

From: [Johnson, Sharese](#)
To: [Knapp, Howard](#)
Cc: [Weston, Alfreida](#)
Subject: Re: Salary Memo
Date: Tuesday, September 16, 2025 9:49:06 PM

Hey Howie

The she is currently at \$141,788 the max for her pay grade is \$143,300.

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From: Knapp, Howard <hknapp@elections.sc.gov>
Sent: Tuesday, September 16, 2025 6:21:56 PM
To: Johnson, Sharese <sjohnson@elections.sc.gov>
Cc: Weston, Alfreida <alweston@elections.sc.gov>
Subject: Re: Salary Memo

What percentage increase would not put Paige above the range?

Howard M. Knapp, J.D., CERA
Executive Director

S.C. State Election Commission
1122 Lady St., 5th Floor
Columbia, SC 29201
803-734-9060
www.scvotes.gov

On Sep 16, 2025, at 5:46 PM, Johnson, Sharese <sjohnson@elections.sc.gov> wrote:

Hey Howie

I was looking at Paige with the 12% increase she will be over the pay grade so she will have to be sent to State HR for a reclassification. Courtney will be fine. Can you do another memo with Courtney by herself so we can process her 5% . Additional paperwork will have to be done for Paige.

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From: Knapp, Howard <hknapp@elections.sc.gov>
Sent: Tuesday, September 16, 2025 3:47:24 PM

To: Johnson, Sharese <sjohnson@elections.sc.gov>; Weston, Alfreida <alweston@elections.sc.gov>

Subject: Salary Memo

Good afternoon—please see the attached salary memo.

Please let me know if you have any questions.

Howard M. Knapp, J.D., CERA
Executive Director

South Carolina State Election Commission

1122 Lady St., 5th Floor, Columbia, S.C. 29201

P.O. Box 5987, Columbia, S.C. 29250

Office: 803.734.9060

Fax: 803.734.9366

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[<image001.jpg>](#)

[<image002.jpg>](#)

[<image003.png>](#)

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MEMORANDUM

To: Sharese Johnson
From: Howard Knapp
Date: 09/16/2025
Subject: Salary Adjustments

Following the recent resignation of the former Voter Services Division Director and subsequent internal restructuring of agency operations, I have reassigned the responsibilities of that division across two divisions: IT, cybersecurity, and related functions have been consolidated under the newly created Election Technology Services Division, under the leadership of the Chief Information Officer; and the database coding and field technician support teams have been reassigned to the County Support Services Division, under the leadership of Deputy Executive Director Paige Salonich.

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Chairman

JOANNE DAY

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LINDA MCCALL

SCOTT MOSELEY

This shift represents a significant increase in both supervisory scope and operational responsibility for Mrs. Salonich. She is now responsible for overseeing not only her existing portfolio but also these newly absorbed teams, their deliverables, and strategic integration within the agency's broader, statewide mission.

In recognition of these additional duties and to ensure internal equity, please process a 12% salary increase for Paige Salonich, effective immediately.

HOWARD M. KNAPP
Executive Director

Likewise, the Director of Audit, Courtney Phillips, recently added two positions to her division. These positions are direct reports and, likewise, increase the responsibilities and scope of her position. They represent an increase in workload and expansion of the statewide audit program. As such, please process a 5% increase for Courtney Phillips, effective immediately.

1122 Lady Street
Suite 500
Columbia, SC 29201

P.O. Box 5987
Columbia, SC 29250

803.734.9060
Fax: 803.734.9366
www.sevotes.gov

Thank you,



Howard M. Knapp
Executive Director