

IGA Election Services
Fee Schedule & Poll Worker Compensation Review
Tuesday, March 24, 2026 – Work Session

Purpose

- Review current Intergovernmental Agreement (IGA) election service fees.
- Compare Cochise County Fees to statewide and national benchmarks.
- Evaluate cost recovery gaps and operational drivers.
- Discuss potential fee adjustments and poll worker incentives.

Background

- Jurisdictions may contract with Cochise County for election services.
 - Costs include:
 - Equipment
 - Ballot production and processing
- Governed in part by Arizona Revised Statutes 16-204 / Consolidated Dates.



Current Fee Structure



Elections Services Provided

- \$0.75 per registered voter / \$800 minimum fee / Cancel & appoint: \$250
- Poll Workers Fees and Training
- Equipment
 - Delivery
 - Programming and Setup
 - Training and troubleshooting
- Ballot Production and programming
- Provisional ballots, records destruction
- Tabulation, Canvass and Reporting



Statewide Cost Comparison for Reimbursement Elections Department Only

Typical Cost Per Registered Voter - Range: \$0.44 - \$5.75
Arizona Average: \$2.90 Per Registered Voter

- Examples
 - Pinal: \$0.75 + actual costs
 - Mohave: \$0.68 - \$1.38
 - Coconino: up to \$5.00
 - Pima: up to \$5.75
- National Cost Context
 - U.S. election administration: \$4B-\$6B annually
 - \$8 - \$12 per voter
 - Local elections can exceed - \$15 - \$20 per voter



Cost Recovery / Drivers



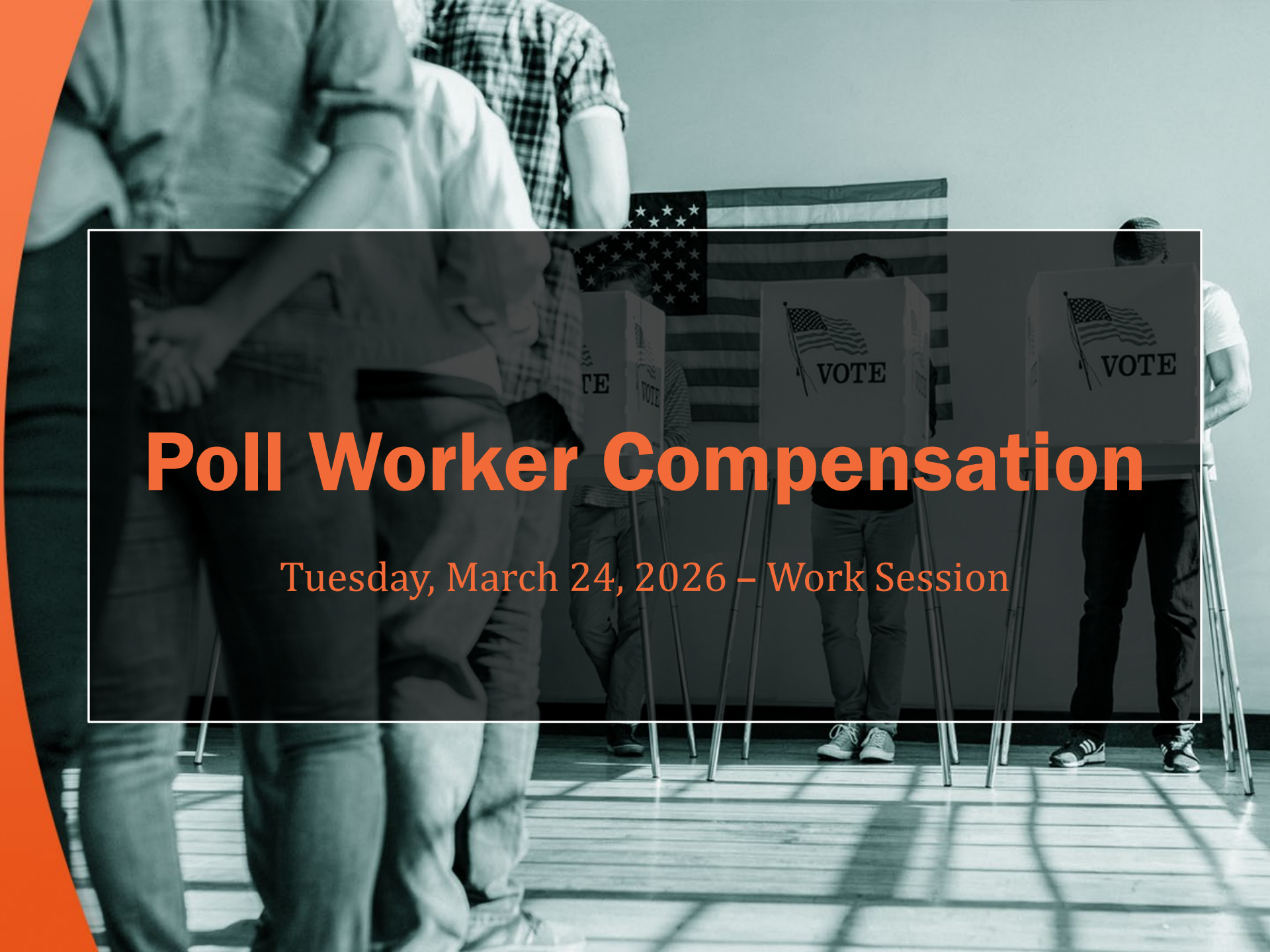
Recovery

- Increasing the combined fee from \$0.75 per registered voter to \$6.50 per registered voter (Recorder \$3.50 (not primary or general elections) + Election fees \$3.00) represents a substantial adjustment to support full cost recovery and long-term sustainability of services.

Cost Drivers and Operational Impacts

- Ballot Length – Longer ballots increase printing, paper and mailing costs, and extend time spent per voter at booth.
- Spanish Translation – Bilingual ballots increase design, printing, and layout complexity, contributing to higher production costs.
- Long Lines on Election Day – Increased voting time per person, requiring more staffing, equipment to maintain service levels.





Poll Worker Compensation

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Current – Cochise County

- Inspector
 - \$200 Election Day
 - \$35 - \$60 Training
- Clerks/Judges/Marshals
 - \$120 Election Day
 - \$35 - \$60 Training



Statewide Comparison

- Highest Election Day for Inspectors - \$300 (1 County)
 - 14 Counties are in the \$100 - \$200 range
- Clerks/Judges/Marshals
 - \$100 to \$150 Election Day



Policy Considerations



IGA Fee Adjustments

- Increase per-voter fee closer to state average
- Consider a tiered pricing: Consolidated vs. standalone elections (recalls) (recounts)
- Add Recorder to IGA Signatory Line

Printed Ballots

- Spanish Translation – Bilingual ballots increase design, printing, and layout complexity, contributing to higher production costs.

Poll Worker Incentives

- Increase Inspector pay
- Adjust other roles proportionally

Benefits of Adjustments:

- More equitable cost sharing
- Reduced county subsidy burden
- Alignment with Arizona counties
- Improved staffing reliability



Key Takeaways

- Cochise fees are significantly below market
- Cost recovery is currently insufficient
- Poll worker pay is at lower end of range

Discussion & Direction

- Does the Board support:
 - Updating IGA Fee structure?
 - Adjusting poll worker compensation?
- Direction for:
 - Draft fee schedule revisions
 - Implementation timeline
 - Ballot – Spanish Translation on Printed Ballots

