



Salary Change Consideration

Presented by

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County Compensation

- Compensation for Elections Director is regulated under NC Statute 163-35
 - “Compensation paid to directors of elections in all counties maintaining full-time registration (five days per week) shall be in the form of a salary in an amount recommended by the county board of elections and approved by the Board of County Commissioners and shall be commensurate with the salary paid to directors in counties similarly situated and similar in population and number of registered voters.”
- The County completed a compensation study and presented it to the Board for approval in June, 2022
 - HR met with the Elections Board, and they agreed with the identified similarly situated counties.
 - Compensation was recommended based on the review of the similarly situated Counties in July 2022 and was in-line with the County’s recommendation.
 - The County does not have a pay for performance program. No employee is receiving a bonus or salary increase based on superior work performance.



Compensation Review

- Similarly situated Counties
 - Data from NC School of Government 2023 Salary Survey
- Most recent UNC School of Government salary survey spring 2023
 - The School of Governments salary report was posted in September 2023 using September 1, 2022 data.
 - Compensation data being a year old is the norm for compensation survey results.

County	Year	Position	Actual Annual Salary
Buncombe	2022	Elections Director	\$101,810
Craven	2022	Elections Director	\$142,028
Cumberland	2022	Elections Director	\$88,400
Durham	2022	Elections Director	\$164,000
Forsyth	2022	Elections Director	\$108,680
Johnston	2022	Elections Director	\$97,387
Mecklenburg	2022	Elections Director	\$162,437
New Hanover	2022	Elections Director	\$101,947
Orange	2022	Elections Director	\$122,519
Union	2022	Elections Director	\$105,420
Wake	2022	Elections Director	\$176,954



Current Year Compensation Review

- Worked with an outside vendor to gather salary data. Only one County within our similarly situated group responded with survey data
- We contacted each of the County's again to get data as of December 2023

County	Year	Estimated Current Population	Registered Voters	Position	Actual Annual Salary
Buncombe	2023	278,791	206,802	Elections Director	\$109,222
Johnston	2023	230,135	154,086	Elections Director	\$106,387
New Hanover	2023	232,614	179,506	Elections Director	\$110,777
Union	2023	249,361	175,978	Elections Director	\$109,518
Cumberland	2023	339,318	211,949	Elections Director	\$98,867
Durham	2023	342,008	233,655	Elections Director	\$182,499
Craven	2023	99,886	75,388	Elections Director	\$78,843
Orange	2023	153,166	108,256	Elections Director	\$129,871
Forsyth	2023	392,166	262,398	Elections Director	\$111,940
Mecklenburg	2023	1,174,237	781,097	Elections Director	\$170,559
Wake	2023	1,197,936	813,622	Elections Director	197,853.
Sample using 25% higher/lower than Buncombe County Those outside the range are below the grey bar					
25% Population:		209-348		25% Voters: 155-258	
Registered Voter data: https://vt.ncsbe.gov/RegStat/Results/?date=12%2F17%2F2023					
Population by County: https://worldpopulationreview.com/states/north-carolina/counties					



FINDINGS

Based on the data provided, the Director is within the range of similarly situated Counties.

