



Election Director Salary Research

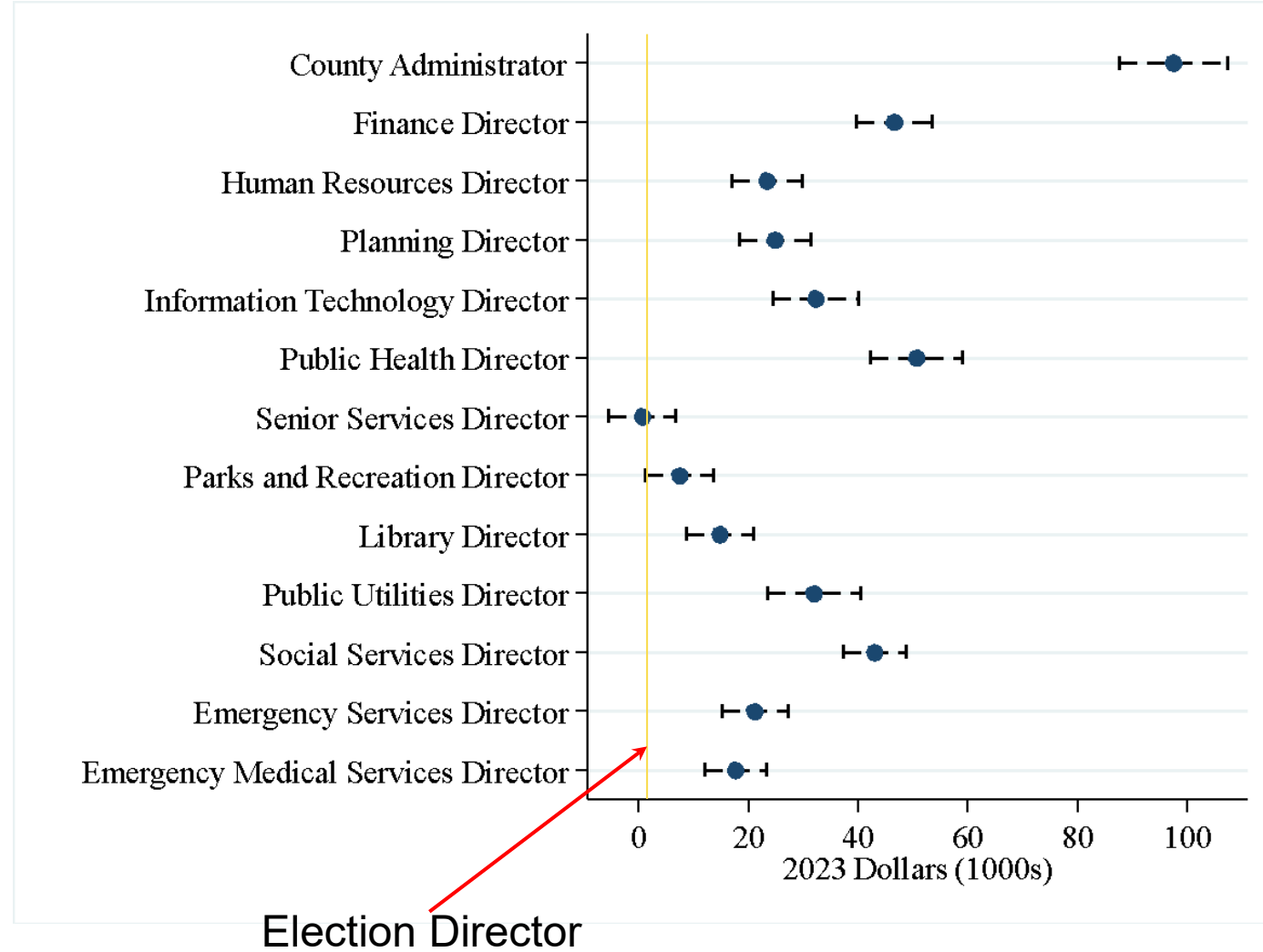
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Election Director Pay

- Stories about Local Election Officials (LEOs) low salaries.
- LEOs are leaving the profession but higher salaries could help keep them in their positions (Roberts and Greenberger 2024)
- Research questions:
 - Are the LEOs the lowest paid? (McGowan, Mohr, Kropf, 2025)
 - What influences the salaries of LEOs? (also McGowan, Hines, Mohr, Kropf, 2026 aka The Knopes paper)
 - How do election directors compare to other county directors? (Knopes paper)

