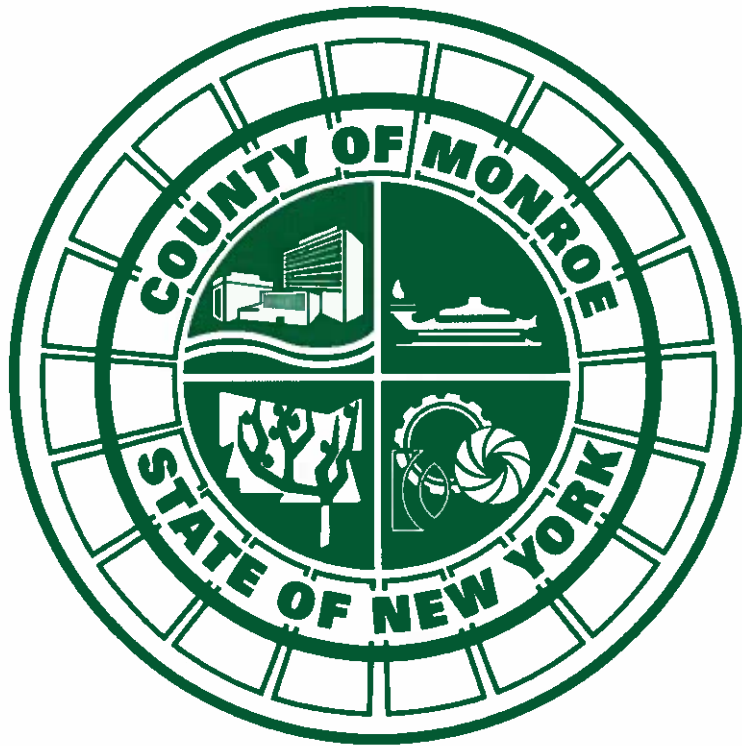


## **MONROE COUNTY COMPENSATION POLICY COMMISSION**

May 31, 2023 at 10:00 a.m.  
Ebenezer Watts Building Conference Room  
47 S. Fitzhugh St.  
Rochester, New York 14614

### **AGENDA**

1. Roll Call
2. Approval of Minutes
3. Approval of Final Report
4. Other Matters
5. Adjournment



**DRAFT**

# Compensation Policy Commission Report

Jack Moffitt, Chair

Paul Britton

Anthony Daniele

Richard Dollinger

Daniele Lyman-Torres

Mark Muoio

Christine Whitfield

**May 31, 2023**

**Commissioned by the Monroe County Legislature**

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## Mission and Principles

### Mission

The stated purpose of the Compensation Policy Commission ("CPC" or "the Commission") is to make recommendations to the County Legislature as to the amount of compensation to be paid to County Legislators, the President of the Legislature, the Vice-President of the Legislature, Majority and Minority Leaders of the Legislature, Assistant Majority and Minority Leaders of the Legislature, Legislature Committee Chairpersons and Vice-Chairpersons, the Clerk of the Legislature, the Monroe County Executive, the Monroe County Sheriff, the Monroe County District Attorney<sup>1</sup>, and the Monroe County Clerk.

The CPC convenes by resolution of the Legislature to compile and review information, deliberate, and make recommendations to the County Legislature and County Executive concerning the compensation to be paid to the persons in these positions.

The CPC's report and recommendations, in accordance with the Monroe County Charter, are to be submitted, in writing, to the Legislature, with a copy to the County Executive, no later than the first day of July preceding the county fiscal year in which such recommendations are proposed to become effective.

### Principles

- Elected officials should be fairly compensated for the duties they perform. To do otherwise excludes individuals without independent means from public service, encourages incumbents to devote less than the necessary effort, and potentially devalues the position and the service of those who hold it.
- While there are a variety of comparisons that could be considered in developing recommendations, the most relevant are public service positions in localities in similar circumstances, inflationary growth since the most recent salary adjustments for the positions, and average salary growth for Monroe County employees over the period.
- Our recommendations consider each position without regard for the individual(s) currently occupying such positions. Evaluation of an officeholder's performance is a duty of the electorate, not the CPC.

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<sup>1</sup> The Monroe County District Attorney Salary was not reviewed by the CPC as it is currently governed under the Judiciary Law of New York State.

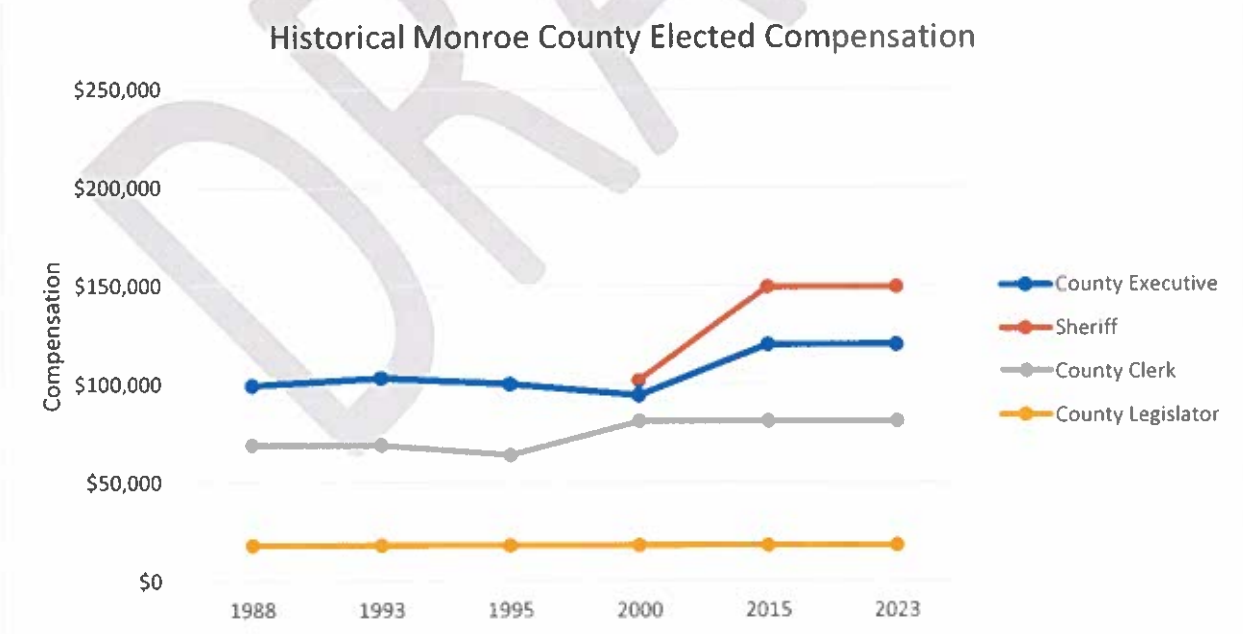
# Findings

Pursuant to Resolution 135 of 2023 and Section C2-11 (D) of the Monroe County Charter, the CPC is authorized to make recommendations to the County Legislature as to the amount of compensation to be paid to the following positions:

- County Legislators
- President of the Legislature
- Vice-President of the Legislature
- Majority and Minority Leaders of the Legislature
- Assistant Majority and Minority Leaders of the Legislature
- Legislature Committee Chairpersons and Vice-Chairpersons
- Clerk of the Legislature
- Monroe County Executive
- Monroe County Sheriff
- Monroe County Clerk

## Historical Compensation

The CPC began its mission with a holistic approach. As the chart below detailing historical elected official compensation shows, most positions within the Commission's purview have remained stagnant for nearly three decades. Despite the valiant efforts of previous CPCs, inaction on the part of policymakers has resulted in no consistent or comprehensive action to adjust compensation in over 30 years.



## **Analysis #1**

The CPC reviewed key economic indicators for inflationary growth over the period. Since 1989, the last time the base pay for county legislators was adjusted, the CPI-U increased 144.65%, representing a 2.67% CAGR. If salaries were adjusted for inflation in accordance with the CPI-U and compounded annually, the adjusted salary figures would be as follows: County Executive (\$189,879), County Clerk (\$128,169), Sheriff<sup>2</sup> (\$176,591), County Legislator (\$42,912).

## **Analysis #2**

Per the request of the CPC, the Monroe County Department of Finance provided a calculation of the average county employee salary growth rate and applied it to the salaries of elected officials within the scope of the CPC, based on the year of last salary adjustment. If salaries were instead adjusted in accordance with the growth rate of salaries of other county employees, the adjusted salary figures would be as follows: County Executive (\$199,200), County Clerk (\$134,400), Sheriff (\$180,900), County Legislator (\$39,400).

## **Analysis #3**

The CPC also analyzed the formula used to determine cost-of-living adjustments for New York State Retirement System retirees. Benefits are adjusted annually by a percentage based on a cost-of-living adjustment. The percentage is determined annually by reference to the consumer price index (all urban consumers, CPI-U, U.S. city average, all items, 1982-84=100), published by the United States Bureau of Labor Statistics for each applicable calendar year. The adjustments to salaries for these positions equal fifty percent of annual inflation, rounded up to the next higher one-tenth of one percent, but are not permitted to exceed three percent or be less than one percent. "If salaries were adjusted for inflation in a manner similar to the adjustments for State Retirement System retirees, the adjusted salary figures would be as follows: County Executive (\$156,133), County Clerk (\$105,390), Sheriff (\$137,009), and Legislator (\$28,526).

