

**THE UNIFIED GOVERNMENT OF ATHENS-CLARKE COUNTY  
COMMISSION AGENDA ITEM**

**SUBJECT:** Request to amend pay for the members of the Board of Elections.

**DATE:** May 2, 2023

**BUDGET INFORMATION:**

REVENUES:

EXPENSES:

ANNUAL:

CAPITAL:

OTHER:

FUNDING SOURCE: FY24 General Fund, Department Personal Services Budget

**COMMISSION ACTION REQUESTED ON:** June 6, 2023

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Mayor and Commission approve the Board of Elections' recommendation to amend compensation for the members of the Board of Elections and Voter Registration to \$250 monthly stipend with attendance requirements and \$120 per day of Conferences and Training offered by the Secretary of State's Office.

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**HISTORY:**

1. On April 5, 1993, Governor Zell Miller signed into law an Enabling Act of the General Assembly Act of 1993 (Ga. Laws 4631 & 2002 Ga.) which granted the authority to the Mayor and Commission to establish the ACCGov Board of Elections and Registration signed by Governor Zell Miller.
2. On November 3, 1993, the pay rate of the Board of Elections and Voter Registration was set by the Mayor and Commission. At that time, the Board Members' pay was set at a per diem of \$25.00 per meeting and \$15.00 per hour on Election Day. Additionally, the Board of Elections and Voter Registration receives \$15 hourly for conferences and training, and reimbursement of mileage on Election Day and travel to conferences.
3. On September 14, 2021, the Board Members requested the Elections Director to conduct a compensation survey of other Georgia Boards of Elections. The Elections Director provided a comparative analysis which included numerous counties in the State of Georgia. The analysis specifically reviewed Board of Elections members pay as shown in **(Attachment #1)**.

4. On November 9, 2021, the Board of Elections and Voter Registration voted to direct the Elections Director to present a recommendation to the M&C for a pay adjustment.
5. An agenda item, “Request increase of pay for Members of the Board of Elections and Voter Registration” was introduced during the Mayor and Commission Special Called and Agenda Setting Session on December 14, 2021.
6. During the December 14, 2021 Special Called Session and Agenda Setting, members of ACCGov Commission agreed that though Board of Elections and Voter Registration differs from other BACs, all BACs compensation should be considered.
7. On May 9, 2023, by unanimous vote, the Board of Elections approved a recommendation to amend Board pay: a monthly stipend of \$250 with attendance requirements, which is comparable to Henry County; \$120 per day during Conferences and Trainings (at the current hourly rate) and continue receiving reimbursements for travel on Election Day and for Conferences and Training, effective July 1, 2023.

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**FACTS & ISSUES:**

1. The Board of Elections and Registration is a five-member Board. Three members are appointed by the Mayor and Commission and one appointed per political party.
2. The Board of Elections and Voter Registration meets monthly and conducts additional meetings as needed.
3. On Election Day and during Advance Voting, the members of the Board of Elections and Voter Registration provides assistance throughout the community at polling locations. They also conduct election hearings, if necessary and assists with the accumulation and tabulation of votes cast in all elections.
4. After each election, the Board of Elections and Voter Registration meets to certify election results, approves the reconciliation process of provisional ballots and finalizes the Official and Complete Election Results.
5. The Official Code of Georgia (O.C.G.A.) § 21-2-100, requires at least one member of the board to attend a minimum of 12 hours of training annually offered by the Secretary of State’s Office. The conference training consists of 2.5-3 days of training.
6. In the current FY23 personal services budget, \$11,500 is allocated for Compensation – PT Elected Constitutional; a total of \$1,017,832 for personal services.
7. The Elections Director presented the department’s FY24 Budget Request, but the budget did not include an increase of pay for the Board of Elections and Voter Registration;

however, the request did include an over limit amount of \$71,067 for Personal Services for Overtime and Seasonal Compensation. The total FY24 Budget request entered for Personal Services was \$1,088,899.

8. If the FY24 department's budget is approved as requested, the \$5,300 of additional funds for Compensation – PT Elected Constitutional required to meet this request will be absorbed from the overall \$1,088,899 FY24 Budget Request in Personal Services.

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**OPTIONS:**

- 1 Mayor and Commission approve the Board of Elections' recommendation to amend compensation for the members of the Board of Elections and Voter Registration to \$250 monthly stipend with attendance requirements and \$120 per day of Conferences and Training offered by the Secretary of State's Office.
- 2 Mayor and Commission deny the request to amend the Board of Elections pay rate.
- 3 Mayor and Commission defined option.

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**DEPARTMENT RECOMMENDED ACTION:** Option #1

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**DEPARTMENT:**

Prepared by: Charlotte Sosebee



Charlotte Sosebee

05/10/2023

Date:

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**ADMINISTRATIVE COMMENTS:**

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**ADMINISTRATIVE RECOMMENDATION:**



Manager

May 10, 2023

Date:

**ATTACHMENTS:**

Attachment #1 - Comparative Analysis of Board's Pay - 2021

# COMPARATIVE ANALYSIS

COUNTY	MONTHLY SALARY	OTHER COMPENSATION
Cobb	\$150-\$200	Do not work on Election Day – no other compensation
Columbia	\$300-\$350	No extra pay
Dekalb	\$200	No extra pay
Fulton	\$250-\$350*	No extra pay
Gwinnett	\$150-\$200*	\$50 for Special Called Meetings
Macon-Bibb	\$165-\$200	Do not work on Election Day – no other compensation
Muscogee	\$271-\$292	Compensated on Election Day, Certification, Audits, etc.
Paulding	\$70*	\$125 Election and \$70 per day for working in the office
Richmond	\$55-\$65*	\$200 Election Day
Berrien	\$200-\$350	Works Election Night – no compensation
Crisp	\$75-\$100	Receives the same rate of pay for Election Day
Decatur	\$200-\$300	No extra pay
Henry	\$200	Reimbursed for mileage
Lee	\$100-\$150	Visits precincts on Election Day – no compensation
Lowndes	\$200-\$300	Works Election Day – no compensation
Tift	\$230-\$260	Works Election Day – no compensation

\*Per diem