Average Director Pay Gap by Position from Base Model (Figure 2 in text)

Does Leslie Knope Make More than Election Directors in NC JEARP 2026 5:1



- Presidential vote (previous presidential election)
- County population (logged)
- Urban versus rural
- Real per capita personal income (000s)
- Property tax base (logged, adjusted for inflation)
- High school graduation rate
- County fixed effects
- Political Variables:
 - Percent Republican Vote
 - County Commission Partisanship
 - Interaction of these two
- * Experience (years in position)

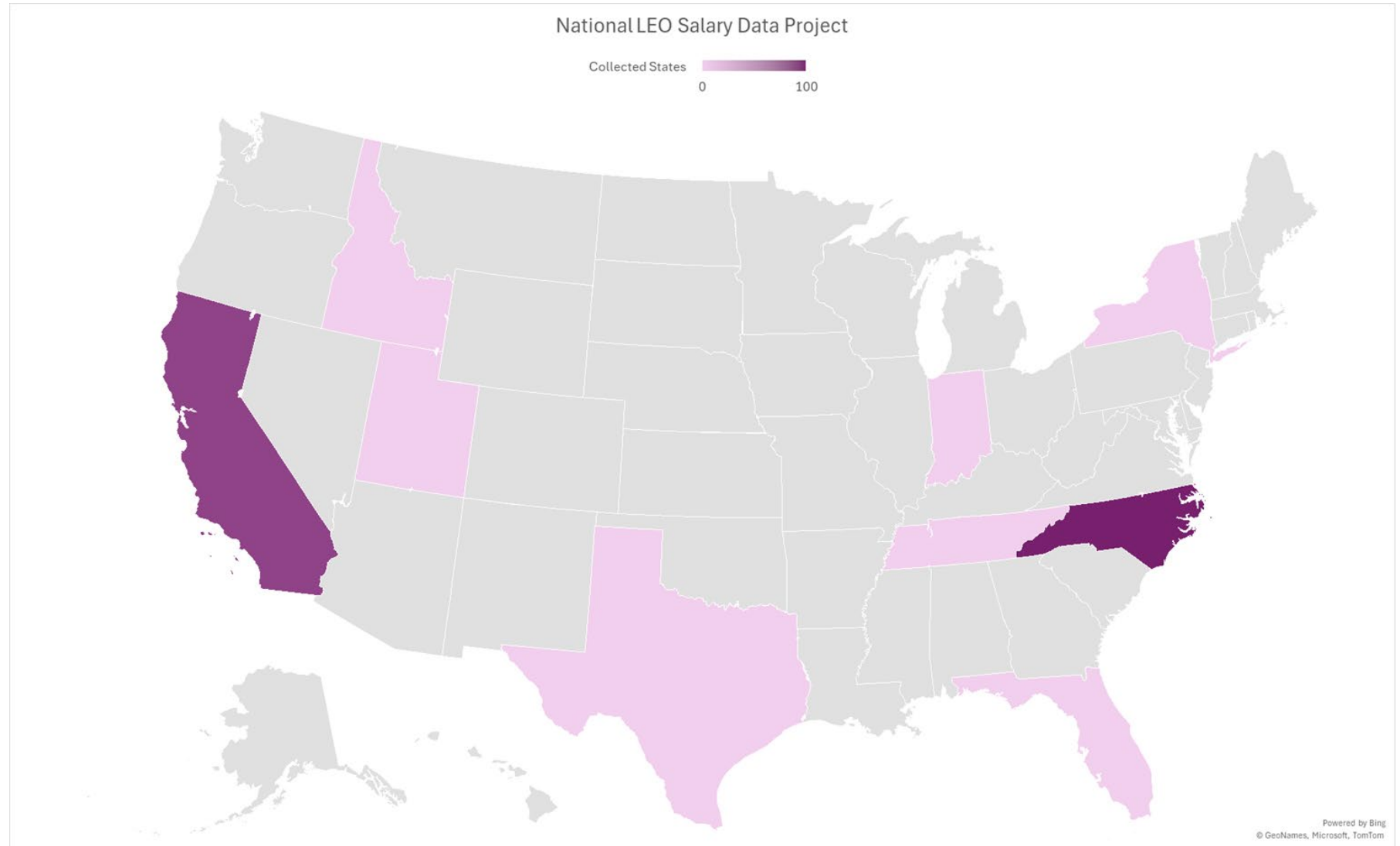
Election Director Pay

- Now we turn to a national study
- GOAL: Comparison of election director and other county level program director salaries across the United States.
 - State data collection: Summer 2026
 - Analysis: Summer, Fall 2026