## **Further Analysis**

As did previous CPCs, the Commission considered the breadth of information from all counties in New York State, focusing on those with comparable per capita income, population, demographics, and employees. The CPC found considerable variation in salaries from county to county; moreover, factors similar to those in Monroe County have produced little to no wage growth for some elected officials in other counties. For instance, salaries for the Erie County Executive increased recently only after roughly twenty years of stagnation.<sup>3</sup>

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<sup>2</sup> Salary of the Sheriff has had the greatest fluctuation over the period as it was previously tied to 90% of the District Attorney's salary. The CPC looked back to 1998 as the year of last adjustment.

<sup>3</sup> See Appendix #16

In addition to considering compensation in other counties, the CPC reviewed current salaries in local cities, towns, and villages. It was apparent from this review that, although they have lower budgets and fewer public services to administer, the City of Rochester and a number of towns and villages compensate their elected officials more highly than County elected officials. For example, in the City of Rochester, the Mayor is more highly compensated than the Monroe County Executive; the Mayor also receives an annual CPI adjustment.

Although compensation in the non-profit sector is perhaps less meaningful than compensation in the public sector, the CPC also found it insightful that the chief executive officer of many non-profit organizations in the area is compensated more highly than the Monroe County Executive.<sup>4</sup>

Additionally, the CPC notes that fringe benefits for County Legislators have eroded since salaries were last adjusted. The CPC considered factors such as the President of the Legislature is no longer provided with a County-issued take-home vehicle, County Legislators are no longer eligible for retiree healthcare, pensions credits earned by county legislators are now on a part-time basis rather than full-time, employee contributions for healthcare have increased, and fewer legislators are enrolled in the NYS retirement system, thereby decreasing the County's contributions.

Notably, our recommendation eliminates the pay scale system for the Sheriff. Monroe County is one of two counties in New York with a pay scale for our elected Sheriff. However, cognizant that such a pay scale makes issuing an appropriate recommendation more complex, we included factors such as minimum and maximum steps, employee pay, and that the position received the most recent increase in 2015.

As previously noted, while the District Attorney would have been included in the above analysis and recommendations, the compensation is now governed by state law and outside the jurisdiction of this CPC.

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<sup>4</sup> See Appendix #2

## Recommendations

### Elected Positions:

The CPC was hesitant to apply a “one-size-fits-all” approach to its recommendations for these different positions. It sought instead to employ the fairest and most comprehensive framework for correcting current salaries that account for 20-30 years of inactivity but not with such outsized increases to diminish the likelihood of favorable legislative action.

In making a recommendation for the County Executive, the CPC relied more heavily on Analysis #1 and Analysis #2 since it accounts for growth in the overall size and scope of the County, with the roles and responsibilities of the County Executive growing in kind.

The salary recommendation for the Sheriff builds upon the work of the 2015 CPC. It adopts a slight increase over the final step salary as the recommended salary while dissolving the step system altogether.

The recommendation for the County Clerk again considered Analysis #1 and Analysis #2 while also considering County department head and division head salaries. The recommended amount of \$115,000 annually is the mid-point for a comparable Group 22 County employee.

The salary adjustment for a County Legislator relies more heavily on Analysis #3, given the position's part-time classification.

The CPC had recommended the following base salary levels:

<b>Position</b>	<b>Current</b>	<b>2024 Salary</b>	<b>Historical Growth<sup>5</sup></b>
<b>County Executive</b>	\$120,000	\$180,000	1.9%
<b>Sheriff<sup>6</sup></b>	\$149,376	\$175,000	-
<b>County Clerk</b>	\$81,000	\$115,000	1.6%
<b>County Legislator</b>	\$18,000	\$28,500	1.4%

<sup>5</sup> Compounded Annual Growth Rate (CAGR) based on year of last salary adjustment.

<sup>6</sup> Despite dissolving the Sheriff's step salary plan, the 2024 salary was derived from the last next step.



**Legislative Leadership Positions:**

While research on these positions included the same analysis as the elected positions, they also included a greater focus on changes in workload, time, and scrutiny of the position. For example, the workload of the President and Committee Chairs has presumably benefited from technological advancements over the last 30 years, such as Zoom, remote capabilities, and e-signatures, so that less time in the office is required from persons in these positions. On the other hand, the responsibilities of the average Legislator have increased as there are more events, expanding roles, and more. Additionally, there has been a historical imbalance between assistant leadership positions and Committee Chairs that do not accurately reflect the organizational structure of the Legislature.

The CPC had recommended the following legislative leadership stipends:

<b>Position</b>	<b>Current</b>	<b>Final Stipend</b>
<b>President</b>	\$36,000	\$45,000
<b>Vice President</b>	\$3,000	\$3,750
<b>Maj. &amp; Min. Leader</b>	\$5,000	\$7,500
<b>Asst. Leaders</b>	\$1,250	\$2,500
<b>Ways Chair</b>	\$3,000	\$3,750
<b>Committee Chair</b>	\$1,700	\$2,125
<b>Vice Committee Chair</b>	\$0	\$500

**Clerk of the Legislature:**

The final position within the CPC’s purview, Clerk of the Legislature, is neither elected nor partisan despite being mentioned in the Charter under the scope of the CPC. A salary range has been assigned for the Clerk of the Legislature for decades as part of the budget process, and a cursory review of the current budget range did not warrant a further recommendation from this CPC.

**CPC Action on Recommendations**

Be it resolved that the Compensation Policy Commission hereby recommends the above detailed salary schedule for elected positions and legislative leadership positions be adopted by the County Legislature and enacted by the County Executive.

MOVED by \_\_\_\_\_, SECONDED by \_\_\_\_\_.

APPROVED/DISAPPROVED: \_\_\_\_\_

## Policy Recommendations

### Policy Proposal #1

Amend Sections C2-11 (D) (1) and C2-11 (D) (4) of the Monroe County Charter to remove the Clerk of the Legislature from the purview of the Compensation Policy Commission.

- (1) There shall be a Compensation Policy Commission whose purpose shall be to make recommendations to the County Legislature as to the amount of compensation to be paid to County Legislators, the President of the Legislature, the Vice President of the Legislature, Majority and Minority Leaders of the Legislature, Assistant Majority and Minority Leaders of the Legislature, Legislature Committee Chairpersons and Vice Chairpersons, the ~~Clerk of the Legislature~~, the County Executive, the District Attorney, the Sheriff and the County Clerk. The Commission shall consist of seven members, comprised of the following: four members to be appointed from six candidates nominated by the majority party of the Legislature, and three members to be appointed from five candidates nominated by the minority party of the Legislature. Members shall be appointed by the President of the Legislature, and shall serve for two-year terms commencing as of the first day of January following each general election at which members of the County Legislature are elected. The Commission shall elect one of its members to serve as Chairperson to serve during its current term of office. Vacancies on the Commission shall be filled within 30 days, in the same manner as original appointments, for the remainder of the unexpired term. Members of the Commission shall receive no compensation for their services as members thereof, but may be reimbursed for reasonable and necessary expenses incurred in the performance of their duties within appropriations made available therefor.
- (4) No salary of any County Legislator, Legislature President, Vice President, Majority and Minority Leader, Assistant Majority and Minority Leader, committee Chairperson and Vice Chairperson, ~~Legislature Clerk~~, County Executive, Sheriff and County Clerk shall increase without recommendation by the Commission.

### CPC Action on Policy Proposal #1

Be it resolved that the Compensation Policy Commission hereby recommends the adoption of Policy Proposal #1.

MOVED by \_\_\_\_\_, SECONDED by \_\_\_\_\_.

APPROVED/DISAPPROVED: \_\_\_\_\_

**Policy Proposal #2**

Amend Section C2-11 (D) (2) of the Monroe County Charter to compel the Compensation Policy Commission to meet at least every four years, while not lessening the Legislature's power to convene the Commission by resolution.

- (1) Every four years from the date on which this provision takes effect or Upon request by resolution of the County Legislature, the Commission shall convene to compile and review information, deliberate, report and make recommendations to the County Legislature with regard to the compensation to be paid to the County officials designated above. The Legislature shall make available such information and resources as shall be necessary for the Commission to undertake and accomplish its purpose. The Commission shall submit its report and recommendations, in writing, to the Legislature, with a copy to the County Executive, no later than the first day of July preceding the County fiscal year in which such recommendations are proposed to become effective.

**CPC Action on Policy Proposal #2**

Be it resolved that the Compensation Policy Commission hereby recommends the adoption of Policy Proposal #2.

MOVED by \_\_\_\_\_, SECONDED by \_\_\_\_\_.

APPROVED/DISAPPROVED: \_\_\_\_\_

# Appendix

## #1: Current Salary Schedule for Elected Officials (2023)

### 2023 BUDGET SALARY SCHEDULE ELECTED OFFICIALS

<u>Elected Officials</u>	<u>2023 Established Salary</u>
District Attorney	\$210,900*
Sheriff	See Sheriff Salary Schedule
County Executive	120,000
County Clerk	81,000
President - County Legislature	54,000
Vice President - County Legislature	21,000
Majority Leader - County Legislature	23,000
Minority Leader - County Legislature	23,000
Independent Leader – County Legislature	23,000 **
Assistant Majority Leader - County Legislature	19,250
Assistant Minority Leader - County Legislature	19,250
Assistant Independent Leader – County Legislature	19,250 **
Chairperson of Ways & Means Committee (Stipend)	3,000
Standing Committee Chairperson (Stipend)	1,700
County Legislator	18,000

\* The District Attorney's salary is established by Section 183-a of Judiciary Law of New York State.

