

# 2024 CITIZENS SALARY REVIEW COMMISSION OF ERIE

April 2, 2024

## Agenda

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1. Call Meeting to Order (2:00 p.m.)
2. Minutes March 12, 2024 Meeting
3. Unfinished Business
  - a. Discuss on Commission Report.
4. New Business
  - a. Vote of Final Commission Report to be Sent to Legislature
4. Public Comment
6. Adjournment



# COUNTY OF ERIE CITIZENS SALARY REVIEW COMMISSION MINUTES

**Tuesday, March 12, 2024 Meeting #10**

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Present: Chair Lauri Buonanno, Alex Burgos, Gary Dickson, Frederick Floss (virtual), Mark Glasgow, David Pietrowski (virtual), Gregory Rabb, William Ransom, and Christopher Stone.

Absent: None

Support Staff: Mark Cornell, Lindsay McKay and Natalie Nitsche.

Non-Members Present: Nathan Lippitt

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Meeting Notes: A quorum was present, and the meeting was called to order by Chair Buonanno at 2:01pm.

Motion to approve prior meeting's minutes made by A. Burgos and seconded by G. Dickson.

M. Cornell suggested that by the end of the meeting, the Commission could vote on an amended report. Chair Buonanno expressed concern that there will be many changes and would like to schedule an additional meeting for the vote. G. Rabb also expressed apprehension on approving the report without seeing the major changes and adjustments first. M. Cornell confirmed an additional meeting would be scheduled, and this session would be treated as a working session.

Chair Buonanno then stated that Google Drive will no longer be utilized, because there is a linked table of contents. The Chair then recommended going section by section to discuss the report.

The first section, the Executive Summary, will be written by Chair Buonanno. She stated that this section should be first, because some people only want to read that portion. Next will be Acknowledgements. Those acknowledged will be Erie County staff, elected officials, and the Comptroller for use of his conference room. Duties and Composition, the process this Commission undertook for this session, and Footnotes will also be included. Everything should be in once place for readers and future commissions.

A discussion then took place regarding the use of the term "commission," "CSRC," and "commissioner" versus "committee member." It was agreed that "commission member" and "CSRC."

The Salary Review Process section was then addressed. There is a link to the website that houses meeting information, minutes, etc.

Next, the Public Comments section was discussed. G. Rabb inquired as to whether the Commission received any public comments in email or writing. M. Cornell advised there were no public comments. G. Rabb stated that he would like it noted that no official comments were made. M. Glasgow then asked when the public comment closes and suggested it closes as of the approval date of the report. G. Rabb suggested closing the comments as of March 26<sup>th</sup>. No objections.

Chair Buonanno and M. Cornell discussed the number of meetings - scheduled versus actually held. M. Cornell confirmed that 11 meetings were scheduled, only ten convened, as of the April meeting.

The Role of the County Legislature was then discussed. Chair Buonanno advised she copied the information from the Charter. Current salaries reflect the 2024 salaries.

Next, the Background to this Report was discussed. Chair Buonanno advised that Heading 2 was taken from

the 2018 report. She stated she believes this section is important and asked for everyone to weigh in. She also asked if the group has captured the sentiment of the Commission in terms of the discussion that took place. G. Rabb and Chair Buonanno discussed the votes not being unanimous like during the previous Commission's meetings.

Data Collection was the subsequent section to be reviewed. Chair Buonanno asked the group if anything was missing. G. Rabb stated there was some discussion regarding fringe benefits, but there was no comprehensive look at that. M. Cornell contributed that fringe benefits are too hard to compare with other counties. G. Rabb suggested making a note that it was discussed, but there was no way to obtain satisfactory verifiable data. Analysis 6, which shows fringe benefits, will need F. Floss to elaborate more on the figures received from the US Bureau of Statistics.

Chair Buonanno expressed a desire to memorialize the interview questions for future Commissions, so they are listed in the report.

M. Cornell advised that the final report will live in the same place as the minutes. A living document with links to the minutes can be utilized instead of a summary of each meeting. Chair Buonanno and G. Rabb proposed keeping the summaries. Chair Buonanno asked the Commission to review the summaries. This is needed as the votes were not unanimous.

Next, the Analyses section was discussed. Chair Buonanno advised that she ran out of time to complete the summary section, but the report will introduce and summarize the analyses.

