- If the voter says "YES", the voter is required to present that form of photo ID.
- If the voter informs you that he/she has an acceptable form but did not bring it to your Early Voting Location, the voter may vote a provisional ballot and bring the acceptable form of photo ID to the El Paso County Elections Department **within 6 days to cure their ballot**.

44

---

---

---

---

---

---

---

---

## ACCEPTABLE FORMS OF PHOTO ID

1. Texas Driver License issued by the Texas Department of Public Safety (DPS)
2. Texas Personal Identification Card issued by DPS
3. Texas Election Identification Certificate issued by DPS
4. Texas Handgun License issued by DPS
5. United States Military Identification Card containing the person's photograph
6. United States Citizenship Certificate/Certificate of Naturalization containing the person's photograph
7. United States Passport (book or card)

45

---

---

---

---

---

---

---

---

## ACCEPTABLE FORM OF PHOTO ID TEXAS ID

- The gold star near the top right of the Texas Identification Card/Texas Driver License **is not required** in order to vote in Texas. You must accept a Texas ID from a voter with or without the gold star and allow him/her to cast a regular ballot.



GOLD STAR not required in order to vote

46

---

---

---

---

---

---

---

---

---

---

## DPS RECEIPT WITH PHOTO

- Receipts are issued at DPS locations when you apply for a driver's license, identification card or EIC.
- They are printed on letter sized paper.
- They are used until card is received by applicant in the mail.
- The receipt should not be expired more than four (4) years before being presented for voting.



47

---

---

---

---

---

---

---

---

---

---

## ACCEPTABLE ID/(E) NOTATION VOTER

Secs. 13.002(i), 15.001(c)63.001(h)

- Available for voters with documented disabilities.
- Voter has a disability and has applied for and received a disability exemption from the Voter Registrar's office in accordance with the Texas Election Code.
- If the voter presents their Voter Registration Certificate with an (E) after the VUID number, they do not need to present one of the seven forms of photo ID or follow with the Reasonable Impediment Declaration procedure.



Designation of (E) next to VUID number

48

---

---

---

---

---

---

---

---

---

---



### ACCEPTABLE FORMS OF PHOTO ID EXPIRATION DATES

- An acceptable photo ID must not have expired more than four (4) years before being presented at your location, unless the voter falls under **Election Advisory No.2018-08**.
- Examples of acceptable photo ID cards that do not expire:
  - Texas Identification Cards for persons aged 60 or older may be permanent and marked "INDEF."
  - Texas Election Identification Certificates (EIC) for persons aged 70 or older are permanent cards.
  - Some military ID cards are permanent, including Uniformed Services ID cards and Veterans Affairs ID cards. These are usually marked "INDEF."
  - Certificates of Naturalization and Citizenship do not expire.

49

---

---

---

---

---

---

---

---

### REASONABLE IMPEDIMENT DECLARATION

- If the voter has a reasonable impediment or difficulty to obtaining one of the acceptable forms of photo ID.
- Instruct the voter to present a supporting form of ID and complete a "**Reasonable Impediment Declaration**." If the voter presents a supporting form of ID and completed the declaration, the voter will then complete their check-in on the E-Poll Book and proceed to the voting machine of their choice to cast a regular ballot.

50

---

---

---

---

---

---

---

---

### ACCEPTABLE SUPPORTING FORMS

If the voter has been unable to obtain an acceptable photo ID, and the voter has a reasonable impediment or difficulty to obtaining an acceptable photo ID, he/she may present one of the following supporting forms/documents of ID and execute a **Reasonable Impediment Declaration**:

- Valid Voter Registration Certificate
- Certified Birth Certificate
- Copy of or original:
  - Current utility bill
  - Bank statement
  - Government check
  - Paycheck
- Other government documents with voter's name and an address (original required if it contains a photograph)

51

---

---

---

---

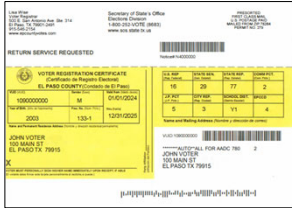
---

---

---

---

### VALID VOTER REGISTRATION CERTIFICATE




---

---

---

---

---

---

---

---

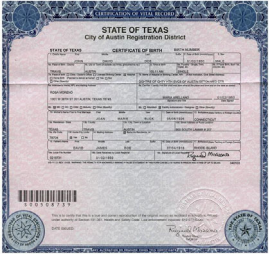
---

---

52

### CERTIFIED BIRTH CERTIFICATE (must be an original)

- It may be from another state or country, does not have to be from Texas.
- It must not be a copy of a certified copy.