\*\* Caucus must be established in accordance with Section 545-36 of the Rules of the Legislature of the County of Monroe.



### 2023 SALARY SCHEDULE MONROE COUNTY SHERIFF

	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>	<u>STEP G</u>	<u>STEP H</u>	<u>STEP I</u>	<u>STEP J</u>	<u>STEP K</u>	<u>STEP L</u>
<b>Sheriff</b>	128,621	132,599	136,700	140,801	145,025	149,376	153,857	158,473	163,227	168,124	173,167	174,000

## #2: Non-Profit Agency Executive Salaries Agency Executive Salaries

Hillside Childrens Center Maria Cristalli	\$ 332,029 per 2019 Form 990
Villa of Hope Christina Gullo	\$ 236,098 per 2019 Form 990
DePaul Community Services Mark Fuller	\$ 1,024,393 per 2020 Form 990
Mary Cariola Center Karen Zandi	\$ 166,953 per 2020 Form 990
Coordinated Care Services Anne Wilder	\$ 233,918 per 2019 Form 990
CP Rochester Mary Walsh Boatfield	\$ 222,207 per 2019 Form 990
East House Corporation Kim Brumber	\$ 179,000 per 2019 Form 990
Baden Street Settlement Ron Thomas	\$ 81,681 per 2019 Form 990
Children's Home of Wyoming Conference George Dermody	\$ 182,656 per 2020 Form 990
Lincoln Hall Noble Varughese	\$ 151,576 per 2019 Form 990

### #3: County Employee Payroll Growth by Bargaining Unit

#### Payroll Growth, 1991 vs. 2023

Pay Group	1991		2023		Avg Annual % Growth Entry Step to Top Step	Avg Annual % Growth Top Step to Top Step
	Entry Step	Top Step	Entry Step	Top Step		
<b>Management &amp; Professional</b>						
Group 17	\$ 36,214	\$ 46,699	\$ 69,261	\$ 95,874	3.09%	2.27%
Group 20	\$ 44,548	\$ 57,373	\$ 85,201	\$ 117,938	3.09%	2.28%
Group 25	\$ 59,961	\$ 75,766	\$ 114,684	\$ 158,748	3.09%	2.34%
Group 28	\$ 76,666	\$ 96,859	\$ 146,633	\$ 202,974	3.09%	2.34%
<b>CSEA</b>						
Group 5	\$ 15,166	\$ 19,553	\$ 33,742	\$ 41,116	3.17%	2.35%
Group 9	\$ 19,662	\$ 25,187	\$ 36,496	\$ 52,025	3.09%	2.29%
Group 12	\$ 23,778	\$ 30,549	\$ 43,503	\$ 62,014	3.04%	2.24%
Group 16	\$ 31,741	\$ 40,840	\$ 57,057	\$ 81,638	3.00%	2.19%
<b>Federation of Social Workers (1997 first year of salary schedule, 26 years))</b>						
Group 49	\$ 21,466	\$ 27,571	\$ 31,630	\$ 40,114	2.43%	1.45%
Group 52	\$ 25,894	\$ 33,407	\$ 38,154	\$ 48,388	2.43%	1.44%
Group 55	\$ 31,529	\$ 40,384	\$ 46,456	\$ 58,917	2.43%	1.46%
Group 58	\$ 39,310	\$ 50,580	\$ 57,922	\$ 73,459	2.43%	1.45%
<b>Operating Engineers</b>						
Group 87	\$ 16,507	\$ 21,202	\$ 38,388	\$ 48,369	3.42%	2.61%
Group 92	\$ 22,646	\$ 29,094	\$ 51,440	\$ 65,150	3.36%	2.55%
Group 94	\$ 25,999	\$ 33,376	\$ 58,569	\$ 74,254	3.33%	2.53%
Group 96	\$ 30,229	\$ 38,896	\$ 67,563	\$ 85,989	3.32%	2.51%
<b>Airport Firefighters</b>						
Group 74	\$ 23,135	\$ 29,411	\$ 47,080	\$ 71,047	3.57%	2.79%
Group 75	\$ 25,107	\$ 32,264	\$ 49,941	\$ 77,343	3.58%	2.77%
<b>Sheriff Executive Staff</b>						
Group 80	\$ 42,899	\$ 55,248	\$ 104,115	\$ 134,088	3.63%	2.81%
Group 83	\$ 52,432	\$ 66,352	\$ 123,546	\$ 156,347	3.47%	2.71%
<b>Sheriff Command Staff</b>						
Group 77/78	\$ 37,157	\$ 47,828	\$ 65,580	\$ 92,208	2.88%	2.07%
Group 83/80	\$ 52,432	\$ 66,352	\$ 104,115	\$ 134,088	2.98%	2.22%
<b>Sheriff Road Patrol</b>						
Group 70	\$ 25,413	\$ 35,571	\$ 52,623	\$ 79,073	3.61%	2.53%
Group 73	\$ 31,304	\$ 44,149	\$ 60,631	\$ 91,628	3.41%	2.31%

Pay Group	1991		2023		Avg Annual % Growth Entry Step to Top Step	Avg Annual % Growth Top Step to Top Step
	Entry Step	Top Step	Entry Step	Top Step		
<b>Sheriff Jailors</b>						
Group 64	\$ 23,928	\$ 33,363	\$ 42,087	\$ 72,224	3.51%	2.44%
Group 66	\$ 27,203	\$ 38,221	\$ 47,848	\$ 83,780	3.58%	2.48%
<b>Sheriff Civil</b>						
Group 41	\$ 21,396	\$ 29,215	\$ 43,214	\$ 71,506	3.84%	2.84%
Group 42	\$ 22,118	\$ 30,838	\$ 46,670	\$ 80,307	4.11%	3.04%
<b>Average of all</b>					<b>3.21%</b>	<b>2.33%</b>

	1991 Salary	2023 Salary	Avg Annual % Growth	Growth at Avg Rate
County Executive	\$ 91,478	\$ 120,000	0.85%	\$ 191,300
Sheriff	\$ 87,138	\$ 149,376	1.70%	\$ 182,200
County Clerk	\$ 69,000	\$ 81,000	0.50%	\$ 144,300
President-County Legislature	\$ 54,000	\$ 54,000	0.00%	\$ 112,900
Vice Pres-County Legislature	\$ 21,000	\$ 21,000	0.00%	\$ 43,900
Majority Leader	\$ 23,000	\$ 23,000	0.00%	\$ 48,100
Minority Leader	\$ 23,000	\$ 23,000	0.00%	\$ 48,100
Assistant Majority Leader	\$ 20,500	\$ 19,250	-0.20%	\$ 42,900
Assistant Minority Leader	\$ 20,500	\$ 19,250	-0.20%	\$ 42,900
Chairman of W&M Cmttee	\$ 21,000	\$ 21,000	0.00%	\$ 43,900
Ranking Minority Member-W&M	\$ 19,700	n/a	n/a	\$ 41,200
Standing Cmttee Chairperson	\$ 19,700	\$ 19,700	0.00%	\$ 41,200
Standing Cmttee Vice Chair	\$ 18,500	n/a	n/a	\$ 38,700
Standing Cmttee RMM	\$ 18,575	n/a	n/a	\$ 38,800
County Legislator	\$ 18,000	\$ 18,000	0.00%	\$ 37,600

