



Nonpartisan Poll Worker Recruitment Toolkit and Resource Guide

*Created by the Michigan Department of State
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Introduction to Poll Worker Recruitment

In Michigan, elections are a team sport, and election inspectors are the most valuable players!

Election inspectors are what election workers, or poll workers, are called in Michigan. They are hired, paid, and trained local government workers who assist with running local elections.

Michigan has 83 counties, 280 cities, and 1,240 townships. During an election, each of these units of government requires a staff of paid election inspectors to assist voters and help process ballots.

Shifts and job assignment, precinct placement, and pay rate for election inspectors are all determined by local election clerks. Pay rate is typically \$10-15 dollars per hour.

What is Democracy MVP?

Democracy MVP is a Michigan based, nonpartisan election inspector recruitment program run by the Michigan Department of State.

The MVP program works with stakeholder partners to recruit among their communities. Partners include nonpartisan businesses, nonprofits, and organizations. This coordination helps ensure our great state's elections are fully staffed.

How does Democracy MVP work?

Democracy MVP helps connect individuals interested in serving as an election inspector with local election clerks who are hiring workers for upcoming elections.

Individuals interested in serving as an election inspector can complete the online interest form at Michigan.gov/Pollworker. The interest form collects the following information:

- Name
- Voter registration address
- County
- Contact information (email, phone number)
- Political affiliation (a required disclosure for election inspectors, per Michigan Law)
- Distance willing to travel

Once their information is submitted, it is provided directly to city, township, and county election clerks in Michigan who may contact them if they are hiring additional support.

Please note that Democracy MVP does not hire or recruit election observers, including election challengers or poll watchers. Learn more by reviewing our [Frequently Asked Questions](#) section at Michigan.gov/DemocracyMVP.

How you can help

This toolkit contains resources to help us spread the word and recruit more poll workers, including social media graphics, post language, newsletter templates, sample email messages, flyers, and handouts.

Ways you can assist during the recruitment period:

1. Raise awareness about the critical need for poll workers in 2024 with your community, supporters, networks, employees, etc.
2. Encourage sign up through Michigan.gov/Pollworker.
3. Share the eligibility requirements and responsibilities for serving as an election inspector (See the [Frequently Asked Questions](#) section at Michigan.gov/DemocracyMVP for more information).

Recruitment Timeline

In 2024, Michigan has statewide elections in both August and November. Poll worker recruitment, hiring, and training typically begins 1-3 months prior to Election Day.

A timeline for 2024 election days, early voting periods, and poll worker recruitment is listed as follows.

Election Day Poll workers needed to staff.	Recruitment period Poll workers are recruited, hired, and trained.	Early in-person voting period* Poll workers needed to staff.
Tuesday, August 6 Primary Election	Throughout June and July	Saturday, July 27 through Sunday, August 4
Tuesday, November 5 Presidential Election	Throughout August, September, and October	Saturday, October 26 through Sunday, November 3

*Some jurisdictions may provide additional days of early in-person voting, starting up to 20 days earlier than the listed mandatory early voting period.

Counting Your Organization's Referrals

You can count the number of election inspectors referred by your organization, send an email request to Sarah Reese at ReeseS2@Michigan.gov.

To count the number of referrals from your organization, registrants must enter your organization name in the "additional comments" section of the Democracy MVP Election Inspector Interest Form. Updated sign-up numbers may be provided to your organization upon request.

Please note that Democracy MVP may track the number of individuals completing the interest form but cannot track whether those people have been hired by local clerks.

Social media library

Graphics

Share the following graphics on social media. Remember to tag us @DemocracyMVP or @MichiganSoS



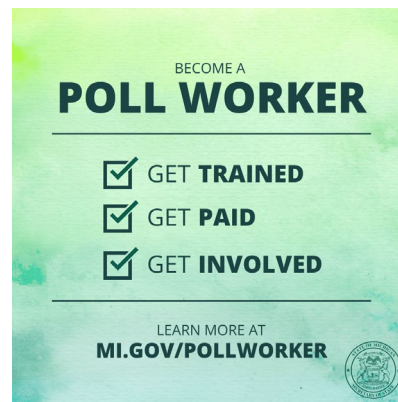
[Link to download](#)



[Link to download](#)



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MICHIGAN NEEDS ELECTION WORKERS
Get **Trained**, Get **Paid**, Help your **Community**



Michigan.gov/DemocracyMVP

Our democracy needs **YOU!**
Sign up to be an **MVP.**

Complete the Election Worker Interest Form and learn more at: Michigan.gov/DemocracyMVP

[Link to download](#)

EARN \$\$\$ BY SERVING AS A POLL WORKER!
Apply today to serve as a paid election worker for November.



