

# Additional Compensation: Actual Examples – Example 1

- A letter from the Mayor was provided stating:
  - “**additional compensation** [was] paid to XXX as a stipend”
  - “stipend was paid to XXX for **additional hours** worked relative to **early voting** procedures during the **2024 State Primary and State Election**”
  - “XXX was **paid** the stipend as a lump sum payment in the **amount of XXX**, which is noted in the attached payroll warrant”
- A copy of the payroll warrant was provided.
- The compensation was certified.

# Additional Compensation: Actual Examples – Example 2

- An update to a bargaining agreement was provided stating:
  - “The **additional** compensation is ... for ... implementing **early voting**...”
  - “The [municipality] agrees to pay the [clerk] a stipend equal to forty (40) hours of the [clerk’s] regular pay ... for additional work performed... [A]dditional work above the forty (40) hour stipend shall not be monetarily compensated...”
  - “The [clerk] shall document all **additional hours worked** during each election cycle...”
- The hours worked in excess of the employee’s regular hours specific to early voting for the elections covered by the survey and confirmation of payment were provided.
- The compensation was certified.

# Additional Compensation: Actual Examples – Example 3

- An attested copy of a municipal vote was provided stating:
  - “The [municipality] voted ... to **increase the set salary** for the [clerk] by XXX to provide additional compensation for early voting in ... state and local elections for 2024 and 2025.”
- The compensation was **not** certified.
- The compensation was a present and future increase in salary **not contingent** on hours worked in excess of the employee’s regular hours specific to early voting for the elections covered by the survey.

# Additional Compensation: Actual Examples – Example 4

- A human resources letter was provided stating:
  - The clerk has “been approved for ... an election stipend of XXX effective date of hire...”
- The compensation was **not** certified.
- The compensation was a component of a salary and benefits package **not contingent** on hours worked in excess of the employee’s regular hours specific to early voting for the elections covered by the survey.