#### #4: Top 25 Paid County Employees – By Job Title

##### Top 25 Paid Employees

Job Title	Department	Salary
COMMISSIONER OF PUBLIC HEALTH	Public Health	\$ 243,162
MEDICAL EXAMINER	Public Health	\$ 222,527
DISTRICT ATTORNEY	District Attorney	\$ 211,711
DEPUTY COMMISSIONER OF PUBLIC HEALTH	Public Health	\$ 191,322
ASSOC. MEDICAL EXAMINER	Public Health	\$ 188,087
DIR. OF FINANCE & CHIEF FINANCIAL OFFICER	Finance	\$ 180,340
DEPUTY COUNTY EXECUTIVE	County Executive	\$ 175,087
DEPUTY COUNTY EXEC OF HEALTH & HUMAN SER	County Executive	\$ 175,087
COMMISSIONER OF HUMAN SERVICES	Human Services	\$ 173,215
DIR. OF ENVIRONMENTAL SERVICES	Environmental Services	\$ 173,215
DIRECTOR OF INFORMATION SERVICES	Information Services	\$ 173,215
EXECUTIVE HEALTH DIRECTOR	Monroe Community Hospital	\$ 173,215
DIR. OF PUBLIC SAFETY	Public Safety	\$ 173,215
UNDERSHERIFF	Sheriff's Office	\$ 168,530
JAIL SUPERINTENDENT	Sheriff's Office	\$ 168,208
DIR. OF HUMAN RESOURCES	Human Resources	\$ 168,169
CHIEF DEPUTY SHERIFF	Sheriff's Office	\$ 167,700
ASSOCIATE MEDICAL EXAMINER	Public Health	\$ 167,112
COMMISSIONER OF ELECTIONS - REPUBLICAN	Board of Elections	\$ 158,748
COMMISSIONER OF ELECTIONS	Board of Elections	\$ 158,748
COUNTY ATTORNEY	Law	\$ 158,515
FIRST ASST. DISTRICT ATTORNEY	District Attorney	\$ 154,125
FIRST DEPUTY COUNTY ATTORNEY	Law	\$ 154,125
SECOND ASSISTANT D.A.	District Attorney	\$ 150,798
FIRST ASSISTANT PUBLIC DEFENDER	Public Defender	\$ 150,798
SHERIFF	Sheriff's Office	\$ 149,951
D.S. JAILOR MAJOR	Sheriff's Office	\$ 149,764
D.S. ROAD PATROL MAJOR	Sheriff's Office	\$ 149,764
DIR. OF AVIATION	Aviation	\$ 149,635
DIR. OF OFFICE OF PUBLIC INTEGRITY	Office of Public Integrity	\$ 149,635
CHIEF DEPUTY COUNTY ATTORNEY	Law	\$ 149,635
DIR. OF COMMUNICATIONS & SPECIAL EVENTS	Communications-Special Events	\$ 149,635
DIR OF DIVERSITY, EQUITY & INCLUS	Diversity, Equity & Inclusion	\$ 149,635
PUBLIC DEFENDER	Public Defender	\$ 149,416
DIRECTOR OF PARKS	Parks	\$ 149,416
DEPUTY SHERIFF PATROL - CAPTAIN	Sheriff's Office	\$ 147,028
CHIEF INFORMATION SECURITY OFFICER	Information Services	\$ 146,406
COMMANDER	Sheriff's Office	\$ 145,901
CHIEF VIOLENT OFFENSE BUREAU	District Attorney	\$ 144,154
DIR. OF ATTORNEY TRAINING & GRAND JURY	District Attorney	\$ 144,154
SECOND ASSISTANT PUBLIC DEFENDER	Public Defender	\$ 144,154
CHIEF SPECIAL INVESTIGATIONS BUREAU	District Attorney	\$ 144,154
CHIEF NON-VIOLENT FELONY BUREAU	District Attorney	\$ 144,154
COUNTY EXECUTIVE	County Executive	\$ 120,000



## #5: Department Head and Deputy Salaries

### Department Head and Deputy Salaries

Dept	Director		Deputy	
	Pay Group	Salary	Pay Group	Salary
Aviation	25J	\$ 149,636	21L	\$ 126,131
Board of Elections	25L	\$ 158,748	22L	\$ 136,257
Communications	25J	\$ 149,636	20I	\$ 107,930
County Clerk	Flat	\$ 81,000	Flat	\$ 96,492
County Executive	Flat	\$ 120,000	28G	\$ 175,087
District Attorney	Flat	\$ 210,900	25K	\$ 154,125
Diversity, Equity & Inclusion	25J	\$ 149,636	n/a	
Environmental Services	27J	\$ 173,214	23I	\$ 131,922
Finance	28H	\$ 180,340	23J	\$ 135,879
Human Resources	27I	\$ 168,169	21A	vacant
Human Services	27J	\$ 173,214	23H	\$ 128,079
Information Services	27J	\$ 173,214	22J	\$ 128,435
Law	27G	\$ 158,516	25J	\$ 149,636
Monroe Community Hospital	27J	\$ 173,214	23H	\$ 128,079
Office of Public Integrity	25J	\$ 149,636	n/a	
Parks	27E	\$ 149,417	22L	\$ 136,257
Planning & Development	25C	\$ 121,668	21J	\$ 118,890
Public Defender	27D	\$ 145,064	24A	vacant
Public Health	33J	\$ 243,161	28J	\$ 191,322
Public Safety	27J	\$ 173,214	23J	\$ 135,879
Sheriff	Sheriff-F	\$ 149,376	83E	\$ 156,347
Transportation	25E	\$ 129,077	22H	\$ 121,062
Veterans Service Agency	20H	\$ 104,787	n/a	

**#6: Analysis #1 – CPI-U Adjusted Growth Compounded Annually (Legislator)**

	Actual Salary	Inflation Adjuster Source: U.S. BLS, CPI-U	Inflation Adjusted Salary Compounded Annually	Inflation Adjusted Salary Non- Compounded
1989	\$ 18,000.00	4.5%	\$ 18,000.00	\$ 18,000.00
1990	\$ 18,000.00	5.0%	\$ 18,810.00	-
1991	\$ 18,000.00	4.9%	\$ 19,750.50	-
1992	\$ 18,000.00	3.7%	\$ 20,718.27	-
1993	\$ 18,000.00	3.3%	\$ 21,484.85	-
1994	\$ 18,000.00	2.8%	\$ 22,193.85	-
1995	\$ 18,000.00	3.0%	\$ 22,815.28	-
1996	\$ 18,000.00	2.7%	\$ 23,499.74	-
1997	\$ 18,000.00	2.4%	\$ 24,134.23	-
1998	\$ 18,000.00	2.3%	\$ 24,713.45	-
1999	\$ 18,000.00	2.1%	\$ 25,281.86	-
2000	\$ 18,000.00	2.4%	\$ 25,812.78	-
2001	\$ 18,000.00	2.6%	\$ 26,432.29	-
2002	\$ 18,000.00	2.4%	\$ 27,119.53	-
2003	\$ 18,000.00	1.4%	\$ 27,770.39	-
2004	\$ 18,000.00	1.8%	\$ 28,159.18	-
2005	\$ 18,000.00	2.2%	\$ 28,666.05	-
2006	\$ 18,000.00	2.5%	\$ 29,296.70	-
2007	\$ 18,000.00	2.3%	\$ 30,029.12	-
2008	\$ 18,000.00	2.3%	\$ 30,719.79	-
2009	\$ 18,000.00	1.7%	\$ 31,426.34	-
2010	\$ 18,000.00	1.0%	\$ 31,960.59	-
2011	\$ 18,000.00	1.7%	\$ 32,280.19	-
2012	\$ 18,000.00	2.1%	\$ 32,828.96	-
2013	\$ 18,000.00	1.8%	\$ 33,518.37	-
2014	\$ 18,000.00	1.7%	\$ 34,121.70	-
2015	\$ 18,000.00	1.8%	\$ 34,701.77	-
2016	\$ 18,000.00	2.2%	\$ 35,326.40	-
2017	\$ 18,000.00	1.8%	\$ 36,103.58	-
2018	\$ 18,000.00	2.1%	\$ 36,753.44	-
2019	\$ 18,000.00	2.2%	\$ 37,525.26	-
2020	\$ 18,000.00	1.7%	\$ 38,350.82	-
2021	\$ 18,000.00	3.6%	\$ 39,002.78	-
2022	\$ 18,000.00	6.2%	\$ 40,406.88	-
2023	\$ 18,000.00	-	\$ 42,912.11	\$ 33,876.00

**#7: Analysis #1 – CPI-U Adjusted Growth Compounded Annually (County Executive)**

	Actual Salary	Inflation Adjuster Source: U.S. BLS, CPI-U	Inflation Adjusted Salary Compounded Annually	Inflation Adjusted Salary Non- Compounded
2001	\$ 120,000.00	2.6%	-	\$ 120,000.00
2002	\$ 120,000.00	2.4%	-	-
2003	\$ 120,000.00	1.4%	\$ 122,880.00	-
2004	\$ 120,000.00	1.8%	\$ 124,600.32	-
2005	\$ 120,000.00	2.2%	\$ 126,843.13	-
2006	\$ 120,000.00	2.5%	\$ 129,633.67	-
2007	\$ 120,000.00	2.3%	\$ 132,874.52	-
2008	\$ 120,000.00	2.3%	\$ 135,930.63	-
2009	\$ 120,000.00	1.7%	\$ 139,057.03	-
2010	\$ 120,000.00	1.0%	\$ 141,421.00	-
2011	\$ 120,000.00	1.7%	\$ 142,835.21	-
2012	\$ 120,000.00	2.1%	\$ 145,263.41	-
2013	\$ 120,000.00	1.8%	\$ 148,313.94	-
2014	\$ 120,000.00	1.7%	\$ 150,983.60	-
2015	\$ 120,000.00	1.8%	\$ 153,550.32	-
2016	\$ 120,000.00	2.2%	\$ 156,314.22	-
2017	\$ 120,000.00	1.8%	\$ 159,753.14	-
2018	\$ 120,000.00	2.1%	\$ 162,628.69	-
2019	\$ 120,000.00	2.2%	\$ 166,043.89	-
2020	\$ 120,000.00	1.7%	\$ 169,696.86	-
2021	\$ 120,000.00	3.6%	\$ 172,581.71	-
2022	\$ 120,000.00	6.2%	\$ 178,794.65	-
2023	\$ 120,000.00	-	\$ 189,879.92	\$ 178,920.00