National Model of Election Director Salaries – Data Collected

Data Source: Various state datasets

- What is the top election administrator in that county?
- What are the other county level top administrators?
- **Pick a few from each county?**
- Knopes paper:
 - **Finance**
 - **HR**
 - **IT**
 - **Parks & Rec**
 - Emergency Services
 - Senior Services
 - Library
 - Public Utilities
 - **Public Health**
 - Planning

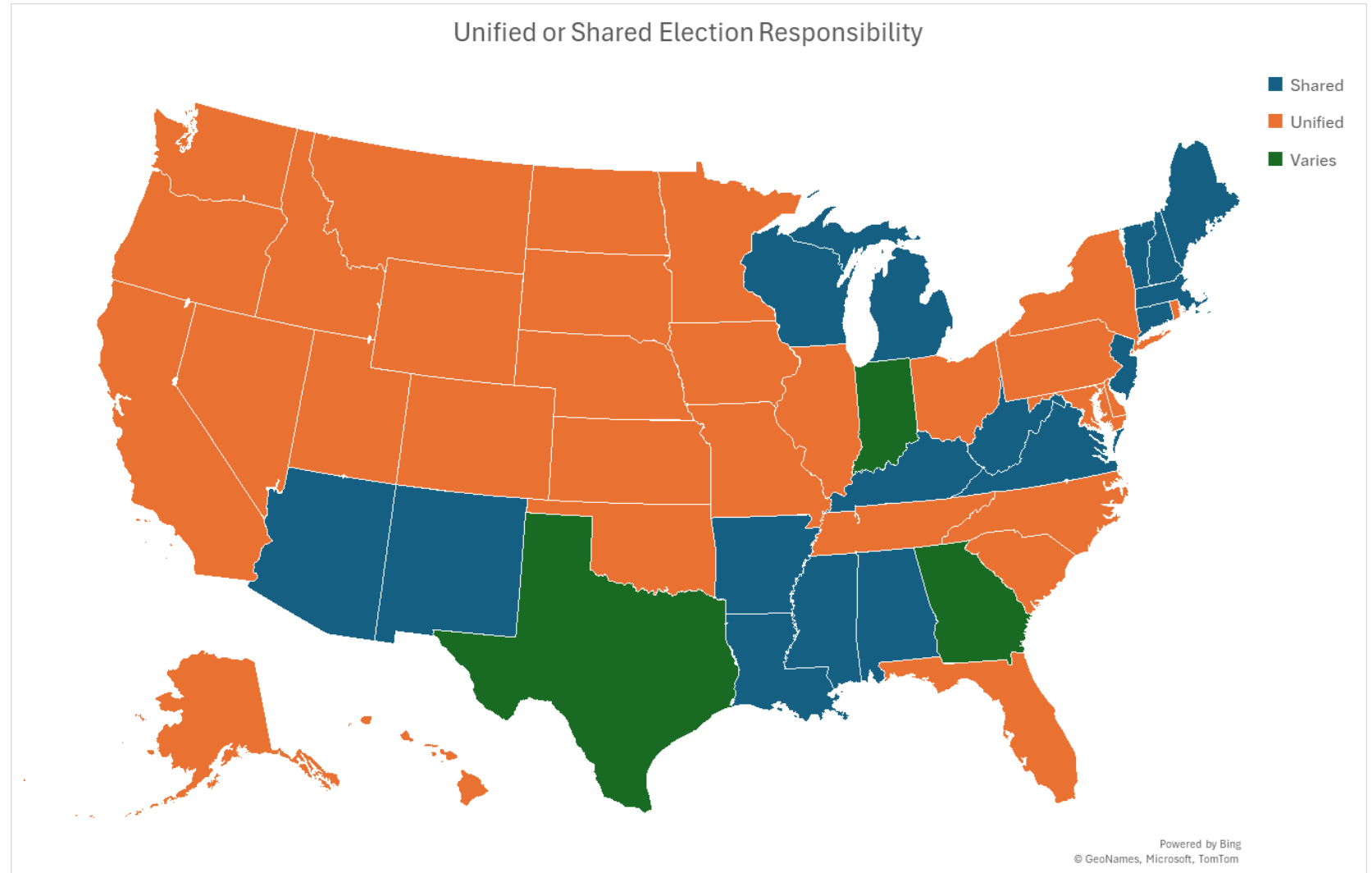


National Model of Election Director Salaries – Control Variables

Data Source: NCSL

Does the state government control election administration?

