



**Citizen Advisory Committee on Governance  
Virtual Meeting Agenda  
Thursday, August 20, 2020  
4:00 – 5:30 p.m.**

- |           |   |                  |
|-----------|---|------------------|
| <b>1.</b> | Call to Order/ Agenda Overview  | Committee Chairs |
| <b>2.</b> | Review and Discussion of Committee Charges and Central Questions <ul style="list-style-type: none"><li>• Mayor and City Council terms of office including the length of terms, as well as the method of implementation</li><li>• Mayor and City Council full or part-time positions and related compensation</li><li>• Updated policy guidelines and principles for City Council redistricting resulting from results of the 2020 Census</li><li>• Discussion on Committee's Review Process, Timeline, and Solicitation of Public Input</li></ul> | Committee        |
| <b>3.</b> | 07.23.2020 Follow-Up Questions and Responses  | Staff            |
| <b>4.</b> | Updates and Questions   | Committee        |
| <b>5.</b> | Adjourn   |                  |



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**Thursday, August 20, 2020 Agenda Packet  
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07.23.2020 CACG Meeting

Follow-Up Questions

1. How often do City of Charlotte Council Members run for re-election? What historical data is there on incumbents winning re-election?
2. Provide data on State Representatives and district size.
3. Is an annual 3% merit increase (merit & cola) for City Council and Mayor base salaries common across NC cities and Charlotte peer cities?
4. What is the likelihood of the Legislature passing two term limits for the City of Charlotte? Is there optional local legislation that could be passed that doesn't impact other jurisdictions?

08.06.2020

Summary of 07.23.2020 Follow-Up Responses

### **North Carolina State Congressional, Senate, and House Districts by County - Population**

- North Carolina has 13 State Congressional Districts with an average population of 781,602 and a median population of 768,213 each.
- North Carolina has 50 State Senate Districts with an average population of 190,710 and a median population of 190,428 each.
- North Carolina has 120 State House Districts with an average population of 79,462 and a median population of 79,382 each.

### **1999 – 2019 Election Results for Incumbents - UPDATED 8/19/2020**

- The City of Charlotte has partisan, odd-year elections and two-year terms with no term limits. There are 11 council members (four at-large and seven district) and a mayor.
- Since 1999, 99 incumbents have run for re-election.
  - Mayor: 14
  - At-Large: 31
  - District: 54
- Since 1999, 13 incumbents, or 13.1%, running for re-election lost in primary elections.
  - Mayor: four (one previous district rep; one previous at-large rep; one previous appointed Mayor; one previous mayor)
  - At-Large: four (one previous district rep)
  - District: five
- Since 1999, three incumbents running for re-election lost in general elections.
  - In 1999, one district representative ran for an at-large position, but lost in the general election.
  - Two at-large incumbents have lost in general elections.
- Since 1999, 84 incumbents, or 97.7%, have won in general elections.
  - Mayor: 10
  - At-Large: 25
  - District: 49; no district representatives have lost in general elections
- Since 1999,
  - the longest serving mayor has served five terms.
  - the longest serving at-large member has served three terms.
  - the longest serving district representative has served six terms.
  - the longest serving council member has served eight terms (six as a district representative and two as an at-large member)

### **Mayor and Council Annual Increases Summary (FY 20)**

- Average Annual Increase for North Carolina Cities and Counties: 2.23%
- Average Annual Increase for 20 Peer Cities: 1.43% (low response rate)
- Average Annual Increase for Top 10 Council-Manager Cities: 1.24% (low response rate)

08.06.2020

Summary of 07.23.2020 Follow-Up Responses

### Mayor and Council Support Staff Compensation Survey

- North Carolina Cities and Counties
  - Mayor and Council Support for most NC cities and counties is via the Clerk's Office
  - Average Support Staff Salary: \$72,557
  - Median Support Staff Salary: \$69,345
- 20 Peer Cities
  - Poor response rate (six out of 20)
  - Roles include: Administrative Assistant (Specialist/Manager), Executive Assistant, Office Administrator
  - Average number of Support Staff Employees: Three for mayor and 11 for CC
  - Average Mayor Support Staff Salary: \$69,975
  - Median Mayor Support Staff Salary: \$69,698
  - Average Council Support Staff Salary: \$61,395
  - Median Council Support Staff Salary: \$59,030
- Top 10 Council-Manager Cities
  - Response rate of seven out of 10
  - Positions include: Analysts, Executive Assistants, Administrative Support
  - Average number of Support Staff Employees: Three for mayor and nine for CC
  - Average Mayor Support Staff Salary: \$72,232
  - Median Mayor Support Staff Salary: \$67,709
  - Average Council Support Staff Salary: \$61,978
  - Median Council Support Staff Salary: \$62,660
- Conclusion: Most larger municipalities studied pay support staff relatively similar wages to the City of Charlotte and have relatively similar numbers for support staff. North Carolina cities and counties receive support from the Clerk's Office.

