

Citizen Advisory Committee on Governance

Final Report - November 2, 2020
City of Charlotte, NC

PREFACE

At the direction of Mayor Vi Lyles and Mayor Pro Tem Julie Eiselt, the Citizen Advisory Committee on Governance was established to review the current structure of the Charlotte City Council. Included in the report are recommendations made by the Citizens' Committee to be considered for future Charlotte City Council action.

LETTER FROM THE CO-CHAIR

CACG Co-Chair – Amy Peacock

In January 2020, Mayor Lyles and Mayor Pro Tem Julie Eiselt created an ad-hoc committee called the Citizen Advisory Committee on Governance (CACG). The goal was to consider the following charge from Mayor Lyles and to make recommendations to the Charlotte City Council (CLTCC) based on our research and data from both our peer cities across the United States and our fellow North Carolina cities.

1. "Mayor and City Council terms of office including the length of terms, as well as the method of implementation."
2. "Mayor and City Council full- or part-time positions and related compensation."
3. "Updated policy guidelines and principles for City Council redistricting resulting from the results of the 2020 census."

The committee began meeting virtually in March 2020 and had a total of 10 meetings with City staff that concluded October 2020. We developed the following principles to guide our decision-making process for what is best for Charlotte citizens and our elected officials in light of Charlotte's needs and growth:

Guiding Principles:

- Increase voter participation in our local elections.
- Knowing that well-prepared, thoughtful, and long-term strategic discussion and decision-making by the mayor and council members are optimal for the city; consider the length of terms, compensation, number of terms, implementation, and support staff and function.
- Ensure elected officials are well prepared for long-range decision making.
- Create a way elected officials can serve, communicate with, and represent the citizens most effectively.
- All recommendations should ultimately encourage robust interface with citizens, and adequate compensation and support to allow them to engage at an appropriate level with other CLTCC members, citizens, and other interest groups.

The pages that follow represent the Committee's report to the CLTCC and the culmination of more than six months of exhaustive research and review by the CACG and City staff.

Our diverse committee of Charlotte Democrats, Republicans, and unaffiliated citizens worked exceedingly well together. The respectful behavior enabled the entire team, including staff and the chairs, to facilitate productive meetings resulting in focused discussions. This was even more impressive, because all our meetings were conducted virtually. The committee did not always agree but thankfully, there was no political drama. We got the job done. It was an honor to serve with Cyndee Patterson as co-chair and to see how we can work together for the greater good.

We are grateful to Mayor Vi Lyles and to Mayor Pro Tem Julie Eiselt for the opportunity to take part in this initiative and to City Attorney Patrick Baker; the Strategy and Budget Department; the Department of Human Resources; and the Department of Planning, Design, and Development for all their support.

Most importantly, we believe we have fulfilled the obligations of the Charge and have made reasonable and fair recommendations. We encourage the City of Charlotte City Council to consider these recommendations as they move forward.

Sincerely,

A handwritten signature in cursive script that reads "Amy Peacock". The signature is written in a dark ink and is positioned above the printed name.

CACG Co-Chair, Amy Peacock

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EXECUTIVE SUMMARY

CHARGE

At the direction of Mayor Vi Lyles and Mayor Pro Tem Julie Eiselt, the Citizen Advisory Committee on Governance (CACG) was established to review the current structure of the Charlotte City Council.

The CACG is an ad hoc committee charged with the detailed consideration of, and recommendation for council action on, the following issues:

- Mayor and City Council terms of office, as well as method of implementation,
- Mayor and City Council full- or part-time positions and related compensation, and
- Updated policy guidelines and principles for City Council from the results of the 2020 Census.

MEMBERSHIP

The CACG is a diverse 12-member group of Charlotte residents including: Co-Chair Cyndee Patterson, Co-Chair Amy Peacock, Kristen Conner, Mimi Davis, Christy Long, Brandon Pierce, Cecy Ramirez, Janice Robinson, Rev. Eleanor Norman Shell, Sam Smith Jr., Peter Smolowitz, and Liz Winer.

METHODOLOGY

The CACG had a total of 10 meetings from March through October 2020. To inform their recommendations, the Committee requested information concerning methods of election, compensation, and length of terms for cities comparable to Charlotte and for North Carolina jurisdictions.

Throughout the discussions and the related votes, the group had a polite and engaging exchange of ideas that covered a range of perspectives.

EXECUTIVE SUMMARY continued

RECOMMENDATIONS

In presenting our recommendations below, the overarching result we want to have is more representation for Charlotte residents and to help Charlotte's Mayor and City Council to manage their elected office and engage with citizens most efficiently while they are serving in office. We also want to ensure that good, qualified people are able to run for office. We do not want to dissuade the best and brightest from running for office.

Item	Recommendation	CACG Vote Count
Elected officials' terms of office	• Four-year terms • Staggered elections • Two term limits contingent on four-year terms	• 8-3 • 10-1 • 10-1
Method of implementation for four-year terms	• Citizens' Referendum	• 7-4
Election method	• Non-partisan elections	• 6-5
Elected officials' compensation	• Increase Mayor and City Council Compensation • Increase Mayor and City Council Compensation to be comparable to that of the Mecklenburg County Board of County Commissioners	• Unanimous • Unanimous
Updated policy guidelines on representation and districts	• Keep the number of council members at 12 (11 council members + Mayor) • Add a district representative and remove an at-large representative • The Committee developed factors to consider when redistricting which can be found in the recommendations section	• 7-4 • Unanimous

INTRODUCTION

Our Charge

At the direction of Mayor Vi Lyles and Mayor Pro Tem Julie Eiselt, the Citizen Advisory Committee on Governance (CACG) was established to review the current structure of the Charlotte City Council.

The CACG is an ad hoc committee charged with the detailed consideration of, and recommendation for council action on, the following issues:

- Mayor and City Council terms of office, as well as method of implementation,
- Mayor and City Council full- or part-time positions and related compensation, and
- Updated policy guidelines and principles for City Council from the results of the 2020 Census.

Our Methodology

The Committee began regular meetings on June 25, 2020, and requested information concerning methods of election, compensation, and length of terms for cities comparable to Charlotte and for North Carolina jurisdictions. Main sources of data the Committee reviewed included:

- Surveys of Charlotte's 20 peer cities,
- Surveys of U.S. Top 10 Council-Manager cities,
- Surveys of North Carolina cities,
- Data from the Institute of Government on all cities in North Carolina (looking at jurisdictions with populations over 50,000),
- Data from Mecklenburg County's Board of Elections,
- City of Charlotte historical records, and
- A Public Input Survey.

Throughout the discussions and the related votes, the group had a polite and engaging exchange of ideas that covered a range of perspectives.

Our Meetings and Outreach

While the Committee was established in January of 2020, due to the COVID-19 Pandemic, we held initial meetings via Zoom and did not meet regularly until June of 2020. There were 10 total meetings from March 19 until October 15, 2020. Regular Committee meetings were advertised to the public through the City of Charlotte's Citywide Calendar and were broadcast on the City's YouTube Channel and the Government Channel.

INTRODUCTION Continued

One of the main objectives in establishing the CACG was to encourage and increase engagement surrounding the issue of Charlotte City Council's current structure, elected officials' compensation, and potential district criteria in light of the 2020 Census.

In addition to meetings, the Committee also had the following available to receive public feedback:

- An e-mail box available for public input cacg@charlottenc.gov
- A public input survey
 - o Distributed to solicit public feedback in a virtual meeting environment
 - o Distributed from September 21, 2020 - October 2, 2020
 - 681 total survey responses
 - 179 individual comments

Given the anticipated continued level of public interest surrounding these issues, the Committee will have this report posted to the CACG [Webpage](#) to allow for ample opportunity for substantial public consideration for a potential voter ballot initiative in 2021.

<https://charlottenc.gov/Mayor/Pages/Citizen-Advisory-Committee-on-Governance.aspx>

MEMBERSHIP

Our Committee

The Committee consisted of 12 members and included representatives from each Council District (1-7) and a mix of Democrats, Republicans and unaffiliated voters.

- **Co-Chair Cyndee Patterson**, Lynwood Foundation
- **Co-Chair Amy Peacock**, VirtualAthlete, LLC and Non-profit Board Chair
- **Kristen Conner**, Keller Williams SouthPark
- **Mimi Davis**, Retired Teacher
- **Christy Long**, Wells Fargo
- **Brandon Pierce**, Coca-Cola Consolidated – Culture & Stewardship
- **Cecy Ramirez**, Hispanic Community Leader
- **Janice Robinson**, Cabarrus College
- **Rev. Eleanor Norman Shell**, Presbytery of Charlotte and Non-profit Consultant
- **Sam Smith Jr.**, United Way of Central Carolinas
- **Peter Smolowitz**, Mower
- **Liz Winer**, Winer Family Foundation

DISCUSSION AND DECISION OUTLINE

We used the following “Discussion and Decision Outline” below (also in the appendix) to guide our conversations and related votes. We wanted to provide it as a tool for your future discussion on these key issues.

Discussion & Decision Outline:

The outline below seeks to summarize CACG’s meetings, discussions, documents, and articles reviewed, along with a public survey we conducted. The outline served as a framework for debate and discussion for the CACG committee and city staff. Most importantly, CACG believes this framework could be used by the Mayor and Charlotte City Council members to discuss, debate, and eventually decide whether to take any action.

Guiding Principles Summary: Consider what is the best desired outcome for the citizens of Charlotte, how to help elected officials be more prepared to serve the citizens, and how to encourage more voter turnout.

Term of Office; Staggered vs. Non-Staggered; Partisan vs. Non-Partisan; Term Limits; & Methods of Modification

A. Two Year Terms (current model)

1. Advantages
 - a. More responsive to changes/ needs of citizens. More accountability to voters.
 - b. CLTCC members are treated no differently than members of Congress & North Carolina General Assembly
 - c. Term length/ time commitment is seen as less of impediment for those seeking to run for office.
 - d. Voters and previous committees have previously decided they prefer this system.
2. Disadvantages
 - a. Current two-year terms are on an “off year” year cycle occurring on odd years, often resulting in lower voter participation.
 - b. Two-year term lengths are often viewed as reactive and shorter-term in scope.
 - c. Incumbents often express frustration and challenges of running a campaign and serving in the position.

OUTLINE Continued

- d. With the current, non-staggered model, a majority of the council, if not all the members, could change in one election cycle, resulting in a lack of continuity or insufficient experience levels to be effective.

B. Four Year Terms

1. Advantages / Key Facts
 - a. Seeks to establish a body with longer-term decision making in mind.
 - b. Those in elected office are not “always running,” hopefully feeling less inclined to make decisions with reelection always center of mind.
 - c. 80% of Charlotte’s peer cities have four-year terms.
 - d. Of the 393 jurisdictions in North Carolina, 351 use staggered terms. That includes eight of the 11 cities whose populations top 50,000.
2. Disadvantages / Key Facts
 - a. Could be less responsive to rapidly changing needs / concerns of citizens.
 - b. Time commitment for service, particularly for those working full-time, could be an impediment for some seeking to serve in the office.
 - c. Non- staggered, four- year terms, could result in a significant loss of experience & continuity in one election cycle.
 - d. Voter disapproval: the past results of voter referendums has shown voters are against the move from 2- year to 4-year terms.

Note: Charlotte Mayor and City Council Election Data 1975-2020:

Mayor: Average # of years served: 4.7 years

City Council: Average # of years served all council members: 5.7 years

At-large: Average # of years served: 5.68 years

District: Average # of years served: 5.8 years

86.7% of incumbent mayors have won since 1975

90% of incumbent city council members have won since 1975

Note: Mecklenburg County:

Mecklenburg County Commission has 2-year terms with non-staggered elections

Mecklenburg County School Board has 4-year terms with staggered elections

OUTLINE Continued

C. Maintaining Partisan Elections

1. Advantages
 - a. Party affiliation remains a driving decision factor for voters.
 - b. Party affiliation may help lesser known, non-incumbent, candidates improve chances of winning more often.
 - c. Partisan elections may reduce the financial burden on individual candidates.
 - d. Voter participation seems to be traditionally higher in partisan elections.
2. Disadvantages/ Key Facts
 - a. With over 30% of the Charlotte voters being registered unaffiliated, the process for candidates to run as “unaffiliated” has more hurdles to get on a ballot, and there have been very few unaffiliated candidates for office.

D. Changing to Non- Partisan Election

1. Advantages/ Key Facts
 - a. 93.3% of NC jurisdictions are non-partisan.
 - b. Local issues such a public safety, transit, solid waste, etc. are generally viewed as “non-partisan” by voters.
 - c. Non-partisan offices could be more appealing for registered unaffiliated citizens who might seek to run for these office(s).
 - d. Some believe that elected officials serving in non-partisan positions will result in less partisan rancor or division within the elected body.
 - e. According to the League of Cities, more than 75% of all municipalities nationwide hold nonpartisan elections, including 22 of the country’s 30 largest cities.
 - f. 18 out of 20 peer cities hold non-partisan elections.
2. Disadvantages / Key Facts
 - a. The two major parties could be less likely to put full support behind candidates in non-partisan races.
 - b. Voter participation is often lower in non-partisan races.
 - c. Without party support, many non-partisan candidates struggle to raise sufficient monies needed to reach voters as effectively as partisan races.

OUTLINE Continued

E. Term Limits

1. Advantages / Key Facts
 - a. Of the Charlotte's national 20 peer cities, 11 have term limits.
2. Disadvantages / Key Facts
 - a. No NC jurisdictions have term limits.
 - b. To impose term limits, NC General Assembly would have to pass special legislation.
 - c. Seeking special legislation is often a matter of timing and has historically not worked in the favor of Charlotte on many issues. We want good relationships with Raleigh and peer cities.
3. Methods of Modification for Changing from 2 to 4 Year Terms and Term Limits
 - a. The North Carolina General Assembly may amend the Charter by local act.
 - b. CLTCC may amend by ordinance; subject to approval by the voters at referendum.
 - c. CLTCC may amend by ordinance without a referendum. However, 5,000 signatures on a petition filed within 30 days may force a referendum.

Decision(s) to consider

1. Remain a 2 year, non-staggered, term? Change to staggered 2-year term?
2. Amend to become a 4-year term? Staggered? Non- Staggered?
3. Remain partisan election?
4. Amend to become non-partisan?
5. Despite not being allow under NC statutes, would you recommend the CLTCC & their legislative team request that the NCGA pass legislation to impose term limits?
6. What is the method of modification? Request General Assembly amend charter? Voter referendum? CLTCC amend ordinance?

Mayor & CLTCC Compensation: Full-Time vs. Part-Time; & Benchmarking

A. Full- vs. Part-Time

1. The NC G.S. do not designate a "full-time" or "part-time" position within local government.

OUTLINE Continued

2. All of the N.C. jurisdictions reviewed have a “part time” mayor and council. Because Charlotte and most cities in NC are established as “Council- Manager” form of governments, board members do not actually run or operate a city / town in NC, they are operated by full-time municipal employees.
3. The terms full- vs. part-time are most often associated with the level of compensation a council member receives for their service and the actual decision-making authority they are granted.

B. Compensation Benchmarking

1. We reviewed information from cities across the nation and throughout North Carolina.
2. A summary of compensation both locally & nationally is as follows (Aside from Charlotte, other jurisdictions may also have allowances when considering total compensation):
 - a. City of Charlotte
 - i. Mayor Total Compensation: \$45,096 (Base Salary: \$27,196; Annual expense allowance: \$10,000; Annual auto allowance \$4,800; Annual technology allowance \$3,100)
 - ii. City Council Total Compensation: \$33,915 (Base Salary: \$21,015; Annual expense allowance: \$5,800; Annual auto allowance: \$4,000; Annual technology allowance \$3,100)
 - b. Mecklenburg County
 - i. Board Chair Total Compensation: \$56,431 (Base Salary: \$37,370; Annual expense allowance: \$9,233; Annual auto allowance: \$4,893; Annual technology allowance: \$4,935)
 - ii. MCBOCC Total Compensation: \$48,563 (Base Salary: \$29,894; Annual expense allowance: \$9,233; Annual auto allowance: \$4,501; Annual technology allowance \$4,935)
 - c. NC Cities & Counties
 - i. Average Mayor Compensation: \$32,756
 - ii. Average City Council Total Compensation: \$25,457
 - d. 20 Charlotte Peer Cities
 - i. Mayor total compensation: \$130,879
 - ii. City Council Total Compensation: \$59,750
 - e. Council- Manager Cities
 - i. Mayor Total Compensation: \$78,717
 - ii. City Council Total Compensation: \$48,336

OUTLINE Continued

3. One correlated element to how much a board member is paid is the elected body's supporting staff and administrative structure.
 - a. In NC, elected officials are most often supported by the City Clerk's office and the City Manager's office.
 - b. Currently, the Mayor is supported by three staff members with an average pay of \$92,983.
 - c. Currently, the CLTCC is supported by seven staff members dedicated to the council. The average salary for those staff members is \$66,549.

Decision(s) to consider

1. Mayor's total compensation: Remain same? Increase?
2. CLTCC member's total compensation: Remain same? Increase?

Composition of the Elected Body

1. Current
 - a. 7 District (Voted by district).
 - b. 4 At Large (Voted by all).

Decision(s) to consider

1. Balance Districts
2. Increase number of council members from 11 to 12 or more to meet demands of 2020 Census population?
3. Add another district representative or at-large representative? Note: Max of 12 (11 council members plus mayor equals a total of 12).
4. Keep the number of council members at 11 but change composition? Add a district representative for 8 district representatives and reduce at large representation to 3.

RECOMMENDATIONS

In presenting our recommendations below, the overarching result we want to have is more representation for Charlotte residents and to help Charlotte's Mayor and City Council to manage their elected office and engage with citizens most efficiently while they are serving in office. We also want to ensure that good, qualified people are able to run for office. We also do not want to dissuade the best and brightest from running for office.

Our Recommendations

Item	Recommendation	Vote Count
Elected officials' terms of office	• Four-year terms • Staggered elections • Two term limits contingent on four-year terms	• 8-3 • 10-1 • 10-1
Method of implementation for four-year terms	• Citizens' Referendum	• 7-4
Election method	• Non-partisan elections	• 6-5
Elected officials' compensation	• Increase Mayor and City Council Compensation • Increase Mayor and City Council Compensation to be comparable of that of the Mecklenburg County Board of County Commissioners	• Unanimous • Unanimous
Updated policy guidelines on representation and districts	• Keep the number of council members at 12 (11 council members + Mayor) • Add a district representative and remove an at-large representative • The Committee developed factors to consider when redistricting which can be found in the recommendations section	• 7-4 • Unanimous

RECOMMENDATIONS Continued

- **Switch to four-year terms:** Currently, the mayor and council members serve two-year terms. By an 8-3 vote, we recommend the mayor and council members instead serve four-year terms.

The majority said this would help the CLTCC work collaboratively, have more time to understand the job, and avoid election-year politics. The minority noted this idea has been rejected by Mecklenburg County voters in previous referendums, as well as by a bipartisan panel co-chaired in 2010 by Mayors Harvey Gantt and Richard Vinroot.

If the CLTCC agrees with the switch to four-year terms, then we also recommend the following:

- o **Referendum:** By a 7-4 vote, we recommend CLTCC hold a referendum on the move to four-year terms. We think voters should have a say.
 - o **Term limits:** By a 10-1 vote, we recommend council members be limited to two terms. If council members serve a longer, 4-year term, we believe the number of terms they serve should be limited.
 - o **Staggered elections:** By a 10-1 vote, we recommend that every two years, half the seats on the council will be up for election. This would mean even with council members serving four-year terms, voters would still have a say every two years.
- **Nonpartisan elections:** Currently, the City of Charlotte has partisan elections, where voters see the name of a party listed next to the name of the candidate on the ballot. In this type of election, Republicans must vote in the Republican primary, and Democrats must vote in the Democratic primary. Unaffiliated voters may choose the Democrat, Libertarian, Republican ballot in a primary election. In general elections, voters can choose any candidate regardless of party affiliation. The nonpartisan election method is one in which candidates do not have party affiliations listed on the ballot in either the primary or general election.

By a 6-5 vote, we recommend Charlotte stop listing the party affiliations of candidates for CLTCC. The committee majority said party affiliations matter less at the local level than at the state or national level. Our group also noted that according to the League of Cities, more than 75% of all municipalities nationwide hold nonpartisan elections, including 22 of the country's 30 largest cities. The minority said party affiliations help inform voters about differences among candidates.

RECOMMENDATIONS Continued

- **Higher pay:** We unanimously recommend a pay raise for both the mayor and council members. We looked at 20 peer cities. The pay for Charlotte's Mayor ranked 18 out of 20, making Charlotte's Mayor the third lowest paid mayor. Charlotte City Council members are paid less than 13 of its peer cities. We looked at the 7 peer cities with the Council-Manager form of government including Charlotte - We rank 5 out of 7 on mayor pay, yet for council pay we are the highest. Most of these Council-Manager run cities have populations smaller than Charlotte.
- We noted the lower level of compensation may dissuade some highly qualified candidates from running for office, because it's difficult to both have a full-time job and represent the city as an elected official.
 - o **Match the salary of the county commissioners:** We recommend raising the pay for the mayor and council to be comparable to that of the Chair of the Mecklenburg County Commissioners and the rest of the board. We considered that an appropriate benchmark.
- **Add a district representative:** We voted unanimously to recommend adding an eighth district representative and removing one at-large position from the CLTCC. Thus, the CLTCC would consist of eight district representatives, three at-large representatives, and a mayor. Our analysis found that the Charlotte's average district size is 112,546. The average district size of NC State House of Representatives is 79,462. CLTCC therefore has 33,084 more citizens per district. With Charlotte growing exponentially, there should be smaller districts and overall, better balance among those districts, with no outliers. Further, Charlotte voters should have more of a say in what's happening in their parts of the growing city.
- **Remain at 12 council members:** We considered adding an additional council member to the CLTCC, the maximum allowed by state law. This would have added an eighth district seat without removing an at-large seat; however, it would significantly change the relationship between the mayor and the council members. Our committee voted 7-4 against taking this step.

RECOMMENDATIONS Continued

- **District Criteria:** In light of the 2020 US Census, the City will draw new Council Districts. We would recommend that the City seek ways for each district to be balanced in a manner that includes an equal number of residents, a goal outlined during the previous Census count. We also recommend that neighborhoods and precincts should not be divided and that, if possible, there would be equal number of districts with either left-or right-leaning voters. **Recommended District Criteria includes the following:**
 - o Importance of the First Order (Highest)
 - Districts must have substantially equal population (Required).
 - Districts should be reasonably compact (Strongly recommend).
 - District boundaries may follow neighborhood boundaries or the boundaries of areas containing residents sharing similar interests.
 - o Importance of the Second Order
 - When possible, districts should have relatively even partisan balance. District boundaries may be drawn to create/maintain balance between major political parties.
 - District boundaries may follow precinct boundaries.
 - District boundaries may be drawn considering the race of district residents as long as race is not the predominant motivating factor.
 - District(s) most likely to be impacted by future annexations may be smaller to minimize impact of future annexations on future re-districting
 - District boundaries may be drawn to avoid contests between incumbents.