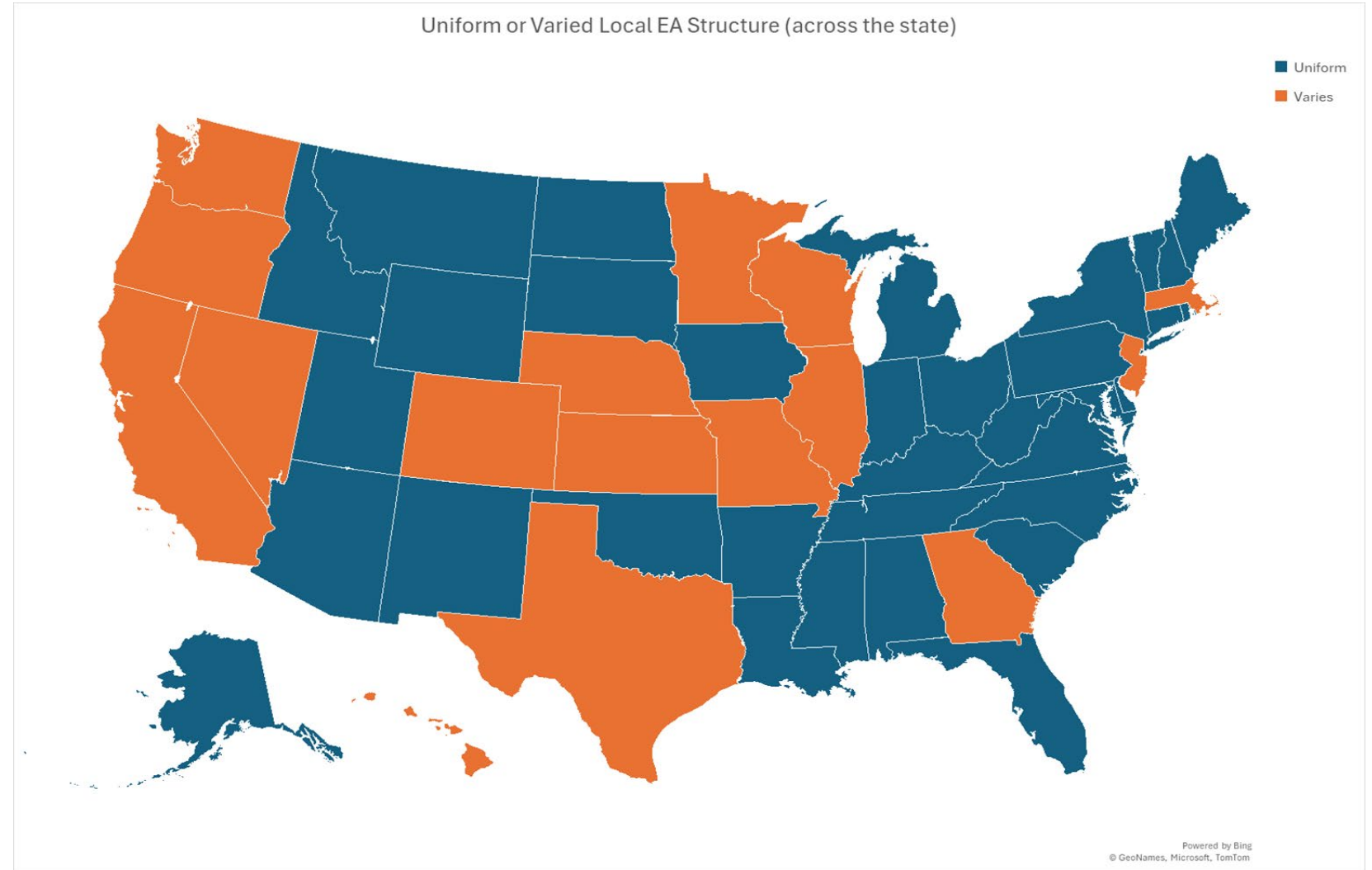
Is it shared by both state and county, or does it vary within the state?