---

---

---

---

---

---

---

---

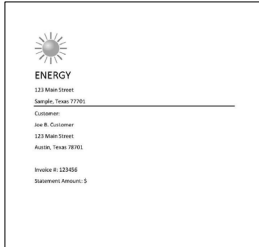
---

---

53

### COPY OF OR ORIGINAL CURRENT UTILITY BILL

- It may be a copy or printout.
- To be current, the utility bill must be the most recent version or **at least dated within two (2) months** of the date it is presented to an Election Worker.
- The address on the utility bill does not have to match the address on the **E-Poll Book**.




---

---

---

---

---

---

---

---

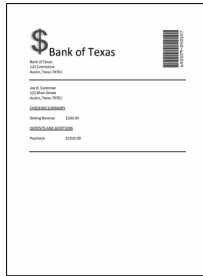
---

---

54

### COPY OF OR ORIGINAL BANK STATEMENT

- It may be a copy or printout.
- The address on the bank statement does not have to match the address on the [E-Poll Book](#).




---

---

---

---

---

---

---

---

55

### COPY OF OR ORIGINAL GOVERNMENT CHECK

- It may be a copy or printout.
- The address on the government check does not have to match the address on the [E-Poll Book](#).




---

---

---

---

---

---

---

---

56

### COPY OF OR ORIGINAL PAYCHECK

- It may be a copy or printout.
- The address on the paycheck does not have to match the address on the [E-Poll Book](#).




---

---

---

---

---

---

---

---

57

### COPY OF OR ORIGINAL OF OTHER GOVERNMENT DOCUMENT

- Must be an original document if it contains a photograph.
- Must be issued by the Federal Government, a federally recognized Tribal Government, or a state or local government in the United States.

Examples:

1. Driver's licenses from other states
2. ID cards issued by federally recognized Native American tribes
3. DPS Receipts (without a photo)
4. Expired Voter Registration Certificates
5. Expired Texas DPS-issued Driver Licenses or personal ID cards (over four (4) years)

Note: Government documents do NOT include Social Security cards (no address), public college or university IDs without an address, state/federal employee ID cards without an address, or library cards without an address. The address on the government document must be an address of the voter. It does not have to match the address on the E-Poll Book.

58

---

---

---

---

---

---

---

---

---

---

### REASONABLE IMPEDIMENT DECLARATION

- The voter must indicate one of the following impediments:
1. Lack of transportation
  2. Disability or illness
  3. Lack of birth certificate or other documents needed to obtain form of photo ID
  4. Work schedule
  5. Family responsibilities
  6. Lost or stolen identification
  7. Acceptable form of photo ID applied for but not received

59

---

---

---

---

---

---

---

---

---

---

**Example**

**REASONABLE IMPEDIMENT DECLARATION**

NAME OF VOTER: John Voter

**1** I have: John Voter

**2** Check **at least one** box for impediment:

Lack of transportation  Disability or illness

Lack of birth certificate or other documents needed to obtain acceptable form of photo ID  Work schedule  Family responsibilities

Lost or stolen identification  Acceptable form of photo ID applied for but not received

**3**  I have a voter registration card with this number: 1094567890  I have a voter registration card with this number: 1094567890

**4** I have a voter registration card with this number: 1094567890

**5** My name is: John Voter My date of birth is: 05/04/2024

**6** The voter provided a copy or original of one of the following forms of identification:

Current valid ID  Driver license  Government document that shows the voter's name and an address including the voter's voter registration number

**7** I have: Bassel Date of Election: 05/04/2024

**Note: Once declaration is executed by both the Judge and voter, the voter must be allowed to cast a regular ballot. If executed, return inside Daily Folder.**

60

---

---

---

---

---

---

---

---

---

---



### SIMILAR NAME PROCESS

- If the voter's name on the E-Poll Book is not identical to the voter's name as it appears on the voter's photo ID or supporting form of ID, the Election Worker will determine, under standards adopted by the Secretary of State, if the names are "substantially similar."
- If the names are substantially similar, the voter shall be accepted for voting after he/she places their initials in the similar name box in the E-Poll Book, these procedures are outlined in the Texas Election Code, section 63.001.
- If the voter would also like to update their name on their voter registration record, they can do so by completing a Statement of Residence form or a Voter Registration Application.