CONCLUSION

The charge we had from Mayor Lyles was very important, something she emphasized during a call with our committee. We took her advice to not look at issues separately, but rather consider how the issues and options inter-relate.

As a committee, we took our job seriously, researching and comparing the peer city data and legal advice brought to us by staff for each of our meetings. We talked to our associates and neighbors, and debated different viewpoints in a respectful manner, so we could come to a conclusion in a positive and productive way. We realize these matters are passionate to many in Charlotte as we grow and the key decisions made on recommendations impact not only the Mayor and Charlotte City Council in the future, but in a way, the future of all of Charlotte.

According to the US Census, Charlotte has grown approximately 20% every ten years since 2000. The Comprehensive Plan also indicates that from 2020-2040 Charlotte is expected to grow by over 212,000 jobs and 385,000 people.

In this light, we as a committee recommend the council put these items on their agenda for discussion *and* action. And, further, to have a rigorous and respectful debate amongst elected officials and the Charlotte community.

Thank you to Mayor Lyles and Mayor Pro Tem Julie Eiselt for spearheading this important mission. We on the CACG look forward to seeing CLTCC work together on our recommendations. Please reach out to cacg@charlottenc.gov or your CLTCC representative(s), if you would like to provide additional feedback.

APPENDIX

1. Letter from Mayor Vi Lyles
2. CACG Discussion and Decision Outline
3. Procedures for Modification of Form of Government and Election Methods
4. Executive Summary of Data Collection
5. Mayor and City Council Compensation Overview
6. General Information: Charlotte “Benchmark” Cities
7. Charlotte Benchmark Cities: Mayor Base Pay and Total Compensation
8. Charlotte Benchmark Cities: City Council Base Pay and Total Compensation
9. Charlotte Benchmark Cities: District Size
10. General Information: North Carolina Cities
11. North Carolina Cities: Mayor Base Pay and Total Compensation
12. North Carolina Cities: City Council Base Pay and Total Compensation
13. Charlotte Benchmark Cities and North Carolina Cities: Council – Manager Comparison
14. City of Charlotte Mayor and City Council Compensation Historical Data
15. Mayor and Council Support Staff Compensation Survey
16. UNC SOG Nonpartisan versus Partisan Election Method
17. Forms of Government and Methods of Election in North Carolina
18. History of local elections in Charlotte and Mecklenburg County
19. City of Charlotte Mayor and Council Election Stats 1975-2019
20. 2000 and 2010 Factors that may be Considered in Redistricting
21. CACG Survey Results
22. CACG Survey Demographic Information
23. CACG Survey Comments



February 28, 2020

In December 2019, I announced that an ad hoc Citizens Committee on Governance would be formed to review the current structure of the Charlotte City Council and make recommendations regarding term lengths, methods of implementation for proposed changes, and related compensation. Furthermore, in light of the upcoming 2020 census, I would like the committee to propose policy guidelines and principles for City Council to consider given the results that the Census data will reveal.

I am pleased to share that Cyndee Patterson and Amy Peacock have agreed to lead this committee effort as co-chairs. We anticipate that this committee will meet once a month in the evenings, for a period of six months. The meetings will be open to the public, who will be allowed to contribute to the process in a meaningful way. Ms. Patterson and Ms. Peacock will be supported by the Charlotte City Attorney, Mr. Patrick Baker, to guide the tasks undertaken by the committee. Ms. Patterson and Ms. Peacock will contact you for next steps in this process.

Thank you for being willing to participate on this committee. As a member of the committee, you should plan to attend at least 75% of all meetings, to be able to participate in the final recommendation.

I look forward to working together to develop a path forward for the Charlotte City Council that allows the Council to be best able to serve the people of our city in the most productive and efficient manner possible.

Sincerely,

A handwritten signature in cursive script that reads "Vi Lyles".

Vi Alexander Lyles
Mayor

cc: Cyndee Patterson
Amy Peacock
Patrick Baker
Marcus Jones

Mayor Vi Alexander Lyles
City of Charlotte
600 East Fourth Street Charlotte, NC 28202-2853 704/336-2241

Discussion & Decision Outline: Citizen’s Advisory Committee on Governance (CACG)

Discussion & Decision Outline:

The outline below seeks to summarize CACG’s meetings, discussions, documents, and articles reviewed, along with a public survey we conducted. The outline served as a framework for debate and discussion for the CACG committee and city staff. Most importantly, CACG believes this framework could be used by the Mayor and Charlotte City Council members to discuss, debate, and eventually decide whether to take any action.

Guiding Principles Summary: Consider what is the best desired outcome for the citizens of Charlotte, how to help elected officials be more prepared to serve the citizens, and how to encourage more voter turnout.

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A. Two Year Terms (current model)

1. Advantages

- a. More responsive to changes/ needs of citizens. More accountability to voters.
- b. CLTCC members are treated no differently than members of Congress & North Carolina General Assembly
- c. Term length/ time commitment is seen as less of impediment for those seeking to run for office.
- d. Voters and previous committees have previously decided they prefer this system.

2. Disadvantages

- a. Current two-year terms are on an “off year” year cycle occurring on odd years, often resulting in lower voter participation.
- b. Two-year term lengths are often viewed as reactive and shorter-term in scope.
- c. Incumbents often express frustration and challenges of running a campaign and serving in the position.
- d. With the current, non-staggered model, a majority of the council, if not all the members, could change in one election cycle, resulting in a lack of continuity or insufficient experience levels to be effective.

B. Four Year Terms

1. Advantages / Key Facts

- a. Seeks to establish a body with longer-term decision making in mind.
- b. Those in elected office are not “always running,” hopefully feeling less inclined to make decisions with reelection always center of mind.
- c. 80% of Charlotte’s peer cities have four-year terms.
- d. Of the 393 jurisdictions in North Carolina, 351 use staggered terms. That includes eight of the 11 cities whose populations top 50,000.

2. Disadvantages / Key Facts

- a. Could be less responsive to rapidly changing needs / concerns of citizens.
- b. Time commitment for service, particularly for those working full-time, could be an impediment for some seeking to serve in the office.

Appendix 2: Decision and Discussion Outline

- c. Non- staggered, four- year terms, could result in a significant loss of experience & continuity in one election cycle.
- d. Voter disapproval: the past results of voter referendums has shown voters are against the move from 2-year to 4-year terms.

Note: Charlotte Mayor and City Council Election Data 1975-2020:

Mayor: Average # of years served: 4.7 years

City Council: Average # of years served all council members: 5.7 years

At-large: Average # of years served: 5.68 years

District: Average # of years served: 5.8 years

86.7% of incumbent mayors have won since 1975

90% of incumbent city council members have won since 1975

Note: Mecklenburg County:

Mecklenburg County Commission has 2-year terms with non-staggered elections

Mecklenburg County School Board has 4-year terms with staggered elections

C. Maintaining Partisan Elections

1. Advantages

- a. Party affiliation remains a driving decision factor for voters.
- b. Party affiliation may help lesser known, non-incumbent, candidates improve chances of winning more often.
- c. Partisan elections may reduce the financial burden on individual candidates.
- d. Voter participation seems to be traditionally higher in partisan elections.

2. Disadvantages/ Key Facts

- a. With over 30% of the Charlotte voters being registered unaffiliated, the process for candidates to run as “unaffiliated” has more hurdles to get on a ballot, and there have been very few unaffiliated candidates for office.

D. Changing to Non- Partisan Election

1. Advantages/ Key Facts

- a. 93.3% of NC jurisdictions are non-partisan.
- b. Local issues such a public safety, transit, solid waste, etc. are generally viewed as “non-partisan” by voters.
- c. Non-partisan offices could be more appealing for registered unaffiliated citizens who might seek to run for these office(s).
- d. Some believe that elected officials serving in non-partisan positions will result in less partisan rancor or division within the elected body.
- e. According to the League of Cities, more than 75% of all municipalities nationwide hold nonpartisan elections, including 22 of the country’s 30 largest cities.
- f. 18 out of 20 peer cities hold non-partisan elections.

Appendix 2: Decision and Discussion Outline

2. Disadvantages / Key Facts

- a. The two major parties could be less likely to put full support behind candidates in non-partisan races.
- b. Voter participation is often lower in non-partisan races.
- c. Without party support, many non-partisan candidates struggle to raise sufficient monies needed to reach voters as effectively as partisan races.

E. Term Limits

1. Advantages / Key Facts

- a. Of the Charlotte's national 20 peer cities, 11 have term limits.

2. Disadvantages / Key Facts

- a. No NC jurisdictions have term limits.
- b. To impose term limits, NC General Assembly would have to pass special legislation.
- c. Seeking special legislation is often a matter of timing and has historically not worked in the favor of Charlotte on many issues. We want good relationships with Raleigh and peer cities.

3. Methods of Modification for Changing from 2 to 4 Year Terms and Term Limits

- a. The North Carolina General Assembly may amend the Charter by local act.
- b. CLTCC may amend by ordinance; subject to approval by the voters at referendum.
- c. CLTCC may amend by ordinance without a referendum. However, 5,000 signatures on a petition filed within 30 days may force a referendum.

Decision(s) to consider

1. Remain a 2 year, non-staggered, term? Change to staggered 2-year term?
2. Amend to become a 4-year term? Staggered? Non- Staggered?
3. Remain partisan election?
4. Amend to become non-partisan?
5. Despite not being allow under NC statutes, would you recommend the CLTCC & their legislative team request that the NCGA pass legislation to impose term limits?
6. What is the method of modification? Request General Assembly amend charter? Voter referendum? CLTCC amend ordinance?

Mayor & CLTCC Compensation: Full-Time vs. Part-Time; & Benchmarking

A. Full- vs. Part-Time

1. The NC G.S. do not designate a "full-time" or "part-time" position within local government.
2. All of the N.C. jurisdictions reviewed have a "part time" mayor and council. Because Charlotte and most cities in NC are established as "Council- Manager" form of governments, board members do not actually run or operate a city / town in NC, they are operated by full-time municipal employees.
3. The terms full- vs. part-time are most often associated with the level of compensation a council member receives for their service and the actual decision-making authority they are granted.

B. Compensation Benchmarking

1. We reviewed information from cities across the nation and throughout North Carolina.
2. A summary of compensation both locally & nationally is as follows (Aside from Charlotte, other jurisdictions may also have allowances when considering total compensation):
 - a. City of Charlotte
 - i. Mayor Total Compensation: \$45,096 (Salary: \$27,196; Annual expense allowance: \$10,000; Annual auto allowance \$4,800; Annual technology allowance \$3,100)
 - ii. City Council Total Compensation: \$33,915 (Salary: \$21,015; Annual expense allowance: \$5,800; Annual auto allowance: \$4,000; Annual technology allowance \$3,100)
 - b. Mecklenburg County
 - i. Board Chair Total Compensation: \$56,431
 - ii. MCBOCC Total Compensation: \$48,563
 - c. NC Cities & Counties
 - i. Average Mayor Compensation: \$32,756
 - ii. Average City Council Total Compensation: \$25,457
 - d. 20 Charlotte Peer Cities
 - i. Mayor total compensation: \$130,879
 - ii. City Council Total Compensation: \$59,750
 - e. Council- Manager Cities
 - i. Mayor Total Compensation: \$78,717
 - ii. City Council Total Compensation: \$48,336
3. One correlated element to how much a board member is paid is the elected body's supporting staff and administrative structure.
 - a. In NC, elected officials are most often supported by the City Clerk's office and the City Manager's office.
 - b. Currently, the Mayor is supported by three staff members with an average pay of \$92,983.
 - c. Currently, the CLTCC is supported by seven staff members dedicated to the council. The average salary for those staff members is \$66,549.

Decision(s) to consider

1. Mayor's total compensation: Remain same? Increase?
2. CLTCC member's total compensation: Remain same? Increase?

Composition of the Elected Body

1. Current
 - a. 7 District (Voted on only in district).
 - b. 4 At Large (Voted by all).

Decision(s) to consider

1. Balance Districts
2. Increase number of council members from 11 to 12 or more to meet demands of 2020 Census population?

Appendix 2: Decision and Discussion Outline

3. Add another member district or at-large representative? Note: Max of 12 (11 council members plus mayor equals a total of 12).
4. Keep the number of council members at 11 but change composition? Add a district representative for 8 district representatives and reduce at large representation to 3.



Procedures for Modification of Form of Government

Under NC G.S. 160A -101, the City Council is authorized to make a number of basic changes to the form of City government without any action or approval of the General Assembly.

1. The City Charter currently provides for two-year terms for the Mayor and City Council
2. State Law (G.S. 160A-101) authorizes the Council to change the length of terms
 - Mayoral term may not be less than two years nor more than four (does not have to be the same as Council)
 - Council terms may be two or four years, and need not be all the same length
 - Four-year Council terms may be concurrent or staggered
3. How to change
 - The General Assembly may amend the Charter by local act
 - The Council may amend by ordinance subject to approval by the voters at a referendum
 - The Council may amend by ordinance without a referendum – however, 5,000 signatures on a petition filed within 30 days forces a referendum
4. Processes for a change by Council
 - The Council adopts a resolution of intent and sets the date for a public hearing
 - The public hearing must be held at least 10 days after published notice and within 45 days of resolution
 - The Council must vote within 60 days of the public hearing but not before the next regular meeting
 - A notice of adoption of the ordinance must be published within 10 days after the adoption of the ordinance
 - If the ordinance is subject to a referendum, the referendum must be held at least 45 days after publication but not more than 90 days after the vote
 - If the ordinance is not subject to a referendum but a valid referendum petition is filed, the referendum must be at least 60 days but not more than 120 days after receipt of the petition
 - A referendum that is not held in conjunction with an otherwise scheduled primary or general election would cost approximately \$500,000.
5. Additional changes that may be made:
 - Number of members of the governing board – The size of Council can be between three and 12 members.
 - Composition of the governing board – Council may be composed according to one of five different ways described in the statute. Those include a Council composed of all members elected at large, all members residing in and elected from single member districts and other variations in district/at-large representation, nomination and/or election.
 - Elections – any of the following election methods can be used:
 - **Partisan** - Elections are partisan. Each political party holds a primary to nominate a candidate for each open position; in the subsequent election the person receiving the highest number of votes is elected.





Procedures for Modification of Form of Government Continued

- **Nonpartisan plurality** - Elections are nonpartisan, and the results are determined by plurality, with the person or persons receiving the highest number of votes elected to the open position or positions.
- **Nonpartisan primary and election** - Elections are nonpartisan. A primary is held to narrow the field to two persons for each position open; in the subsequent election the person receiving the highest number of votes is elected.
- **Nonpartisan election and runoff election** - Elections are nonpartisan. If the person receiving the most votes for a particular position does not have a majority of votes cast for that position, a run-off is held between the two top finishers.
- Selection of Mayor- The Mayor may be selected by all qualified voters for a term of two or four years, or the Mayor may be selected by Council from among its membership to serve at its pleasure. In the former method, the Mayor may be given the right to vote on all matters or limited to voting to break a tie; provided in no instance may the Mayor break a tie vote in which the mayor participated.

Terms of Office and Methods of Election Research

In January 2020, Mayor Vi Lyles announced that an ad hoc committee, the Citizen Advisory Committee on Governance, would be formed to review the current structure of the Charlotte City Council and to make recommendations regarding the following:

- Elected officials' length of terms in office,
- Elected officials' full or part-time positions,
- Elected officials' related compensation,
- Updated policy guidelines and principles for City Council redistricting resulting from the 2020 Census, and
- Methods of implementation for proposed changes.

The Committee began regular meetings on June 25, 2020, and requested information concerning methods of election, compensation, and length of terms for cities comparable to Charlotte and for North Carolina jurisdictions. Main sources of data to develop this report included, (1) surveys of Charlotte's 20 peer cities, (2) surveys of U.S. Top 10 Council-Manager governments, (3) surveys of North Carolina cities, (4) data from the Institute of Government on all cities in North Carolina (looking at jurisdictions with populations over 50,000), (5) data from Mecklenburg County's Board of Elections, and (6) City of Charlotte historical records.

Government and Methods of Election

The collected data indicated the following:

- The Council-Manager form of government is the most common form of government in North Carolina. All cities surveyed in North Carolina have the Council-Manager form of government, while 30 percent of Charlotte's peer cities have this form of government.
- Nonpartisan elections are the preferred for 90 percent of peer cities and 93.3 percent of the NC jurisdictions over 50,000.
- A combination of district and at large representatives on city councils is a prevalent form of representation in the peer cities (45 percent) and NC jurisdictions over 50,000 (60 percent). Many peer cities (55 percent) have only district representation.
- The size of the board tends to be 14 members for peer cities and eight in NC jurisdictions over 50,000. By state statute, a North Carolina governing board can be between three and 12 members.
- 80 percent of the peer cities and 43.8 percent of the NC jurisdictions over 50,000 have four-year terms.
- Cities are fairly split on staggered and non-staggered terms – 50 percent of peer cities and 53.3 percent of the NC cities have staggered terms.
- Fifty-five percent of the peer cities surveyed have some form of term limits. No NC jurisdictions have term limits. The NC General Assembly would have to pass special legislation to allow for term limits.

- Ten percent of peer cities surveyed have part-time mayors and 30 percent have part-time council members.
- All North Carolina jurisdictions over 50,000 have a part-time Mayor and Council.
- The average number of mayor and council support staff across peer cities is three for mayor and 11 for city council. Average support staff salary for mayor was \$69,975, while average support staff salary for city council was \$61,395.
- In North Carolina, elected officials are most often supported by the City Clerk's Office and the City Manager's Office.
- Overall Average Total Compensation (please note total compensation includes allowances for various cities:

City of Charlotte	
Mayor Total Compensation	\$45,096
City Council Total Compensation	\$33,915
Mecklenburg County	
Board Chair Total Compensation	\$56,431
Board Commissioners Total Compensation	\$48,563
North Carolina Cities and Counties	
Mayor Total Compensation	\$32,756
City Council Total Compensation	\$25,457
20 Peer Cities	
Mayor Total Compensation	\$130,879
City Council Total Compensation	\$59,750
Council-Manager Cities	
Mayor Total Compensation	\$78,717
City Council Total Compensation	\$48,336

In summary, according to the data collected, the profile of a “typical” city government and method of election would look like this:

	20 Benchmark Cities	North Carolina Municipalities
Form of Government:	Mayor - Council	Council-Manager
Election Method:	Some form of Nonpartisan	Nonpartisan Plurality
Size of Council:	14 members	Eight members
Terms of Office:	Four-years	Four-years
Representation:	District	District and At large
Term Limits:	Term limits	No term limits

Municipal Election Methods in North Carolina

Four methods of election are available to cities in North Carolina:

- Partisan Elections
 - Candidates run for party nomination in primary elections.
 - Voters vote in only one-party primary.
 - Nominees of the parties appear on the ballot in the general election.
 - This is the current system used in Charlotte.
- Nonpartisan plurality elections
 - There is no primary election.
 - In the general election, candidates receiving the most votes win.
 - This is the most commonly used method of North Carolina cities.
- Nonpartisan primary/general elections
 - Candidates run in primary election.
 - Top two “vote-getters” for each seat, (or if there are several seats, twice as many candidates as seats) are nominated.
 - In the general election, top “vote-getters” win.
- Nonpartisan general/run off elections
 - There is no primary election.
 - All candidates appear on general election ballot.
 - Candidates receiving a majority of votes win.
 - If there is no candidate with a majority, then a runoff election is scheduled for the two highest “vote-getters”.

History of Local Elections in Mecklenburg County

Nine times in the last 30 years voters in Charlotte/Mecklenburg have been asked to decide changes to local government for the city, county, and school board. No changes have been made, however, to Charlotte’s governing board since 1977. In 1974, the North Carolina Legislature changed the Mayor and City Council elections from nonpartisan to partisan. In 1977, in a petition-initiated referendum, the City Council changed from 7 at large members to 7 district and 4 at large members. In 2015, Mecklenburg County placed changing the Board of Commissioners length of terms from two years to four years on the ballot. The initiative was defeated, with a vote of 66 percent nays and 34 percent yeas.