### Updated – Council and Mayor Compensation Historical Data

- Prior to FY 2009, City Council received 1/2 of the Broadbanding merit budget as an Across-the-Board increase. There was a "true-up" to market done in FY 2009, and they voted for the future Council increases to be equal to the Broadbanding Merit budget, which became the Salaried pay plan in FY 2020. Currently, Council receives Across-the-Board increases. Mayor and Council have typically received a base salary increase of 0 to 4%.

# **1999 – 2019 Charlotte Election Results for Incumbents**

1999 - 2019 Incumbent Primary Election Results

<u>YEAR</u>	<u>VOTER TURNOUT</u>	<u>INCUMBENT RUNNING</u>	<u>POSITION</u>	<u>ELECTION RESULTS</u>	<u>PERCENT OF VOTE/VOTES FOR INCUMBENTS</u>	<u>NOTES</u>
1999	6%	Nasif Majeed	District 4	Lost in Primary	45%	Malcom Graham won Primary
	3%	Charles Baker	District 6	Lost in Primary	48%	Mike Castano won Primary
2001	16%	Mike Castano	District 6	Lost in Primary	46%	John Tabor won Primary
2003	9%	Lynn Wheeler	At-Large	Lost in Primary	7790	
2011		Warren F. Turner	District 3	Lost in Primary	34%/634	LaWana Mayfield won Primary
2013		Beth Pickering	At-Large	Lost in Primary	12%/9052	
		James (Smuggie) Mitchell	Mayor	Lost in Primary	40%/9956	Previous District 2 rep/Lost to Patrick Cannon (prev At-Large)
2015		David Howard	Mayor	Lost in Primary	24%/7418	Previous At-Large rep/Lost to Jennifer Roberts
		Daniel Clodfelter	Mayor	Lost in Primary	26%/8,037	Previous appointed Mayor replacing Mayor Cannon/Lost to Jennifer Roberts
2017		Jennifer Roberts	Mayor	Lost in Primary	36%/12,412	Vi Lyles won Primary
		Claire Fallon	At-Large	Lost in Primary	11%/12,772	
		Patsy Kinsey	District 1	Lost in Primary	43%/2,849	Larken Egleston won Primary
2019		LaWana Mayfield	At-Large	Lost in Primary	15%/34,409	Previous District 3 rep

1999-2019 Incumbent General Election Results

State Board	VOTER TURNOUT	INCUMBENT RUNNING	POSITION	ELECTION RESULTS	PERCENT OF VOTE/VOTES FOR INCUMBENTS	UNCONTESTED?	NOTES
ults.aspx	26%	Pat McCrory	Mayor	Won	61%/53530	N	
	27%	Rod Autrey	At-Large	Won	44585	N	
	27%	Lynn Wheeler	At-Large	Won	51556	N	Mike Jackson, previous D7 representative, ran for At-Large and lost in General election.
	29%	Sara Spencer	District 1	Won	8350	N	
	22%	Patrick D. Cannon	District 3	Won	6809	Y	
2001	27%	Pat McCrory	Mayor	Won	67%/62378	N	
	28%	Patrick D. Cannon	At-Large	Won	45467	N	Previous D3 representative
	28%	Lynn Wheeler	At-Large	Won	49943	N	
	28%	Sara Spencer	District 1	Won	56%/7438	N	
	27%	James (Smuggie) Mitchell	District 2	Won	68%/8116	N	
	23%	Malcom Graham	District 4	Won	90%/6976	N	
	25%	Nancy Carter	District 6	Won	60%/6648	N	
	28%	Don Lochman	District 7	Won	12177	Y	
2003	23%	Pat McCrory	Mayor	Won	57%/44123	N	
	23%	Patrick D. Cannon	At-Large	Won	41,659	N	
	23%	Pat Mumford	At-Large	Won	41661	N	
	24%	James (Smuggie) Mitchell	District 2	Won	71%/7532	N	
	20%	Malcom Graham	District 4	Won	5998	Y	CM Graham resigned effective 1.18.05 to take his seat in the NC Senate. He was replaced by Gregory A. Phipps.
	21%	Nancy Carter	District 5	Won	66%/5654	N	
	28%	John Tabor	District 6	Won	11016	Y	
	24%	Don Lochman	District 7	Won	13313	Y	
2005	20%	Pat McCrory	Mayor	Won	56%/41868	N	
	20%	Susan Burgess	At-Large	Won	37326	N	
	20%	John W. Lassiter	At-Large	Won	38560	N	
	20%	Pat Mumford	At-Large	Won	38387	N	
	20%	John Tabor	At-Large	Lost	33547	N	
	19%	Patsy Kinsey	District 1	Won	10584	Y	
	16%	James (Smuggie) Mitchell	District 2	Won	9091	Y	
	13%	Warren F. Turner	District 3	Won	4293	Y	
	16%	Nancy Carter	District 6	Won	17491	Y	
	22%	Don Lochman	District 7	Won	74%/9867	N	
2007	25%	Pat McCrory	Mayor	Won	61%/58501	N	
	25%	Susan Burgess	At-Large	Won	16%/56008	N	
	25%	Anthony Foxx	At-Large	Won	15%/52356	N	
	25%	John W. Lassiter	At-Large	Won	14%/51385	N	
	26%	Patsy Kinsey	District 1	Won	74%/9071	N	
	25%	James (Smuggie) Mitchell	District 2	Won	8922	Y	
	25%	Warren F. Turner	District 3	Won	6765	Y	
	25%	Michael D. Barnes	District 4	Won	8394	Y	
	22%	Nancy Carter	District 5	Won	7334	Y	