National Model of Election Director Salaries – Control Variables

Data Source: NCSL

Is the format of election administration uniform or varied across the state?

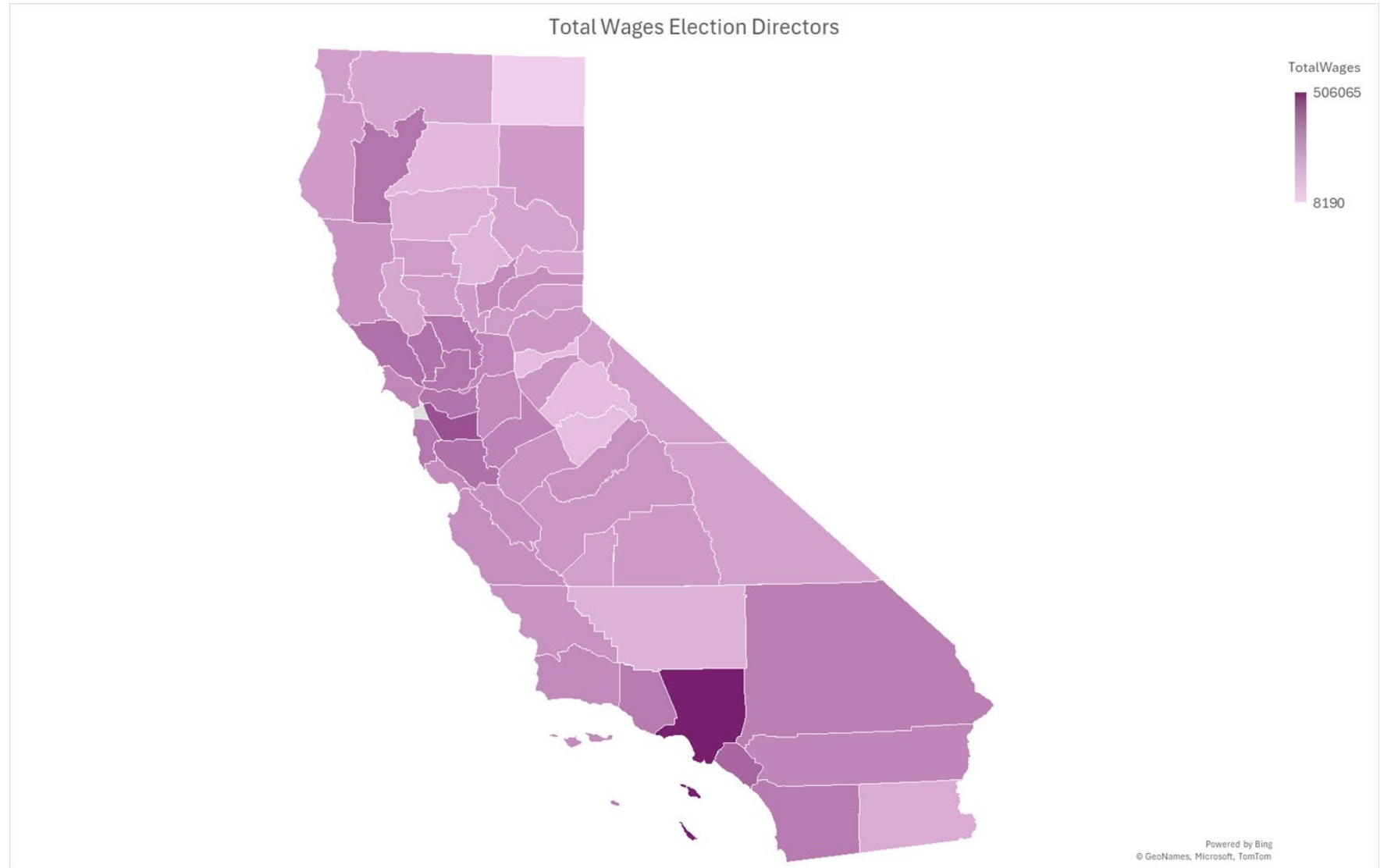


National Model of Election Director Salaries – California

Data Source: Various state datasets

California

Government Compensation in CA
2024 only.