Analysis 1: Comparable Counties – Chair Buonanno expressed she tried to capture the conversations that took place. Even though it wasn't ultimately used to make decisions, it was discussed, so it should be included. There was a problem with the NYSAC numbers. M. Cornell suggested a footnote that there were discrepancies. Chair Buonanno stated that the Big Four and Big Five counties are accurate.

Analysis 2: Erie County Legislature - D. Pietrowski led the charge on this. Chair Buonanno advised she removed the rankings from the table for clarity reasons. The chart needs some minor formatting – font size, spacing, etc.

Analysis 3: Earnings Considering Average Annual Economic Growth – This analysis shows \$64,354 as a dead middle salary, not an average. As a Commission, it was interpreted that this is an average salary of local employees. Chair Buonanno stated that she will ask F. Floss to write an explanation of this analysis.

Analysis 4: Internal Equity – Chair Buonanno discussed internal equity versus external equity. Internal compares salaries within the County. F. Floss took the CPI and compounded it to come up with salary information. Chair Buonanno asked L. McKay for the Word document which shows the list of employees who make more than the elected officials. G. Rabb asked for the footnote about external equity be moved to the next section.

Analysis 5: External Equity – Chair Buonanno asked D. Pietrowski to review and confirm the analysis is to his satisfaction. Compares current County salaries to the City of Buffalo counterparts. The Commission did not have the percentage difference between the Buffalo Common Council and the Erie County Legislators, so that was added by Chair Buonanno.

Analysis 6: Fringe Benefits – Chair Buonanno asked F. Floss to carefully read this and make sure nothing is missing and that he's comfortable with the information presented.

Analysis 7: Complexity of County-wide Elected Officials' duties – Chair Buonanno explained that this analysis captures how the four county-wide elected officials compare with one another. This section does not discuss the Legislature as they are referenced above. Interviews were conducted with each of the county-wide elected officials. G. Dickson asked if this was part of internal equity. Chair Buonanno interprets that this is not internal equity as the four officials are being compared to each other. G. Rabb suggested including information about the Sheriff and County Executive being more comparable, and the Clerk and Comptroller being more comparable.

Analysis 8: Consideration of Staggering Elections – This portion was authored by C. Stone. M. Cornell suggested these tables would work better in the appendices. F. Floss suggested a bar chart, and G. Dickson suggested a line chart emphasizing the increase and spread was intended but was an accidental consequence of the election dates.

M. Cornell and Chair Buonanno discussed ensuring the staggered elections be considered during future Citizen Salary Review Commissions.

F. Floss inquired as to whether Mark [Poloncarz] signs the bill if the Legislature passes it. M. Cornell explained that he believes the County Executive's only input is regarding the budget adoption process. A discussion took place around the State and Governor's veto powers.

Analysis 9: Cost of Living Adjustments – G. Dickson confirmed Cost of Living Adjustments were voted on, and Chair Buonanno confirmed the Commission did vote on it. G. Dickson inquired as to whether this mitigates the different implementation years. Chair Buonanno believes it does. There is a chart with projections on it, and it does need some formatting. Chair Buonanno advised she will ask F. Floss to work on this.

Summary of Salary Comparisons of the Analyses – this heading title will be changed. Chair Buonanno advised that this is an important table, because it gives the recommended salaries would be based on the different analyses. All charter counties is missing, but L. McKay will email the appropriate information to Chair Buonanno. M. Cornell suggested changing the Erie County employees' salaries to 2024 numbers and offered to make the adjustments.

Chair Buonanno also included the recommendations that the Commission voted on as well as the analyses used. The Chair asked F. Floss, L. McKay, and M. Cornell to provide Erie County's budget and population for Analysis 1.

Chair Buonanno then asked if the Commission members would like their names in the report or just the ayes and nays. M. Cornell suggested explaining why there are only eight votes and not the full nine members. A. Burgos and M. Glasgow recommended just having the vote score recorded in the report as the names are in the minutes.

Lastly, Chair Buonanno asked the Commission to review the Conclusion of the report and re-write or add as necessary.

Motion to adjourn the meeting made by A. Burgos, seconded by C. Stone; motion carried unanimously by all members in attendance.

Meeting adjourned at approximately 3:28 p.m.

Next Meeting: Tuesday, April 2, 2024, at 2:00 p.m.