1999-2019 Incumbent General Election Results

State Board	VOTER TURNOUT	INCUMBENT RUNNING	POSITION	ELECTION RESULTS	PERCENT OF VOTE/VOTES FOR INCUMBENTS	UNCONTESTED?	NOTES
	33%	Andy Dulin	District 6	Won	14927	Y	
2009		Anthony Foxx	Mayor	Won	52%/55265	N	Ran against previous At-Large CM John Lassiter (48% of vote)
		Susan Burgess	At-Large	Won	15%/59862	N	Resigned due to health reasons effective June 7, 2019. Replaced by Jason Burgess.
		Edwin B. Peacock III	At-Large	Won	14%/54230	N	
		Patsy Kinsey	District 1	Won	9330	Y	
		James (Smuggie) Mitchell	District 2	Won	11070	Y	
		Warren F. Turner	District 3	Won	7725	Y	
		Michael D. Barnes	District 4	Won	9427	Y	
		Nancy Carter	District 5	Won	8651	Y	
		Andy Dulin	District 6	Won	73%/15796	N	
		Warren Cooksey	District 7	Won	73%/13341	N	
2011		Anthony Foxx	Mayor	Won	68%/56252	N	Mayor Foxx resigned his seat effective July 1, 2013 to accept his appointment as Secretary of Transportation for the US Government.
		Patrick D. Cannon	At-Large	Won	18%/53972	N	
		David Howard	At-Large	Won	16%/48005	N	
		Edwin B. Peacock III	At-Large	Lost	12%/35028	N	
		Patsy Kinsey	District 1	Won	75%/8100	N	CM Kinsey resigned her seat effective July 1, 2013 after being appointed by City Council to replace Mayor Foxx. On July 22, 2013, City Council voted to appoint Billy D. Maddalon as D1 representative.
		James (Smuggie) Mitchell	District 2	Won	9834	Y	
		Michael D. Barnes	District 4	Won	79%/8300	N	
		Andy Dulin	District 6	Won	11420	Y	
2013		Patrick D. Cannon	Mayor	Won	53%/51130	N	Ran against Edwin B. Peacock; resigned March 26, 2014 amid federal allegations of wrong doing. City Council appointed NC Senator Daniel G. Clodfelter to replace Mayor Cannon effective April 9, 2014.
		Michael D. Barnes	At-Large	Won	15%/54836	N	Moved from District 4
		David Howard	At-Large	Won	15%/52772	N	
		Patsy Kinsey	District 1	Won	9912	Y	
2015		Vi Lyles	At-Large	Won	16%/42807	N	
		Patsy Kinsey	District 1	Won	7740	Y	
		Al Austin	District 2	Won	80%/7190	N	CM Austin resigned effective July 16, 2017. On July 24, 2017, City Council voted to appoint Carlenia Ivory.
		LaWanna Mayfield	District 3	Won	76%/5325	N	
		Greg Phipps	District 4	Won	72%/6259	N	
		John Autry	District 5	Won	5688	Y	CM Autry resigned effective January 17, 2017, and City Council voted to appoint Dimple Ajmera effective January 17, 2020. CM Ajmera won an At-Large seat in the 2017 election.
		Kenny Smith	District 6	Won	12034	Y	

1999-2019 Incumbent General Election Results

State Ballot	VOTER TURNOUT	INCUMBENT RUNNING	POSITION	ELECTION RESULTS	PERCENT OF VOTE/VOTES FOR INCUMBENTS	UNCONTESTED?	NOTES
		Ed Driggs	District 7	Won	69%/9779	N	
2017		Vi Lyles	Mayor	Won	59%/72073	N	Moved from At-Large; Ran against Kenny Smith from D6
		Julie Eiselt	At-Large	Won	17%/73348	N	
		James (Smuggie) Mitchell	At-Large	Won	16%/69777	N	
		LaWanna Mayfield	District 3	Won	73%/9276	N	
		Greg Phipps	District 4	Won	12159	Y	
		Ed Driggs	District 7	Won	62%/13152	N	
2019		Vi Lyles	Mayor	Won	77%/70886	N	
		Julie Eiselt	At-Large	Won	24%/67713	N	
		Braxton Winston II	At-Large	Won	22%/62607	N	
		James (Smuggie) Mitchell	At-Large	Won	22%/62508	N	
		Dimple Ajmera	At-Large	Won	20%/56759	N	
		Larken Egleston	District 1	Won	11261	Y	
		Matt Newton	District 5	Won	7366	Y	
		Tariq Bokhari	District 6	Won	59%/11163	N	
		Ed Driggs	District 7	Won	94%/10482	N	