Appendix 5: Mayor and City Council Compensation Overview

Citizen Advisory Committee on Governance

Mayor, City Council Compensation

September 3, 2020

Background

Current City of Charlotte Mayor and City Council compensation information:

- City of Charlotte

- Mayor

- Part-time

Total Compensation	
Current annual salary	\$27,196
Annual expense allowance	\$10,000
Annual auto allowance	\$4,800
Annual Technology allowance	\$3,100
Total	\$45,096

- Council

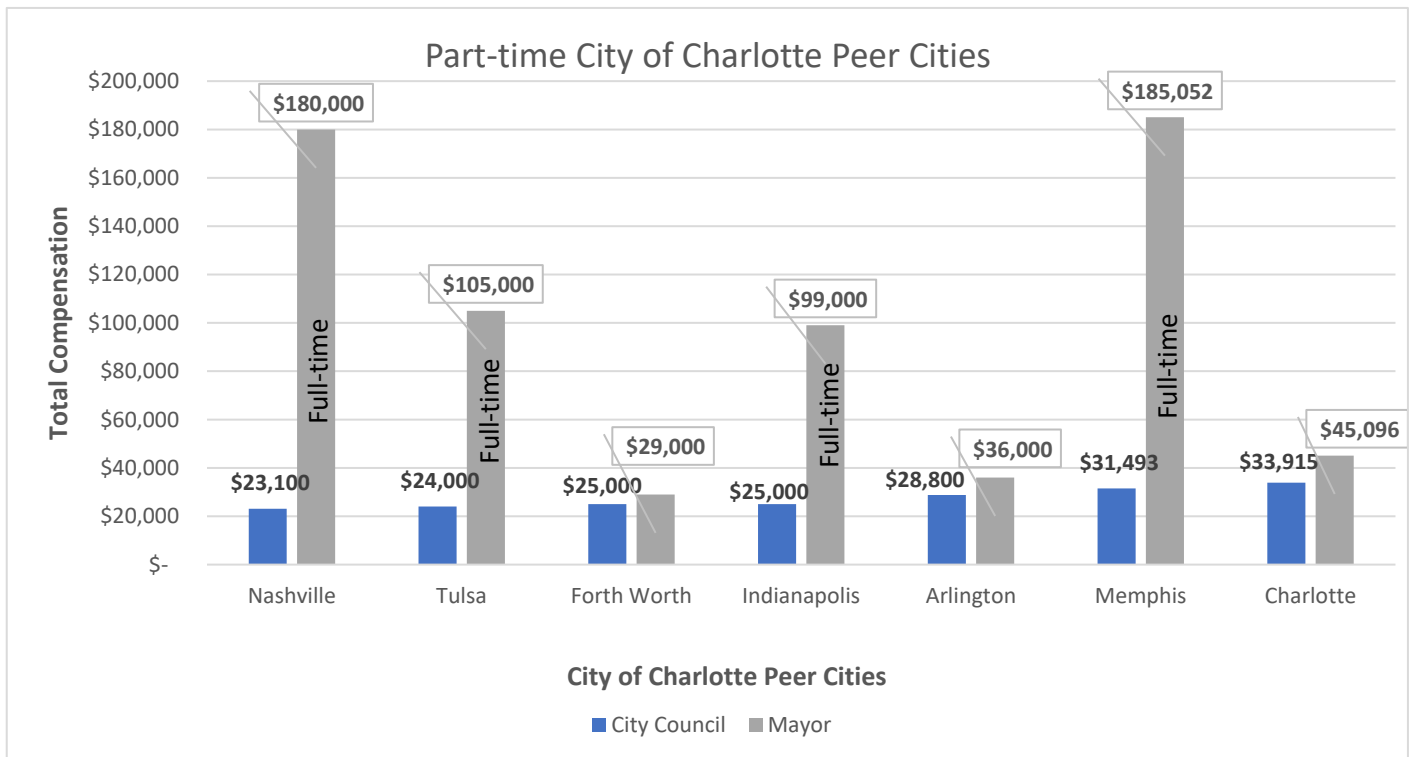
- Part-time

Total Compensation	
Current annual salary	\$21,015
Annual expense allowance	\$5,800
Annual auto allowance	\$4,000
Annual Technology allowance	\$3,100
Total	\$33,915

- Programmed annual three percent salary increase pending budget approval

Considerations

- Part-time City of Charlotte Peer Cities
 - Six have part-time governing councils (Nashville, Tulsa, Fort Worth, Indianapolis, Arlington, and Memphis)
 - Of the six Charlotte's Mayor* and City Council are the highest paid compared to other part-time peer cities
 - *Four part-time governing councils have a full-time Mayor
- Full-time City of Charlotte Peer Cities
 - 11 have full-time governing councils (Dallas, Austin, Denver, Houston, Kansas City, Long Beach, Omaha, Portland, San Diego, Seattle, Minneapolis)
- Unidentified
 - Atlanta, Louisville, Columbus



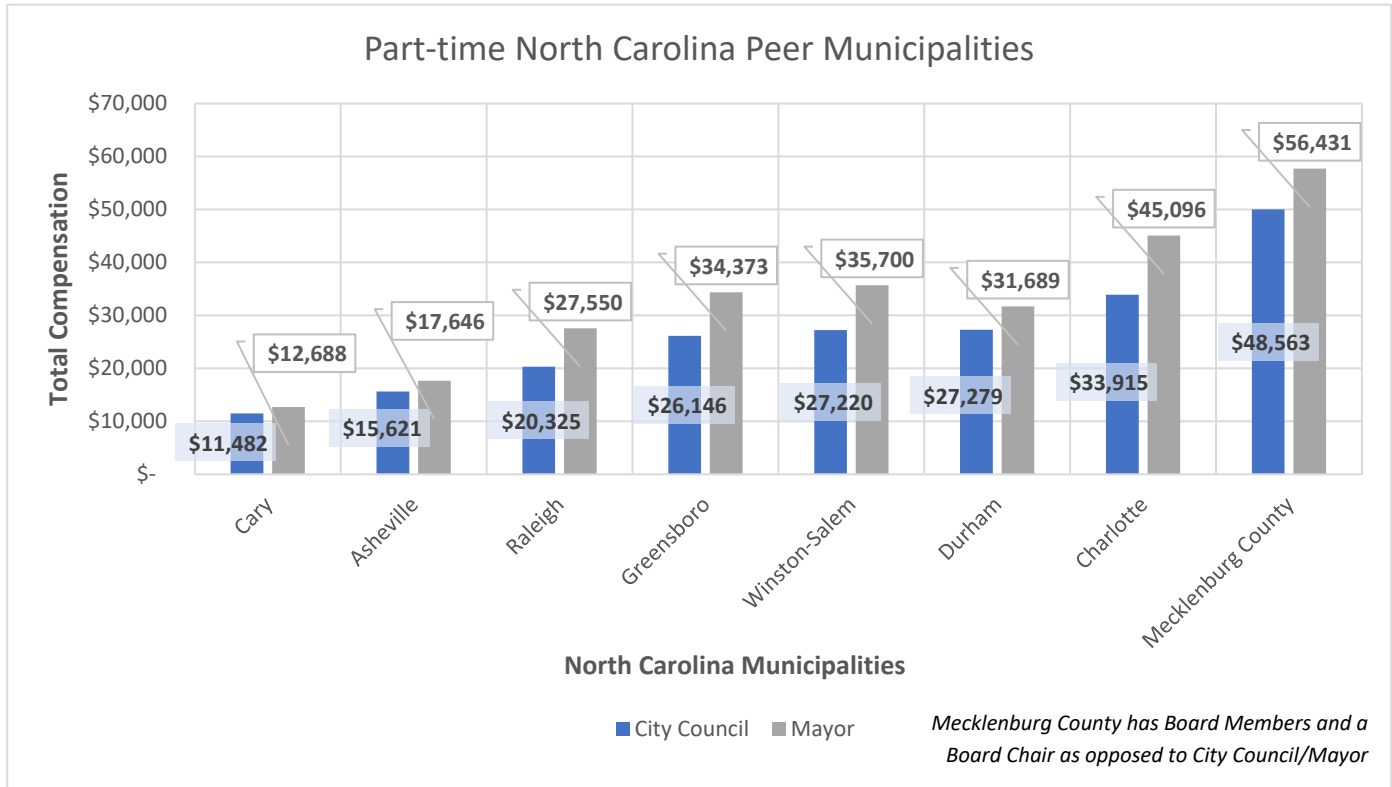
Appendix 5: Mayor and City Council Compensation Overview

Citizen Advisory Committee on Governance

Mayor, City Council Compensation

September 3, 2020

- North Carolina Benchmark Municipalities
 - Of the seven municipalities that Charlotte benchmarked against in the City of Charlotte's Human Resources Salary Survey, Mecklenburg County was the only municipality that had a higher paid governing body than Charlotte.
 - Both governing bodies for Charlotte and Mecklenburg County serve at a part-time capacity.



- City of Charlotte, Mecklenburg County Comparison
 - Based on previous Committee discussion on adjusting Charlotte's elected officials' compensation to be consistent with Mecklenburg County's commissioners' compensation.
 - City of Charlotte has a governing body with a Mayor and 11 council members.
 - Mecklenburg County has a nine-member Board of County Commissioners as the governing body of Mecklenburg County that includes one Board Chair.

Total Compensation Comparison			
Governing Body	City of Charlotte	Mecklenburg County	Difference between City of Charlotte and Mecklenburg County
City Council/ Board Member	\$33,915	\$48,563	(\$14,648)
Mayor/ Board Chair	\$45,096	\$56,431	(\$11,335)

- Factors to consider in raising Charlotte's part-time governing body up to Mecklenburg County's part-time total compensation rate:

Appendix 5: Mayor and City Council Compensation Overview

Citizen Advisory Committee on Governance

Mayor, City Council Compensation

September 3, 2020

- o To bring each of the 11 Charlotte Council Members equal to Mecklenburg County's Board Members a total annual increase that includes the cost of benefits such as medical, retirement, and leave would be \$161,128
- o To bring Charlotte's Mayor equal to Mecklenburg County's Board Chair, a total annual increase that includes the cost of benefits would be \$11,335
- o Annual increase in total compensation for City of Charlotte's part-time governing body, \$172,463

Appendix 6: General Information: Charlotte "Benchmark" Cities

General Information: Charlotte "Benchmark" Cities ¹														
Charlotte "Benchmark" Cities	Population - City ²	Population - MSA ²	General Fund Budget ⁵	Form of Government	Size of Council (excluding mayor)	Number of At-Large Members	Number of District Representatives	Length of Term	Part-Time / Full-Time	Term Limit	Staggered	Form of Election (partisan/nonpartisan)	Most Recent Election Cycle	Support Staff/Compensation ⁴
Arlington, Texas	398,854	7,573,136	\$265,444,666	Council-Manager	8	0	8	2 years	Part-time	3 consecutive terms or no more than 12 combined years for Council and Mayor	Yes	Non-Partisan	5/5/2018 - 11/3/2020 (moved due to COVID)	None; Receive support from City Manager's Office
Charlotte, North Carolina	885,708	2,525,305	\$718,809,225	Council-Manager	11	4	7	2 years	Part-time	No limit	No	Partisan	11/5/2019 - 11/2/2021	7
Fort Worth, Texas	909,585	7,573,136	\$771,937,585	Council-Manager	8	0	8	2 years	Part-time	No limit	No	Non-Partisan	5/4/2019 - 5/4/2021	9 dedicated support staff for Council; 6 Shared with Mayor
Tulsa, Oklahoma	401,190	1,251,172	278,100,000	Mayor-Council	9	0	9	Mayor - 4 years Council - 2 years	Mayor - Full-time Council - Part-time	No limit	No	Non-Partisan	8/28/2018 - 8/25/2020	Public Records Request Sent
Dallas, Texas	1,343,573	7,573,136	1,365,966,274	Council-Manager	14	0	14	Mayor - 4 years Council - 2 years	Full-time	Mayor - 2 terms Council - Up to 8 years	Yes	Non-Partisan	5/4/2019 - 5/1/2021	Public Records Request Sent
Atlanta, Georgia	506,811	5,884,736	677,628,773	Mayor-Council	15	3 (Super Posts)	12	4 years	Undefined in Code	No limit	No	Non-Partisan	11/5/2019 - 11/7/2023	
Austin, Texas	978,908	2,115,827	1,100,000,000	Council-Manager	10	0	10	4 years	Full-time	2	Yes	Non-Partisan	11/3/2020 - 11/5/2024	
Columbus, Ohio ³	898,553	2,078,725	965,000,000	Mayor-Council	*7	*7	*0	4 years	Mayor - Full-time Council - Undefined	No limit	Yes	Non-Partisan	11/5/2019 - 11/7/2023	
Denver City/Co., Colorado	727,211	2,888,227	1,485,509,355	Mayor-Council	13	2	11	4 years	Full-time	3	Yes	Non-Partisan	5/7/2019 - 5/3/2023	Each Councilmember gets \$264,000 to run his or her office
Houston, Texas	2,320,268	6,770,000	2,365,073,294	Mayor-Council	16	5	11	4 years	Full-time	2	No	Non-Partisan	11/5/2019 - 11/7/2023	
Indianapolis, Indiana	876,384	2,028,614	1,033,476,146	Mayor-Council	25	0	25	4 years	Mayor - Full-time Council - Part-time	No limit	No	Partisan	11/5/2019 - 11/7/2023	
Kansas City, Missouri	495,327	2,128,912	606,300,000	Council-Manager	12	6	6	4 years	Full-time	2	No	Non-Partisan	6/18/2019 - 8/1/2023	
Long Beach, California	462,628	13,291,486	554,000,000	Council-Manager	9	0	9	4 years	Full-time	3 ⁶	Yes	Non-Partisan	11/6/2018- 11/1/2022	
Louisville/ Jefferson Co., Kentucky	617.638	1,293,953	610,000,000	Mayor-Council	26	0	26	4 years	Mayor - Full-time Council - Unknown	Mayor - 3 consecutive terms Council - no limit	Yes	Partisan	11/7/2018 - 11/1/2022	
Memphis, Tennessee	651,073	1,348,260	668,680,951	Mayor-Council	13	6 (Super Districts)	7	4 years	Mayor - Full-time Council - Part-time	2	No	Non-Partisan	10/3/2019 - 10/5/2023	
Minneapolis, Minnesota	429,606	3,600,618	481,000,000	Weak Mayor - Council	13	0	13	4 years	Full-time	No limit	No	Non-Partisan	11/7/2017 - 11/2021	
Nashville/Davidson Co., Tennessee	670,820	1,903,045	969,874,000	Mayor-Council	40	5	35	4 years	Mayor - Full-time Council - Part-time	2	No	Non-Partisan	8/1/2019 -8/3/2023	
Omaha, Nebraska	478,192	933,216	386,513,029	Mayor-Council	7	0	7	4 years	Full-time	No limit	No	Non-Partisan	5/7/2017-2021	
Portland, Oregon	654,741	2,478,996	681,600,000	Commission	4	4	0	4 Years	Full-time	No Limit	Yes	Non-Partisan	11/6/2018 - 11/8/2022	8-9 for Commissioners, 18 for the Mayor
San Diego, California	1,423,851	3,338,330	1,540,000,000	Mayor-Council	9	0	9	4 Years	Full-time	2	Yes	Non-Partisan	11/6/2018 - 11/8/2022	
Seattle, Washington	753,675	3,867,046	1,300,000,000	Mayor-Council	9	2	7	4 Years	Full-time	No Limit	Yes	Non-Partisan	11/5/2019 - 11/7/2023	

NOTES:

¹Information gathered from research completed by the Department of Strategy and Budget

²Population information gathered from U.S. Census Bureau 2018 and 2019 Estimates

³Columbus City Council voted to place a charter amendment on the May 8, 2018, ballot that increases the size of the Council to nine; institutes at-large, by place elections and addresses the appointment process; vote passed; Changes will take place in January of 2024. There have also been conversation about limiting terms to 12 consecutive years.

⁴It's recommended to request the Department of Human Resources conduct a survey on dedicated support staff for City Council and Mayor across 20 Benchmark Cities and NC Cities.

⁵General Budget information was collected on city and county websites and included for the most recently approved; Some are estimates

⁶In 2018, the City of Long Beach expanded its term limits to three full terms (12 years). Prior to this vote, Long Beach City Council could serve two, four-year terms and be considered as write-in candidates for a third term.

Charlotte Benchmark Cities Mayor: Base Pay and Total Compensation Results of Salary Survey Conducted by City of Charlotte Human Resources Department (February 2020) Additional Information Compiled by City of Charlotte Strategy and Budget Department								
Charlotte Benchmark Cities	Current Annual Salary	Annual Expense Allowance	Annual Auto Allowance	Annual Technology Allowance	Total Annual Compensation	Scheduled Increase	Outside Employment Allowed	Benefits: Leave (L), Medical (M), Pension(P); Non-cash (NC)
Arlington, Texas	\$ 36,000	\$ -	\$ -	\$ -	\$ 36,000	Unknown	Unknown	Unknown
Charlotte, North Carolina	\$ 27,196	\$ 10,000	\$ 4,800	\$ 3,100	\$ 45,096	3%	Yes	M,P,NC
Fort Worth, Texas	\$ 29,000	\$ -	\$ -	\$ -	\$ 29,000	Unknown	Yes	NC
Tulsa, Oklahoma	\$ 105,000	\$ -	\$ -	\$ -	\$ 105,000	Unknown	Unknown	Unknown
Dallas, Texas	\$ 80,000	\$ -	\$ -	\$ -	\$ 80,000	Unknown	Unknown	Unknown
Atlanta, Georgia	\$ 184,300	\$ 65,000	\$ 36,313	\$ -	\$ 285,613	Unknown	No	L, M, P
Austin, Texas ¹	\$ -	\$ -	\$ -	\$ -	\$ -	Unknown	Unknown	M, NC
Columbus, Ohio	\$ 190,299	\$ -	\$ 4,740	\$ -	\$ 195,039	Unknown	No	L, M, P
Denver, Colorado	\$ 175,520	\$ -	\$ -	\$ -	\$ 175,520	Unknown	No	L, M, P
Houston, Texas	\$ 236,188	\$ -	\$ -	\$ -	\$ 236,188	Unknown	Unknown	Unknown
Indianapolis, Indiana	\$ 99,000				\$ 99,000	Unknown	No	L, M, P
Kansas City, Missouri	\$ 123,156				\$ 123,156	0	No	L, M, P
Long Beach, California	\$ 152,689	\$ -	\$ 5,400	\$ 960	\$ 159,049	Unknown	Unknown	Unknown
Louisville, Kentucky	\$ 121,551				\$ 121,551	0	No	L, M, P, NC
Memphis, Tennessee	\$ 185,052	\$ -	\$ -	\$ -	\$ 185,052	Unknown	No	L, M, P, NC
Minneapolis, Minnesota	\$ 126,528				\$ 126,528	0	N/A	L, M, P
Nashville, Tennessee ²	\$ 180,000	\$ -	\$ -	\$ -	\$ 180,000	Unknown	No	L, M, P, NC
Omaha, Nebraska	\$ 106,445	\$ -	\$ -	\$ -	\$ 106,445	Unknown	Unknown	Unknown
Portland, Oregon	\$ 143,666	\$ -	\$ -	\$ -	\$ 143,666	Unknown	Unknown	Unknown
San Diego, California	\$ 100,464	\$ -	\$ -	\$ -	\$ 100,464	Unknown	Unknown	Unknown
Seattle, Washington	\$ 216,087	\$ -	\$ -	\$ -	\$ 216,087	Unknown	No	L, M, P, NC

Total Compensation Median: \$123,156
Total Compensation Average: \$130,879

Notes:

¹Austin Mayor has elected to not receive a salary

²Nashville Mayor receives transportation which comes out of the departmental budget.

Charlotte Benchmark Cities Council: Base Pay and Total Compensation Results of Salary Survey Conducted by City of Charlotte Human Resources Department (February 2020) Additional Information Compiled by City of Charlotte Strategy and Budget Department								
Charlotte Benchmark Cities	Current Annual Salary	Annual Expense Allowance	Annual Auto Allowance	Annual Technology Allowance	Total Annual Compensation	Scheduled Increase	Outside Employment Allowed	Benefits: Leave (L), Medical (M), Pension(P); Non-cash (NC)
Arlington, Texas	\$ 28,800	\$ -	\$ -	\$ -	\$ 28,800	Unknown	Unknown	Unknown
Charlotte, North Carolina	\$ 21,015	\$ 5,800	\$ 4,000	\$ 3,100	\$ 33,915	3%	Yes	M, P, NC
Fort Worth, Texas	\$ 25,000	\$ -	\$ -	\$ -	\$ 25,000	Unknown	Yes	None
Tulsa, Oklahoma	\$ 24,000	\$ -	\$ -	\$ -	\$ 24,000	Unknown	Unknown	Unknown
Dallas, Texas	\$ 60,000	\$ -	\$ -	\$ -	\$ 60,000	Unknown	Unknown	Unknown
Atlanta, Georgia	\$ 60,300	\$ -	\$ -	\$ -	\$ 60,300	Unknown	Unknown	L, M, P
Austin, Texas	\$ 79,934	\$ -	\$ 5,400	\$ -	\$ 85,334	Unknown	Unknown	M, NC
Columbus, Ohio	\$ 57,138	\$ -	\$ 4,740	\$ -	\$ 61,878	Unknown	No	L, M, P
Denver, Colorado	\$ 105,527	\$ -	\$ -	\$ -	\$ 105,527	Unknown	No	L, M, P, NC
Houston, Texas	\$ 62,972	\$ -	\$ 4,200	\$ -	\$ 67,172	Unknown	Unknown	Unknown
Indianapolis, Indiana	\$ 25,000				\$ 25,000	Unknown	No	L, M, P
Kansas City, Missouri	\$ 61,569				\$ 61,569	0	No	L, M, P, NC
Long Beach, California	\$ 38,177	\$ -	\$ 5,400	\$ 960	\$ 44,537	Unknown	Unknown	Unknown
Louisville, Kentucky	\$ 48,791				\$ 48,791	0	Unknown	L, M, P, NC
Memphis, Tennessee	\$ 31,493	\$ -	\$ -	\$ -	\$ 31,493	Unknown	Unknown	M, P, NC
Minneapolis, Minnesota	\$ 98,685				\$ 98,685	0	Unknown	L, M, P
Nashville, Tennessee ¹	\$ 23,100	\$ -	\$ -	\$ -	\$ 23,100	Unknown	No	M, P
Omaha, Nebraska	\$ 38,888	\$ -	\$ -	\$ -	\$ 38,888	Unknown	Unknown	Unknown
Portland, Oregon	\$ 125,694	\$ -	\$ -	\$ -	\$ 125,694	Unknown	Unknown	Unknown
San Diego, California	\$ 75,386	\$ -	\$ -	\$ -	\$ 75,386	Unknown	Unknown	Unknown
Seattle, Washington	\$ 129,686	\$ -	\$ -	\$ -	\$ 129,686	Unknown	No	L, M, P, NC

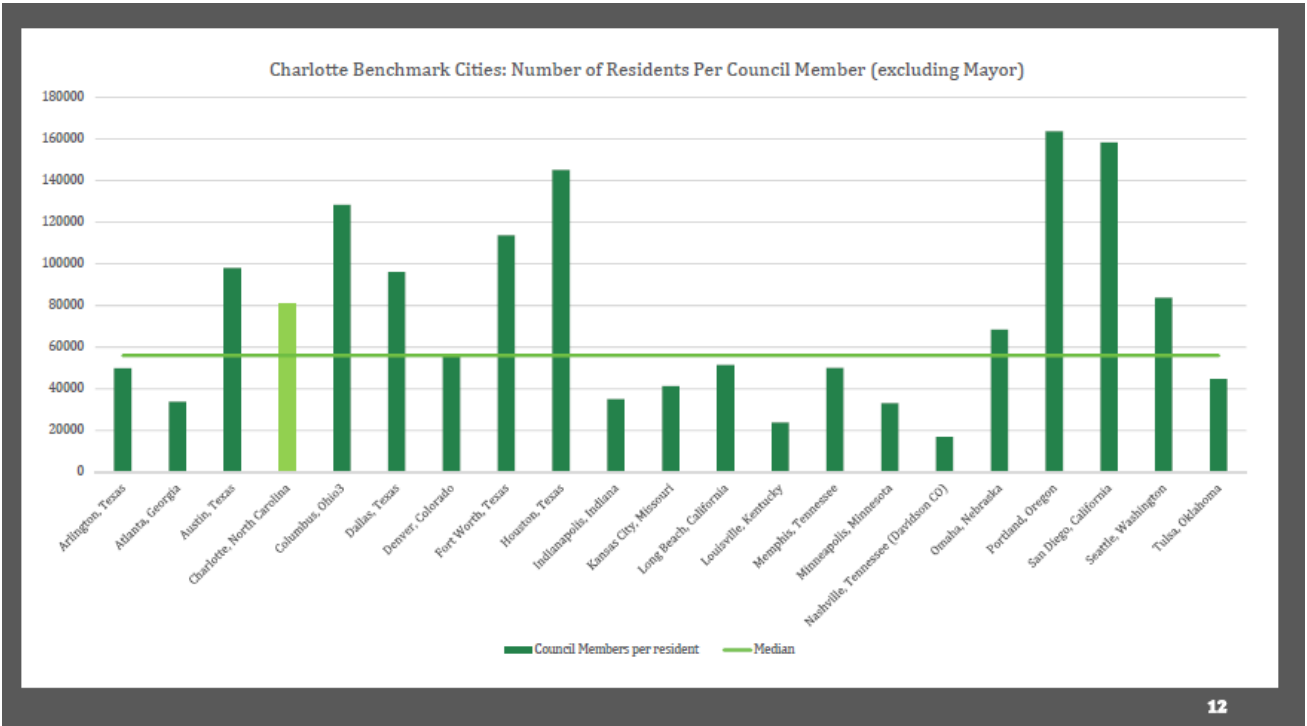
Total Compensation Median: \$60,000
Total Compensation Average: \$59,750