**#8: Analysis #1 – CPI-U Adjusted Growth Compounded Annually (County Clerk)**

	Actual Salary	Inflation Adjuster Source: U.S. BLS, CPI-U	Inflation Adjusted Salary Compounded Annually	Inflation Adjusted Salary Non-Compounded
2001	\$ 81,000.00	2.6%	-	\$ 81,000.00
2002	\$ 81,000.00	2.4%	-	-
2003	\$ 81,000.00	1.4%	\$ 82,944.00	-
2004	\$ 81,000.00	1.8%	\$ 84,105.22	-
2005	\$ 81,000.00	2.2%	\$ 85,619.11	-
2006	\$ 81,000.00	2.5%	\$ 87,502.73	-
2007	\$ 81,000.00	2.3%	\$ 89,690.30	-
2008	\$ 81,000.00	2.3%	\$ 91,753.18	-
2009	\$ 81,000.00	1.7%	\$ 93,863.50	-
2010	\$ 81,000.00	1.0%	\$ 95,459.18	-
2011	\$ 81,000.00	1.7%	\$ 96,413.77	-
2012	\$ 81,000.00	2.1%	\$ 98,052.80	-
2013	\$ 81,000.00	1.8%	\$ 100,111.91	-
2014	\$ 81,000.00	1.7%	\$ 101,913.93	-
2015	\$ 81,000.00	1.8%	\$ 103,646.46	-
2016	\$ 81,000.00	2.2%	\$ 105,512.10	-
2017	\$ 81,000.00	1.8%	\$ 107,833.37	-
2018	\$ 81,000.00	2.1%	\$ 109,774.37	-
2019	\$ 81,000.00	2.2%	\$ 112,079.63	-
2020	\$ 81,000.00	1.7%	\$ 114,545.38	-
2021	\$ 81,000.00	3.6%	\$ 116,492.65	-
2022	\$ 81,000.00	6.2%	\$ 120,686.39	-
2023	\$ 81,000.00	-	\$ 128,168.94	\$ 120,771.00

**#9: Analysis #1 – CPI-U Adjusted Growth Compounded Annually (Sheriff)**

	Actual Salary	Inflation Adjuster Source: U.S. BLS, CPI-U	Inflation Ajusted Salary Compounded Annually	Inflation Ajusted Salary Non-Compounded
1998	\$ 101,700.00	2.3%	-	\$ 101,700.00
1999	\$ 101,700.00	2.1%	\$ 104,039.10	-
2000	\$ 123,030.00	2.4%	\$ 106,223.92	-
2001	\$ 123,030.00	2.6%	\$ 108,773.30	-
2002	\$ 123,030.00	2.4%	\$ 111,601.40	-
2003	\$ 123,030.00	1.4%	\$ 114,279.83	-
2004	\$ 123,030.00	1.8%	\$ 115,879.75	-
2005	\$ 123,030.00	2.2%	\$ 117,965.59	-
2006	\$ 123,030.00	2.5%	\$ 120,560.83	-
2007	\$ 123,030.00	2.3%	\$ 123,574.85	-
2008	\$ 123,030.00	2.3%	\$ 126,417.07	-
2009	\$ 123,030.00	1.7%	\$ 129,324.67	-
2010	\$ 123,030.00	1.0%	\$ 131,523.19	-
2011	\$ 123,030.00	1.7%	\$ 132,838.42	-
2012	\$ 136,700.00	2.1%	\$ 135,096.67	-
2013	\$ 136,700.00	1.8%	\$ 137,933.70	-
2014	\$ 136,700.00	1.7%	\$ 140,416.51	-
2015	\$ 136,700.00	1.8%	\$ 142,803.59	-
2016	\$ 136,700.00	2.2%	\$ 145,374.05	-
2017	\$ 149,376.00	1.8%	\$ 148,572.28	-
2018	\$ 128,621.00	2.1%	\$ 151,246.58	-
2019	\$ 132,599.00	2.2%	\$ 154,422.76	-
2020	\$ 136,700.00	1.7%	\$ 157,820.06	-
2021	\$ 140,801.00	3.6%	\$ 160,503.00	-
2022	\$ 145,025.00	6.2%	\$ 166,281.11	-
2023 (pro)	\$ 149,376.00	-	\$ 176,590.54	\$ 158,550.30

## #10: Analysis #2 – Elected Position Salaries Adjusted for County Wage Growth

Elected Officials

County Average Growth Rate: 2.33%

	Year of Last Raise	Salary of Last Raise	2023 Salary	Actual Avg Annual % Growth	Salary at County Avg Growth
County Executive	2001	\$ 120,000	\$ 120,000	0.00%	\$ 199,200
Sheriff	1998	\$ 101,700	\$ 149,376	1.55%	\$ 180,900
County Clerk	2001	\$ 81,000	\$ 81,000	0.00%	\$ 134,400
President-County Legislature	1989	\$ 54,000	\$ 54,000	0.00%	\$ 118,200
Vice Pres-County Legislature	1989	\$ 21,000	\$ 21,000	0.00%	\$ 46,000
Majority Leader	1989	\$ 23,000	\$ 23,000	0.00%	\$ 50,300
Minority Leader	1989	\$ 23,000	\$ 23,000	0.00%	\$ 50,300
Assistant Majority Leader	1989	\$ 20,500	\$ 19,250	-0.18%	\$ 44,900
Assistant Minority Leader	1989	\$ 20,500	\$ 19,250	-0.18%	\$ 44,900
Chairman of W&M Cmttee	1989	\$ 21,000	\$ 21,000	0.00%	\$ 46,000
Ranking Minority Member-W&M	1989	\$ 19,700	n/a	n/a	\$ 43,100
Standing Cmttee Chairperson	1989	\$ 19,700	\$ 19,700	0.00%	\$ 43,100
Standing Cmttee Vice Chair	1989	\$ 18,500	n/a	n/a	\$ 40,500
Standing Cmttee RMM	1989	\$ 18,575	n/a	n/a	\$ 40,600
County Legislator	1989	\$ 18,000	\$ 18,000	0.00%	\$ 39,400

**Notes:**

1. County Exec salary increased in 2001 to \$120,000 from \$94,225 in 2000.
2. Sheriff salary increased in 1998 to \$101,700 (now representing 90% of the DA's salary)

**#11: Analysis #3 – NYS Pension Adjustment Formula (County Legislator)**

	Actual Salary	Pension Adjustment	Pension Formula Adjusted Salary Compounded Annually
1989	\$ 18,000.00	2.3%	\$ 18,000.00
1990	\$ 18,000.00	2.5%	\$ 18,414.00
1991	\$ 18,000.00	2.5%	\$ 18,874.35
1992	\$ 18,000.00	1.9%	\$ 19,346.21
1993	\$ 18,000.00	1.7%	\$ 19,713.79
1994	\$ 18,000.00	1.4%	\$ 20,048.92
1995	\$ 18,000.00	1.5%	\$ 20,329.61
1996	\$ 18,000.00	1.4%	\$ 20,634.55
1997	\$ 18,000.00	1.2%	\$ 20,923.43
1998	\$ 18,000.00	1.2%	\$ 21,174.51
1999	\$ 18,000.00	1.1%	\$ 21,428.61
2000	\$ 18,000.00	1.2%	\$ 21,664.32
2001	\$ 18,000.00	1.3%	\$ 21,924.30
2002	\$ 18,000.00	1.2%	\$ 22,209.31
2003	\$ 18,000.00	1.0%	\$ 22,475.82
2004	\$ 18,000.00	1.0%	\$ 22,700.58
2005	\$ 18,000.00	1.1%	\$ 22,927.59
2006	\$ 18,000.00	1.3%	\$ 23,179.79
2007	\$ 18,000.00	1.2%	\$ 23,481.13
2008	\$ 18,000.00	1.2%	\$ 23,762.90
2009	\$ 18,000.00	1.0%	\$ 24,048.06
2010	\$ 18,000.00	1.0%	\$ 24,288.54
2011	\$ 18,000.00	1.0%	\$ 24,531.42
2012	\$ 18,000.00	1.1%	\$ 24,776.74
2013	\$ 18,000.00	1.0%	\$ 25,049.28
2014	\$ 18,000.00	1.0%	\$ 25,299.77
2015	\$ 18,000.00	1.0%	\$ 25,552.77
2016	\$ 18,000.00	1.1%	\$ 25,808.30
2017	\$ 18,000.00	1.0%	\$ 26,092.19
2018	\$ 18,000.00	1.1%	\$ 26,353.11
2019	\$ 18,000.00	1.1%	\$ 26,643.00
2020	\$ 18,000.00	1.0%	\$ 26,936.07
2021	\$ 18,000.00	1.8%	\$ 27,205.43
2022	\$ 18,000.00	3.0%	\$ 27,695.13
2023	\$ 18,000.00	-	\$ 28,525.98

**#12: Analysis #3 – NYS Pension Adjustment Formula (County Executive)**

	Actual Salary	Pension Adjustment	Pension Formula Adjusted Salary Compounded Annually
2001	\$ 120,000.00	1.3%	\$ 120,000.00
2002	\$ 120,000.00	1.2%	\$ 121,560.00
2003	\$ 120,000.00	1.0%	\$ 123,018.72
2004	\$ 120,000.00	1.0%	\$ 124,248.91
2005	\$ 120,000.00	1.1%	\$ 125,491.40
2006	\$ 120,000.00	1.3%	\$ 126,871.80
2007	\$ 120,000.00	1.2%	\$ 128,521.14
2008	\$ 120,000.00	1.2%	\$ 130,063.39
2009	\$ 120,000.00	1.0%	\$ 131,624.15
2010	\$ 120,000.00	1.0%	\$ 132,940.39
2011	\$ 120,000.00	1.0%	\$ 134,269.79
2012	\$ 120,000.00	1.1%	\$ 135,612.49
2013	\$ 120,000.00	1.0%	\$ 137,104.23
2014	\$ 120,000.00	1.0%	\$ 138,475.27
2015	\$ 120,000.00	1.0%	\$ 139,860.03
2016	\$ 120,000.00	1.1%	\$ 141,258.63
2017	\$ 120,000.00	1.0%	\$ 142,812.47
2018	\$ 120,000.00	1.1%	\$ 144,240.59
2019	\$ 120,000.00	1.1%	\$ 145,827.24
2020	\$ 120,000.00	1.0%	\$ 147,431.34
2021	\$ 120,000.00	1.8%	\$ 148,905.65
2022	\$ 120,000.00	3.0%	\$ 151,585.96
2023	\$ 120,000.00	-	\$ 156,133.54