# **North Carolina Congressional, Senate, and House Districts by County – Population**

North Carolina Congressional Districts by Population	
District	Population <sup>1</sup>
1	750,278
2	819,899
3	749,823
4	847,032
5	751,232
6	763,491
7	780,442
8	774,967
9	778,477
10	759,453
11	768,166
12	849,357
13	768,213

TOTAL POP 10,160,830  
AVERAGE 781,602  
MEDIAN 768,213

<sup>1</sup>Center for New Media and Promotion, US Census Bureau, 2016 estimates

North Carolina Senate Districts by Population			
District	County	Total District Pop <sup>1</sup>	Total County Pop <sup>1</sup>
1	Camden	196,665	9,980
	Chowan		14,793
	Currituck		23,547
	Dare		33,920
	Gates		12,197
	Hertford		24,669
	Hyde		5,810
	Pasquotank		40,661
	Perquimans		13,453
	Tyrrell		4,407
	Washington		13,228
2	Carteret	183,118	66,469
	Craven		103,505
	Pamlico		13,144
3	Beaufort	182,039	47,759
	Bertie		21,282
	Martin		24,505
	Northampton		22,099
	Vance		45,422
	Warren		20,972
4	Edgecombe	192,477	56,552
	Halifax		54,691
	Wilson		81,234
5	Greene	189,510	21,362
	Pitt		168,148
6	Jones	187,925	10,153
	Onslow		177,772
7	Lenoir	182,118	59,495
	Wayne		122,623
8	Bladen	199,397	35,190
	Brunswick		107,431
	New Hanover		202,667
	Pender		52,217
9	New Hanover	198,108	202,667
10	Duplin	181,798	58,505
	Johnston		168,878
	Sampson		63,431
11	Johnston	190,179	168,878
	Nash		95,840
12	Harnett	187,221	114,678

North Carolina Senate Districts by Population			
District	County	Total District Pop <sup>1</sup>	Total County Pop <sup>1</sup>
	Johnston		168,878
	Lee		57,866
13	Columbus	192,266	58,098
	Robeson		134,168
14	Wake	198,654	900,993
15	Wake	192,490	900,993
16	Wake	187,230	900,993
17	Wake	199,914	900,993
18	Franklin	183,324	60,619
	Wake		900,993
19	Cumberland	182,869	319,431
20	Durham	184,237	267,587
21	Cumberland	183,514	319,431
	Hoke		46,952
22	Durham	182,730	267,587
	Granville		59,916
	Person		39,464
23	Chatham	197,306	63,505
	Orange		133,801
24	Alamance	197,106	151,131
	Guilford		488,406
25	Anson	197,991	26,948
	Moore		88,247
	Richmond		46,639
	Scotland		36,157
26	Guilford	186,461	488,406
	Randolph		141,752
27	Guilford	199,608	488,406
28	Guilford	198,114	488,406
29	Davidson	190,676	162,878
	Montgomery		27,798
30	Caswell	198,458	23,719
	Rockingham		93,643
	Stokes		47,401
	Surry		73,673
31	Davie	192,073	41,240
	Forsyth		350,670
32	Forsyth	199,837	350,670
33	Rowan	199,013	138,428
	Stanly		60,585
34	Iredell	197,843	159,437
	Yadkin		38,406

North Carolina Senate Districts by Population			
District	County	Total District Pop <sup>1</sup>	Total County Pop <sup>1</sup>
35	Union	189,794	201,292
36	Cabarrus	189,509	178,011
	Union		201,292
37	Mecklenburg	183,991	919,628
38	Mecklenburg	182,531	919,628
39	Mecklenburg	181,402	919,628
40	Mecklenburg	183,115	919,628
41	Mecklenburg	188,589	919,628
42	Alexander	191,556	37,198
	Catawba		154,358
43	Gaston	197,035	206,086
44	Cleveland	185,394	98,078
	Gaston		206,086
	Lincoln		78,265
45	Alleghany	198,833	11,155
	Ashe		27,281
	Surry		73,673
	Watauga		51,079
	Wilkes		69,340
46	Avery	191,738	17,797
	Burke		90,912
	Caldwell		83,029
47	Madison	187,477	20,764
	McDowell		44,996
	Mitchell		15,579
	Polk		20,510
	Rutherford		67,810
	Yancey		17,818
48	Buncombe	185,166	238,318
	Henderson		106,740
	Transylvania		33,090
49	Buncombe	192,982	238,318
50	Cherokee	194,102	27,444
	Clay		10,587
	Graham		8,861
	Haywood		59,036
	Jackson		40,271
	Macon		33,922
	Swain		13,981