NOTES:
¹Nashville positions do not get an allowance. They receive a phone, which comes out of the budget

Charlotte Benchmark Cities: District Size														
Research conducted and compiled by City of Charlotte Strategy and Budget Department														
	District 1/A	District 2/B	District 3/C	District 4/D	District 5/E	District 6/F	District 7/G	District 8/H	District 9/I	District 10/J	District 11/K	District 12/L	District 13/M	District 14/N
Arlington, Texas ¹														
Charlotte, North Carolina	107,313	110,170	122,758	116,692	111,354	108,655	110,880							
Fort Worth, Texas ¹														
Tulsa, Oklahoma ¹														
Dallas, Texas	83,587	87,114	89,845	83,962	81,619	84,549	81,841	84,682	86,350	87,504	85,272	88,629	89,192	83,670
Atlanta, Georgia	33,600	36,626	36,617	33,359	33,611	36,203	36,296	36,696	34,369	33,331	36,012	33,283		
Austin, Texas	77,807	80,004	79,573	79,357	81,532	82,381	80,520	77,650	79,299	80,839				
Columbus, Ohio ²														
Denver, Colorado ³														
Houston, Texas	198,481	190,690	198,845	192,932	197,870	181,886	198,015	181,670	180,912	181,415	196,735			
Indianapolis, Indiana ¹														
Kansas City, Missouri ¹														
Long Beach, California	49,117	51,218	52,320	51,456	49,852	49,444	52,013	53,009	53,828					
Louisville, Kentucky ⁶														
Memphis, Tennessee ³														
Minneapolis, Minnesota ⁴														
Nashville, Tennessee ^{1,5}	6,493													
Omaha, Nebraska	64,073	64,567	64,161	64,672	64,000	63,586	64,321							
Portland, Oregon														
San Diego, California	147,375	142,462	147,117	142,727	143,961	140,738	147,362	144,830	145,045					
Seattle, Washington	96,686	92,172	98,501	93,643	101,064	98,012	108,082							

NOTES:

- ¹Submitted Public Records Request
- ²Not separated into Council Districts
- ³No option for Public Records Request; E-mailed City department
- ⁴Minneapolis, Minnesota website is down as of 6/17/2020
- ⁵Nashville, Tennessee has 35 districts, could only find population information on District 1
- ⁶Louisville, Kentucky (Jefferson County) has 26 Council Districts with an average of approximately 28,000 people per District



Appendix 10: General Information: North Carolina Cities

General Information: North Carolina Cities, Towns, County ¹														
North Carolina	Population - City ²	Population - MSA ²	General Fund Budget	Form of Government	Size of Council (excluding mayor)	Number of At-Large Members	Number of District Representatives	Length of Term	Part-Time / Full-Time	Term Limit	Staggered	Form of Election (partisan/nonpartisan)	Most Recent Election Cycle	Dedicated Council Support Staff ⁶
Asheville ³	92,452	449,937	\$ 134,557,345	Council - Manager	6	1	5	4 years	Part-time	No limit	Yes	Non-partisan	11/2020-11/2022	
Cary	168,160	2,079,687	\$ 190,557,193	Council - Manager	6	2	4	4 years	Part-time	No limit	Yes	Non-partisan	11/2019 -11/2021	
Durham ⁵	278,993	2,079,687	\$ 199,137,768	Council - Manager	6	3	3	Mayor - 2 years Council - 4 years	Part-time	No Limit	Yes	Non-partisan	11/2019 -11/2021	
Greensboro ⁵	296,710	1,689,151	\$ 318,254,608	Council - Manager	8	3	5	4 years	Part-time	No Limit	Yes	Non-partisan	11/2019 -11/2021	
Winston-Salem	246.328	1,689,151	\$ 211,891,750	Council - Manager	8	0	8	4 years	Part-time	No Limit	No	Non-partisan	11/2018-11/2022	Council budget of \$513,660 including salaries
Charlotte	885,708	2,636,883	\$ 718,809,225	Council - Manager	11	4	7	2 years	Part-time	No limit	No	Partisan	11/2019 -11/2021	7 - Department of Constituent Services
High Point ⁴	112,791	1,689,151	\$ 110,457,866	Council - Manager	8	2	6	2 years	Part-time	No Limit	No	Non-partisan	11/2019 -11/2021	Administrative Support from Clerk's Office
Raleigh	469,298	2,079,687	\$ 518,990,937	Council - Manager	7	2	5	2 years	Part-time	No Limit	No	Non-partisan	10/2019 - 10/2021	
Fayetteville	209,468	534,904	\$ 173,799,332	Council - Manager	9	0	9	4 years ⁷	Part-time	No Limit	No	Non-partisan	11/2019 -11/2023	
Mecklenburg County	1,110,356	2,636,883	\$ 1,289,512,928	Commission - Manager	9	3	6	2 years	Part-time	No Limit	No	Partisan	11/2019 -11/2021	

Notes:

¹Information gathered from research completed by the Department of Strategy and Budget

²Population information gathered from U.S. Census Bureau 2018 and 2019 Estimates

³In June 2018, the Legislature passed a bill establishing five Asheville City Council election districts, with the mayor and oe council member elected at-large. The bill also moved Council elections from odd to even years and removed primary elections.

⁴City of High Point website was down as of 6/17/2020

⁵Public Records Request Submitted for Council Support Staff

⁶It's recommended to request the Department of Human Resources conduct a survey on dedicated support staff for City Council and Mayor across 20 Benchmark Cities and NC Cities. The City Clerk's Office/City Secretary provides support services for the Mayor and County in various cities.

⁷City of Fayetteville voted to transition from 2-year terms to 4-year terms in 2018

North Carolina Cities, Towns, and County Mayor: Base Pay and Total Compensation Results of Salary Survey Conducted by City of Charlotte Human Resources Department (February 2020) Additional Information Compiled by City of Charlotte Strategy and Budget Department							
North Carolina Cities and Counties	Current Annual Salary	Annual Expense Allowance	Annual Auto Allowance	Annual Technology Allowance	Total Annual Compensation	Scheduled Increase	Outside Employment Allowed
Asheville	\$ 17,646	Unknown	Unknown	Unknown	\$ 17,646	Unknown	Yes
Cary	\$ 12,688	Unknown	Unknown	Unknown	\$ 12,688	Unknown	Yes
Durham	\$ 29,289	\$ -	\$ 2,400	\$ -	\$ 31,689	No	Yes
Greensboro	\$ 30,173	\$ -	\$ 4,200	\$ -	\$ 34,373	Increase in 2016 from \$17,715	Yes
Winston-Salem ¹	\$ 23,400	\$ 8,400	\$ 3,900	\$ -	\$ 35,700	Increase from 14,657 in 2019	Yes
Charlotte	\$ 27,196	\$ 10,000	\$ 4,800	\$ 3,100	\$ 45,096	No	Yes
High Point					\$ -	Unknown	Yes
Raleigh	\$ 24,550	\$ 1,200	\$ 1,800	\$ -	\$ 27,550	Unknown	Yes
Fayetteville	\$ 32,518	\$ -	\$ -	\$ 1,112	\$ 33,630	Unknown	Yes
Mecklenburg County (BC)	\$ 37,370	\$ 9,233	\$ 4,893	\$ 4,935	\$ 56,431	Chair to the Board; Increased in 2016	Yes

Notes:
¹Winston Salem Mayor has elected to not take a salary

Total Compensation Median: \$ 33,630
Total Compensation Average: \$ 32,756

North Carolina Cities, Towns, and County Council: Base Pay and Total Compensation Results of Salary Survey Conducted by City of Charlotte Human Resources Department (February 2020) Additional Information Compiled by City of Charlotte Strategy and Budget Department							
North Carolina Cities and Counties	Current Annual Salary	Annual Expense Allowance	Annual Auto Allowance	Annual Technology Allowance	Total Annual Compensation	Scheduled Increase	Outside Employment Allowed
Asheville	\$ 15,621	Unknown	Unknown	Unknown	\$ 15,621	Unknown	Yes
Cary	\$ 11,482	Unknown	Unknown	Unknown	\$ 11,482	Unknown	Yes
Durham	\$ 24,879	\$ -	\$ 2,400	\$ -	\$ 27,279	No	Yes
Greensboro	\$ 23,146	\$ -	\$ 3,000	\$ -	\$ 26,146	Increase in 2016	Yes
Winston-Salem	\$ 18,220	\$ 5,100	\$ 3,900	\$ -	\$ 27,220	Increased in 2019 from \$11,465	Yes
Charlotte	\$ 21,015	\$ 5,800	\$ 4,000	\$ 3,100	\$ 33,915		Yes
High Point					\$ -	Unknown	Yes
Raleigh	\$ 18,021	\$ -	\$ 1,800	\$ 504	\$ 20,325	No	Yes
Fayetteville	\$ 17,454	\$ -	\$ -	\$ 1,112	\$ 18,566	No	Yes
Mecklenburg County	\$ 29,894	\$ 9,233	\$ 4,501	\$ 4,935	\$ 48,563	Increase in 2016 from \$30,252	Yes

Total Compensation Median: \$ 26,146

Total Compensation Average: \$ 25,457

Appendix 13: Charlotte Benchmark Cities and North Carolina Cities: Council – Manager Comparison

Charlotte "Benchmark" Cities and North Carolina Cities Council Comparison: Council-Manager Results of Salary Survey Conducted by City of Charlotte Human Resources Department (February 2020) Additional Information Compiled by City of Charlotte Strategy and Budget Department												
Charlotte "Benchmark" Cities	Population - City ¹	Population - MSA ¹	General Fund Budget ²	Size of Council (excluding mayor)	Number of At-Large Members	Number of District Representatives	Length of Term	Part-Time / Full-Time	Term Limit	Staggered	Council Total Compensation	Support Staff Notes ⁶
Arlington, Texas	398,854	7,573,136	\$265,444,666	8	3	5	2 years	Part-time	3 consecutive terms or no more than 12 combined years for Council and Mayor	Yes	\$28,000	None; Receive support from City Manager's Office
Charlotte, North Carolina	885,708	2,525,305	\$718,809,225	11	4	7	2 years	Part-time	No limit	No	\$33,915	7 dedicated to Council; Average Salary of \$68,624/staff
Fort Worth, Texas	909,585	7,573,136	\$771,937,585	8	8	0	2 years	Part-time	No limit	No	\$25,000	9 dedicated support staff for Council; 6 Shared with Mayor and Council
Austin, Texas ⁴	978,908	2,115,827	\$1,100,000,000	10	0	10	4 years	Full-time	2	Yes	\$85,334	
Dallas, Texas ⁴	1,343,573	7,573,136	\$1,365,966,274	14	0	14	Mayor - 4 years Council - 2 years	Full-time	Mayor - 2 terms Council - Up to 8 years	Yes	\$60,000	
Kansas City, Missouri ⁴	495,327	2,128,912	\$606,300,000	12	6	6	4 years	Full-time	2	No	\$61,569	
Long Beach, California ⁴	462,628	13,291,486	\$554,000,000	9	0	9	4 years	Full-time	3 ³	Yes	\$44,537	
Median Compensation:											\$44,537	
Average Compensation:											\$48,336	

NC Cities	Population - City ¹	Population - MSA ¹	General Fund Budget ²	Size of Council (excluding mayor)	Number of At-Large Members	Number of District Representatives	Length of Term	Part-Time / Full-Time	Term Limit	Staggered	Council Total Compensation	Support Staff Notes ^{6,7}
Asheville	92,452	449,937	\$134,557,345	6	1	5	4 years	Part-time	No limit	Yes	Vice Mayor: \$17,646 Council: \$15,621	Receives some support from City Manager's Office
Cary	168,160	2,079,687	\$190,557,193	6	2	4	4 years	Part-time	No limit	Yes	Mayor Pro Tem: \$12,688 Council: \$11,482	Three authorized (Town Clerk, Asst. Town Clerk, and Deputy Town Clerk); Only two position are currently filled; \$141,273 for two filled positions
Charlotte	885,708	2,636,883	\$718,809,225	11	4	7	2 years	Part-time	No limit	No	\$33,915	7 dedicated to Council; Average Salary of \$68,624/staff
Durham ⁴	278,993	2,079,687	\$199,137,768	6	3	3	Mayor - 2 years Council - 4 years	Part-time	No Limit	Yes	\$27,279	
Fayetteville ⁴	209,468	534,904	\$173,799,332	9	0	9	4 years ⁵	Part-time	No Limit	No	\$18,566	
Greensboro	296,710	1,689,151	\$318,254,608	8	3	5	4 years	Part-time	No Limit	Yes	\$26,146	Supported by Clerk of the Governing Body and three Community Relations Staff
High Point	112,791	1,689,151	\$110,457,866	8	2	6	2 years	Part-time	No Limit	No	-	
Raleigh ⁴	469,298	2,079,687	\$518,990,937	7	2	5	2 years	Part-time	No Limit	No	\$20,325	
Winston-Salem	246,328	1,689,151	\$211,891,750	8	0	8	4 years	Part-time	No Limit	No	\$27,220	Council budget of \$513,660, including salaries
Mecklenburg County	1,110,356	2,636,883	\$1,289,512,928	9	3	6	2 years	Part-time	No limit	No	\$48,563	

NOTES:

¹Population information gathered from U.S. Census Bureau 2018/2019 Estimates

²General Budget information was collected on city and county websites for most recently adopted/proposed FY 21 or most recently adopted FY 20 budgets; Some are estimates

³In 2018, the City of Long Beach expanded its term limits to three full terms (12 years). Prior to this vote, Long Beach City Council could serve two, four-year terms and be considered as write-in candidates for a third terms.

⁴Public Records Request Submitted for Council Support Staff

⁵City of Fayetteville voted to transition from 2-year terms to 4-year terms in 2018

⁶It's recommended to request the Department of Human Resources conduct a survey on dedicated support staff for City Council and Mayor across Benchmark Cities and NC Cities.

⁷In most North Carolina cities, the Office of the City Clerk provides adminstraive services to City Council

Median Compensation:	\$26,146
Average Compensation:	\$25,457

Appendix 14: City of Charlotte Mayor and City Council Compensation Historical Data

City of Charlotte Mayor and City Council Compensation Historical Data																			
Mayor	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20
Merit %	2.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.7%	3.5%	0.0%	2% in Sept	0.0%	3.0%	2.0%	3.0%	1.5%	3.0%	3.0%	3.0%	3.0%
Merit Amount												\$660	\$453	\$693	\$357	\$725	\$747	\$769	\$792
Salary	\$18,262	\$18,536	\$18,814	\$19,096	\$19,383	\$19,674	\$19,674	\$22,000	\$22,000	\$22,000	\$22,000	\$22,660	\$23,113	\$23,807	\$24,164	\$24,889	\$25,635	\$26,404	\$27,196
Expenses	\$5,200	\$5,200	\$5,200	\$5,200	\$5,200	\$5,200	\$5,200	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$9,778	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
Technology	\$4,392	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100
Car Allowance	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800	\$4,400	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800
FICA	\$2,498	\$2,420	\$2,441	\$2,463	\$2,485	\$2,507	\$2,507	\$3,052	\$3,022	\$3,052	\$3,052	\$3,103	\$3,120	\$3,191	\$3,218	\$3,273	\$3,330	\$3,389	\$3,450
Health Insurance	\$2,970	\$3,720	\$3,972	\$4,330	\$4,635	\$4,914	\$5,248	\$5,380	\$5,596	\$5,876	\$6,053	\$6,175	\$6,360	\$6,487	\$6,746	\$7,218	\$7,435	\$7,435	\$7,435
Totals:	\$ 38,122	\$ 37,776	\$ 38,327	\$ 38,989	\$ 39,603	\$ 40,195	\$ 40,529	\$ 48,332	\$ 48,118	\$ 48,828	\$ 49,005	\$ 49,838	\$ 50,271	\$ 51,385	\$ 52,028	\$ 53,280	\$ 54,300	\$ 55,128	\$ 55,981
Salary % increase		1.5%	1.5%	1.5%	1.5%	1.5%	0.0%	11.8%	0.0%	0.0%	0.0%	3.0%	2.0%	3.0%	1.5%	3.0%	3.0%	3.0%	3.0%

Council Member	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20
Merit %	2.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.7%	3.5%	0.0%	2% in Sept	0.0%	3.0%	2.0%	3.0%	1.5%	3.0%	3.0%	3.0%	3.0%
Merit Amount												\$508.92	\$350.20	\$535.81	\$275.94	\$560.16	\$576.96	\$594.27	\$612.10
Total Salary	\$13,044	\$13,240	\$13,439	\$13,640	\$13,845	\$14,053	\$14,053	\$16,964	\$16,964	\$16,964	\$16,964	\$17,510	\$17,860	\$18,396	\$18,672	\$19,232	\$19,809	\$20,403	\$21,015
Expenses	\$4,833	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800	\$5,800
Technology	\$4,392	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100
Car Allowance	n/a	n/a	n/a	n/a	n/a	n/a	n/a	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000
FICA	\$1,704	\$1,694	\$1,709	\$1,724	\$1,740	\$1,756	\$1,756	\$2,285	\$2,285	\$2,285	\$2,285	\$2,326	\$2,353	\$2,394	\$2,415	\$2,458	\$2,502	\$2,548	\$2,595
Health Insurance	\$2,970	\$3,720	\$3,972	\$4,330	\$4,635	\$4,914	\$5,248	\$5,380	\$5,596	\$5,876	\$6,053	\$6,175	\$6,360	\$6,487	\$6,746	\$7,218	\$7,435	\$7,435	\$7,435
Totals:	\$ 26,943	\$ 27,554	\$ 28,020	\$ 28,595	\$ 29,120	\$ 29,622	\$ 29,956	\$ 37,529	\$ 37,745	\$ 38,025	\$ 38,202	\$ 38,911	\$ 39,473	\$ 40,177	\$ 40,733	\$ 41,808	\$ 42,646	\$ 43,286	\$ 43,945
Salary % increase		1.5%	1.5%	1.5%	1.5%	1.5%	0.0%	20.7%	0.0%	0.0%	0.0%	3.2%	2.0%	3.0%	1.5%	3.0%	3.0%	3.0%	3.0%

1977 Expense allowance for Mayor
1981 Expense allowance for Mayor and City Council
1984 Automobile allowance for Mayor
1998 Technology allowance for Mayor and City Council
2008 Automobile allowance for City Council

The 2 parts of FICA are OASDI taxed at 6.2 % and Medicare taxed at 1.45% of their taxable wage. Used the formula to determine FY amount.

FY09 Merit change from 1/2 Broadband % to equal to Broadband %
Expense allowance for Mayor increased to \$10,000

Elected Officials Support Staff Compensation Survey
North Carolina Cities and Counties
As of July 2020

		Mayor Support Staff							Council Support Staff							
City/County	Pop (000)	Title	Charlotte job description <, =, or > than matched position	Empl.#	Min	Mid	Max	Actual/Avg	Title	Charlotte job description <, =, or > than matched position	Empl.#	Min	Mid	Max	Actual/Avg	# of Council Members
City of Charlotte	872	Constituent Services Division Manager		1	\$94,329	\$117,911	\$147,389	\$100,000	MCC Support Specialist Sr		1	\$63,846	\$79,807	\$99,759	\$91,461	11
		Administrative Services Manager		1	\$85,559	\$106,949	\$133,868	\$106,590	MCC Support Specialist		3	\$57,910	\$72,388	\$90,485	\$68,783	
		MCC Support Specialist		1	\$57,910	\$72,388	\$90,485	\$72,359	MCC Support Specialist Associate		3	\$52,526	\$65,657	\$82,071	\$56,012	
City of Durham	263	City Clek		1	No pay range			\$97,335	Also supports Council							6
		Deputy City Clerk		1	\$59,046	\$75,290	\$91,533	\$67,840	Also supports Council							
		Assistant City Clerk		3	\$50,407	\$63,999	\$77,590	\$70,850	Also supports Council							
City of Fayetteville	210	Deputy City Clerk		1	\$51,567	\$65,402	\$79,236	\$60,500	Also supports Council							9
		Executive City Council Assistant		vacant	\$45,186	\$58,096	\$71,005	n/a	Also supports Council							
City of Greensboro	287	Asst Office	Greater than	1	\$31,200	\$34,218	\$41,062	n/r	Also supports Council							8
		Secretary Executive	Greater than	1	\$38,514	\$51,352	\$64,190	n/r	Also supports Council							
City of Raleigh	458	Executive Management Coordinator			46,510	\$59,390	\$75,196	n/r	Also supports Council							7
City of Winston-Salem	236	Director – Office of the Mayor	Less than	1	\$71,735	89,668.53	\$107,602	n/r	Community Assistant Liasion	About equal	6	\$51,146	\$63,932	\$76,719	n/r	8
Cumberland County	324	Clerk	Less than	1	\$49,240	\$66,055	\$82,870	\$80,522	Also supports Board							6
		Deputy Clerk	About equal	1	\$35,823	\$48,057	\$60,290	\$53,604	Also supports Board							
Durham County	316	No response														4
Guilford County	512	No response														8
Mecklenburg County	1,077	Board Support Assistant	About equal	3	\$36,344	\$45,430	\$63,602	\$49,363	Also supports Board							8
Wake County	1,072	Deputy Clerk to the Board	About equal	1	\$41,990	\$56,690	\$71,390	\$59,821	Also supports Board							6
		Executive Assistant	Less than	2	\$38,180	\$51,540	\$64,900	\$51,906	Also supports Board							

Elected Officials Support Staff Compensation Survey
Peer Cities
As of July 2020

		Mayor Support Staff							Council Support Staff							
City	Pop (000)	Title	Charlotte job description <, =, or > than matched position	Empl.#	Min	Mid	Max	Actual/Avg	Title	Charlotte job description <, =, or > than matched position	Empl. #	Min	Mid	Max	Actual/Avg	# of Council Members
City of Arlington	365	Executive Assistant	Less than	1	\$62,320	\$77,900	\$93,479	\$82,303	Council Coordinators	About equal	2	\$48,671	\$60,840	\$73,008	\$59,963	8
City of Atlanta	486	No response														15
City of Austin	964	No response														10
City of Charlotte	872	Constituent Services Division Manager		1	\$94,329	\$117,911	\$147,389	\$100,000	MCC Support Specialist Sr		1	\$63,846	\$79,807	\$99,759	\$91,461	11
		Administrative Services Manager		1	\$85,559	\$106,949	\$133,868	\$106,590	MCC Support Specialist		3	\$57,910	\$72,388	\$90,485	\$68,783	
		MCC Support Specialist		1	\$57,910	\$72,388	\$90,485	\$72,359	MCC Support Specialist Associate		3	\$52,526	\$65,657	\$82,071	\$56,012	
City of Columbus	879	Refused to respond														7
City of Dallas	1,380	No response														14
City and County of Denver	716	Executive Assistant III	Greater than	4	\$47,861	\$53,373	\$69,867	\$62,421	City Council Aide	About equal	26	\$51,133	\$66,473	\$81,813	\$55,177	13
City of Fort Worth	895	Senior Executive Assistant	About equal	2	\$57,137	\$74,278	\$91,419	\$69,698	Senior Executive Assistant	About equal	2	\$57,137	\$74,278	\$91,419	\$69,698	9
City of Houston	2,313	Administrative Manager		1	\$64,272	\$95,862	\$27,426	\$78,572	Administrative Assistant		13	\$46,280	\$68,094	\$92,222	\$53,154	16
		Administrative Specilaist		3	\$46,280	\$68,094	\$92,222	\$60,049	Council Secretary		15	\$35,360	\$51,350	\$67,360	\$43,940	
		Administrative Assistant		1	\$46,280	\$68,094	\$92,222	\$50,986								
City of Indianapolis	867	Refused to respond														25
City of Kansas City	492	Refused to respond														12
City of Long Beach	470	No response														9