# **ERIE COUNTY**

## **2024 Citizens Salary Review Commission**



**FINAL REPORT**

April 2, 2024

## Executive Summary

The Erie County Charter requires a Citizens Salary Review Commission (CSRC) to review the salaries of all elected officials of Erie County, except for the District Attorney, every even year, and report its recommendations to the County executive and the County Legislature. The CSRC is comprised of nine representatives.

The 2024 CSRC convened several meetings between December 8, 2023, and April 2, 2024. The CSRC also met with representatives of the majority and minority in the County Legislature and countywide elected officials during this timeframe. Time was set aside for the public to participate at the end of each meeting and/or email their opinions. A dedicated website contained previous CSRC reports as well as the minutes and all other matters pertaining to the current review.

Current salaries (2024 adopted Erie County Budget) are County Executive \$139,392, County Sheriff \$101,811, County Clerk \$90,129, County Comptroller \$107,160, County Legislator \$42,588, County Legislature Chair \$52,588, and Majority and Minority Leader \$47,588. The County Legislature voted to increase the salaries of the County Executive, the County Sheriff, and the County Comptroller based on the 2018 CSRC recommendations. The Legislature also included a COLA for the four countywide elected positions. The 2018 CSRC did not recommend a salary increase for Legislators, who have not received a salary increase since 1996, and the Legislature declined to override the CSRC's recommendations.

The 2024 CSRC took a multipronged approach to both data collection and choice of analyses. Nine analyses were conducted based on several different factors: 1) comparable counties (the basis of the 2018 CSRC's analysis), 2) the Legislature's duties, its role in Erie County's governance, and workload comparison/size with comparable counties 3) Earnings considering average annual economic growth, 4) internal equity, 5) external equity, 6), fringe benefits, 7) complexity of countywide elected officeholders' duties, 8) impact of staggered elections, and 9) cost of living adjustments. While each of these analyses influenced the salary recommendations, the CSRC members who voted for salary increases expressed that comparable counties, Legislature's duties/workload, internal equity, earning considering annual economic growth, and external equity were the most important factors informing their recommendations.

The salary recommendation to the County Legislature are as follows:

1. The County Executive position have a salary of \$175,000.
2. The County Sheriff position have a salary of \$150,000.
3. The County Comptroller position have a salary of \$140,000.
4. The County Clerk position have a salary of \$130,000.
5. The members of the Erie County Legislature have a salary of \$65,000.
6. The Majority and Minority Leaders of the Erie County Legislature have a stipend of \$5,000 (no change).
7. The Legislative Chair of the Erie County Legislature have a stipend of \$10,000 (no change).
8. Remove Existing Cost of Living Adjustment ("COLA").

## **Acknowledgements**

The 2024 Erie County Citizen Salary Commission would like to thank the County Executive, (Mark Poloncarz), the County Sheriff (John Garcia), the County Clerk (Michael Kearns), the County Comptroller (Kevin Hardwick), and several members of the County Legislature who generously gave time for interviews to discuss the nature of their work. We thank Comptroller Hardwick for the use of the Comptroller's conference room, which enabled the public and the media to watch and listen to our meetings. Our work would not have been possible without the superb support provided by Erie County Staff: Mark Cornell (Deputy Budget Commissioner), Lindsey McKay (Budget Analyst, Division of the Budget), and Natalia Nitsche, Secretarial Assistant, Office of the County Executive).

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# Duties and Composition of the Erie County Citizens Salary Review Commission

## Duties

The Erie County Citizens Salary Review Commission (CSRC) was established in 1986 as Article 22-B (now Article 22-A) of the Erie County Charter. Section 22-A-02: Beginning on July 1, 1986, the commission will review the salaries of all elected officials of the county of Erie, except for the District Attorney, and report its recommendations to the County Executive and the County Legislature by September 1st of that year. The committee will provide ample opportunity for public input prior to making its recommendations to the County Executive and County Legislature. Such a review of salaries must occur during every even year starting with 1986.<sup>1</sup>

## Composition

The commission consists of nine members representative of taxpayer, civic, labor, business, professional, financial and minority groups in the county of Erie. Five (5) members of the commission are appointed by the County Executive. Two (2) members of the commission are appointed by the Legislature's Majority, one (1) member is appointed by the Legislature's Minority and one (1) member is appointed by the County Comptroller.<sup>2</sup> Appendix A: The 2024 Commission contains a list of the 2024 appointees.