TOTAL POP 9,535,483  
AVERAGE 190,710  
MEDIAN 190,428

### North Carolina House Districts by Population

District	County	Total District Pop <sup>1</sup>	Total County Pop <sup>1</sup>
1	Bertie	77,143	21,282
	Camden		9,980
	Chowan		14,793
	Perquimans		13,453
	Tyrrell		4,407
	Washington		13,228
2	Granville	82,634	59,916
	Person		39,464
3	Craven	75,726	103,505
4	Duplin	78,712	58,505
	Onslow		177,772
5	Gates	77,527	12,197
	Hertford		24,669
	Pasquotank		40,661
6	Currituck	76,421	23,547
	Dare		33,920
	Hyde		5,810
	Pamlico		13,144
7	Franklin	75,568	60,619
	Nash		95,840
8	Pitt	75,724	168,148
9	Pitt	75,599	168,148
10	Greene	83,434	21,362
	Johnston		168,878
	Wayne		122,623
11	Wake	82,341	900,993
12	Lenoir	76,320	59,495
	Pitt		168,148
13	Carteret	76,622	66,469
	Jones		10,153
14	Onslow	79,512	177,772
15	Onslow	78,053	177,772
16	Columbus	82,551	58,098
	Pender		52,217
17	Brunswick	78,689	107,431
18	New Hanover	77,812	202,667
19	Brunswick	77,192	107,431
	New Hanover		202,667
20	New Hanover	76,405	202,667
21	Sampson	83,431	63,431
	Wayne		122,623
22	Bladen	83,437	35,190



### North Carolina House Districts by Population

District	County	Total District Pop <sup>1</sup>	Total County Pop <sup>1</sup>
	Sampson		63,431
23	Edgecombe	81,057	56,552
	Martin		24,505
24	Wilson	81,234	81,234
25	Nash	80,891	95,840
26	Johnston	83,432	168,878
27	Halifax	76,790	54,691
	Northampton		22,099
28	Harnett	83,431	114,678
	Johnston		168,878
29	Durham	82,735	267,587
30	Durham	83,272	267,587
31	Durham	82,773	267,587
32	Granville	83,140	59,916
	Vance		45,422
	Warren		20,972
33	Wake	83,342	900,993
34	Wake	82,825	900,993
35	Wake	76,942	900,993
36	Wake	83,373	900,993
37	Wake	83,318	900,993
38	Wake	83,061	900,993
39	Wake	83,055	900,993
40	Wake	76,609	900,993
41	Wake	82,866	900,993
42	Cumberland	80,970	319,431
43	Cumberland	77,776	319,431
44	Cumberland	83,254	319,431
45	Cumberland	77,431	319,431
46	Columbus	80,990	58,098
	Robeson		134,168
47	Robeson	80,942	134,168
48	Hoke	83,109	46,952
	Scotland		36,157
49	Wake	83,261	900,993
50	Caswell	80,866	23,719
	Orange		133,801
51	Harnett	83,434	114,678
	Lee		57,866
52	Moore	76,894	88,247
53	Harnett	83,429	114,678
54	Chatham	82,312	63,505

### North Carolina House Districts by Population

District	County	Total District Pop <sup>1</sup>	Total County Pop <sup>1</sup>
	Durham		267,587
55	Anson	76,297	26,948
	Union		201,292
56	Orange	76,654	133,801
57	Guilford	83,303	488,406
58	Guilford	80,578	488,406
59	Guilford	79,783	488,406
60	Guilford	83,089	488,406
61	Guilford	79,754	488,406
62	Guilford	81,899	488,406
63	Alamance	75,592	151,131
64	Alamance	75,539	151,131
65	Rockingham	83,430	93,643
66	Montgomery	83,032	27,798
	Richmond		46,639
	Stanly		60,585
67	Cabarrus	82,615	178,011
	Rowan		138,428
	Stanly		60,585
68	Union	76,114	201,292
69	Union	75,829	201,292
70	Randolph	76,125	141,752
71	Forsyth	76,107	350,670
72	Forsyth	80,129	350,670
73	Forsyth	76,301	350,670
	Yadkin		38,406
74	Forsyth	78,989	350,670
75	Forsyth	77,550	350,670
76	Rowan	82,640	138,428
77	Davie	83,140	41,240
	Rowan		138,428
78	Moore	76,980	88,247
	Randolph		141,752
79	Beaufort	75,538	47,759
	Craven		103,505
80	Davidson	81,522	162,878
81	Davidson	81,356	162,878
82	Cabarrus	79,549	178,011
83	Cabarrus	81,725	178,011
84	Iredell	77,282	159,437
85	Avery	78,372	17,797
	McDowell		44,996