Elected Officials Support Staff Compensation Survey
Peer Cities
As of July 2020

		Mayor Support Staff							Council Support Staff							
City	Pop (000)	Title	Charlotte job description <, =, or > than matched position	Empl.#	Min	Mid	Max	Actual/Avg	Title	Charlotte job description <, =, or > than matched position	Empl. #	Min	Mid	Max	Actual/Avg	# of Council Members
City of Louisville/Jefferson County	620	Administrative Assistant	About equal	1	\$10,712	\$46,644	\$104,000	\$41,502	Assistant/Aide	About equal	9	\$21,008	\$41,496	\$104,000	\$60,758	26
City of Memphis	652	No response	About equal	3	\$47,910	\$60,611	\$73,299	\$61,510	n/r	About equal	n/r	\$42,966	\$54,142	\$65,312	\$57,372	12
City of Minneapolis	425	No response														13
City of Omaha	467	Executive Secretary-Mayor	About equal	1	No pay range			\$84,426	Secretary to Council	About equal	1	\$57,078	\$63,275	\$69,472	\$59,030	7
	653	Receptionist/ Office Administrator		1	No pay range			\$39,256								
City of Portland	653	No response														4
City of San Diego	1,426	No response														9
City of Seattle	745	No response														8
City of Tulsa	402	No response														9
Metro Gov of Nashville & Davidson County	693	No response														40

Elected Officials Support Staff Compensation Survey
Top 10 Council-Manager Cities
As of July 2020

		Mayor Support Staff							Council Support Staff							
City	Pop (000)	Title	Charlotte job description <, =, or > than matched position	Empl .#	Min	Mid	Max	Actual/Avg	Title	Charlotte job description <, =, or > than matched position	Empl .#	Min	Mid	Max	Actual/Avg	# of Council Members
City of Austin	964	No Response														10
City of Charlotte	872	Constituent Services Division Manager		1	\$94,329	\$117,911	\$147,389	\$100,000	MCC Support Specialist Sr		1	\$63,846	\$79,807	\$99,759	\$91,461	11
		Administrative Services Manager		1	\$85,559	\$106,949	\$133,868	\$106,590	MCC Support Specialist		3	\$57,910	\$72,388	\$90,485	\$68,783	
		MCC Support Specialist		1	\$57,910	\$72,388	\$90,485	\$72,359	MCC Support Specialist Associate		3	\$52,526	\$65,657	\$82,071	\$56,012	
City of Dallas	1,380	No Response														14
City of El Paso	841	Chief of Staff	About equal	1	\$58,485	\$73,983	\$89,482	\$88,587	Administrative Support Associate	Greater than	8	\$36,265	\$47,105	\$57,945	\$51,000	8
		Administrative Support Associate		1	\$36,265	\$47,105	\$57,945	\$51,000	Administrative Specialist (part- time)		8	\$21,540	\$26,135	\$30,729	\$16,814	
		Exec. Assistant to the Mayor		1	\$35,577	\$43,191	\$50,804	\$38,400								
City of Fort Worth	895	Senior Executive Assistant	About equal	1	\$57,137	\$74,278	\$91,419	\$69,698	Senior Executive Assistant	About equal	1	\$57,137	\$74,278	\$91,419	\$69,698	9
City of Las Vegas	645	Special Assistant to the Mayor	Less Than	2	\$66,657	\$83,325	\$99,993	n/r	Sr Exec. Assistant to Council	About equal	15	\$60,000	\$75,138	\$90,275	n/r	6
		Sr Exec. Assistant to the Mayor	About equal	1	\$60,000	\$75,138	\$90,275	n/r								
City of Oklahoma City	872	Special Assistant	About equal	1	\$52,325	\$64,749	\$79,970	\$65,720	Special Assistant	About equal	2	\$52,325	\$64,749	\$79,970	\$78,592	8
		Exec. Assistant		1	\$52,325	\$64,749	\$79,970	\$65,720	Administrative Coordinator		1	\$43,055	\$53,181	\$65,772	\$65,772	

Elected Officials Support Staff Compensation Survey
Top 10 Council-Manager Cities
As of July 2020

		Mayor Support Staff							Council Support Staff							
City	Pop (000)	Title	Charlotte job description <, =, or > than matched position	Empl .#	Min	Mid	Max	Actual/Avg	Title	Charlotte job description <, =, or > than matched position	Empl .#	Min	Mid	Max	Actual/Avg	# of Council Members
City of Phoenix	1,660	Mayor's Assistant		3		n/r		\$88,178	Administrative Secretary		n/r	\$37,544	\$47,279	\$57,013	n/r	8
									Council Assistant		n/r	\$66,394	\$83,918	\$101,442	\$84,219	
		Counci Research Analyst		3	\$51,750	\$65,260	\$78,770	\$59,548	Council Research Analyst			\$51,750	\$65,260	\$78,770	\$59,548	
									Council Aide			\$36,608	\$46,083	\$55,557	\$45,347	
City of San Antonio	1,532	No response														10
City of San Jose	1,043	Sr. Analyst		n/r	\$90,730	\$100,641	\$110,552		Analyst II			\$77,730	\$86,092	\$94,453	n/r	10
		Sr. Account Clerk		n/r	\$55,723	\$61,773	\$67,823		Analyst I			\$71,219	\$78,905	\$86,590	n/r	
City of Virginia Beach	438	Executive Assistant	About equal	1	\$43,888	\$54,111	\$64,334	\$54,475	Executive Assistant	Less than		\$41,787	\$51,511	\$61,235	\$56,492	10

Nonpartisan vs. Partisan Elections

North Carolina law permits cities, towns, and villages to use either partisan elections or any one of three versions of nonpartisan elections. In *partisan* elections, candidates run as nominees of specific political parties or as independents. Each political party selects its nominees in primary elections restricted to voters registered as affiliated with that political party. In *nonpartisan* elections, the candidates' party affiliation is not listed on the ballot and the political parties generally don't provide support for the candidates. This form of election emerged during the Progressive Era as a way to remove politics from city administration (Davidson and Fraga, 1988).

Possible effects of choosing either partisan or nonpartisan elections

Election issues

Party labels can be a quick way for voters to identify candidates who share their policy preferences. For example, Schaffner, Streb, and Wright (2001) suggest that voters may not always be highly involved and informed and may therefore use party labels as an indicator of a candidate's policy preferences. They write that "Party labels, in this perspective, provide important cognitive information. They convey generally accurate policy information about candidates and their low cost and accessibility help voters to reach reasonable decisions (Aldrich 1995). It follows, then, that taking party labels away in nonpartisan elections and thereby raising the costs of information about candidates for voters, nonpartisan elections would make voting more difficult and thereby undermine the potential for popular control."

Some suggest, though, that the issues that divide political parties are irrelevant to municipal elections. This notion is suggested by the old saying that "There's not a Republican or Democratic way to fill a pot-hole."

As a related point, partisan elections sometimes inject national political issues into local races. Some suggest that nonpartisan elections are important to avoid having these national political issues play a role in local government elections. The main political parties, these people suggest, are primarily identified with these national issues.

Election fundraising

With partisan elections the parties may be involved in fundraising, which might ease the burden on individual candidates to solicit campaign contributions.

Voter turnout

Attachment to a political party may motivate people to vote. Schaffner, Streb, and Wright (2001) cite research that "...party identification is a, or even the central component of voter decision making. As an effective attachment, it motivates individuals to participate as a display of party support." Thus, nonpartisan elections may have lower turnout than partisan elections.

Election outcomes

Nonpartisan elections may give an edge to incumbent candidates. Schaffner, Streb and Wright (2001) explain: “Indeed, incumbency is the obvious and, in many cases, the only low cost cue available to voters in nonpartisan elections.”

Nonpartisan elections may help candidates who are members of whichever political party is the minority party because it reduces the stigma of belonging to or voting for the minority party (Welch and Bledsoe, 1986).

Research suggests that nonpartisan elections may favor Republicans. There are several reasons for this outcome:

1. Welch and Bledsoe (1986) cite research suggesting that while political parties do not support candidates during nonpartisan elections, other groups which generally favor Republicans (i.e. a Chamber of Commerce) may support candidates. Lascher (1991), however, cites a Democratic candidate who received support from an environmental group and Welch and Bledsoe (1986) suggest that community groups that tend to support Democratic candidates have also emerged.
2. Without party support, candidates may need to spend their own resources to create name recognition, and because Republican candidates tend to be wealthier, they may therefore benefit from nonpartisan elections. In addition, Welch and Bledsoe (1986) found that nonpartisan, at-large elections favor Republicans. This advantage is likely related to the increased cost of raising name awareness in an at-large election as compared to a district election.
3. If in fact nonpartisan elections have lower turnout, wealthier voters, who tend to vote Republican, are more likely to vote (Welch and Bledsoe, 1986). Lascher (1991), however, examined county supervisor elections in California and found that there was better turnout for supervisor elections than for the U.S. presidential elections in 1980 and 1984. It should be noted, though, that county supervisor elections in California are held at the same time as state and federal elections

Parties in nonpartisan elections

Welch and Bledsoe (1986) suggest that some cities that are legally nonpartisan are in reality very partisan, with political parties actively involved in campaigns. In addition, Davidson and Fraga (1988) highlight slating groups in four Texas cities and argue that these groups essentially function as de-facto political parties in nonpartisan elections.

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Appendix 17: Forms of Government and Methods of Election in North Carolina

UNC School of Government
Forms of Government and Methods of Election in North Carolina
Jurisdictions with Populations > 50,000

Name	Style	Population	Form of Gov.	Governing Body	Governing Members	Mayor Selection	Mayor Term	Board Selection	Board Term	Election Method	Statutory Citations	Notes
Asheville	City	83,393	Council Manager	Council Members	6	Elected	4 Years	AL/D	4S	Plurality	Pr. 1935, c. 30 SL 1969, c. 165	Asheville holds municipal elections in even-numbered years (SL 2018-123). One council member is at-large; the remaining five members are elected from districts. (SL 2018-123)
Cary	Town	135,234	Council Manager	Council Members	6	Elected	4 Years	AL/D	4S	Majority	SL 2005-117	Four council members are elected from districts and two are elected at large.
Chapel Hill	Town	57,233	Council Manager	Council Members	8	Elected	2 Years	AL	4S	Plurality	SL 1975, c. 473 SL 1981, c. 911	
Charlotte	City	731,424	Council Manager	Council Members	11	Elected	2 Years	AL/D	2	Partisan	SL 2000-26	Seven council members are elected from districts and four are elected at large.
Concord	City	79,066	Council Manager	Council Members	7	Elected	4 Years	AL/DAL	4	Plurality	SL 1985(86), c. 861 GS 160A-101	Six council members are elected from residence districts, and one is elected at large.
Durham	City	228,330	Council Manager	Council Members	6	Elected	2 Years	AL/DAL	4S	Primary	SL 1975, c. 671 SL 160A-101	Three council members are elected from residence districts, and three are elected at large.
Fayetteville	City	200,564	Council Manager	Council Members	9	Elected	2 Years	D	2	Primary	SL 1979, c. 557, 794 GS 160A-101	
Gastonia	City	71,741	Council Manager	Council Members	6	Elected	4 Years	DAL	4S	Plurality	SL 1991, c. 557 SL 1993, c. 136	
Greensboro	City	269,666	Council Manager	Council Members	8	Elected	2 Years	AL/D	2	Primary	SL 1959, c. 1137 SL 1973, c. 213	Five council members are elected from districts, and three are elected at large.
Greenville	City	84,554	Council Manager	Council Members	6	Elected	2 Years	AL/D	2	Plurality	SL 1981, c. 272 GS 160A-101	Five council members are elected from districts and one at large.
High Point	City	104,371	Council Manager	Council Members	8	Elected	2 Years	AL/D	4	Primary	SL 1991, c. 40 GS 160A-101	Six council members are elected from districts, and two are elected at large. Municipal elections reverted to being held in odd-numbered years in 2017.
Jacksonville	City	70,145	Council Manager	Council Members	6	Elected	4 Years	AL/D	4S	Plurality	SL 1967, c. 911 GS 163-290	Four council members are elected from districts, and two are elected at large.
Raleigh	City	403,892	Council Manager	Council Members	7	Elected	2 Years	AL/D	2	Majority	SL 1949, c. 1184 SL 1957, c. 121	Five council members are elected from districts, and two are elected at large.
Rocky Mount	City	57,477	Council Manager	Council Members	7	Elected	4 Years	D	4S	Majority	SL 2003-327	
Wilmington	City	106,476	Council Manager	Council Members	6	Elected	2 Years	AL	4S	Plurality	SL 1977, c. 495 GS 160A-101	
Winston-Salem	City	229,617	Council Manager	Council Members	8	Elected	4 Years	D	4	Partisan	Pr. 1927, c. 232 Pr. 1933, c. 60	Winston-Salem municipal elections held in even-numbered years, rather than odd-numbered years.

KEY

AL	Elected at large
C-Man	Council-Manager
D	Elected by and from districts
DAL	Elected at large but candidates must meet district residence requirements
4S	4-year staggered terms
GS	General Statutes
Majority	Elections are nonpartisan. If the person receiving the most votes for a particular position does not have a majority of votes cast for that position, a run-off is held between the two top finishers.
May.-C	Mayor-Council
Partisan	Elections are partisan. Each political party holds a primary to nominate a candidate for each open position; in the subsequent election the person receiving the highest number of votes is elected.
PL	Public-Local Acts
Plurality	Elections are nonpartisan, and the results are determined by plurality, with the person or persons receiving the highest number of votes elected to the open position or positions.
Pr	Private Acts
Primary	Elections are nonpartisan. A primary is held to narrow the field to two persons for each position open; in the subsequent election the person receiving the highest number of votes is elected
SL	Session Laws

History of Local Elections in Charlotte/Mecklenburg County

YEAR	INITIATIVE
1974	NC Legislature changed Charlotte Mayor/City Council elections from nonpartisan to partisan
1975	Mayor and seven at-large member Council elected under partisan primary/general election
1977	Petition-initiated referendum to change seven at-large City Council seven district/four at-large -APPROVED
1977	City Council Elected under new seven district/four at-large plan
1981	Petition-initiated referendum to return to seven at-large member City Council - DEFEATED
1982	Referendum to change Board of County Commissioners from five at-large members to four district/three at-large members with district members nominated in district primaries and elected in countywide voting - DEFEATED
1984	Plan to change Board of County Commissioners from five at-large members to four district/three at-large members with district members nominated and elected in districts - APPROVED
1985	Plan to change Board of County Commissioners terms of office from two years to four years - DEFEATED
1986	Board of County Commissioners elected under new four district/three at-large plan
1992	Referendum to change Board of County Commissioners from four district/three at-large members to six district/three at-large members - APPROVED
1993	Referendum to change Charlotte-Mecklenburg Board of Education for nine at-large members to six district/three at-large members with staggered four-year terms and providing the same districts for election as the Board of County Commissioners - APPROVED
1994	Board of County Commissioners elected under new six district/three at-large plan
1995	Charlotte-Mecklenburg Board of Education elected under new six district/three at-large plan with staggered four-year terms (at-large members initially elected for four years, district members initially elected for two years)
2002	Town of Cornelius Board of Commissioners four-year staggered terms - APPROVED (74 percent)
2005	Town of Cornelius Board of Commissioners two-year terms. APPROVED (60 percent)
2015	Mecklenburg County Board of Commissioner four-year terms - DEFEATED

Mayor and City Council Election Data 1975-2019

Mayor

Ave. # years served	4.7
% of incumbent W's	86.70%

City Council

Ave. # years served all councilmembers	5.7
Ave. # years served at large	5.68
Ave. # years served district	5.75
% of incumbent W's all councilmembers	90.00%

Appendix 19: City of Charlotte Mayor and Council Election Stats 1975-2019

Mayor	Election Year	Won/Lost	Incumbent?	Consec Terms	
Lyles, Vi	2019	W	I	2	
Lyles, Vi	2017	W			
Roberts, Jennifer	2017	L	I	1	
Roberts, Jennifer	2015	W			
Cannon, Patrick	2013	W		1	Prev. At-Large
Foxx, Anthony	2011	W	I	2	
Foxx, Anthony	2009	W			
McCrory, Pat	2007	W	I	7	
McCrory, Pat	2005	W	I		
McCrory, Pat	2003	W	I		
McCrory, Pat	2001	W	I		
McCrory, Pat	1999	W	I		
McCrory, Pat	1997	W	I		
McCrory, Pat	1995	W			
Vinroot, Richard	1993	W	I	2	
Vinroot, Richard	1991	W			
Myrick, Sue	1989	W	I	2	
Myrick, Sue	1987	W			
Gantt, Harvey	1987	L	I	2	
Gantt, Harvey	1985	W	I		
Gantt, Harvey	1983	W			
Knox, Eddie	1981	W	I	2	
Knox, Eddie	1979	W			
Harris, Ken	1977	W		1	
Belk, John	1975	W	I	4	
Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Eiselt, Julie	2019	W	I	3	
Winston, Braxton	2019	W	I	2	
Ajmera, Dimple	2019	W	I	2	
Mitchell, James	2019	W	I	3	10 terms total
Egleston, Larken	2019	W	I	2	
Graham, Malcom	2019	W		1	4 terms total
Watlington, Victoria	2019	W		1	
Johnson, Renee	2019	W		1	
Newton, Matt	2019	W	I	2	
Bokhari, Tariq	2019	W	I	2	
Driggs, Ed	2019	W	I	3	
Mayfield, LaWana	2019	L	I	4	rge; prev district rep; lost in primary

Appendix 19: City of Charlotte Mayor and Council Election Stats 1975-2019

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Eiselt, Julie	2017	W	I		
Winston, Braxton	2017	W			
Ajmera, Dimple	2017	W			
Mitchell, James	2017	W	I		
Egleston, Larken	2017	W			
Harlow, Justin	2017	W		1	
Mayfield, LaWanna	2017	W	I		
Phipps, Greg	2017	W	I	3	prev. apptd. In 2003
Newton, Matt	2017	W			
Bokhari, Tariq	2017	W			
Driggs, Ed	2017	W	I		
Fallon, Clire	2017	L	I		
Kinsey, Patsy	2017	L	I		
Eiselt, Julie	2015	W			Prev. dist rep
Lyles, Vi	2015	W	I	2	
Fallon, Claire	2015	W	I	3	
Mitchell, James	2015	W			Prev. dist rep
Kinsey, Patsy	2015	W	I	6	
Austin, Alvin	2015	W	I	2	
Mayfield, LaWanna	2015	W	I		
Phipps, Greg	2015	W	I		
Autry, John	2015	W	I	3	
Smith, Kenny	2015	W	I	2	
Driggs, Ed	2015	W	I		
Barnes, Michael	2013	W	I	5	Prev. dist rep
Lyles, Vi	2013	W			
Howard, David	2013	W	I	3	
Fallon, Claire	2013	W	I	2	
Kinsey, Patsy	2013	W	I		
Austin, Alvin	2013	W			
Mayfield, LaWanna	2013	W	I		
Phipps, Greg	2013	W			
Autry, John	2013	W	I		
Smith, Kenny	2013	W			
Driggs, Ed	2013	W			
Pickering, Beth	2013	L	I		

Appendix 19: City of Charlotte Mayor and Council Election Stats 1975-2019

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Cannon, Patrick	2011	W	I	2	
Howard, David	2011	W	I		
Fallon, Claire	2011	W			
Pickering, Beth	2011	W		1	
Kinsey, Patsy	2011	W	I		
Mitchell, James	2011	W	I	7	
Mayfield, LaWana	2011	W			
Barnes, Michael	2011	W	I	4	
Autry, John	2011	W			
Dulin, Andy	2011	W	I		
Cooksey, Warren	2011	W	I	3	
Peacock, III, Edwin	2011	L	I		non-consecutive
Turner, Warren	2011	L	I		
Burgess, Susan	2009	W	I	5	
Peacock, III, Edwin	2009	W	I	3	
Cannon, Patrick	2009	W			
Howard, David	2009	W			
Kinsey, Patsy	2009	W	I		
Mitchell, James	2009	W	I		
Turner, Warren	2009	W	I	4	
Barnes, Michael	2009	W	I		
Carter, Nancy	2009	W	I	6	
Dulin, Andy	2009	W	I		
Cooksey, Warren	2009	W	I	3	
Burgess, Susan	2007	W	I		
Foxx, Anthony	2007	W	I	2	
Lassiter, John	2007	W	I	3	
Peacock, III, Edwin	2007	W			
Kinsey, Patsy	2007	W	I		
Mitchell, James	2007	W	I		
Turner, Warren	2007	W	I		
Barnes, Michael	2007	W	I		
Carter, Nancy	2007	W	I		
Dulin, Andy	2007	W	I		
Cooksey, Warren	2007	W			
Burgess, Susan	2005	W	I		
Foxx, Anthony	2005	W			
Lassiter, John	2005	W	I		
Mumford, Pat	2005	W	I	3	
Kinsey, Patsy	2005	W	I		
Mitchell, James	2005	W	I		
Turner, Warren	2005	W	I		
Barnes, Michael	2005	W			
Carter, Nancy	2005	W	I		
Dulin, Andy	2005	W			
Lochman, Don	2005	W	I	4	ran At Large
Tabor, John	2005	L	I		
Castano, Mike	2005	L	[CM in 1999]		