Article 22 – Other County Boards, Offices, Institutions and Functions<sup>3</sup>

Section 2205. Advisory Boards specifies that:

- members shall serve three-year terms and may serve no more than two consecutive terms; those who have served two consecutive terms shall be eligible again after a two-year absence.
- each advisory board shall elect one of its members to serve a two-year term as chair; no chair may serve more than two consecutive terms
- advisory boards shall meet at least four times per year

## The 2024 Salary Review Process

All minutes and other information pertinent to the seating and deliberations of the 2024 CSRC are available at <https://www4.erie.gov/csrc/2024-citizens-salary-review-commission>.

## Public Participation Policy

Article 22, Section 2205 (see above) requires that advisory board meetings “shall be held in compliance with the Open Meetings Law.”

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<sup>1</sup> <https://www3.erie.gov/law/charter/article-22-citizens-salary-review-commission-charter>

<sup>2</sup> Erie County, New York (nd). Citizens Review Commission. <https://www4.erie.gov/csrc/citizens-salary-review-commission#:~:text=The%20Citizens%20Salary%20Review%20Commission,in%20the%20county%20of%20Erie.>

<sup>3</sup> <https://www3.erie.gov/law/charter/article-22-other-county-boards-offices-institutions-and-functions-charter>

The 2024 CSRC adopted a Public Participation Policy, which was posted to the ECSR webpage. (See Box 1 for this policy.) Meetings were advertised on the Erie County website with a separate page dedicated to the “2024 Citizens Salary Review Commission.”<sup>4</sup>

Time was allotted at the end of each meeting for public comment. The public could also comment via email. There were no public comments.

The CSRC’s meetings were available to the public in-person or via videoconferencing through Erie County’s Webex platform, with a recurring link posted to the 2024 CSRC webpage.

*Box 1 Erie County CSRC Public Participation Policy*



## **COUNTY OF ERIE CITIZENS SALARY REVIEW COMMISSION**

### **Public Participation Policy**

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- A. The Erie County Citizens Salary Review Commission (CSRC) welcomes input from the general public. The Chair of the CSRC may authorize at their discretion, but is not required to allow, public participation on items on the agenda to ensure the orderly conduct of business during meetings.
- B. Request time to speak by emailing Lindsay McKay at [lindsay.mckay@erie.gov](mailto:lindsay.mckay@erie.gov) or calling 716-858-6194 at least four (4) hours before the start of a meeting so speakers may be listed on the agenda to be posted in a timely manner as required by the New York State Open Meetings Law. Confirmation from Lindsay is required to be included in the agenda and be allocated time to speak.
- C. Remarks and presentations from all speakers will be limited to 5 minutes and take place at the conclusion of any new business prior to adjournment. The Chair may allow additional time if doing so will further the duties and goals of CSRC.
- D. The Chair also has the ability to limit remarks from the public which are “repetitive” or “offensive.”

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<sup>4</sup> <https://www4.erie.gov/csrc/2024-citizens-salary-review-commission>

## Meetings

Eleven meetings were scheduled of the 2024 CSRC, but ten were convened due to inclement weather. These meetings are detailed in Table 1.

## Role of the County Legislature in the Process

Beyond the appointment of three (3) total members to the commission, the Legislature's role is as follows (As set forth in Section 202.3 of the Erie County Charter).

The Erie County Legislature is hereby prohibited from changing the salary of any county elected official, excluding the District Attorney, except in accordance with the following procedure:

- Prior to acting upon the Citizens Salary Review Commission's biennial report, the County Legislature shall hold at least one public hearing to solicit public input on said commission's recommendations.
- Notices of all such public hearings shall be published at least once in the official newspaper or newspapers of the county and in such other newspapers as the County Legislature may direct. At least five days but not more than ten days shall elapse between the first publication of such notice and the date specified for the hearing.
- The County Legislature shall have one year from the date said recommendations are submitted to adopt, modify, or reject the recommendations of the citizens salary review commission.
- Any salaries approved by the County Legislature in excess of those recommended by the Citizens Salary Review Commission shall be approved by a vote of at least two thirds of all the members of the County Legislature.
- The County Legislature shall specifically establish the effective date of any adjustments in the salaries of elected county officials. No increase in the salary of an elected official shall be permitted for any fiscal year in which there is an increase in the real property full value tax rate over the real property full tax rate of the previous fiscal year.
- The County Legislature's review of salaries as set forth above shall occur during every even year starting with 1986. No increase in the salary of any county elected official shall take effect until the current term of office of the elected official that is to receive an increase in salary has ended. Amended by Local Law No. 1-2017

## Current Salaries

The current salaries are listed in Box 2.