### North Carolina House Districts by Population

District	County	Total District Pop <sup>1</sup>	Total County Pop <sup>1</sup>
	Mitchell		15,579
86	Burke	79,175	90,912
87	Caldwell	83,029	83,029
88	Mecklenburg	76,377	919,628
89	Catawba	77,838	154,358
90	Alleghany	82,779	11,155
	Surry		73,673
	Wilkes		69,340
91	Rockingham	82,843	93,643
	Stokes		47,401
	Surry		73,673
92	Mecklenburg	76,129	919,628
93	Ashe	78,360	27,281
	Watauga		51,079
94	Alexander	83,358	37,198
	Wilkes		69,340
95	Iredell	82,155	159,437
96	Catawba	76,520	154,358
97	Lincoln	78,265	78,265
98	Mecklenburg	80,131	919,628
99	Mecklenburg	75,969	919,628
100	Mecklenburg	76,143	919,628
101	Mecklenburg	76,212	919,628
102	Mecklenburg	76,395	919,628
103	Mecklenburg	77,930	919,628
104	Mecklenburg	75,845	919,628
105	Mecklenburg	76,254	919,628
106	Mecklenburg	76,481	919,628
107	Mecklenburg	75,762	919,628
108	Gaston	76,067	206,086
109	Gaston	76,123	206,086
110	Cleveland	75,864	98,078
	Gaston		206,086
111	Cleveland	76,110	98,078
112	Burke	79,547	90,912
	Rutherford		67,810
113	Henderson	81,089	106,740
	Polk		20,510
	Transylvania		33,090
114	Buncombe	80,056	238,318
115	Buncombe	77,363	238,318
116	Buncombe	80,899	238,318

### North Carolina House Districts by Population

District	County	Total District Pop <sup>1</sup>	Total County Pop <sup>1</sup>
117	Henderson	79,251	106,740
118	Haywood	76,322	59,036
	Madison		20,764
	Yancey		17,818
119	Haywood	75,548	59,036
	Jackson		40,271
	Swain		13,981
120	Cherokee	80,814	27,444
	Clay		10,587
	Graham		8,861
	Macon		33,922

TOTAL POP	9,535,483
AVERAGE	79,462
MEDIAN	79,382

<sup>1</sup>Population totals based on 2010 US Census data

# **Mayor and Council Annual Salary Increases Survey**

**Mayor/City Council Annual Increases**  
**North Carolina Cities and Counties**  
**As of July 2020**

<u>Municipality</u>	<u>Pop (000)</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>Mechanism</u>
<b>City of Charlotte</b>	<b>872</b>	<b>3.0%</b>	<b>3.0%</b>	<b>Equal to budgeted increase for non-public safety, salaried employees</b>
City of Durham	263	4.0%	0.0%	Equal to budgeted increase for all employees
City of Fayetteville	210	2.0%	\$1,700 lump sum	Equal to budgeted increase for non-public safety employees
City of Greensboro	287	1.5%	1.5%	Equal to budgeted increase for all employees
City of Raleigh	458	3.5%	unknown	Voted on by board
City of Winston-Salem	236	0.0%	0.0%	Voted on each year. No correlation with employee increases
Cumberland County	324	0.0%	0.0%	Equal to budgeted Cost of Living increase for all employees
Durham County	316	2.0%	0.0%	Equal to budgeted increase for all employees
Guilford County	512	0.0%	0.0%	Voted on by board - no increase in several years
Mecklenburg County	1,077	5.5%	3.0%	Equal to budgeted increase for all employees
Wake County	1,072	3.0%	0.0%	Voted on each year - FY 20 equal to across the board received by all employees.

**Mayor/City Council Annual Increases**  
**20 Peer Cities**  
**As of July 2020**

<u>Municipality</u>	<u>Pop (000)</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>Mechanism</u>
City of Arlington	365	0.0%	No Response	City Charter - Equal to across the board increase for employees
City of Atlanta	486	No Response		
City of Austin	964	2.0%	Unknown	City Ordinance - Equal to cost of living increase for employees
<b>City of Charlotte</b>	<b>872</b>	<b>3.0%</b>	<b>3.0%</b>	<b>Equal to budgeted increase for non-public safety, salaried employees</b>
City of Columbus	879	Refused to respond		
City and County of Denver	716	No Response		
City of Dallas	1,380	No Response		
City of Fort Worth	895	No Response		
City of Houston	2,313	0.0%	0.0%	City Ordinance - Councilmember's salaries equal to 40 percent of Harris County, Texas State District Judge salary. Mayor at 150 percent
City of Indianapolis	867	Refused to respond		
City of Kansas City	492	Refused to respond		
City of Long Beach	470	No Response		
City of Louisville/Jefferson County	620	No Response		
City of Memphis	652	0.0%	0.0%	Set by City Charter to be approved by Council through ordinance process
City of Minneapolis	425	No Response		
City of Omaha	467	0.0%	0.0%	Voted on by Council - No set policy or practice
City of Portland	653	No Response		No Response
City of San Diego	1,426	No Response	No Response	City Ordinance - Councilmembers 60 percent of the salary prescribed by law for the California Superior Court Judges Mayor at 100 percent
City of Seattle	745	No Response		
City of Tulsa	402	0.0%	0.0%	Set by City Charter - Any pay changes for elected officials have to go to a vote of the people to change the charter
Metro Gov of Nashville & Davidson County	693	No Response		