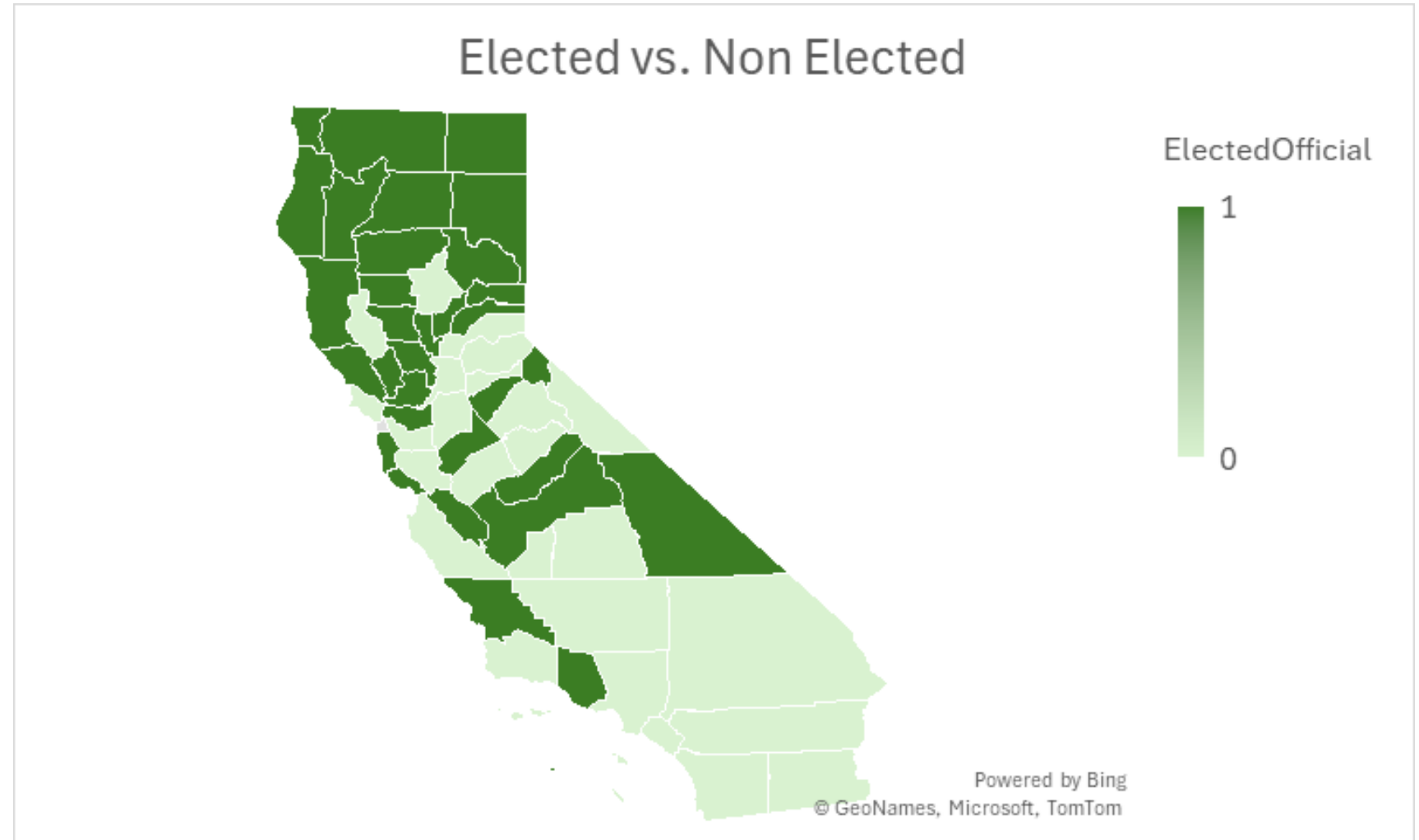


National Model of Election Director Salaries – California

Data Source: Various state datasets

California

Government Compensation in CA
2024 only.



National Model of Election Director Salaries – California

Election Director Pay Gap by County

Data Source: Various state datasets

California

Government Compensation in CA
2024 only.

