

YADKIN COUNTY BOARD OF ELECTIONS
Meeting of April 4, 2023

The Yadkin County Board of Elections met at 8:30 am in the Yadkin County Board of Election's office. The following were in attendance: Walter Shore, Chair, Jeff Smith, Secretary, Larry Vestal, Member, Ellen Reece, Member, Gary Mastin, Member, Laurie Lankford, Assistant, and Elaine Barnes, Director

Minutes were read and signed.

Gary Mastin made a motion to request a third position as, Permanent Part time with appropriate 80% benefits to be added to the Elections office, as had been discussed in previous meetings.
This motion passed.

We were under the understanding that there was already a third position in available as approved by County Commissioners in 2012, we did not know that the position had been dropped or have record of it.

The 2024 Budget number that was given the department for their operating budget was \$70,765.00. In working with the budget and adding other costs that will need to be addressed, the total budget that we came up with was \$84,305.00.

The board approved the amount of \$84,305.00 due to costs that are beyond our control. Such as mailings to voters in 4 precincts that is mandated by state law, and signs that are needed at two of the new precincts and the rising costs of supplies.

Jeff Smith made a motion to start the hiring process for a new Assistant Director to fill the position at the earliest appropriate time according to guidelines that we understand could overlap.
This motion passed.

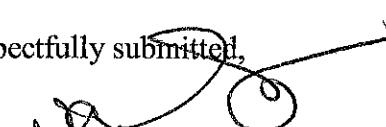
A request, in the form of a letter, will be sent to each of the County Commissioners and to the County Manager to increase the Director's salary to \$55,000.00.

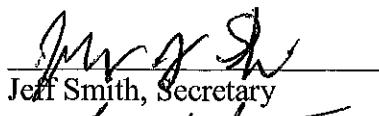
Along with the letter, will be documentation of amounts reflecting in comparison, with each county in size and similar registered voter amounts, and also a budget comparison sheet.

Larry made a motion to increase part time and poll worker pay to \$15.00 an hour. This motion passed.

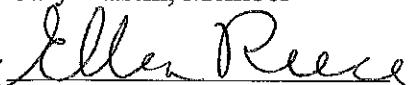
Jeff Smith made a motion to adjourn the meeting. Meeting adjourned.

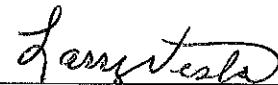
Respectfully submitted,


Walter Shore, Chairman


Jeff Smith, Secretary


Gary Mastin, Member


Ellen Reece, Member


Larry Vestal, Member



YADKIN COUNTY BOARD OF ELECTIONS
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We would like to start by thanking you for your service to Yadkin County.

It is our understanding that you have done a pay study throughout the county in your efforts to adjust the pay scale for employees.

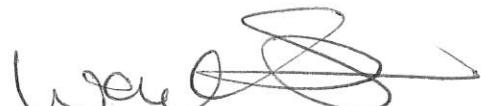
We, The Yadkin County Board of Elections, also did research of Director's pay of similar counties throughout the state. As a result of our research, and as approved in a January 2023 executive session, we request that the Director's salary be increased to \$55,000.00.

Along the same lines, we done a study of part time, and poll workers. We request that part time and poll worker pay be increased to \$15.00/hr. as approved at the April 4th, 2023 session.

Also, we will be losing a full time Assistant Director June 30, 2023 and will be in the process of filling that position ASAP.

Attached is our research on Director's salaries for similar size counties, and the statute for Director compensation.

Additionally just FYI, attached is the total Election budget of similar size counties.


Chair


Secretary


Member


Member


Member

NC counties with voter registration between 20,000 and 30,000 voters as of 12/10/2022

County	Registration	Directors Salary	Years of Experience As Director
Ashe	20,087	50,000	1 year
Scotland	21,216	66,465	17 years
Bladen	22,317	55,000	3 years
Currituck	23,080	55,000	8 months
Cherokee	23,249	67,572	27 years
Alexander	25,167	49,180	5 years
TRANSYLVANIA	26,671	61,500	14 years
Person	27,897	58,000	1 month
MACON	28,152	55,117	5 years
Richmond	28,188	45,000	6 months
VANCE	28,812	50,000	1 year
PASQUOTANK	29,445	50,000	3 years
Average		55,236	6 years + 5 months
4 counties with 3 to 5 years experience		52,324	

Director Elaine Barnes

YADKIN Co 25,015 44,359 7 years

Overview

The elections field has rapidly evolved over the past 10 years. Elections administration is a highly demanding and technical field. Elections administration is a highly specialized and niche field. It takes many years to acquire the knowledge and competency to effectively conduct elections and manage elections at the county level.

Competitive pay is essential in retaining experienced and talented individuals in these positions. Often the workload and the pay are not commensurate with each other.

- In January 2017 the Department of Homeland Security (DHS) designated election infrastructure as a component of US Critical Infrastructure
- Increased reliance on technology with an emphasis on Cybersecurity
- Increased use of absentee by mail and early voting
- Increased number of early voting sites and hours of operation
- Increased need to work extraordinary hours
- Increased public records requests
- Fast pace changes in election procedures due to legislation and litigation

GS § 163-135

Compensation of Directors of Elections. - 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.