---

---

---

---

---

---

---

---

64

### SIMILAR NAME WHEN PROCESSING A VOTER

Initial, Middle Name, Former Name (maiden names or hyphenated names).

E-Poll Book	ID
Sandra Robles	Sandra Robles-Avila
Jacob Valenzuela	Jacob Andrew Valenzuela
Aimee L. Smith	Aimee Smith

Slightly Different (minor misspellings of names).

E-Poll Book	ID
Vanessa Miller	Vanesa Miller
Mark Lopez	Marc Lopez
Nancy Jones	Nanci Jones

Customary Variation (English v. Spanish or common abbreviations).

E-Poll Book	ID
Jose Sanchez	Joseph Sanchez
Kim Rogers	Kimberly Rogers
Esperanza Lopez	Hope Lopez

---

---

---

---

---

---

---

---

65

### QUALIFYING PROCESS

- Chapter 63 of the Texas Election Code
- Step 1: Identify voter by asking for any of the 7 acceptable forms of photo ID. If the voter fills out a Reasonable Impediment Declaration, ask for the supporting form of ID.
- Step 2: E-Poll Book. Look-up voter with photo ID or supporting form:
  - Voter's name, Date of Birth;
  - Address/Residence (does not have to match from E-Poll Book to acceptable photo ID/supporting form);
  - Any notations.

Note: If acceptable form of photo ID or supporting form does not provide an address, you do not need to ask for a second identification for verification.

---

---

---

---

---

---

---

---

66

### QUALIFYING PROCESS

- Step 3: **Have you Moved?** Election Worker must ask every voter if they still live at the address shown on the E-Poll Book. If address is different offer voter to complete a Statement of Residence.
- Step 4: **Voter's Information.** Have voter verify his/her information on the E-Poll Book and sign his/her name on the E-Poll Book signature line (*Refer to Poll Pad Training Guide for instructions*).
- Step 5: **Provide Voter with Activation Card to Cast Ballot.** Direct voter to ExpressVote machine of their choice to mark their activation card. Once card is retrieved and marked, voter must scan marked activation card on the DS200.

Note: The address on the voter's identification **does not have to match** the voter's registration address. **An Election Worker may not refuse to accept a voter's identification because the addresses do not match. Doing so is violation of the law!**

67

---

---

---

---

---

---

---

---

---

---

### MAIL BALLOT REQUESTED

- The voter may cancel his/her mail ballot and cast a regular ballot at your location by:
  - Completing the "Request to Cancel Ballot by Mail For Use in the Polling Place" (available inside *Envelope for Requests and Canceled Ballots*) and;
  - Surrender the mail ballot (both the envelope where ballot was received/return envelope and the paper ballot) to any Election Worker.

See next slide for example. Should you have any questions or need assistance please call the Elections Department at (915) 546-2154.

68

---

---

---

---

---

---


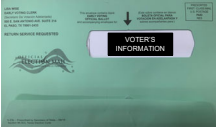
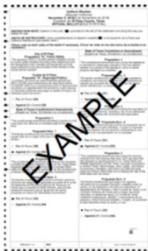
---

---

---

---

### SURRENDER BALLOT BY MAIL

CARRIER ENVELOPE	MAIL OUT ENVELOPE	BALLOT
		

• Examples of ballot by mail envelopes and ballot. Voter must surrender the **carrier envelope OR the mail out envelope AND the ballot** in order to cast their vote, in person, at your Early Voting Location.