Appendix 19: City of Charlotte Mayor and Council Election Stats 1975-2019

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Burgess, Susan	2003	W			
Cannon, Patrick	2003	W	I	6	
Lassiter, John	2003	W			
Mumford, Pat	2003	W	I		
Kinsey, Patsy	2003	W			
Mitchell, James	2003	W	I		
Turner, Warren	2003	W			
Graham, Malcolm	2003	W	I	3	
Carter, Nancy	2003	W	I		
Tabor, John	2003	W	I	2	
Lochman, Don	2003	W	I		filled term 1-05
Phipps, Gregory	2003	apptd.			
Wheeler, Lynn	2003	L	I		
					was District 3
Cannon, Patrick	2001	W	I		
White, Joe	2001	W	I	2	
Mumford, Pat	2001	W			
Wheeler, Lynn	2001	W	I	7	
Spencer, Sara	2001	W	I	5	
Mitchell, James	2001	W	I		
Cogdell, Jr., Harold	2001	W		1	
Graham, Malcolm	2001	W	I		
Carter, Nancy	2001	W	I		
Tabor, John	2001	W			
Lochman, Don	2001	W	I		
Castano, Mike	2001	L	I		
Greene, Malachi	2001	L	[CM in 1997]		
Majeed, Nasif	2001	L	[CM in 1997]		

Appendix 19: City of Charlotte Mayor and Council Election Stats 1975-2019

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Burgess, Susan	1999	W		1	
White, Joe	1999	W			
Autrey, Rod	1999	W	I	2	
Wheeler, Lynn	1999	W	I		
Spencer, Sara	1999	W	I		
Mitchell, James	1999	W			
Cannon, Patrick	1999	W	I		
Graham, Malcolm	1999	W			
Carter, Nancy	1999	W			
Castano, Mike	1999	W		1	
Lochman, Don	1999	W			ran At Large
Majeed, Nasif	1999	L	I		
Baker, Charles	1999	L	I		
Jackson, Mike	1999	L	I		District 5/ran At large
Sellers, Tim	1999	L	I		
Rousso, Al	1997	W	I	2	
Reid, Don	1997	W	I	4	
Autrey, Rod	1997	W			
Wheeler, Lynn	1997	W	I		
Spencer, Sara	1997	W	I		
Greene, Malachi	1997	W	I	2	
Cannon, Patrick	1997	W	I		
Majeed, Nasif	1997	W	I	4	
Sellers, Tim	1997	W	I	2	
Baker, Charles	1997	W	I	3	
Jackson, Mike	1997	W	I	3	

Appendix 19: City of Charlotte Mayor and Council Election Stats 1975-2019

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Rousso, Al	1995	W			
Reid, Don	1995	W			
Scarborough, Ella	1995	W	I	5	
Wheeler, Lynn	1995	W	I		
Spencer, Sara	1995	W	I		
Greene, Malachi	1995	W			
Cannon, Patrick	1995	W	I		
Majeed, Nasif	1995	W	I		
Sellers, Tim	1995	W			
Baker, Charles	1995	W	I		
Jackson, Mike	1995	W	I		
McCrary, Pat	1993	W	I	3	
Reid, Don	1993	W	I		was District 3
Scarborough, Ella	1993	W	I		was District 6
Wheeler, Lynn	1993	W	I		
Spencer, Sara	1993	W			
Martin, Hoyle	1993	W	I	3	
Cannon, Patrick	1993	W			
Majeed, Nasif	1993	W	I		
Campbell, Stanley	1993	W	I	4	
Baker, Charlie	1993	W			
Jackson, Mike	1993	W			
Mangum, Tom	1993	L	I		
McCrary, Pat	1991	W	I		
Reid, Don	1991	W			
Hammond, Ann	1991	W	I	2	
Patterson, Cyndee	1991	W	I	4	
Clodfelter, Dan	1991	W	I	3	
Martin, Hoyle	1991	W	I		
Scarborough, Ella	1991	W	I		
Majeed, Nasif	1991	W			
Campbell, Stanley	1991	W	I		
Wheeler, Lynn	1991	W	I		
Mangum, Tom	1991	W	I	2	
Matthews, Roy	1991	L	I		

Appendix 19: City of Charlotte Mayor and Council Election Stats 1975-2019

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms
McCrory, Pat	1989	W		
Vinroot, Richard	1989	W	I	4
Hammond, Ann	1989	W		
Patterson, Cyndee	1989	W	I	
Clodfelter, Dan	1989	W	I	
Martin, Hoyle	1989	W		
Scarborough, Ella	1989	W	I	
Matthews, Roy	1989	W	I	3
Campbell, Stanley	1989	W	I	
Wheeler, Lynn	1989	W		
Mangum, Tom	1989	W		
Dannelly, Charlie	1989	L	I	
Rousso, Al	1987	W	I	2
Vinroot, Richard	1987	W	I	
Campbell, John	1987	W		1
Patterson, Cyndee	1987	W	I	
Clodfelter, Dan	1987	W		
Dannelly, Charlie	1987	W	I	6
Scarborough, Ella	1987	W		
Matthews, Roy	1987	W	I	
Campbell, Stanley	1987	W		
Woollen, Velva	1987	W	I	3
Fenning, Gloria	1987	W	I	2
Leeper, Ron	1987	L	I	
Hammond, Ann	1987	L	I	
Rousso, Al	1985	W		
Vinroot, Richard	1985	W	I	
Trosch, Minette	1985	W	I	5
Patterson, Cyndee	1985	W		
Patterson, Pam	1985	W	I	3
Dannelly, Charlie	1985	W	I	
Leeper, Ron	1985	W	I	5
Matthews, Roy	1985	W		
Hammond, Ann	1985	W	I	2
Woollen, Velva	1985	W	I	
Fenning, Gloria	1985	W		

was District 5

Appendix 19: City of Charlotte Mayor and Council Election Stats 1975-2019

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Trosch, Minette	1983	W	I		
Vinroot, Richard	1983	W			
Spaugh, Jr., Herbert	1983	W	I	3	
Myrick, Sue	1983	W		1	
Patterson, Pam	1983	W	I		
Dannelly Charlie	1983	W	I		
Leeper, Ron	1983	W	I		
Frech, Laura	1983	W	I	4	
Hammond, Ann	1983	W			
Woollen, Velva	1983	W			
Juneau, Paul	1983	W		1	
Gantt, Harvey	1981	W		1	
Berryhill, Dave	1981	W	I	2	
Spaugh, Jr., Herbert	1981	W	I		
Peacock, Jr., Edwin	1981	W		1	
Patterson, Pam	1981	W			
Dannelly, Charlie	1981	W	I		
Leeper, Ron	1981	W	I		
Frech, Laura	1981	W	I		
Trosch, Minette	1981	W	I		
Selden, George	1981	W	I	3	
McMillan, Ralph	1981	W		1	
Chafin, Betty	1979	W	I	3	
Berryhill, Dave	1979	W			
Spaugh, Jr., Herbert	1979	W	I		
Locke, Pat	1979	W		3	
Carroll, Don	1979	W	I	2	
Dannelly, Charlie	1979	W	I		
Leeper, Ron	1979	W	I		
Frech, Laura	1979	W	I		
Trosch, Minette	1979	W	I		
Selden, George	1979	W	I		
Cox, Jr., Tom	1979	W	I	2	
Chafin, Betty	1977	W	I		
Gantt, Harvey	1977	W	I	3	
Short, Milton	1977	W		1	
Locke, Pat	1977	W	I		
Carroll, Don	1977	W			
Dannelly, Charlie	1977	W			
Leeper, Ron	1977	W			
Frech, Laura	1977	W			
Trosch, Minette	1977	W			
Selden, George	1977	W			
Cox, Jr., Tom	1977	W			
Gantt, Harvey	1975	W	I	2	and one year
Whittington, James	1975	W	I		
Withrow, Joe	1975	W	I		
Davis, Louis	1975	W			
Locke, Pat	1975	W	I		
Chafin, Betty	1975	W			
Williams, Neil	1975	W	I		

2000

FACTORS THAT MAY BE CONSIDERED IN RE-DISTRICTING

(Approved March 15 2001)

IMPORTANCE OF THE FIRST ORDER (HIGHEST)

- Districts must have substantially equal population (REQUIRED)
- Districts should be reasonably compact (STRONGLY RECOMMENDED)
- District boundaries may follow neighborhood boundaries or the boundaries of areas containing residents sharing similar interests

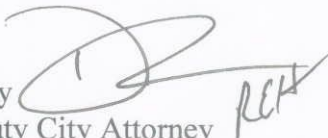
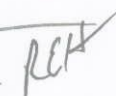
IMPORTANCE OF THE SECOND ORDER

- District boundaries may be drawn to create/maintain balance between major political parties
- District boundaries may follow precinct boundaries
- District boundaries may be drawn considering the race of district residents so long as race is not the predominant motivating factor
- District(s) most likely to be impacted by future annexations may be smaller to minimize impact of future annexations on future re-districting
- District boundaries may be drawn to avoid contests between incumbents

2010

**CITY OF CHARLOTTE
OFFICE OF THE CITY ATTORNEY
Memorandum**

TO: Susan Burgess, Re-Districting Committee Chairperson
Anthony Foxx
John Lassiter
Edwin Peacock

FROM: Mac McCarley, City Attorney 
Bob Hagemann, Senior Deputy City Attorney 

DATE: April 15, 2009

RE: Briefing Paper on Re-Districting

The purpose of this Briefing Paper is to review the basic legal principles that control re-districting. The City must re-district as a result of the recent annexations approved by Council.

Attached is a map showing the current districts, the annexation areas and the location of each district Councilmember's residence. Also attached is a printout containing total population estimates and other statistical information, as well as voter registration figures. This information is based upon each annexation area being included in the district to which it is adjacent.

LEGAL REQUIREMENTS TO RE-DISTRICT

Federal Law. The applicable federal law in this area is generally captured in the phrase, "one person/one vote." The right to vote under the United States Constitution is an important right. As a result, one of the responsibilities of any unit of government that elects representatives from districts is to insure that the population of those districts is substantially equal. Substantial equality at all times is not required. However, following each decennial census and any alterations in the boundaries of a government, the population of the districts must be reviewed to determine that substantial equality in district population is being maintained.

Generally, local governments are expected to establish districts with populations that are as equal in population as reasonably possible. While the courts have not established a definitive standard, a presumptive standard has been judicially approved. If the difference in population of the largest and smallest districts is within 10%, the courts have held that there is a presumption that the districts are valid. If the difference in district populations goes beyond 10%, the presumption of validity no longer holds. Districting plans that lack this presumption of validity are frequently held to be unconstitutional.

State Law. Pursuant to GS 160A-23, Council is authorized to revise electoral district boundaries only when the City's boundaries change through annexation or to "correct . . . population imbalances among the districts shown by a new federal census." Council is neither authorized nor required to change district boundaries in any other situation. In revising district boundaries, Council is authorized to "use data derived from the most recent federal census and shall not be required to use any other population estimates."

LEGAL STANDARDS FOR RE-DISTRICTING

District Population. As previously noted, the major standard to be satisfied in any revision of district boundaries is maintaining substantially equal population among the districts. Neither the largest nor the smallest district should vary by more than 5% from the ideal district size. The ideal district size is merely the total population of the City divided by 7, the number of City electoral districts. The combination of those allowable deviations above and below the ideal district size produces the short hand description of the standard as being an allowable 10% difference between the largest and smallest district.

Voting Rights Act. The State of North Carolina and many of its municipalities and counties are covered by Section 5 of the Voting Rights Act that requires prior approval of the United States Department of Justice before a covered government can implement a re-districting plan. The City is not subject to Section 5 of the Voting Rights Act, but is subject to Section 2 of that Act. Under Section 2, re-districting cannot result in denying or abridging a citizen's voting rights on the basis of race or color. The Section is violated if members of a protected minority group are effectively denied an equal opportunity to participate in the political process and elect representatives of their choice.

Equal Protection Clause of the Fourteenth Amendment to the US Constitution. This constitutional provision prohibits governmental action that treats persons differently without a rational basis. However, when the federally protected rights that are implicated are deemed by the courts to be fundamental rights, the governmental action will be upheld only if there is a compelling governmental interest in taking the challenged action and the challenged action is the least intrusive way of achieving that governmental interest. This approach is generally called "strict scrutiny" by the courts and is also a standard of judicial review that is almost impossible to satisfy. Treating people differently on the basis of race implicates the fundamental right to be free of racial discrimination and triggers the "strict scrutiny" standard of judicial review for such treatment. Where race is the predominant factor in drawing the boundaries of electoral districts, courts apply the "strict scrutiny" standard. The "strict scrutiny" standard of review will not be triggered by racial considerations, if race is not the predominant factor and racial consideration is limited to being only one of several factors influencing re-districting.

Guiding Factors in Re-Districting. There are a variety of factors that can be used in revising district boundaries. The factors listed below are ones that have been considered in Charlotte in past re-districting efforts, but Council may use any reasonable factor. (A copy of the factors approved by Council for re-districting is attached.)

- Substantially equal population among districts
- Reasonably compact districts
- Following neighborhood boundaries (see discussion below)
- Political concerns (see discussion below)
- Following precinct boundaries
- Race of district residents (see discussion above)
- Making district(s) most likely to be impacted by future annexations smaller to minimize effect of future annexations on future re-districting
- Avoiding contests between incumbents

Political concerns can be a valid basis for revising district boundaries. Courts recognize that re-districting is an inherently political process. A 2004 decision by the US Supreme Court held that political gerrymandering—drawing district boundaries intentionally to favor one party or disadvantage another—is no longer a legal basis for challenging re-districting. (An earlier Supreme Court decision had held that under very limited circumstances political gerrymandering could be a basis for challenging a re-districting. That decision was expressly overturned and is no longer good law.)

Following neighborhood boundaries can be difficult where there is no clearly acknowledged definition of neighborhood boundaries. In addition, unless precinct boundaries follow accepted neighborhood boundaries, it can be difficult to apply both factors consistently.

OTHER CONSIDERATIONS

Council has adopted Rules of Operation addressing various issues that can arise due to the sensitive nature of re-districting. Attached are copies of the Rules of Operation and the charge that were adopted by the Council for the 2003 re-districting process and for subsequent re-districtings.

CONCLUSION

The application of the legal requirements identified above to the districts, with the annexation areas included, means that the following conclusions must be addressed in any re-districting plan considered by the Committee:

- The ideal district size is 103,754
- Based on a maximum district size of 108,942, districts 2, 3, and 4 are too large
- Based on a minimum district size of 98,566, districts 1, 6, and 7 are too small

Revising district boundaries is potentially one of the more divisive and contentious matters to come before the Mayor and Council. If any Committee member, other Councilmember or the Mayor oppose a particular proposal and contend that the proposal is influenced too much—or too little—by race, such contentions may not only encourage litigation but may also create a basis for both sides of the litigation to inquire into the specific motives of the Mayor and each individual Council member. Regardless of the perceived sensitive nature of re-districting, there is no basis for this matter to be considered in a closed session. The need to weigh comments and arguments carefully is especially appropriate on this topic, not only during formal meetings but even during “private” discussions about re-districting.

We will be available to answer any questions that you may have. Mac may be contacted at 704-336-4112 or dmccarley@ci.charlotte.nc.us. Bob may be contacted at 704-336-2651 or rhagemann@ci.charlotte.nc.us.

Attachments

c: Mayor and Council
Curt Walton
Ron Kimble

Summary on Advisory Committee on Governance

At the direction of Mayor Vi Lyles, the Citizen Advisory Committee on Governance (CACG) was established to review the current structure of the Charlotte City Council.

CACG is examining Charlotte's growth trends and current government structure, analyzing the government structure of peer cities, and developing recommendations to provide to City Council on which elected official structure of government would best meet the current needs of Charlotte's residents. Specifically, the committee is evaluating the following:

- The length of City Council terms of office and what term length would enable elected officials to best serve the city and its residents,
- Compensation for elected officials and what level of compensation would be adequate to encourage interested members of the public to run for public office,
- Which election method, either partisan or non-partisan, would best benefit the community, and
- What criteria for City Council Districts would ensure adequate representation of Charlotte's residents.



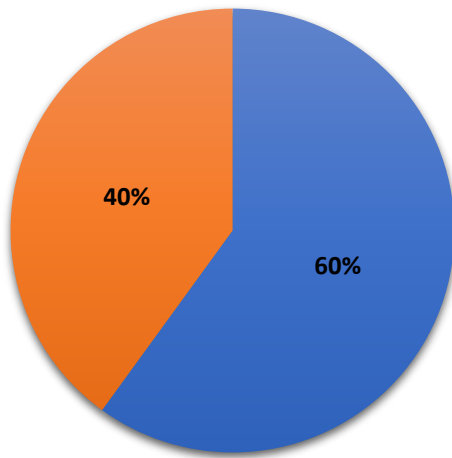
Council-Manager form of government since 1929

- ✓ Elected every 2 years, in odd-numbered years (2 year terms)
- ✓ Mayor & 4 Council members elected at-large by city-wide vote
- ✓ 7 Council members elected from districts by voters in those districts
- ✓ Concurrent partisan elections

Survey Results

The following graphs illustrate results gathered from public input via an online survey available from September 21, 2020 – October 1, 2020.

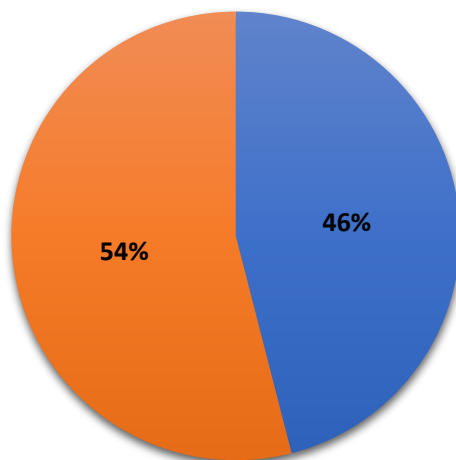
How long should a term of office be for the Mayor



■ Four-years ■ Two-years *n*=625

Currently the Mayor holds a two-year term of office.

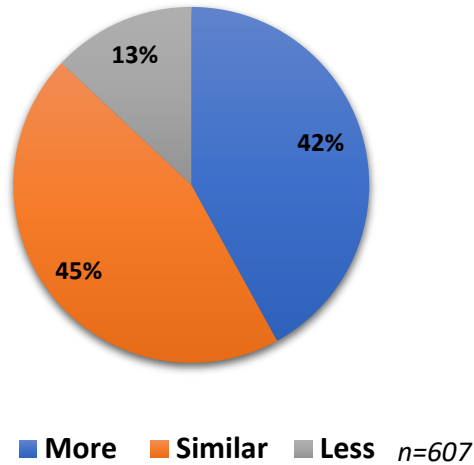
How long should a term of office be for City Council Members



■ Four-years ■ Two-years *n*=619

Currently City Council members hold a two-year term of office.

Should Council Member salaries be increased, remain similar, or be less?

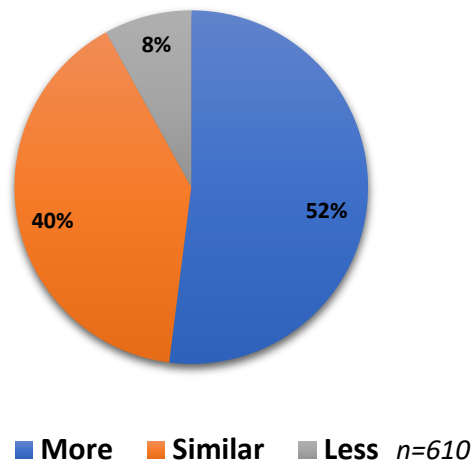


As part of the Council Adopted Budget for Fiscal Year 2021, City of Charlotte Council Member total annual compensation is \$33,915 which includes:

- Base Salary: \$21,015;
- Annual Expense Allowance: \$5,800;
- Annual Auto Allowance: \$4,000;
- Annual Technology Allowance: \$3,100.

An annual merit increase is also programmed as the budget permits.

Should the Mayor's salary be increased, remain similar, or be less?

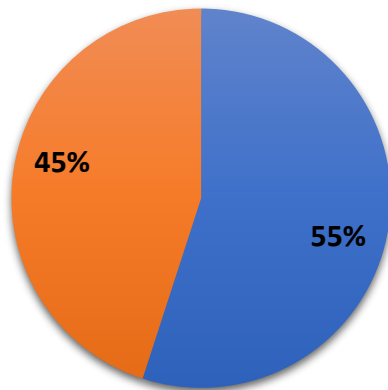


As part of the Council Adopted Budget for Fiscal Year 2021, City of Charlotte Mayor total annual compensation is \$45,096 which includes:

- Base Salary: \$27,196;
- Annual Expense Allowance: \$10,000;
- Annual Auto Allowance: \$4,800;
- Annual Technology Allowance: \$3,100.

An annual merit increase is also programmed as the budget permits.

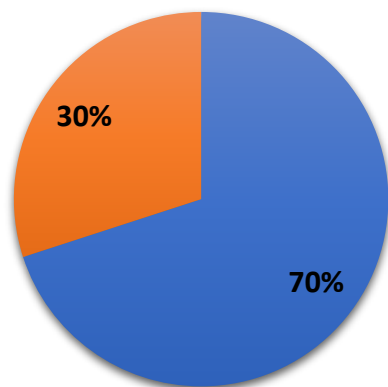
Should elections be Partisan or Nonpartisan?



■ Partisan ■ Nonpartisan *n=605*

In a partisan election, the voter will see the name of a party listed next to the name of the candidate on the ballot. For example, in this type of primary election, Republicans must vote in the Republican primary and Democrats must vote in the Democratic primary. Unaffiliated voters may choose the Democrat, Libertarian, Republican, or nonpartisan (if available) ballot in a primary election. In general elections, voters can vote for any candidate regardless of party affiliation. The nonpartisan election method is one in which the candidates do not have party affiliations listed on the ballot in either the primary or general election. Currently the City of Charlotte uses the partisan election process.

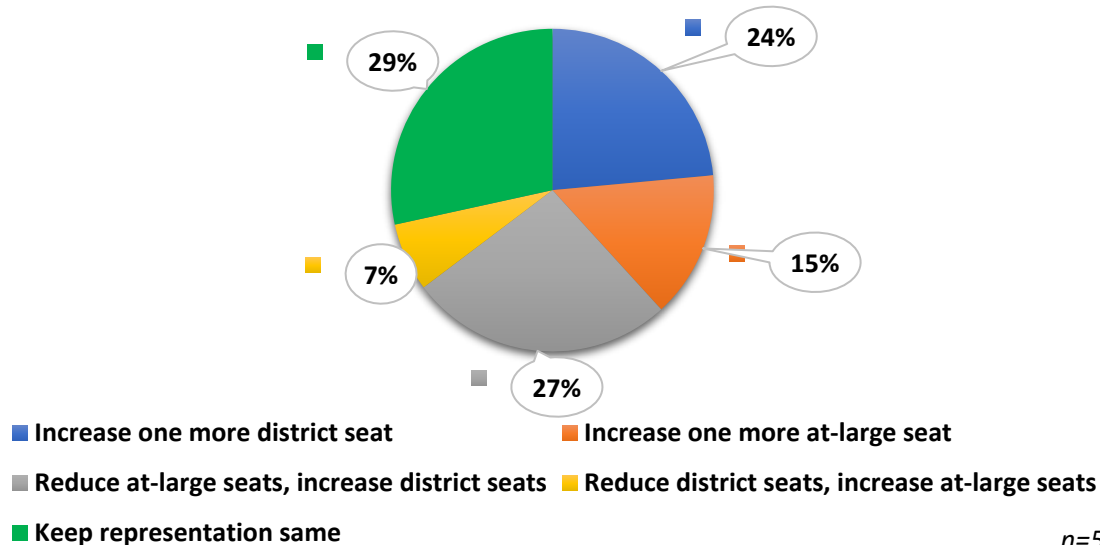
Should City Council and the Mayor have staggered elections?