**#13: Analysis #3 – NYS Pension Adjustment Formula (County Clerk)**

	Actual Salary	Pension Adjustment	Pension Formula Adjusted Salary Compounded Annually
2001	\$ 81,000.00	1.3%	\$ 81,000.00
2002	\$ 81,000.00	1.2%	\$ 82,053.00
2003	\$ 81,000.00	1.0%	\$ 83,037.64
2004	\$ 81,000.00	1.0%	\$ 83,868.01
2005	\$ 81,000.00	1.1%	\$ 84,706.69
2006	\$ 81,000.00	1.3%	\$ 85,638.47
2007	\$ 81,000.00	1.2%	\$ 86,751.77
2008	\$ 81,000.00	1.2%	\$ 87,792.79
2009	\$ 81,000.00	1.0%	\$ 88,846.30
2010	\$ 81,000.00	1.0%	\$ 89,734.76
2011	\$ 81,000.00	1.0%	\$ 90,632.11
2012	\$ 81,000.00	1.1%	\$ 91,538.43
2013	\$ 81,000.00	1.0%	\$ 92,545.36
2014	\$ 81,000.00	1.0%	\$ 93,470.81
2015	\$ 81,000.00	1.0%	\$ 94,405.52
2016	\$ 81,000.00	1.1%	\$ 95,349.57
2017	\$ 81,000.00	1.0%	\$ 96,398.42
2018	\$ 81,000.00	1.1%	\$ 97,362.40
2019	\$ 81,000.00	1.1%	\$ 98,433.39
2020	\$ 81,000.00	1.0%	\$ 99,516.16
2021	\$ 81,000.00	1.8%	\$ 100,511.32
2022	\$ 81,000.00	3.0%	\$ 102,320.52
2023	\$ 81,000.00	-	\$ 105,390.14

**#14: Analysis #3 – NYS Pension Adjustment Formula (Sheriff)**

	Actual Salary	Pension Adjustment	Pension Formula Adjusted Salary Compounded Annually (Based on 1998)
1998	\$ 101,700.00	1.2%	\$ 101,700.00
1999	\$ 101,700.00	1.1%	\$ 102,920.40
2000	\$ 123,030.00	1.2%	\$ 104,052.52
2001	\$ 123,030.00	1.3%	\$ 105,301.15
2002	\$ 123,030.00	1.2%	\$ 106,670.07
2003	\$ 123,030.00	1.0%	\$ 107,950.11
2004	\$ 123,030.00	1.0%	\$ 109,029.61
2005	\$ 123,030.00	1.1%	\$ 110,119.91
2006	\$ 123,030.00	1.3%	\$ 111,331.23
2007	\$ 123,030.00	1.2%	\$ 112,778.53
2008	\$ 123,030.00	1.2%	\$ 114,131.88
2009	\$ 123,030.00	1.0%	\$ 115,501.46
2010	\$ 123,030.00	1.0%	\$ 116,656.47
2011	\$ 123,030.00	1.0%	\$ 117,823.04
2012	\$ 136,700.00	1.1%	\$ 119,001.27
2013	\$ 136,700.00	1.0%	\$ 120,310.28
2014	\$ 136,700.00	1.0%	\$ 121,513.38
2015	\$ 136,700.00	1.0%	\$ 122,728.52
2016	\$ 136,700.00	1.1%	\$ 123,955.80
2017	\$ 149,376.00	1.0%	\$ 125,319.32
2018	\$ 128,621.00	1.1%	\$ 126,572.51
2019	\$ 132,599.00	1.1%	\$ 127,964.81
2020	\$ 136,700.00	1.0%	\$ 129,372.42
2021	\$ 140,801.00	1.8%	\$ 130,666.14
2022	\$ 145,025.00	3.0%	\$ 133,018.14
2023 (pro)	\$ 149,376.00	-	\$ 137,008.68

## #15: Other Research

### County Executive or equivalent positions

Counties	Title	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
Albany County (318,040)	Executive	\$158,793	\$155,679		\$125,559		\$125,559	\$125,559	\$125,559		\$118,317
Bronx County (1,498,919)	President	\$179,200	\$178,695	\$178,231							
Dutchess County (295, 437)	Executive		\$148,387		\$139,869		\$139,869	\$139,870	\$139,870		
Erie County (964,796)	Executive		\$121,099		\$103,428		\$103,438	\$103,438			\$103,438
Jefferson County (116,868)	Administrator										
Livingston County (60,766)	Administrator	\$160,000	\$156,300	\$156,300	\$156,300	\$151,300	\$142,800	\$140,000	\$135,000	\$130,000	\$130,000
Monroe County (763,973)	Executive	\$120,000	\$120,000	\$120,000	\$120,000		\$120,000	\$120,000	\$120,000	\$120,000	\$120,000
Nassau County (1,412,646)	Executive	\$211,821	\$196,375		\$196,375		\$191,421	\$174,614	\$174,614		\$174,614
Niagara County (211,526)	Manager	\$143,951									
Oneida County (231,300)	Executive	\$150,836	\$149,033		\$142,996		\$114,375	\$114,869	\$113,138		\$109,335
Onondaga County (479,363)	Executive	\$177,308	\$168,224		\$164,588				\$122,413		\$122,413
Orange County (409,860)	Executive				\$182,177		\$182,177	\$182,177	\$182,177		\$182,177
Oswego County (116,151)	Administrator	\$132,451	\$128,565	\$126,665	\$122,949		\$119,342	\$115,841	\$112,442	\$108,128	\$108,128
Putnam County (97,056)	Executive	\$170,070	\$166,125	\$162,271	\$158,313		\$151,068	\$48,635	\$148,635	\$148,635	\$148,635
Queens County (2,457,886)	President	\$179,200	\$178,695	\$178,231							
Rensselaer County (161,6490)	Executive	\$142,000	\$121,300		\$121,300		\$121,300	\$121,300	\$121,300		\$112,000
Suffolk County (1,535,691)	Executive	\$232,134	\$222,124		\$187,000		\$187,000	\$187,000	\$187,000		\$187,000
Westchester County (1,021,059)	Executive	\$195,000	\$160,760		\$160,760		\$160,760	\$160,760	\$160,760		\$160,760

County Sheriffs

Counties (staff size)	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
Albany County	\$148,258	\$142,501				\$121,932		\$114,933		\$107,764
Bronx County	N/A			\$94,249.00						
Dutchess County	141,436	\$133,317				\$125,664		\$125,664		\$125,664
Erie County (1300)	95,597	\$79,092		\$79,092		\$79,102				\$79,102
Jefferson County (42)	\$92,908	\$88,433		\$86,276		\$78,513	\$74,813	\$71,227		\$92,110
Livingston County (200)	\$125,875	\$109,300	\$109,300	\$105,075	\$102,500	\$97,700	\$97,000	\$93,636	\$91,800	\$93,500
Monroe County (1,100)	28,621-174,000	\$136,700		\$132,599		\$149,376	\$136,700	\$136,700		\$136,700
Nassau County (3000)	\$190,000	\$190,000		\$168,000		\$180,689	\$174,578			\$154,000
Niagara County	\$125,756	\$123,290		\$117,934		\$111,697.32	\$108,444	\$105,799		\$100,701
Oneida County	\$123,901	\$122,420		\$117,461		\$101,492	\$101,930	\$100,394		\$97,019
Onondaga County (750)	\$125,265	\$118,847		\$113,001				\$110,120		\$110,120
Oswego County	\$101,834	\$96,070	\$96,070	\$93,272	\$90,555	\$87,917	\$84,536	\$84,536	\$84,536	\$84,536
Putnam County (170)	\$160,209	\$156,492	\$152,862	\$149,134	\$149,134	\$142,818	\$140,018	\$129,773	\$129,773	\$129,773
Queens County	N/A									
Rensselaer County	\$109,600			\$99,600		\$99,600	\$99,600	\$97,000		\$97,000
Suffolk County (2700)	\$198,249	\$194,243		\$194,342		\$194,243	\$193,123	\$192,181		\$185,993
Sullivan County	\$120,000	\$97,229				\$92,529		\$88,928		
Westchester County	\$225,000									