• If voter does not have any of the documents mentioned above, **you must offer him/her to cast a provisional ballot**

69

---

---

---

---

---

---

---

---

---

---





## PROVISIONAL VOTER

*(Handbook for Election Judges and Clerks, 36-37)*

At all elections, the following individuals are eligible to receive a provisional ballot:

1. A voter who states he/she does not possess an acceptable form of photo ID, and that he/she can reasonably obtain an acceptable form of photo ID.
2. A voter who states that he or she does not possess an acceptable form of photo ID, and that he/she cannot otherwise reasonably obtain an acceptable form of photo ID but did not bring a form of supporting ID to the polling place.
3. A voter who states he/she possesses an acceptable form of photo ID but does not have it with him/her to present at the polling place. **NOTE:** The voter may opt to leave the polling place and return at a later time with an acceptable form of ID and vote a regular ballot.
4. A voter who does not present an acceptable form of photo ID or follow the Reasonable Impediment Declaration procedure and has a religious objection to being photographed and the voter has consistently refused to be photographed for any governmental purpose from the time the voter has held this belief.



**NOTE:** A voter who does not possess and could otherwise not reasonably obtain an acceptable form of photo ID but just did not bring a form of supporting ID to the polling place may opt to leave the polling place and return at a later time with an acceptable form of supporting ID and vote a regular ballot after executing a Reasonable Impediment Declaration.

73

---

---

---

---

---

---

---

---

---

---

## PROVISIONAL VOTER (continued)

*(Handbook for Election Judges and Clerks, 36-37)*

At all elections, the following individuals are eligible to receive a provisional ballot:

5. A voter who does not present an acceptable form of photo ID or follow the Reasonable Impediment Declaration because of a natural disaster that was declared by the president of the United States or the Texas Governor, occurred not earlier than 45 days before the date the ballot was cast, and caused the destruction of or inability to access the voter's identification.
6. A voter whose name on the form of identification presented (an acceptable form of photo ID or, if applicable, a supporting form of identification with a Reasonable Impediment Declaration) is determined by the election officer not to exactly match or be substantially similar to the name as it appears on the list of registered voters.
7. A voter who presented a form of identification (an acceptable form of photo identification or, if applicable, a supporting form of identification with a Reasonable Impediment Declaration) but whose identity cannot be verified by the identification presented.



**NOTE:** If a voter is casting a provisional ballot due to reasons 1-7 above, the Election Judge must advise the voter that in order to have his or her provisional ballot accepted, the voter must present an acceptable form of photo ID to the voter registrar, or, if the voter does not possess and cannot reasonably obtain an acceptable form of photo ID, execute a Reasonable Impediment Declaration, and present a form of supporting ID to the voter registrar, or, if applicable, qualify for one of the exemptions (disability, natural disaster, or religious objection to being photographed) within 6 calendar days of Election Day.

74

---

---

---

---

---

---

---

---

---

---

## PROVISIONAL PROCEDURE

- If the voter believes they are registered, the Early Voting Judge or Alternate Judge must ask if the voter registered or updated their registration at DPS or during a voter registration drive.
- If voter did go to DPS or registered through a voter registration drive, the Election Judge must write the approximate date the voter completed the application on the "Affidavit of Provisional Voter."
- In addition to asking about DPS or a voter registration drive, it is okay for the Election Judge to ask additional information about when/how the voter believes they have registered in order to complete the provisional process:
  - When did you mail in your card?
  - What was the name/and or location for which you registered through a Volunteer Deputy Registrar or voter registration drive?

All these questions help the voter! Remember to check or mark reason seven (7) on Affidavit of Provisional Voter.

75

---

---

---

---

---

---

---

---

---

---

### JUDGES RESPONSIBILITIES

1. Have provisional material ready.
2. Make sure all Election Workers understand that they must offer a provisional to those who are eligible.
3. Be prepared to move provisional voters out of the main line and to the side for processing, direct provisional voters to designated provisional voting area.
4. Ensure voters know they have six days to cure their ballot.
5. **Make sure to write the name of all provisional voters on the "List of Provisional Voters."** Note: You will need this list when completing the "Register of Official Ballots" during closing procedures.
6. Be aware that if there is time, **they can leave and return with proper photo ID or supporting form of ID.**
7. Follow the instructions and fill out all forms completely. Provisional process instructions are available inside your binder.