■ Yes ■ No *n=599*

Staggered elections are elections where only some positions on the governing body are elected at the same time. For example, district representatives are up for election together in one election cycle and the Mayor and at-large representatives are up for election in the following election cycle.

Should Council Member representation stay the same?



The 2020 United States Census will help measure Charlotte's growth, and part of CACG's charge is evaluating the make-up of Council Member representation for the City of Charlotte. Currently:

- 7/11 Council Members are elected at the district level
- 4/11 Council Members are elected at-large
- The Mayor makes for a total of 12.

The make-up of City Council is limited to 12 total members at most plus the Mayor for a total of 13 per state statute:

Part 4. Modification of Form of Government

North Carolina Statute § 160A-101. Optional forms.

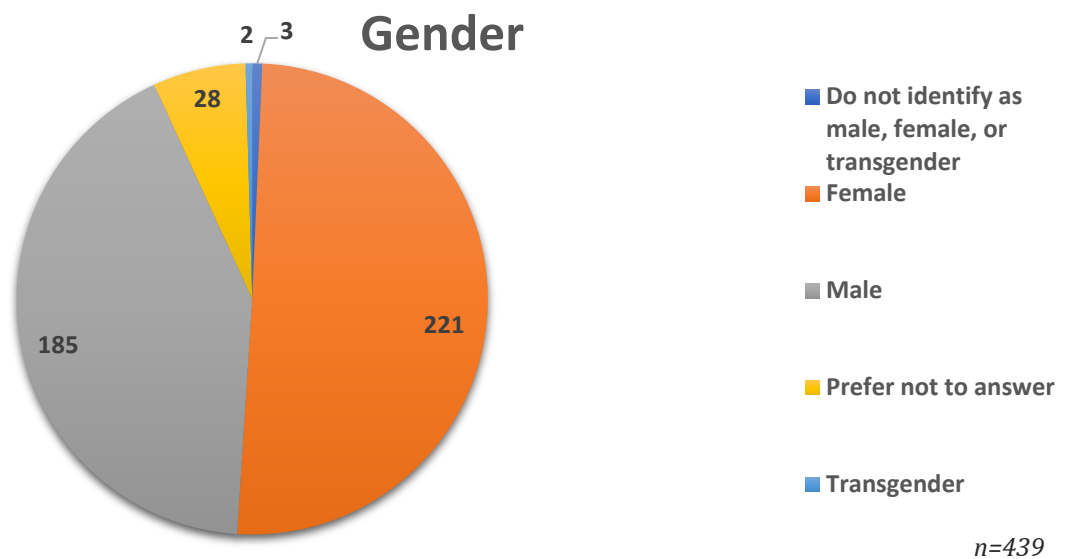
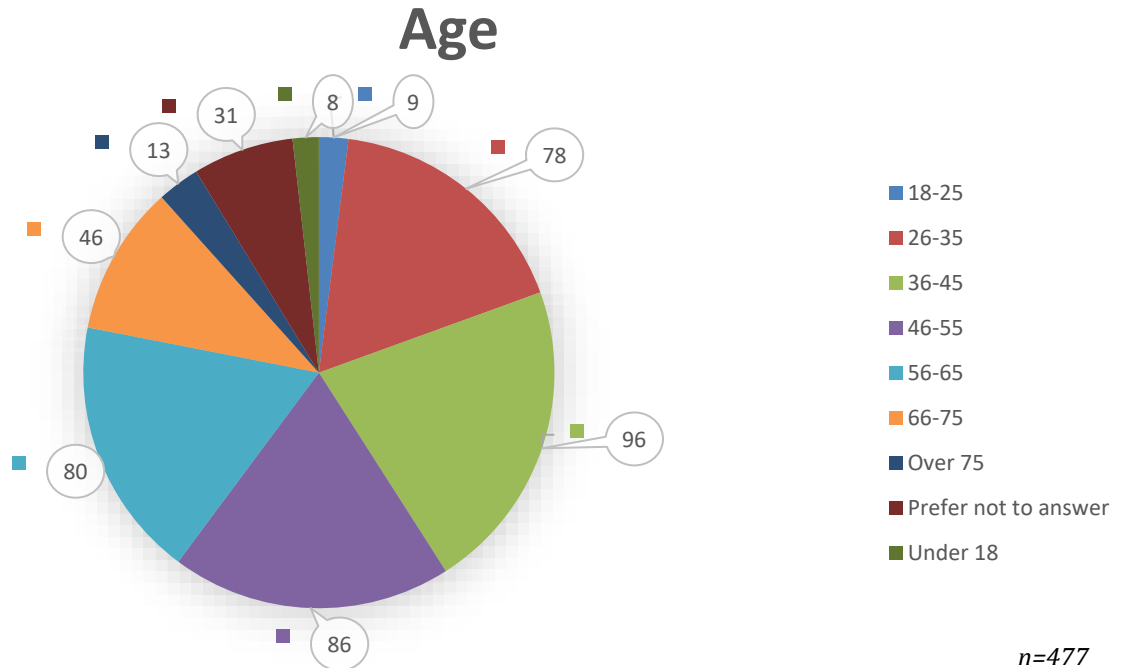
Any city may change its name or alter its form of government by adopting any one or combination of the options prescribed by this section:

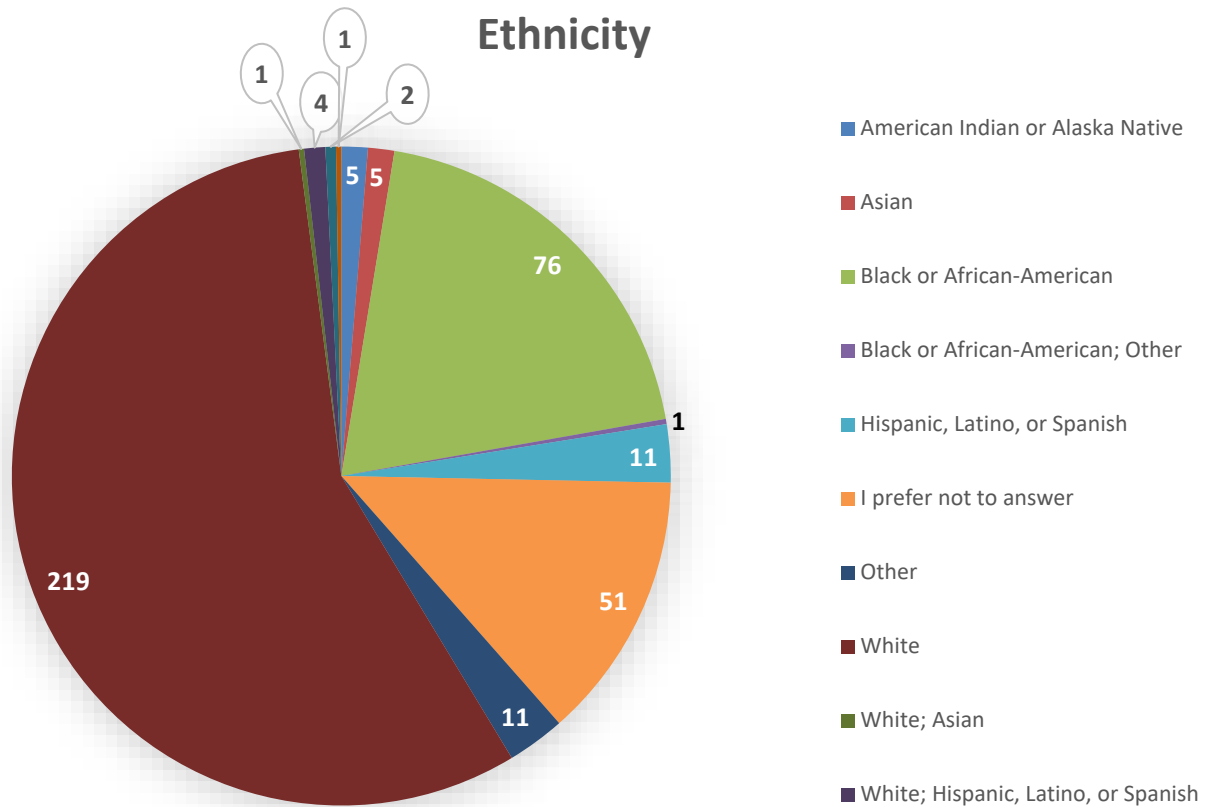
(5) Number of members of the council:

The council shall consist of any number of members not less than three nor more than 12.

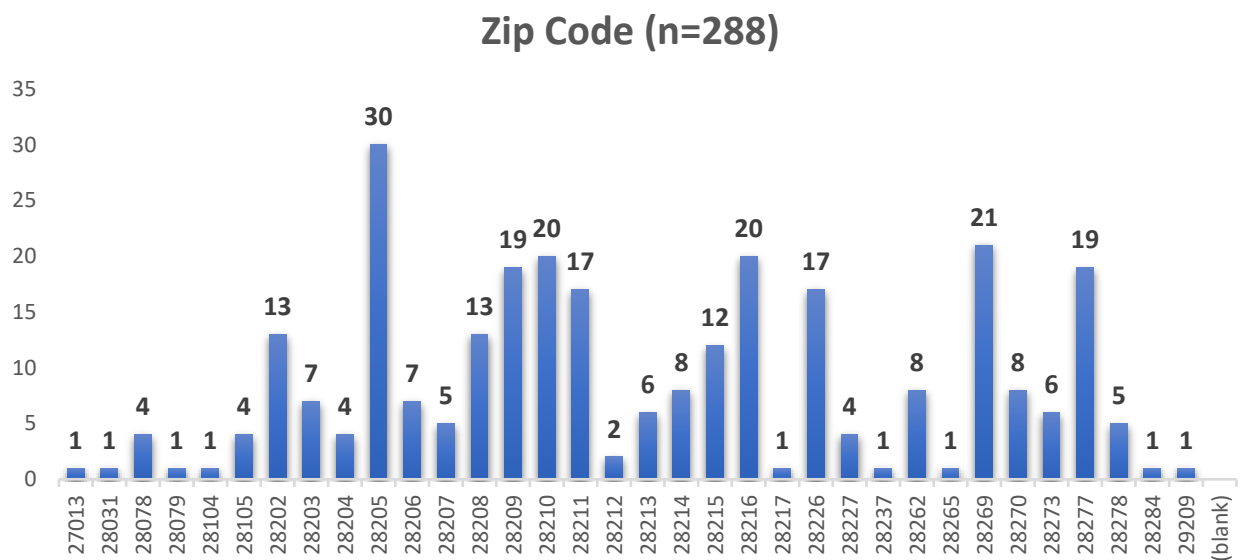
Citizen Advisory Committee on Governance Survey Demographics

The Citizen Advisory Committee on Governance distributed a survey from September 21, 2020 to October 2, 2020 (see Summary). The survey received a total of 689 responses. The below are demographic responses from the survey. These demographic responses were not required to be submitted in effort to encourage public input.





n=387





Affiliation

Charlotte Resident	194
Community Organizations within Charlotte	67
Neighborhood Associations within Charlotte	65
City of Charlotte Boards and Commissions	27
Other	15
Charlotte Development Community	14
City of Charlotte Employee	42
*261 respondents on affiliation	



COMMENTS CACG Public Input Survey September 21, 2020 - October 2, 2020
As the city grows we need to add more districts & representatives.
Remove the auto allowance for Mayor and council - you can provide the same monies back into the salary; but the Mayor and councilmembers should not be incentivized to drive.
The at-large seats should be removed entirely and those four seats should instead become district seats. At-large council members don't have to do the type of constituency work that district members perform. I would recommend eliminating the at-large seats and making those seats District-based seats. In addition, each council member should be allowed to hire their own staff member to serve as their advisor, constituent services representative, etc., and those individuals should be at-will positions that only serve at the pleasure of that council member or until the council member's term expires. I also think council members should have term limits. If 2-year terms remain, they should have a term limit of six years or eight years; if we switch to four-year terms, then there should be a term limit of eight years. In addition, when a council position becomes vacant, the city council should not be allowed to appoint someone to fill the seat, rather a special election should be held so that voters can select who represents them.
I think the mayor should be a full time position and compensated accordingly. I like the idea of 4 year terms so that council can get more done without having to worry about campaigning every 2 years. Thanks for sending
i would like to see a report card on all elected officials based on attendance and voting records
Compensation is critically important and should be increased to a living FT salary. The job is incredibly demanding and time consuming and yet the salary is less than what i made as a full time business professional in 1984. That results in only privileged folks with means to serve. And the campaigning for these offices is costly. Again, current compensation structure favors South Charlottean retirees or independently wealthy-- and we are missing out on a lot of representation on many levels. Staggering terms as well is a welcome and viable option and facilitates Council "refresh" and provides impetus for officials to work fervently and strategically. Having 4 year terms as well, I believe, is important as it is very difficult to get anything accomplished in 2 years. I say this from experience. For those who believe a 2 year term is beneficial -- have never served on Board with a limited term and bureaucracy that creates barriers.
The Mayor is the ambassador of our city and should be paid accordingly. The current pay rate for our mayor is awful. This position should command a higher salary by 2/3 if not doubled. Council members should have a longer term in order to be able to accomplish objectives. Term limits are a good idea, especially if they have not accomplished anything.
Base pay for Mayor should be at least \$75K & base pay for council should be at least \$60K.
The mayor's position should be full time.
Term Limits should be included in any updates, revisions and/or new Policies. Maximum of 2 Terms for all Council Seats (District or At Large) as well as Mayor. Just like Term Limits requirements on all City of Charlotte Advisory Boards.
Something not address in this survey or the data provided is the staff support made available to Council members. As Council members routinely receive more constituent requests than can possible to handled by one person who must also manage research on complex policy topics, Council and committee meetings, and other official concerns, Council members ought to be assigned at least one full-time staff member each to assist with constituent service, scheduling, and research.

COMMENTS CACG Public Input Survey September 21, 2020 - October 2, 2020
I think fewer at-large and more district seats would help improve diversity (racial, economic, & party affiliation) on the council. I also think city elections to be moved to even years alongside major elections to improve voter participation. I also feel Charlotte is at a size that the mayoral and council positions should effectively be made full-time positions.
Increasing the term length is would prohibit the city from holding councilmembers accountable. These positions are earned, and our term length must reflect that. If our councilmembers are concerned about being reelected every two years, they'll be more receptive to community feedback.
Having said that. Charlotte is too large to have our mayor and councilmembers be part-time positions. These should now be full-time posts, and the salaries should increase both to reflect that and also to reflect the serious issues large cities face: racism, police funding and police violence, pandemic response, and more have all come up this last year alone. We are a large city now. We need full-time representatives.
The Citizens Review Board should have more authority such as subpoena power.
This is a joke in many respects, I have sat in on the committee meetings. We need more district representation than at large but, most importantly, the salaries of voting members of council should be increased or eliminate subcommittee work that exceed the part time classification of the job
City council should be a FULL TIME position. This will allow us to attract higher quality candidates and hold them more accountable because they will be fully committed to the job.
You also didn't ask a question about term limits, but YES, there should be term limits for city council.
City council members need voice the opinion of their community. The city of charlotte always favors de elipses and say that they can build anything. If council members only take technical opinions into consideration they will always vote in favor of rezonings, if the hear their communities they will vote Against some rezonings and they will also request improvements on the design and functionality of some petitions.
Nonpartisan elections is the most critical to improving out government
More money for city council and paid stipend to board members over committees
District 2 is gerrymandered such that many voters are essentially disenfranchised.
New solutions can create new problems. There is no perfect system. There is some wisdom in smaller changes then large overhauls.
city council and mayor should be part time even in a city the size of charlotte
As our city grows so does our need for more concentrated representation. An at-large representative can not be expected to see and hear from all parts of our larger and growing community. We must do away with the at-large seats and add more concentrated district seats so our elected officials can truly wrap their hands around what's happen in their defined communities.
Also, I feel it's time to enact term limits for out local officials. Pay them a fair, full time wage, one that is equal to the mean area income but then limit the number of terms they are allowed to serve so we do not end up with career council-members that become ineffective but get reelected solely based off name recognition.
Salary should be enough that more than comfortable retirees could afford to serve.

COMMENTS
CACG Public Input Survey
September 21, 2020 - October 2, 2020

Failing to name the "Peer Cities" specifically is a great flaw in the information given above. Also, specifically stating what criteria was used to determine a "Peer City" is lacking in transparency. Many citizens of Charlotte have moved here to get away from some of these so called "Peer Cities" and may not want to repeat the policies of those cities. I believe the greatest flaw in our CCC is way too many At-Large seats (and I believe this to be the case for the Mecklenburg Cty Board as well). There is no need for this as there are currently 7 city districts so a tie vote is less likely to happen, so an at large vote is not needed. The mayor could basically be the AT LARGE voice of the CC. Also, in your information you did not indicate how the size of CCC to population compares to "peer cities" and "NC cities over 500,000". I believe we have one of the largest, if not the largest, number of members of CC in the state. I would have liked an option on the last survey question that stated "elect same number of district seats and fewer At-Large seats". Again, that many at-large seats provides no benefit to the citizens as each district has representation, is unnecessary for voting purposes and VERY costly. Also, you do not address term limits (how many terms someone can serve, not how long a term is) in your survey. Not as much an issue of CCC, it is a big issue on the Mecklenburg Cty Board of County Commissioners (MBCC). These positions should not be careers for individuals. We should constantly be encouraging and making room for the next group of individuals to become engaged in their community's governance, bring fresh ideas.

Again, biggest flaw of CCC is too many At-Large members. Doing simply district representations and Mayor would not even change the political make-up of either the CCC or MBCC. So I am not making this argument simply to change the political atmosphere of either body. I am making it because it makes the most sense from a benefit/cost stance. If you feel we need that many members on the CCC, they should be all district representatives and the mayor.

I believe in keeping most terms the same. The only exception should be mayor with 4 year term, as to allow for some continuity on council. Salary should also remain in line with current payments as to disincentivizes people from making their elected positions a career. Using this structure, I believe, would also make it easier for new ideas to cycle through the positions and make it easier for the citizens to hold elected officials accountable.

I would like to see us move to a stronger mayor system, with the mayor's office a full-time position, while keeping council a part-time position.

It is time to transition back to a Strong Mayor and Council with a City Administrator. This should be a 10 year goal with an immediate return to a Mayor and Council appointing the Police Chief and Fire Chief annually as was done prior to the 1972/73 Charter Change. Outside Chiefs have proved problematic to financial stewardship, citizen driven service delivery and employee morale.

COMMENTS
CACG Public Input Survey
September 21, 2020 - October 2, 2020

The current system of governance has enabled Charlotte to be run as an oligarchy of wealthy empowered people and has hampered the democratic voice of the people. With a part time mayor and council with short terms our elected officials are 1) unstable because they are constantly running for office, 2) don't have the ability to fully implement the changes the city may need, 3) thus are weak and ineffective and more likely to be vulnerable to the will of the elite than able to exercise authority premised on the people's will. Charlotte is too large a city for this inadequate system. Further, the city manager also has far too much power under this system. We don't elect this person and it is clear the the council exerts little power of accountability over the city manager. Such power as the city manager wields should be held by the mayor, an elected official, someone subject to the will of the people. We have long since outgrown the current system of governance and need a better system if we are to have the kind of responsive leadership necessary to govern one of our nation's leading cities.

It would have been helpful if compensation for mayors and council members of comparably sized cities had been shared for comparison.

I still don't know what the city does versus the county beyond zoning--and from where I sit the current crew is totally under the thumb of development for fundraising and the city's direction. Until this City Council actually does something besides keep developers happy, I see no need for change beyond increasing the Mayor's pay. We've already seen what low pay there gets us.

- The council and mayor should be full time positions at \$80k a year plus allowances. A pay raise will allow a diversity of people to run and hold office.
- They should all resign from any other jobs/ventures so as not to appear to have conflicts of interest. (Ethics is everything!)

I do think it is time for change. Most important is not partisan elections.
 Second is longer terms

Hold the elections on even numbered years to increase turnout. Definitely think more, smaller districts and less at large seats is the way to go. That said, much more than 11 seats seems unwieldy.

District reps should live in their district but be voted on by all City residents.

3 years terms for city council should be considered. I believe 4 years is too long, but 2 years seems short.

City servants salaries should reflect the community they serve. Keeping are servants close to the average person in the city is essential for having them understand the community they serve. As it is, they are already overpaid for a part-time job. I believe their salaries should not be above 80% of the area median income, the same threshold their constituents face to qualify for the HouseCharlotte program.

City Council needs to spend less time worrying about how much they get paid and how long they are in power serving big businesses and developers and instead directly serve the people of Charlotte. Make meaningful steps toward fixing the affordable housing crisis and provide actual oversight to CMPD who gets 40% of the budget and then your citizens would have good reason to consider giving you a raise.

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The majority of peer cities have no at large seats. At large seats have been viewed as discriminatory in legal cases where a significant majority of any protected class exists. Furthermore, having more district representatives means such council members will have fewer precincts to serve giving them the ability to do so in a better way particularly as part time public servants. The City of Charlotte should fully eliminate at large seats like Austin did a few years ago and move to better and more diverse representation through districts only.

Fund the police. We need to protect the rights of all citizens!

Currently, there is too much partisanship among Council members and too many individual agendas. Some Council members deserve their salary; others are just taking up space and getting paid for it. Like national and NC politics, Council members are too often playing to a small base of their constituencies. Whatever happened to Council members or district representatives walking through their neighborhoods to meet, see and hear from the folks in their districts? We have lived in Charlotte for 14 years and have yet to ever see or hear from our Council member. I guess, because we are a different political party. Represent all or don't have the office.

I wish the Mayor was much more visible throughout the city and much more outspoken on the myriad of issues that are playing out in our city, our region and the state. Citizens should, of course, pay attention to what their elected officials are doing, but it also up to the officials to get out, be seen, speak up and be that "leader" that we expect them to be. Even bad media coverage is good coverage from the stand point of being vocal and having an opinion. Safety is not why we vote for politicians - that goes for the Mayor, Council, City Manager and department heads.

At large seats often skew partisan positions in the favor of certain areas. Equal representation should be the goal.

Our council is not fairly representative of the people and is too left leaning

If Charlotte continues on its current path

Residents will leave in droves to other counties or more likely South Carolina

I actually like 3 year staggered terms but that wasn't an option

Former elected official from NJ now living here in Charlotte.

For a cut of this size Charlotte elected officials are underpaid and overworked. This causes burnout and apathy and leads to increased corruption. We do need term limits if there are four year terms, two consecutive terms of service is enough. I voted less for Mayoral service since, while I think Mayor Lyle's is a fantastic human she has not demonstrated committed leadership against the RNC and the danger it brought to the city.

