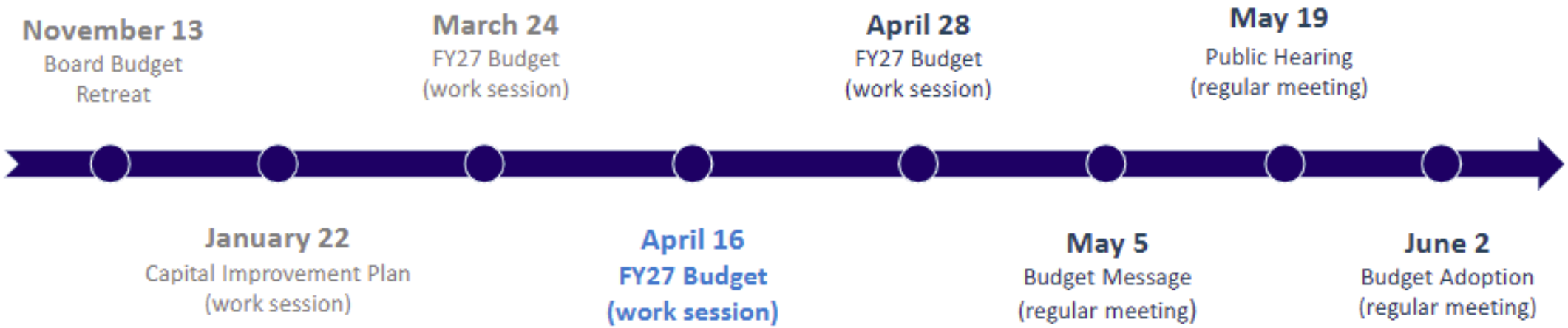
Election Services

FY2027 Budget Update

Budget Timeline



FY2027 Budget Summary

Original Budget Request

$1,684,912

County-Requested Reduction

$50,000 (3%)

Revised Budget Request

$1,634,912

Requested Budget Expansions

Excluded from Reduction Consideration

- × BOE Legal Counsel $5,000
  - Legal review of the MOU; $15,000 already moved to contingency
- × Provisional Research Team $15,437
  - Adds seasonal staff to complete provisional ballots research under current deadline
- × Equipment Maintenance Contract $25,524
  - Covers required annual software licensing and maintenance agreement for voting equipment

Requested Budget Expansions

Recommended Reduction Options

- ✓ Seasonal Staff Pay Increase $14,007
  - Increase lowest hourly pay rate from $17 to $18
- ✓ Election Day Poll Worker Pay Increase $30,251
  - Increase pay to align with Early Voting hourly rates
- ✓ Leasing Larger Early Voting Sites $30,000
  - Shift to larger locations that can accommodate higher voter volume
- ✓ Two Additional Early Voting Sites $67,143
  - Expands the Early Voting plan from 12 to 14 sites

Seasonal Staff Pay Increase

Seasonal In-house Staff Positions

- Raises the lowest in-house seasonal hourly rate from $17/hr. to $18/hr.

Requested Amount: $14,007

Why:

- Applicant pool has been limited at the current rate
- During the 2026 Primary Election, 4 of 26 budgeted seasonal positions remained unfilled
- Some candidates declined to continue once pay was disclosed

Risks of not approving:

- Continued vacancies and difficulty fully staffing peak election workload
- Greater reliance on overtime for staff
- Reduced service levels to the public and inability to meet deadlines

Alternatives:

- Maintain $17/hr. and rely more heavily on overtime for permanent and seasonal staff

Election Day Poll Worker Pay Increase

Election Day Poll Worker Pay

- Aligns Election Day pay with Early Voting hourly rates
- Pay equity across election operations
- Supports recruitment and retention

Requested Amount: $30,251

Risks of not approving:

- Inability to fully staff Election Day operations
- Longer lines and reduced service

Alternatives:

- Maintain current rates
- Continue additional recruitment and outreach efforts

Position	Current Rate	Proposed Rate	Budget Increase
ED Chief Judge	$350 (15/hr.)	$390 (17/hr.)	**$4,288**
ED Party Judge	$260 (12/hr.)	$315 (15/hr.)	**$11,792**
ED Assistants	$230 (12/hr.)	$275 (14/hr.)	**$14,171**

Leasing Larger Early Voting Sites

Larger Early Voting Sites

- Lease larger early voting sites for the highest-turnout locations

Requested Amount: $30,000

Why?

- Some libraries are very popular but have limited indoor space and limited or shared parking

Risks of not approving:

- Continued use of undersized sites
- Ongoing congestion, parking issues, and reduced accessibility
- Greater likelihood of voter complaints and frustration

Alternatives

- Use parking attendants to manage flow
  - May help with direction, but does not add capacity

Site	Voters Per Hour (2022 Midterm General)	Parking Spots (approx.)
South Buncombe Library	64	20
Enka-Candler Library	52	22
North Asheville Library	47	30
West Asheville Library	45	20

Two Additional Early Voting Sites

Expand Early Voting plan from 12 to 14 sites

- Covers staffing needed to operate the additional sites
- What we know: 10 sites during a busy election results in long lines

Requested Amount: $67,143

Risks of not approving:

- Fewer early voting locations available to voters

Potential Hours Offered		
Number of Early Voting Sites	Total Hours Offered	Cost to Staff
12 sites	1,920	$402,860
14 sites	2,240	$470,004

Historical Data							
Election	EV Turnout	Sites	Hours Open	Voters Per Hour	Average Number of Voters in Line	Peak Voters In Line (capped at 99)	% of Time With a Line
2018 General	77,803	11	1,881	42	7	99	54%
2022 General	70,367	12	1,843	38	5	75	36%