**Mayor/City Council Annual Increases  
Top 10 Council-Manager Cities  
As of July 2020**

<u>Municipality</u>	<u>Pop (000)</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>Mechanism</u>
City of Austin	964	2.0%	unknown	City Ordinance - Equal to Cost of living increase for employees
<b>City of Charlotte</b>	<b>872</b>	<b>3.0%</b>	<b>3.0%</b>	<b>Equal to budgeted increase for non-public safety, salaried employees</b>
City of Dallas	1,380	No Response		
City of El Paso	841	0.0%	11.0%	Revised annually Council equal to the prior fiscal year median income for El Paso County according to HUD. Mayor equal to 1.5 times this amount.
City Of Fort Worth	895	No Response		
City of Las Vegas	645	1.9%	1.5%	Equal to the greater of CPI or County Commissioner's salary increase percent
City of Oklahoma City	872	No Response		
City of Phoenix	1,660	No Response		
City of San Antonio	1,532	0.0%	0.0%	Set by ordinance which is then confirmed by voters
City of San Jose	1,043	1.8%	0.6%	Equal to preceding years's annual CPI, not to exceed 5%.
City of Virginia Beach	438	0.0%	0.0%	Voted on by Council



# **Mayor and Council Support Staff Compensation Survey**

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 Clerk		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

# **Updated – Mayor and Council Compensation Historical Data**

City of Charlotte Mayor and City Council Compensation Historical Data																			
	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20
<i>Original Info:</i>																			
												0.03	0.02	0.03	0.015	0.03	0.03	0.03	0.03
Mayor	FY 2002		FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009		FY 2011		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Salary	18,262.18		18,814.15	19,096	19,382.00	19,673.00	20,037.00	22,000.00		22,000.00		22,000	22,660	23,575	26,957	24,889	25,636	25,636	26,607
Expense Allowance	5,200		5,200	5,200	5,200	5,200	5,200	10,000		10,000		10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000
Technology Allowance	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		4,800	4,800	4,800	4,800	4,800	4,800	4,800	4,800
Merit												660	453	707.26	404	747	769	769	722
FICA															2,967	1,867	1,961	3,127	3,223
Health Insurance															6,746	7,218	7,435	7,435	7,435
	\$ 31,362.18		\$ 31,914.15	\$ 32,196.00	\$ 32,482.00	\$ 32,773.00	\$ 33,137.00	\$ 39,900.00		\$ 39,900.00		\$ 40,560.00	\$ 41,013.00	\$ 42,182.26	\$ 54,974.36	\$ 52,621.00	\$ 53,701.00	\$ 54,867.00	\$ 55,887.00
												3% Merit	2% Merit	3% Merit	1.5% Merit	3% Merit	3% Merit		
<i>Updated Info:</i>																			
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%

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

<i>Original Info:</i>																			
City Council	FY 2002		FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009		FY 2011		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Salary	13,044.41		13,438.68	13,639	13,845.00	14,053.00	14,313.00	17,000.00		17,000.00		17,000	17,510	18,217	20,705	19,233	19,810	19,810	20,560
Expense Allowance	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 Allowance	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	0	0	0	0	0	0	0	4,000		4,000		4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000
Merit												510	350	547	311	577	594	594	529
FICA															2,168	1,472	1,515	2,292	2,363
Health Insurance																			
Totals:	\$ 21,944.41	\$ -	\$ 22,338.68	\$ 22,539.00	\$ 22,745.00	\$ 22,953.00	\$ 23,213.00	\$ 29,900.00	\$ -	\$ 29,900.00	\$ -	\$ 30,410.00	\$ 30,760.00	\$ 31,664.00	\$ 36,083.58	\$ 34,182.00	\$ 34,819.00	\$ 35,596.00	\$ 36,352.00
												3% Merit	2% Merit	3% Merit	1.5% Merit	3% Merit	3% Merit		
<i>Updated Info:</i>																			
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%





# Citizen Advisory Committee on Governance

AUGUST 20, 2020

## August 20, 2020 Meeting Agenda

1. Call to Order/Agenda Overview
2. Review and Discussion of Committee Charges and Central Questions
3. 07.23.2020 Follow-Up Questions and Responses
4. Updates
5. Questions
6. Adjourn

# Committee Charge and Central Questions

## Committee Charges

1. "Mayor and City Council Terms of Office including 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."

## “Mayor and City Council Terms of Office including length of terms, as well as the method of implementation.”

- Update on if NC Legislature would consider local legislation for term limits
- Committee consensus on length of terms
- Previously discussed at the 7/23 Meeting
  - What are the advantages and disadvantages of the current 2 year terms?
  - What are the advantages and disadvantages of moving to a 4 year term?
  - Should the current election cycle remain "odd years" or should CLTCC / Mayor elections move to "even years"?
  - Should CLTCC consider moving to the "staggered year" model for members of the body versus the current model where all members of the body are up for re-election in "odd years"?
  - Should the City of Charlotte seek to amend the statutes through the North Carolina General Assembly to implement term limits?
  - Should CLTCC decide to change from 2 years to 4 years, should they make this decision as a body or seek a voter-approved referendum?
  - Should elections be partisan or non-partisan?