County Clerks

Counties	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
Albany County	\$138,088	\$119,041				\$105,766		\$105,766		\$99,665
Bronx County	N/A									
Dutchess County		\$112,480				\$106,023		\$106,023		\$106,023
Erie County	\$84,628	\$79,092		\$79,092		\$72,761				\$79,102
Jefferson County	\$83,889	\$79,848		\$74,562		\$69,767	\$66,533	\$63,450		\$77,839
Livingston County	\$92,175	\$89,475	\$89,475	\$89,475	\$87,275	\$83,250	\$81,600	\$80,000	\$86,825	\$85,100
Monroe County		\$81,000		\$81,000		\$81,000	\$81,000	\$81,000		\$81,000
Nassau County	\$201,735	\$195,733		\$187,025		\$166,300	\$166,300			\$166,300
Niagara County	\$104,558	\$102,508		\$98,527		\$94,701	\$92,844	\$92,844		\$87,515
Oneida County	\$91,579	\$90,484		\$86,819		\$69,636	\$69,937	\$68,883		\$66,567
Onondaga County	\$89,472	\$84,888		\$80,712				\$78,654		\$78,654
Ontario County	\$86,359	\$84,666		\$80,588				\$75,556		\$75,556
Orleans County	\$75,976	\$72,442		\$82,275		\$79,080	\$77,529	\$73,925		\$67,952
Oswego County	\$91,809	\$86,613	\$86,613	\$84,091	\$81,642	\$79,264	\$76,215	\$76,215	\$76,215	\$76,215
Putnam County	\$139,462	\$143,727	\$133,067	\$137,321	\$134,775	\$131,822	\$129,384	\$126,994	\$126,994	\$126,994
Rensselaer County	\$112,000			\$112,000		\$102,000	\$102,000	\$102,000		\$95,000
Suffolk County	\$205,588	\$197,681		\$197,681		\$194,243	\$193,123	\$192,181		\$185,993
Westchester County	\$195,000	\$195,500		\$153,105		\$153,105	\$153,105	\$153,105		\$153,105

County Legislators or equivalent positions

Counties	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
Albany County	\$41,874	\$41,053		\$36,257		\$36,982	\$36,257	\$36,257		
Bronx County	N/A									
Cayuga County	\$60,000	\$60,000		\$30,000		\$30,000	\$30,000	\$30,000		
Chautauqua County	\$17,000	\$17,000		\$17,000		\$17,000	\$17,000	\$17,000		
Delaware County	\$65,000	\$50,959		\$49,959						
Dutchess County	\$34,967	\$34,967	\$33,949	\$32,960	\$32,960	\$32,961	\$32,961	\$32,961	\$32,960	\$32,961
Erie County	\$52,588	\$52,588	\$52,588	\$52,588	\$52,588	\$52,588	\$52,588	\$52,588	\$52,588	\$52,588
Jefferson County	\$24,069	\$24,069	\$24,069	\$23,482	\$23,021	\$22,569	\$22,235	\$21,371	\$21,371	\$20,952
Livingston County	\$38,675	\$37,525	\$37,525	\$36,775	\$35,875	\$34,700	\$34,000	\$33,675	\$33,000	\$40,375
Monroe County	\$54,000	\$54,000	\$54,000	\$54,000	\$54,000	\$54,000	\$54,000	\$54,000	\$54,000	\$54,000
Nassau County	\$109,125	\$106,710				\$67,500	\$67,500	\$67,500		
Niagara County	\$22,075	\$22,075	\$22,075	\$22,075		\$18,075	\$18,075	\$18,075		
Oneida County	\$28,000	\$28,000	\$28,000	\$28,000	\$28,000	\$21,747	\$21,747	\$21,747	\$21,747	\$21,747
Onondaga County	\$60,979	\$57,855		\$55,009		\$46,615	\$46,615	\$46,615		
Orange County	\$53,659	\$49,684	\$49,684	\$49,684	\$49,684	\$49,684	\$49,684	\$49,684	\$49,684	\$49,684
Oswego County	\$31,482	\$30,565		\$28,810		\$27,971	\$27,156	\$27,156	\$27,156	\$27,156
Putnam County	\$53,508	\$40,839		\$49,684		\$44,798	\$43,919	\$43,919		
Queens County	N/A									
Rensselaer County	\$30,000	\$30,000		\$30,000		\$30,000	\$30,000	\$30,000		
Suffolk County	\$130,844	\$123,270		\$123,270		\$123,270	\$122,559	\$121,961		
Westchester County	\$75,000	\$75,000		\$89,200		\$89,200	\$89,200	\$89,200		

Local Town and City Elected Officials

City/Town/Village	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
Rochester (210,606)	\$145,837	\$152,143	\$149,512	\$145,837	\$145,837	\$143,339	\$143,227	\$140,861	\$140,861	\$137,815
Brighton (36,163)	\$107,257	\$105,154	\$105,154	\$103,092	\$101,071	\$99,089	\$98,108	\$98,108	\$96,184	\$94,298
Chili (28,540)	\$106,667	\$102,564	\$100,062	\$97,148	\$94,318	\$91,571	\$89,556	\$87,800	\$84,390	\$82,735
Clarkson (5,046)	\$24,456	\$23,976	\$23,505	\$23,045	\$22,593	\$22,150	\$21,717	\$21,717	\$21,291	\$20,874
Gates (28,975)	\$89,563	\$85,982	\$85,982	\$85,982	\$85,982	\$85,982	\$85,982	\$85,982	\$85,982	\$85,982
Greece (96,926)	\$142,550	\$124,099	\$124,099	\$124,099	\$124,099	\$124,099	\$124,070	\$124,099	\$124,099	\$122,017
Hamlin (5,720)	\$23,046	\$23,036	\$23,036	\$22,594	\$22,152	\$21,840	\$21,531	\$21,531	\$21,531	\$21,530
Hennietta (47,096)	\$91,533	\$91,533	\$91,533	\$91,533	\$91,533	\$91,533	\$88,867	\$87,125	\$85,000	\$95,641
Irondequoit (50,141)	\$95,203	\$90,203	\$90,203	\$88,434	\$86,700	\$85,000	\$85,000	\$82,000	\$82,000	\$82,000
Mendon (9,220)	\$76,568	\$76,568	\$74,338	\$71,479	\$69,397	\$64,397	\$59,397	\$57,667	\$54,531	\$52,943
Ogden (20,119)	\$92,000	\$99,950	\$103,535	\$101,505	\$99,515	\$99,515	\$97,088	\$94,720	\$92,405	\$90,150
Parma (15,730)	\$42,900	\$28,546	\$27,714	\$26,907	\$26,379	\$25,862	\$25,605	\$20,000	\$20,000	\$20,000
Penfield (37,281)	\$91,619	\$89,603	\$89,603	\$89,603	\$89,603	\$89,603	\$89,603	\$89,603	\$89,603	\$89,603
Perinton (46,461)	\$112,646	\$112,646	\$112,646	\$112,646	\$112,646	\$112,646	\$112,646	\$110,480	\$112,646	\$119,449
Pittsford (1,357)	\$136,559	\$136,559	\$136,559	\$133,881	\$131,256	\$128,682	\$126,159	\$123,685	\$121,260	\$121,260
Riga (5,640)	\$32,445	\$30,900	\$30,000	\$24,746	\$24,261	\$23,785	\$23,785	\$23,092	\$22,419	\$22,419
Rush (3,476)	\$53,118	\$50,980	\$47,994	\$51,617	\$50,060	\$44,718	\$46,397	\$47,262	\$46,087	\$31,017
Sweden (14,175)	\$26,965	\$25,918	\$25,918	\$25,918	\$25,918	\$25,918	\$25,918	\$25,410	\$24,912	\$24,424
Webster (5,758)	\$111,665	\$111,665	\$109,475	\$109,475	\$107,066	\$104,710	\$102,160	\$100,157	\$98,193	\$96,268
Wheatland (4,775)	\$32,148	\$31,212	\$30,623	\$30,000	\$25,343	\$24,846	\$24,846	\$24,479	\$24,117	\$23,644
East Rochester (V) (6,269)	\$16,006	\$15,633	\$15,108	\$13,300	\$12,000	\$12,000	\$12,000	\$12,000	\$13,514	
Brookport (V) (6,961)	\$11,567			\$10,707	\$10,400	\$10,113	\$9,867	\$9,867	\$9,867	
Churchville (V) (2,174)	\$12,550			\$12,193	\$11,954	\$11,720	\$11,524	\$11,331	\$10,924	
Fairport (V) (5,336)	\$16,139	\$17,422	\$12,422	\$15,822	\$15,512	\$14,910	\$14,910	\$14,331	\$13,981	
Hilton (V) (5,985)	\$10,086			\$10,000	\$5,886	\$10,000	\$10,000	\$9,700	\$13,981	
Honeoye Falls (V) (2,770)	\$11,000	\$11,000	\$11,000	\$11,000	\$11,000	\$9,060	\$9,060	\$9,060	\$9,700	
Pittsford (V) (1,357)	\$14,626	\$14,626	\$14,626	\$14,626	\$14,340	\$14,059	\$14,059	\$13,783	\$13,248	
Scottsville (V) (2,028)	\$12,036			\$12,036	\$12,036	\$11,800	\$11,745	\$11,745	\$11,103	
Spencerport (V) (3,685)	\$11,462			\$11,017	\$10,148	\$10,517	\$10,517	\$10,517	\$10,000	
Webster (V) (5,758)	\$10,401			\$10,401	\$10,401	\$10,098	\$9,804	\$9,804	\$9,804	

## #16: Meeting Minutes

APPROVED

### Summary of Minutes

#### The Monroe County Compensation Policy Commission

May 3, 2023 at 1:00p.m  
Ebenezer Watts Conference Center  
49 South Fitzhugh Street  
Rochester, NY 14614

**MEMBERS PRESENT:** Paul Britton, Danielle Lyman-Torres, Mark Muoio, Anthony Daniele, Richard Dollinger, Jack Moffitt, Sabrina LaMar (Legislature President), David Grant (Legislature Clerk)

**MEMBERS EXCUSE:** Christine Whitfield

**OTHERS PRESENT:** Reilly O'Brien (Chief of Staff - Majority Office), Erin Loftus (Director- Majority Office), Laura Smith (Deputy County Attorney), Vince Felder (Sp. Assistant to the President), Saul Maneiro (Chief of Staff – Minority Office), Elizabeth Maxwell (Legislative Assistant – Minority Office)

#### **Election of the Chair**

The meeting commenced at 1:00p.m. Legislature President LaMar welcomed all of those in attendance and the floor was opened for nominations of a chairperson of the Monroe County Compensation Policy Commission. The nomination of Jack Moffitt was made by Anthony Daniele, seconded by Paul Britton. No other nominations were made and Mr. Moffitt was unanimously elected 6-0, to serve as the Chairman of the Compensation Policy Commission.