Michigan.gov/DemocracyMVP

Our democracy needs **YOU!**
Sign up to be an **MVP.**

[Link to download](#)



MICHIGAN ELECTIONS NEED YOU!
HELP RUN SMOOTH, SECURE AND ACCESSIBLE ELECTIONS

SIGN UP TODAY TO BECOME A PAID POLL WORKER IN MICHIGAN.
MICHIGAN.GOV/POLLWORKER



[Link to download](#)

POLL WORKERS NEEDED GET TRAINED GET PAID

Become a poll worker in Michigan today at Michigan.gov/DemocracyMVP



Michigan.gov/DemocracyMVP

[Link to download](#)

Michigan needs **election workers!**




#DemocracyMVP




[Link to download](#)

Seeking skilled workers to serve as **paid election workers for November.**



#DemocracyMVP



[Link to download](#)



[Link to download](#)



[Link to download](#)

Sample Social Media Language *(please note the Michigan.gov/Pollworker and Michigan.gov/DemocracyMVP links are interchangeable)*

Michigan needs poll workers for the 2024 elections. Sign up today at Michigan.gov/PollWorker.

Sign up to serve as a paid poll worker in Michigan! Visit Michigan.gov/DemocracyMVP to learn more.

In 2024, Michigan offers early in-person voting for the first time ever! More poll workers are needed to staff early voting. Sign up at Michigan.gov/PollWorker.

Elections are a team sport, and poll workers are the most valuable players. Sign up to be a paid poll worker in Michigan at Michigan.gov/DemocracyMVP

Optional Hashtags

#DemocracyMVP #BeaPollWorker #MichiganNeedsPollWorkers

Web graphics

Use these web-ready graphics on your internet / intranet and help motivate your audience to serve as election inspectors. Banner graphics can be linked to Michigan.gov/DemocracyMVP.

Graphics on the following pages, and more, are available for [download at this link](#).



Videos

Download and share the following videos to educate and help motivate your audience to serve as poll workers inspectors.



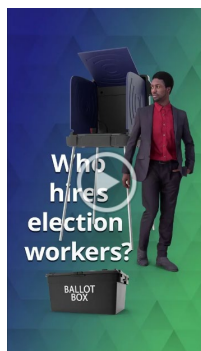
[Democracy is a team sport video](#)



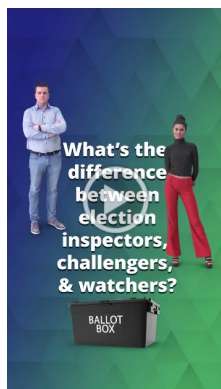
[Democracy MVP election worker introduction video](#)



[What is an election inspector video](#)



[Who hires election workers video](#)



[The difference between election inspectors, challengers & watchers video](#)

Sample Email Outreach

Subject: Sign up to be a poll worker in Michigan!

Body:

Dear _____,

[**Organization name**] is proud to partner with the State of Michigan’s nonpartisan poll worker recruitment program to encourage you to sign up as an election inspector for the August or November elections.

The State of Michigan is seeking individuals to serve as paid local poll workers for both the August and November 2024 elections. Learn more and sign up at Michigan.gov/Pollworker

[**optional language:** Please input “[**your organization name**]” in the field for organization name when completing the interest form.]

To serve as a poll worker in Michigan, you must be:

- You must be at least 16 years of age.
- You must be a registered voter in Michigan if 18+ years of age. Individuals aged 16 – 17 must be a Michigan resident.
- You must not have a felony or election crime conviction.
- You must not be an election challenger, a candidate, a member of a candidate's immediate family, or a member of the local board of canvassers.

Hired workers will be paid for their time, and fully trained by local or county clerks to run elections. Hiring and training sessions for the August election may be offered near you throughout June and July. For the November election, hiring and training sessions may be available throughout September, October, and November.

Thank you for your participation in this important civic initiative. We are proud of the commitment that [**your organization name**] shows each and every day to public service and making a positive impact in our communities.

Sincerely,

[**your organization name**]

Sample Newsletter

[Organization name] partners with State of Michigan to recruit Poll Workers

[Organization name] is proud to partner with the Michigan Department of State to support nonpartisan poll worker recruitment. Learn more about serving as a paid poll worker and sign up today for the August or November elections at Michigan.gov/PollWorker.

This year, statewide elections will offer a minimum of 9-days of early in-person voting. This means more poll workers are needed to help voters and count ballots.

To serve as a poll worker in Michigan, you must be:

- You must be at least 16 years of age.
- You must be a registered voter in Michigan if 18+ years of age. Individuals aged 16 – 17 must be a Michigan resident.
- You must not have a felony or election crime conviction.
- You must not be an election challenger, a candidate, a member of a candidate's immediate family, or a member of the local board of canvassers.

Hired workers will be paid for their time, and fully trained by local or county clerks to run elections in accordance with Michigan election law. Hiring and training sessions for the August election may be offered near you throughout June and July. For the November election, hiring and training sessions may be available throughout September, October, and November.

More Ways to Support Elections

Michigan Business United for Elections [Press Release Link](#)

Businesses and organizations from across Michigan have joined MBUE and pledged to provide nonpartisan voter information to their employees, supporters, and networks!



Learn more and join Michigan Business United for Elections at Michigan.gov/MBUE. Participants may also email their organization's logo to ReinhardtS@Michigan.gov to be added to the website.

Democracy Ambassadors

Get updates and share voter information through Democracy Ambassador program. Know the rules about voting in Michigan and help prevent the spread of misinformation.

Sign up for monthly, nonpartisan newsletter updates about voting and elections at Michigan.gov/DemocracyAmbassador.