## “Mayor and City Council full or part-time positions and related compensation.”

- Does CLTCC / Mayor receive adequate compensation for their service?
- If yes, why?
- If no, why not?
- Is hiring extra staff an option instead?

## "Updated policy guidelines and principles for City Council redistricting resulting from the results of the 2020 census."

- Given Charlotte's increased population since 2010, is the current 11 member council sufficient to adequately serve our citizens?
- What changes, if any, should be made to the size of the CLTCC?
- Increase the number of CLTCC districts?
- Increase the number of CLTCC At-Large members?

## Follow-Up Responses from 7/23 Questions

## 7.23 Questions

1. How often do City of Charlotte Council Members run for re-election? What historical data is there on incumbents winning re-election?
2. Provide data on State representatives and district size.
3. Update the Charlotte Council and Mayor compensation historical data table.
4. Is an annual 3% merit increase for City Council and Mayor base salaries common across NC cities and Charlotte peer cities?
5. Provide a compensation survey on council support staff for NC cities and Charlotte peer cities.
6. What is the likelihood of the NC Legislature passing two term limits for the City of Charlotte? Is there optional local legislation that could be passed that doesn't impact other jurisdictions?

## Incumbents and Re-election

- Since 1999,
  - 99 incumbents have run for re-election
  - 86 incumbents, or 86.9%, running for re-election won in primary elections
  - 13 incumbents, or 13.1%, running for re-election lost in primary elections
  - 84 incumbents have won in general elections.
  - Three running for re-election lost in general elections
  - The longest serving mayor has served five terms
  - The longest serving at-large member has served three terms
  - The longest serving district representative has served six terms
  - The longest serving council member has served eight terms (six as district representative and two as an at-large member; not consecutive)

## Review: City of Charlotte Elections and Population Estimates

- The City of Charlotte has partisan, odd-year elections and two-year terms with no term limits. There are 11 council members (four at-large and seven district representatives) and a mayor.
- According to the City's council district tool online, the City's seven council districts have an average population of 112,546.
- According to the 2010 Census, the City of Charlotte had a population of 731,424. In July 2019, census.gov reported an estimated City population of 885,708. This is a percent change of approximately 21 percent. Based on 2019 Census estimates, I would estimate in 2020, each of the seven districts would have around 126,530 residents.

## North Carolina State Congressional, Senate, and House Districts by Population

- NC has **13 State Congressional Districts** with an average population of **781,602**
- NC has **50 State Senate Districts** with an average population of **190,710** and a median population of 190,428
- NC has **120 State House Districts** with an average population of **79,462** and a median population of 79,382

## Council Compensation: Historical Data

- Prior to FY 2009, City Council received 1/2 of the Broadbanding merit budget as an Across-the-Board increase.
- There was a "true-up" to market done in FY 2009, and they voted for the future Council increases to be equal to the Broadbanding merit budget, which became the Salaried pay plan in FY 2020.
- Currently, Council receives Across-the-Board increases.
- Mayor and Council have typically received a base salary increase of 0 to 4%.

## Council Compensation: Annual Increases Comparison

- Average annual increases
  - For North Carolina Cities and Counties: 2.23 %
  - For 20 Peer Cities: 1.43% (low response rate)
  - For Top 10 Council-Manager Cities: 1.24% (low response rate)

## Review: Mayor and City Council Salaries

- **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**
  - Average Mayor Total Compensation : **\$32,756**
  - Average City Council Total Compensation: **\$25,457**
- **20 Peer Cities**
  - Average Mayor Total Compensation: **\$130,879**
  - Average City Council Total Compensation: **\$59,750**
- **Council-Manager Cities**
  - Average Mayor Total Compensation: **\$78,717**
  - Average City Council Total Compensation: **\$48,336**

## Elected Officials Support Staff Compensation

- **North Carolina Cities and Counties**
  - Mayor and Council support for most NC cities and counties is via the Clerk's Office
    - Average Support Staff Salary: **\$72,557**
- **20 Peer Cities**
  - Poor response rate (six out of 20)
  - Positions include: Administrative Assistant (Specialist/Manager), Executive Assistant, Office Administrator
    - Average number of support staff: *Three for Mayor and 11 for Council*
    - Average Support Staff Salary for Mayor: **\$69,975**
    - Average Support Staff Salary for Council: **\$61,395**
- **Top 10 Council-Manager Cities**
  - Response rate of seven out of 10
  - Positions include: Analysts, Executive Assistants, Administrative Support
    - Average number of support staff: *Three for Mayor and nine for Council*
    - Average support staff salary for Mayor: **\$72,232**
    - Average support staff salary for Council: **\$61,978**



## Updates

### Public Input Survey

#### Webpage is now live

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

#### E-mail is now live to receive public feedback

- [cacg@charlottenc.gov](mailto:cacg@charlottenc.gov)

Questions?

Thank you!