#### **Establishing Hybrid Meeting Rules and Allowance**

Legislature President LaMar congratulated Chairman Moffitt and departed the meeting. Mr. Moffitt then asked Chief Deputy County Attorney Laura Smith to attend and be available for future meetings and Clerk of the Legislature David Grant, to act as Clerk of the commission, and Chief of Staff to the Majority - Reilly O'Brien and the legislative staff, to be available for research requests.

Chairman Moffitt proceeded with the introduction of commission members and opened up for discussion leading off with establishing hybrid meeting rules. Rules were presented by the Chairman and the floor was opened for discussion. Mr. Dollinger discussed establishing Roberts Rules of Order as a base for order of the Commission. Discussion continued about communication protocol. Roberts Rules were established and protocol was set to always copy the chair into any interagency communication within the County. Questions continued about FOIL requests and Chief Deputy County Attorney Laura Smith confirmed that the commission would be subject to freedom of information law requests with standard exceptions.

Chairman Moffitt asked for a mover and seconder on establishing the hybrid meeting rules. Richard Dollinger moved and Mark Muoio seconded. A vote was held and the establishment of hybrid meeting rules was unanimously adopted 6-0.



### Commission Goals and Objectives

Following the hybrid meeting vote, discussion opened about the commission goals and objectives. President LaMar previously sent a letter that set the framework of scope of the commission according to Resolution Number 135 of 2023. The commission was put together to discuss the salaries of each Legislator, President of the Legislature, VP of Legislature, Majority Leader, Minority Leader, Chair, Clerk, County Executive, Legislature Clerk, County Sheriff and County Clerk along with position stipends if applicable.

### Discussion: Compensation Consulting Services

Chairman Moffitt raised the question regarding outside consulting services being needed. After a brief discussion, the commission unanimously decided no.

### General Discussion

Chairman Moffitt opened the floor do discuss what criteria that the compensation policy commission would like to use to discuss the salaries being reviewed. Discussion began on current salaries and requests for criteria and research were made.

Commission agreed on following criteria and research requests

- I. What does each position currently make
- II. When was the salary last changed
- III. Comparable to similar sized counties and positions in New York State and other town government
- IV. Compare to county managers
- V. Compare to other top sheriff positions
- VI. Inflation adjustments
- VII. Benefits combined with salaries for total compensation package
- VIII. Consideration of an escalation trigger or delay clause (without legislature support)
- IX. Calculation of cost of living adjustment
- X. Comparison of non-profit leaders across counties
- XI. Comparison of other County Executive, City Executives, etc.
- XII. Length other counties have been at their current salaries
- XIII. Consideration of finances of Water Authority, Pure Waters, Airport Authority
- XIV. Investment of time made by considered positions

Research was requested and it was asked that this information be compiled and presented to the Commission before the next meeting to allow preparation of discussion.

### Date for Next Meeting

Chairman Moffitt proposed a meeting for the week May 15, 2023 giving two weeks to allow research to be compiled.

May 17, May 24, May 31 were proposed as dates for the next set of meetings tentatively.

May 17, 2023 @10:00a.m.  
 May 24, 2023 @10:00a.m.  
 May 31, 2023 @10:00a.m.

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It was also established that the legislative staff will compile final report and final report will be sent to Legislature and to the County Executive.

ADJOURNMENT:

Chairman Moffitt asked for a motion to adjourn. motion was moved by Mr. Dollinger Seconded by Mr. Muoio. Chairman Moffitt adjourned the meeting at 1:48 p.m. The Compensation Policy Commission was adjourned until Wednesday, May 17, 2023 at 10:00am.

Respectfully submitted,  
Frank Keophetlasy  
Deputy Clerk of the Legislature

DRAFT

Summary of Minutes

The Monroe County Compensation Policy Commission

May 17, 2023 at 10:00a.m  
Planning and Development Department Multipurpose Conference Room  
1150 CityPlace, 50 W. Main St.  
Rochester, NY 14614

**MEMBERS PRESENT:** Jack Moffitt (Chair), Danielle Lyman-Torres, Mark Muoio, Anthony Daniele, Richard Dollinger, Frank Keophetlasy (Legislature Deputy Clerk Clerk)

**MEMBERS via Zoom:** Paul Britton, Christine Whitfield

**OTHERS PRESENT:** Reilly O'Brien (Chief of Staff - Majority Office), Erin Loftus (Director- Majority Office), Laura Smith (Deputy County Attorney),

**MEETING START**

The meeting commenced at 10:00a.m and roll call established quorum with all members in attendance either in person or via zoom. Chairman Moffitt led the meeting off with the Pledge of Allegiance.

**APPROVAL OF MINUTES**

The minutes of the May 3, 2023 meeting of the Compensation Policy Commission were reviewed and Chairman Moffitt established that if there were no changes needed the minutes would stand approved as submitted.

**DISCUSSION ON RESEARCH MATERIAL**

Chairman Moffitt opened up the floor for discussion on the research compiled by legislative staff and reflection on prior Compensation Policy Commission Process. Prior to the meeting, legislative staff provided research on salaries and pay for various different positions within different counties that possess similar characteristics to Monroe County. A copy of the research was provided to each commission member as well.

Chairman Moffitt led discussion by proposing two questions.

1. Is the data presented enough?
2. What and how do we prioritize the data provided?

Mrs. Lyman-Torres pointed out that the numbers looked to be on track with where the commission should base their number. Several commission members questioned the political will of whatever number proposed because that may be a determining factor. Ultimately it was agreed that the commission was to just put forward suggestions and it would be up to legislators to decide how to get to that number. Along with that, how does the commission propose a mechanism to prevent a situation in which the impacted officials won't be stagnated for 20+ years again? The commission members discussed the following from this question.

- The implementation of a graduated scale.
- The Rochester Mayor's salary being tied to Consumer Price Index, is this viable for the officials in question?
- Coming up with a viable number first, then figuring out the path to making that number reality.
- Benchmark numbers, being conscious of when and how much other counties have raised salary.

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- The percentage of the salaries in comparison to other positions with administration or appointed by the top official in discussion.
- Viability of a step program over years to instead of a one shot increase.

Following the conversation, consensus was made that all the positions in question with the exception of the sheriff's office is far too low. There was then continued discussion of the path forward.

- Recommendation to amend the charter to force the Compensation Policy Commission to meet every 2, 4, or 5 years.
- Utilizing step approach for this current Commission.
- Legislature only can take a raise when seated, should this be changed?
- Limit this step to a 2 step process and force the next commission to come up with a long term.
- Request for legislative staff and/or Commission Members to provide a draft recommendation that the commission can work off of together.
- Stipend increases should be minor.
- President's salary was so high as the CFO of the County Legislature, this is no longer the case so the presidents increase should not be as high as other sitting legislators.
- 1/3 salary increase over 2 steps
- Viability of automatic increase
- The role of benefits in the increase

After the continued discussion and all the points were discussed it was agreed that for the next meeting of the Commission there should be a draft of a report for the commissioners to work on and fill in information. The draft is to focus on pages 7-12 and 14 (based on CPC report in 2015). Upon the completion of the draft the commission will make adjustments during the next meeting and alter it for eventual approval and submission.

#### ADJOURNMENT:

Chairman Moffitt asked for a motion to adjourn, motion was moved by Mr. Dollinger Seconded by Mr. Daniele. Chairman Moffitt adjourned the meeting at 11:02 a.m. The Compensation Policy Commission was adjourned until Wednesday, May 24, 2023 at 10:00am.

Respectfully submitted,  
Frank Keophellasy  
Deputy Clerk of the Legislature

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## #16: Member Comments

Daniele Lyman-Torres

“The residents of Monroe County both need and deserve competent and highly qualified leadership for some of our most trusted public services. Whether it be for the infrastructure of our neighborhoods, or the safety and well-being of the people who make up our community, it is critical that we can attract and retain leaders with the right skills and competencies. By underpaying, we may attract people with less experience, and most dangerously allow for personal incentives to impact decisions for the greater good. As taxpayers, what we budget for is what we value. We should value the critical nature of the key leadership roles we charge with so much of what impacts our quality of life. This Commission has put forward reasonable recommendations. We are hopeful they will be adopted and followed, so that our leadership can focus on the many critical needs of our community.”

DRAFT