---

---

---

---

---

---

---

---

---

---

76

### NOT REGISTERED TO VOTE/DID NOT MEET REGISTRATION DEADLINE

All provisional voters must be checked-in on the E-Poll Book **except** for those voters that:

1. Did not meet the voter registration deadline; or
2. Are not registered to vote.

A combination form will be provided to process those voters that fall under this category.

Remember, should any questions arise call the Elections Department first!

---

---

---

---

---

---

---

---

---

---

77

Election District		UTEP	Date of Election	Type of Election	Voter Address		Signature	
County Precinct No.	Y/N/P	Y/N/P	05/04/2024	Uniform & Special	First Name	Last Name	Signature	Print Name
97-1					Joe	Smith	<i>[Signature]</i>	Joe Smith

**PROVISIONAL VOTERS - NOT REGISTERED TO VOTE ONLY**

Lisa Wise

---

---

---

---

---

---

---

---

---

---

78










## WHAT IS CURBSIDE VOTING?



If a voter is physically unable to enter your voting place without assistance or likelihood of injury to his or her health, one Election Worker may deliver a ballot to the voter at the entrance or curb of the Early Voting Location (Sec. 64.009(a)).

The voter must be qualified by the Election Worker before the voter can receive the ballot (Sec. 64.009(b) and (c)).

If the voter is not only physically unable to enter the polling place, but is also eligible for voter assistance in marking his/her ballot.

- Two Election Workers may assist the voter (Sec. 64.032(a)) or;
- The voter may be given assistance by a person of the voter's choice, other than the voter's employer or agent of that employer (Sec. 64.032(c); 42 U.S.C.A. 1973aa-6).

You will receive **one A-Frame sign** for your Early Voting Location.

**NOTE: NEW LAW: SB 477 (2023, R.S.)** amended Section 64.009 of the Code, effective June 18, 2023, requires for a polling place to designate a space for curbside voting. **DO NOT PLACE THE A-FRAME IN AN ADA/ACCESSIBLE PARKING SPACE.** Also, new law states that a voter requesting curbside voting "may call or text to request assistance." The cell phone number displayed on the sign will be answered by an Elections Department staff member that will call your location to provide you with the voter(s) information and vehicle information.

91

---

---

---

---

---

---

---

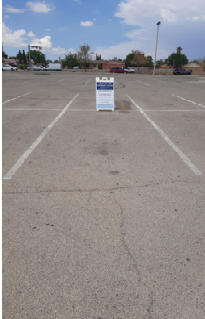
---

---

---

## CURBSIDE VOTER

- **You may not question or challenge the voter for voting curbside!**
- Curbside voters **will be checked-in** on the E-Poll Book.
- Curbside voters **DO NOT receive an activation card** during the check-in process.
- Voter will vote on the ExpressTouch.
- If curbside voter is a provisional voter (not registered to vote, does not have an acceptable form of ID, does not have their mailed ballot) you must provide voter with paper ballot, secrecy envelope and the Affidavit of Provisional Voter. Deposit the sealed affidavit (containing voted ballot) inside the Provisional Bag.
- Remember, should any questions arise call the Elections Department first!



92

---

---

---

---

---

---

---

---

---

---

## PERSON PROVIDING TRANSPORTATION TO SEVEN OR MORE VOTERS (CURBSIDE VOTING)

Type of Election		Polling Location	
UNIFORM & SPECIAL	COURTHOUSE	Authority Conducting Election	
Eg: 4/2024		No Name	
<b>INFORMATION OF PERSON THAT PROVIDED TRANSPORTATION TO SEVEN OR MORE VOTERS FOR CURBSIDE VOTING</b>			
<b>INFORMATION OF PERSONS WHO PROVIDED TRANSPORTATION TO SEVEN OR MORE VOTERS</b>			
Name of Person that Provided Transportation Luis Robles	Address of Person that Provided Transportation 123 Main St., El Paso, TX 79901	Did the person who provided transportation provide the assistance by delivering and retrieving the ballot for the voter at the polling place? <input checked="" type="radio"/> Yes <input type="radio"/> No	Did the person who provided transportation assist the voter in marking the ballot? <input type="radio"/> Yes <input checked="" type="radio"/> No
		Yes/No	No/No
		Yes/No	No/No
		Yes/No	No/No
		Yes/No	No/No
		Yes/No	No/No
		Yes/No	No/No
		Yes/No	No/No

**Instructions:**  
A person that simultaneously provides transportation to 7 or more curbside voters to the polling place must complete and sign this form.  
If the person that provided transportation also assists the voter, the person must report the type of assistance that will sign later in the voting location.