County Election Director Total
Salary (ED) Minus County Other
Directors Average (Non-ED)

Ex:

Kern County CA

ED: \$88,505

Non-ED: \$224,090.8

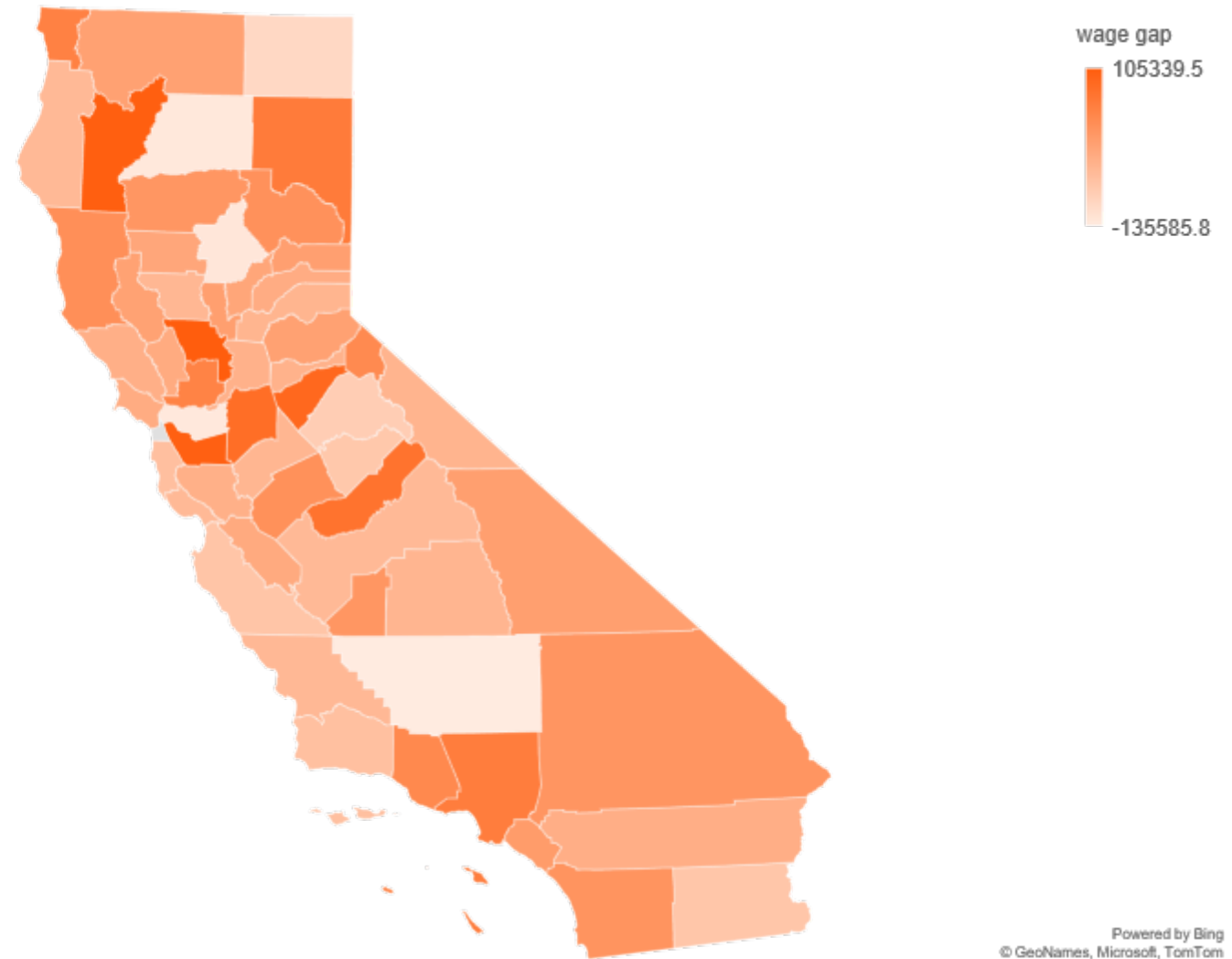
Wage Gap: -135585.8

Yolo County, CA

ED: \$258,114

Non-ED: \$152,774.5

Wage Gap: \$105,339.5



National Election Director Salary Study
Questions, suggestions, or data are welcome!

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