Move the CC/mayoral elections to the years when the presidential election is held to increase turnout. Fewer at-large, more district representation with smaller districts.

Unaffiliated Voters are allowed to vote in Democratic Primaries thus 81% of Charlotte Voters are eligible to vote in every single Democratic Primary. Republicans are less than 19% of the City Voter Registration. "Non-partisan" is just a way for Republican candidates to fool folks into voting for them. It's political welfare for the weakest. Out of touch party.

Commit to budget changes that reflect our values. Provide more for mental healthcare, housing and education and less to a militarized police force.

Maximum of 2 terms limits for City Council

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More representation is needed in our disenfranchised communities and areas within the county.
The city council is unbalanced. To have one party wield so much power is begging for corruption and a myopic vision for our city. ALL residents deserve to have a voice...not just Democrats.
Get rid of at- large positions entirely, and elect only district representatives.
At large positions should be eliminated in their entirety. They serve as "bonus" seats to the majority party. This does nothing to represent the citizens of Charlotte effectively. It would be more effective to either eliminate the position or convert them to districts to better represent their constituency. This would also have the effect of making it possible to build coalitions across party lines to pass solutions that are good for the city as a whole.
Consider ranked choice voting! It's been very successful in Maine and localities like Portland!
Do not convert at large seats for district seats. At large are important to see city-wide issues
Council and mayor should be more transparent and available for questions and ideas! More open meetings and really listen to what the citizens want for their neighborhoods! Stop paying developers to build unless stricter requirements are met- keep more trees, street lights in the new subdivisions, bigger lots and less crowding, no council meetings unless EVERYONE on the council can attend!
The salaries should be tripled and all positions should be made full-time. 2 new full-time at large seats should be added.
We should not have a full time mayor, but should continue with the current model, with staggered terms
Council members are overworked by representing too many citizens. I would like to see smaller districts and more council members to share the workload while also allowing for more staffing to sit on more focused council level committee assignments by the mayor.
It makes no sense to me that we have a separate county commission and city council. A feasibility study should be done to look at the pros and cons of one governing body for the county, including the city, and how it could be done, if determined to be feasible.
We need term limits. No more than eight years in office
Defund CMPD
Council members should have dedicated staff independent of city staff for research and consultation.
Compensation is a very difficult consideration. I am not interested in career politicians in local government. Yet to attract talented leaders, value for their leadership skills is an important skill. I compared the mayor's responsibilities to the county manager but do not think the mayor should earn the same rate of pay. City council members are important and more at large if it brings a balanced view to overall growth rather than the past focus on what is good just for my district. Best wishes to you all in making decisions that will benefit the majority.
The officials attendance should be made public. Those who frequently miss meetings should be held accountable and a predetermined excuses could be allowed. If the official exceeds the number of excuses, his role should be released. (This is a policy found in many work forces) and as people who represent US, missing council meetings is evidence of apparent lack of interest in representation of my/our concerns.
Peer review of council members should be considered along with random reviews by a represented district. Immediate termination should take place upon any council member who has committed a felony and/or DUI charges.
Visible participation in their district celebrations, meetings, etc. should be a positive sign and this should be
There should be a limit on the amount of terms served and it should be 2 terms for the mayor and city council members. The compensation is more than fair for a part time position.

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term limits are necessary to have new ideas to come forward instead of the same people being in there year end and year out and they bring nothing new or anything changes. as far as council member getting paid that should not be. this is a part time position and an elected office position which you do not have to run for. I feel this is a service to the community and its your choice to do it at no charge to the community of charlotte

I am concerned that there was not a single question about TERM LIMITS. Regardless of the length of terms, it should be capped at 6-8 years total as a council member and 8 as a mayor. Unrestrained term limits lead to the problems that we are seeing on a national scale with congress, and it should be even shorter term limits locally. The city is rapidly changing and we shouldn't have the same people on Council for multiple decades. New ideas, new innovations, and fresh perspectives are key to keeping a growing city attractive, safe, and economically viable for ALL of its citizens.

As a Charlotte native (all but five of my 52 years), AND someone who's been BOTH a Democrat for the first half of my adulthood... and has been voting conservative/Republican since Bill Clinton's second term, AND someone who has VOTED in nearly every primary and regular election since I turned 18... AND, I was the Republican Judge of my precinct for two years (until a Mecklenburg Board of Elections rep called me out by name when I documented/reported two years of wrong-doing in my precinct that I'd witnessed first hand)... SO, with all this said, I pay close attention to the local, state, and federal government (what "elected officials" do before they are elected, what they say they'll do, and what they ACTUALLY do once elected)... my biggest concerns are the following: 1) The City Council, currently, IS NOT following their own oath they take of UPHOLDING THE US Constitution by supporting law enforcement/law & order... ESPECIALLY they are ignoring the FIRST AMENDMENT to the US Constitution... Like Braxton Winston protesting/defunding/dismantling CMPD WHEN HE'S A CITY COUNCIL MEMBER?!? (He's not the only one, just most visible;) 2) Mayor and City Council members are spending ENTIRELY TOO MUCH time/energy on getting elected/re-elected, as opposed to ACTUALLY doing their job/that they took an oath to do... They are spending too much time slinging mud at each other, being hypocrites, and wasting taxpayer dollars on pet projects. (For example, IF affordable housing and being fiscally conservative so "Charlotte is a City FOR ALL" are actually important, WHY are there plans to do MORE EXPENSIVE pet projects in Center City that serve those who have plenty of money already?) And, 3) WE NEED TERM LIMITS. The original design of government was THAT ELECTED OFFICIALS WERE TO SERVE THEIR COMMUNITIES, NOT BE LIFETIME, TAX DOLLARS SUCKING, PERSONAL PROJECT FUNDING OFFICE HOLDERS FOR YEARS :) :)

I would support four-year terms for mayor and city council if there were term limits (two terms). I also believe every voter in the city should have, at a minimum, the ability to vote for a majority of the seats on the council. So, expansion of the council should either be additional seats at large vs in district. However, if district seat expansion occurs (or for that matter this should happen now), district primaries would continue to be held whereby only people in the district vote, but in the general election, all city voters can vote for at large seats as well as in all the district races. This will make all seats competitive throughout the city and likely would result in more competitive primaries in districts as well.

Although this survey did not ask questions about term limits, I believe term limits should be implemented whether the terms remain at two years or are changed to four years. Obviously, the limit would be different based on the # of years in each term. Thank you for conducting this survey to obtain input from city residents.

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1. Make it a requirement that members of the City Council who represent a district actually live in that district for the entire length of the term. 2. When considering zoning and re-zoning permits, take into consideration how it will affect schools, traffic, utilities, etc. rather than tax dollars and pleasing developers. 3. Either do away with long range planning or stick to the recommendations, especially if a consulting firm was hired to make those recommendations.
This is a strong manager government and we need to remember that...
I question whether the city really needs 11 members on the council. It seems like longer terms would allow the council to spend more time on governing and less on fundraising and campaigning. At that point, it might make more sense to have fewer, but more efficient, seats.
I believe that our city/county/state/national representatives should educate our citizenry better on the election process and how to research those persons they are to vote upon. I also believe there isn't nearly enough available information on our representatives... everyone should be easily able to review what each person has done during their terms of office.
Include more members of Council who are NOT representatives of the Democrat party. Make it more EQUAL. This city and council screams for equality all the time! Let's have some more conservative members of council
I love this city. I've lived here since 2006. I feel like we're on a great track. Focus on fair representation and investment in public transport - light rail - and we'll continue to be on that great track!
Give the members dedicated staff like most peer cities.
Eliminate the auto allowance for council members Totally restructure the police department including hiring/termination, severe strict disciplinary actions, mental health evaluations, education requirements, psychology etc
Please stop Jerry meandering
Tired of Partisan bickering. My hope is that Charlotte can get past political Bickering and the members and mayor can serve the city to make Charlotte an example of a successful, diverse, inclusive, economically strong place to be. Crime homelessness and trash needs to be addressed and our current methods are not working. I like these feedback sessions so maybe we can come up with an out of the box solution other cities will want to copy.
Look at where the city is (in growth and responsibility) and m give the Mayor a salary that supports the expectations of the job. Frankly, it's embarrassing. This is not a part-time job. The role has outgrown tradition, and should be respected for what it entails no matter who occupies the position.
We considered these options at least twice in the 12 years I served on Council. Like others, I worked 60-80 hours a week on that job. It is very hard to address long term issues, running 2 years apart and having to raise funds. Long range planning and action suffer.
I feel the wage increase might actually make it a viable option for some to lead that may not be financially well enough off, so we can truly grow.
I believe that as our city continues to grow, Charlotte needs to consider making the Mayor's and City Council members' positions full time positions.
I actually prefer 3 year terms. If we move to 4 year years there should be term limits.
I was shocked 14 years ago to learn that the role of Charlotte Mayor was a "part time job". It needs to be full time and paid as such. The terms should be longer than 2 years for mayor and city council. It wasn't a question, but the city council member jobs should be paid higher as well.
Regardless of party affiliation, we need elected officials that truly represent the communities of Charlotte. Create a structure similar to the House of Representatives; keep the same map, adjust the number of reps based on the population of the district.

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It is not really accurate to say raises are based on merit. Currently they are tied to across the board budget increases. If some council members are doing a mediocre job and some are doing great job, they all get the same compensation. So increases are not merit based.
How can citizens get more engaged ?
Every district should have its own representation. I thing wrong with adding more at large seats to increase the members of the council either.
The city should be divided up into more districts and not at large.
Stop council members and the mayor from accepting funds from developers. If they do please Make sure that they check each project and how it will affect the community. Make sure that studies are done to take education, medical ease, food deserts, transportation. On all aspects that makes a Community successful.
Stop council members and the mayor from accepting funds from developers. If they do please Make sure that they check each project and how it will affect the community. Make sure that studies are done to take education, medical ease, food deserts, transportation. On all aspects that makes a community successful.
Would really be beneficial to see the costs involved in having staggard elections. I understand the point of staggering terms so that all positions are not vacant at any one time but there's not a large amount of transition IF the seat were to change since the Manager is in control of the Government Operation as a whole. Costs is my point and there's a lot of waste in spending that could be curtailed and thus is just one piece.
Low-income and underserved areas are under-represented on the council because the Census fails to get an accurate count in these districts. What about adding or including volunteer advisors from these communities to report to the council as a whole?
Recommend eliminating at-large City Council seats and retain the seven district seats. Only the mayor should be elected at-large.
City Council and Mayor should be full-time positions, not part time. The part time nature of the offices make it so that lower income individuals or people with time consuming day jobs cannot run for local office.
I am against any defending of the police... I feel everyone's voice should be heard... but i also feel the law has been ignored...permits are required to protest...yet they have not been during this unfortunate time in our history... all laws by all should be upheld at all times... while I do feel we have systemic issues... i believe this rings true on all sides of the issues
Most people will probably not want to increase salaries but the way I see it, regular people can't work their regular job and a city leadership job at the same time. This means only rich or self employed people tend to end up in local government. If representatives are paid more, then more average people can run and represent the people.
I appreciate this opportunity to share my views.
Any change to the composition of city government should endeavor to elect members of both parties as the best representation is balanced representation. Having one party government is generally ineffective and fails to consider alternative policy options.
Stop building large housing properties. The roads need to be up graded
The thought of longer term gives Council to work harder at their goal. That would give Mayor & Council a term of commitment as well.

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How does anyone lead anything part time? While I'm not one for giving government officials more money, I think the compensation has to match the demands of the job. I don't want a part time leader. I want someone fully committed and free from distractions if they are going to lead this city.
So unhappy and sad in Charlotte right now. This is my home city and I would move if I could. Protesters are anything but peaceful. Sick of it! Do something! Ready to vote everybody out!
City council positions should be full time positions. This allows members to focus solely on their jobs and take care of themselves and his/her family.
I also think we should be considering switching positions from part-time to full-time.
City council and mayor should certainly be paid more. The demand on council members is very high for a part time role. While I don't support moving to "full time" designation, a significant pay increase is warranted. Staggered terms with mayor and at large members on same ballot while district members on a separate election cycle. This way there is never such huge shifts to the city council board (like 2017) while still giving voters ability to hold their electeds accountable at ballot box on a frequent basis.
More Has Never Been Better , When Your City Suffers You Suffer, Not Be Rewarded.
I don't approve of the way our City is being run.
The current city government is doing a terrible job.
running less and paying more may attract better talent.
I have worked under both a City Manager form of government and a strong mayor form of government. I believe that a strong mayor form is superior.
The role of the city manager should be strengthened, giving that position more latitude and authority, including modifying the budget and streamlining procurement practices to accomplishing policy directives of the Council.
I would also suggest that each Council member be assigned a full-time assistant to help with their duties and constituent services. For a city as large as ours, we ask far too much of our part-time council members, and for too little compensation.
I believe the Mayor and City Council should be full time positions, and I am dismayed that there was no such question for full-time on this survey. The salary and perk level would be about double what it is now. Isn't this common for peer cities of equal size and complexity ?
Republicans have been rejected soundly by the Voters of Charlotte and this is just a way to forced their rejected views and values by cloaking their candidates in darkness.
Disband CMPD and reallocate the funding to counselors and other social services for needy.
Council members should represent all, and not just their race. Council members who speak out against another race and or CMPD should be removed. Members should work to bring the community together, not apart
Thank You for keeping our Queen City Beautiful. As we grow, let's work on bettering our public education by hiring more diverse teachers and making second languages more inclusive in our school curriculum. Lets also give more attention, priority and funding to schools in lower income regions across our Queen City. Thank You!!
Please cut the grass on the freeway and clean the trash up.

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If the Mayor and council positions are to be short term positions and rotate frequently, the salaries and length should not increase. If we are going to have lifetime politicians, they should have higher salaries and longer terms.

I'm very concerned about the fact that there are so many ethics complaints against city council members related to developer campaign contributions and rezonings. In my own experience related to a neighborhood rezoning, it was very clear that councilmember support was strongly related to campaign contributions. We need more transparency and accountability. It's sad to see that a councilmember is willing to sell their Rezoning vote for a couple hundred dollars to approve multi million dollar projects. The rezoning process in particular needs to be revamped, members should recuse themselves from voting on rezonings submitted by people that contributed to their campaigns.

We also need better visibility into the ethics complaint review process. Complaints are not publicly posted and need to be requested by individuals. And it makes no sense that the city council members can make changes to their own ethics code, this should be managed by a citizen led committee (non-partisan and not directly appointed by elected officials).

I feel that the community should VOTE on positions such as the City Manager, County Manager, City Attorney, County Attorney, Tax Office, Police Chief, Fire Chief, Land & Development, Planning Director. Finance, Budget Director, Housing & Neighborhood Services, City Clerk; All Leadership, Director, & Department Heads positions should be decided by the citizens. This rules out Nepotism, favoritism, and corruption. I feel that all spending large or small should be available for citizens to view online like it used to be. We voted these people in the office and once they got in there they forgot about the Citizens. They make decisions on what THEY want especially when it comes to development. They get kickbacks from Developers and get friends and family jobs. We need a process documented for citizens to Impeach the local governing officers. It used to be if you wanted to speak at a zoning meeting or any other meeting, you just stand in the line and wait your turn to speak. Now they want you to register to speak so they can document your name and if you speak against them, you are attacked and harassed in your personal life. They want to know who you are ahead of time and make notes while your speaking. They make decisions about our neighborhoods and they don't live in them. They make sure their neighborhoods are exempt. This is FRAUD!

Councilmembers and the mayor should be full time positions to avoid conflict of interest and ethics violations.

Break up Char Meck Schools into 4-5 self governed districts with their own school boards, budgets, and

In addition to the responses above, I believe Charlotte should transition to a strong mayor-council government -- which gives more executive authority to the Mayor of Charlotte while maintaining a City Manager that answers to the Mayor. This will consequently warrant the Mayor's role to a full time status providing executive oversight while the City Manager serves as chief administrator that manages City departments under the purview of the Mayor.

Columbus, Ohio, the 14th largest city in the US, uses a strong-mayor system with the mayor serving as both chief executive and chief administrator. San Francisco, CA, the 16th largest city, uses a strong-mayor system where the mayor is chief executive and a mayor-nominated, Council-confirmed city administrator is the chief administrator. We can blend these systems of government to create one that allows for the elected to focus on serving the needs of the community while in office rather than simply strategizing for the next election.

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Two year terms seem too short to be effective. Overall representation seems good and I believe the council-manager form of government is far better, more effective, and less prone to corruption and cronyism than a strong mayor led form of government.
I do think council needs to be less involved in operational decision and more involved in policy and future planning. We have a large, well paid, professional group of city employees that need to be able to manage efficient and effective operations guided by council by policy and process vs. political pressure. Non-Partisan leadership could help ease those political pressures.
Mayor should be a full time job. Stagger elections so they don't all get voted out at the same time. Longer terms. So they aren't just running for reelection their entire term
This survey seems quite biased and misleading in terms of ulterior motives.
I only saw this survey on LinkedIn. Why did you not publicize this better (e.g. with an insert in water bills for example)? I doubt your response rate is going to allow you to draw meaningful conclusions about what people say. And it's not really clear to me why you are wanting to make changes.
This is the second time I've taken this survey. Why would City leaders distribute a survey with such important topics in such an informal and insecure way? No doubt the responses collected will be used without those caveats which is shameful. I hope that's not the case. People are paying attention.
The mayor needs to be a full time job (and compensated as such). I would consider the same for the city council, if it makes sense for cities similar to ours (i.e. Nashville) who are experiencing similar growth surges. Staggered elections make sense, so that the government can maintain continuity.
Who's in council posts or sits in the mayors chair does not matter if they won't hold the city manager accountable. I want to see more thorough scrutiny from the council, on the manager. And I want to see the city manager more open to talking to press.
Many of the larger cities in NC have nonpartisan elections. We should too. It is understood in Charlotte that district reps votes on zoning projects have an effective veto on things in their district. That has to change. There should also be campaign finance restrictions on council members receiving donations from developers within 6 months (before and after) one of their projects is up for a vote.
Any changes implemented should be done in two years not immediately.
I think 4 year terms should only occur if done in conjunction with non-partisan elections.
thanks for looking into these improvements!
While it is a good thing for council members to represent districts of the city, I find district seat holders too often overlook "the greater good". That is why I would like more at large members.
When I say staggered, I mean District should be elected every 2 years and mayor and at large every 4 years. If done right these are now full time jobs and should be compensated accordingly. In favor of term limits for all positions.
I opted for more at-large seats hoping that at-large individuals will have a broader view of the whole city enabling them to see the needs everywhere, conditions of schools, parks and recreation areas, street repairs and sidewalk construction, so that the city responds to needs, not just to the residents of areas with money. And would someone check the restroom at the CVS on N. Sharon Amity. It is always the nastiest one anywhere, dirty and without supplies.

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Most important - keep short (2 year) terms! Enables change of representation without disruption. A council member who wants to do something else can usually ride out the remainder of a term, allowing the voters to select the replacement rather than appointment by an elected official. In the last 7 years we have seen a healthy amount of turnover with new representation and ideas. Second-most important - reduce the proportion of at-large seats, which will always be from one party, and bakes in the marginalization of the minority party.
I would not like to see the number of "at Large" seats reduced. I would think an increase in the number of district representatives and/ or at large council members would need to reflect how much growth Charlotte has experienced and the patterns of the growth throughout the city. I definately think the Mayor and the at large Council Members should have 4 year terms and should be compensated much more than at present for their full tiime employment.
All elected offices should have term limits.
I think the national election cycle that are currently in the midst of shows how party affiliations do not benefit the constituents and the election process overall. Focusing on the qualifications and what the candidates can and will do for the city, in the case, should be what matter to voters, irrespective of party affiliation.
I appreciate receiving this survey and being able to provide input. I encourage you to send out more surveys to gather citizen opinions. By providing my opinion it makes me feel like a part of the leadership team, since I should be a part of because I am a tax paying citizen.
Given Charlotte's growth and dominance in Mecklenburg County, it's really time for the consolidation of City of Charlotte and Mecklenburg County government. The only thing preventing it is the egos of the elected officials whose positions would be at risk in such a consolidation. Consolidation failed by one vote in the 90s. It's time to try again.
We need more consolidated government
Will the results be shared with the public?
I think we should have educated the public on if the council has assistants or not. And if they need to each have a personal assistant. Also maybe could've included increase ranges. Also I think we could've asked is a mayoral form of government something we ought to investigate. Anyways rhanK you all for puttingbthisbtogether and Inwish I would've known sooner.
As Chair of the Mecklenburg County Democratic Party, I am opposed to changing the election of Charlotte City Council Representatives from a partisan race to a non-partisan race. Doing so would force the Democratic Party to endorse candidates in order to be competitive with the Republican Party's candidates. Most likely, the Republican Party would endorse a slate of candidates as well. When a political party's executive committee endorses a slate of candidate in lieu of a partisan primary, the slate of endorsed candidates may not reflect the views of the rank and file voters who have been deprived of their ability to choose their party's standard bearer through the primary process. Party activists (myself included) tend to have views further to the left or the right of rank and file voters within the party. I would much prefer to stick to the rule of having the county party stay away from candidate endorsements. The voters should decide. However, as the UNC School of Government study included with the proposal makes clear, non-partisan contests tend to have lower voter turnout thus favoring wealthier candidates and the Republican party. The Democratic Party would have no choice but to protect its interests by endorsing a slate of candidates through its Executive Committee if Charlotte City Council contests were to change from partisan to non-partisan races.
From this day forward every mayor and council member main objective should be to establish a city that is diverse and embraces everyone and does not tolerate police violence against unarmed citizens.

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Do you need more code enforcer's.	
I think 2 year terms are too short to be effective. The officials spend their 2nd year fundraising and campaigning!	
Thank you for requesting feedback	
Mayor and Council Salary should represent a full-time, well paid professional position (\$95k+). The current salary level prohibits many citizens with dependents from any opportunity to run for office.	
I live in Fort Mill, but I work in and want to be active in the Charlotte metro area community	
If a council member is arrested they should be put on administrative leave and not be able to vote until they are investigated by a convening authority. The council and mayor need to be more transparent and be a leader in the communities they serve and not bow to the few who are trying to push a false agenda.	
I would like to see longer terms for the elected officials , so they can spend less time campaigning and more time on City business.	
City and County councils should merge.	
I like the idea of 3 yr. term limits better than the 4 or 2 choices.	
What are we going to do about the litter that comes with a growing city.	
Please also consider making the Mayor and Council full-time jobs.	
Council/mayoral elections should be held in EVEN numbered years to coincide with federal elections. This will help to increase voter participation.	
IF the subcommittee schedule and the regular meeting schedule do not reflect full time employment then I will be shocked. City council deserves full time pay for full time work.	
We need more at-large seats to represent the entire Charlotte community versus just Council members looking out for their own district. This will promote unity.	