**RETURN INSIDE ENVELOPE #2**

93

---

---

---

---

---

---

---

---

---

---














### YELLOW CANVAS BAG

- Place the VOTED ACTIVATION CARDS extracted from the BLUE BALLOT BOX in the Yellow Canvas Bag, the Early Voting Supervisor assigned to your location will pick-up bag daily during the Early Voting Period, (except for last day).

106

---

---

---

---

---

---

---

---


### DAILY ENVELOPE

Early Voting Judge:  
Envelopes are labeled by location.

**The following completed forms must be returned inside the assigned envelope:**

- Statement of Residence
- Texas Voter Registration Application (English/Spanish)
- Reasonable Impediment Declaration
- Early Voting Daily Report
- Register of Surrendered Ballots by Mail

Daily envelope will be picked up by your appointed Rover every other day.



107

---

---

---

---

---

---

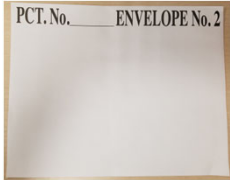
---

---

### ENVELOPE #2

Any completed forms during the Early Voting period must be distributed to appropriate authorities in particular envelopes. The following forms must be placed inside Envelope #2 ready to return on the last day of Early Voting. Unused forms go back inside the Election Forms envelope:

- Poll Watcher Certificate of Appointment
- Oath of Election Judges and Clerks
- Oath of Assistance
- Oath of Interpreters
- Early Voting Seal Logs
- Activation Cards & Provisional Ballot Bag-Seal Log
- Register of Official Ballots/Ballot and Seal Certificate (White Copy)
- Information of Person that Provided Transportation to Seven or More Voters for Curbside Voting



108

---

---

---

---

---

---

---

---

## EARLY VOTING DAILY REPORT

Remember:

- Early Voting Judge and Alternate Judge, complete your Early Voting Daily Report and return inside your Return Forms Envelope, form is double-sided.
- For any voting machine or E-Poll Book issues call the Elections Department immediately!
- Main Line: (915) 546-2154.

109

---

---

---

---

---

---

---

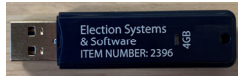
---

---

---

## DELIVERY OF FLASH DRIVES

- After closing your location, the Early Voting Judge and Alternate Judge **must remove two flash drives, one from the DS200 and one from the ExpressTouch**; see "DS200 and ExpressTouch Closing Procedures" on binder for instructions.
- Place **both flash drives** inside **yellow bank bag**. Judges, you **must** lock the **yellow bank bag** with red seal provided inside the clear pouch.
- Sealed bank bag **must** be delivered with the rest of the election supplies to Justice Warehouse.
- **If you forget either flash drive, you will be required to return to your Early Voting Location to retrieve that flash drive and bring it to the warehouse. This is the law!**



110

---

---

---

---

---

---

---

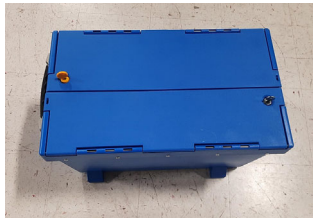
---

---

---

## DS200-BLUE BALLOT BIN

- This process is **ONLY for Early Voting Locations**:
- The blue bin must be locked every night with **both the silver key and the yellow key**. This will ensure that once it's empty, no ballots are being inserted until opening procedures the next day.
- Voted ballots will be picked up every night by your assigned Early Voting Supervisor (Rover).



111

---

---

---

---

---

---

---

---

---

---





# END OF TRAINING

For more information or questions regarding this training contact Marco Covarrubias, Training Coordinator Supervisor at [M.Covarrubias@epcounty.com](mailto:M.Covarrubias@epcounty.com).

---

---

---

---

---

---

---

---

115