*Box 2 Current Salaries of Erie County Elected Officials (2024 Adopted Erie County Budget)*

County Executive	\$139,392
Sheriff	\$101,811
County Clerk	\$90,129
Comptroller	\$107,160
County Legislators	\$42,588
County Legislature Chair	\$52,588
Majority and Minority Leader	\$47,588

## Background to this Report

### The Challenge

The members of the Commission took seriously their responsibility to represent the taxpayers in their deliberations, emphasizing both the importance of citizen “watchdogs” as provided in the Erie County Charter, but also their role in ensuring Erie County elected officials should be compensated fairly.<sup>5</sup> As the summary of the meetings indicates (see Table 1) indicates, the Commission was divided as to 1) the analyses that should be adopted to recommend salaries, 2) whether county legislators should be considered full-time or part-time county employees, 3) whether there should be an attempt to bring elected officials’ salaries closer to their deputies, a recurring debate in each seated CSRC (see previous CSRC reports as well as Monroe County’s most recent salary commission’s report),<sup>6</sup> 4) whether cost of living adjustments should be considered, and 5) whether other NYS counties are comparable to Erie County. Differences among the CSRC members were never completely overcome, with compromises made while agreeing to the 2024 salary recommendations.

### Data Collection

The Commission sought to triangulate both the data collection and data analysis to ensure we considered the issue of salary levels from various perspectives.<sup>7</sup> Based on internal deliberations, consultations with legislators, and a content analysis of the salary issue as reported by the media, the Commission agreed the salary analysis would need to be realistic and evidence based. We also agreed our analyses would be informed by respect for the citizen-taxpayers of Erie County and the cost of living in Erie County.

- Salaries of elected officials in other NYS counties (NYSAC, websites, reports, and calls to counties)
- Salaries of elected officials in the Big Four and Big Five counties (NYSAC, websites, reports, and calls to counties)
- Salaries of elected officials in the City of Buffalo

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<sup>5</sup> A citizen salary commission, for example, could have prevented the significantly higher salaries in Bell City, California, which came to light in an investigative series in the *LA Times*. Jeff Gottlieb; Ruben Vives (2010-07-14). Bell city manager could possibly be highest paid in nation: \$787,637 a year. [Latimesblogs.latimes.com](https://latimesblogs.latimes.com).

<sup>6</sup> Monroe County Compensation Commission Report (2023, May 31). County of Monroe. Compensation Policy Commission Report; Erie County Citizen Salary Review Commission, 2024 documents at <https://www4.erie.gov/csrc/2024-citizens-salary-review-commission>

<sup>7</sup> Public administration research strives to conduct “mixed methods” research, which combines the collection and analysis of both quantitative and qualitative data. The best research should also strive to “triangulate” the data collection, meaning we would assemble more than one type of quantitative and qualitative data and utilize them in our examination. The Commission adopted both approaches in its research methodology.

- Salaries of civil servants in Erie County (Erie County Department of Budget & Management)
- Population, median income, and median real estate values for other NYS counties (NYSAC)
- US Census data 1996-2023 for private and local government public employee salaries in Erie County
- Annual growth rates (compounded from 1996-2023)
- Number of legislators, size of legislatures’ budgets, staff size in comparable counties
- Interviews with Erie County elected officials (provided by Erie County Department of Budget & Management)
- Duties and responsibilities of each office as outlined in the Erie County HR job descriptions provided to the Commission members (provided by Erie County Department of Budget & Management)
- Commission members meetings with elected officials
  - ECSR members met with all elected officials for which they were charged with considering salary levels. The meetings’ discussions sought to address the questions listed in Box 3.
- Fringe Benefits (Aggregate from US Bureau of Labor Statistics)

*Box 3 Interview Questions - Elected Officials*

1. Do you think Erie County elected office(s) are compensated fairly?
2. Which ones are not? Why do you believe that is the case?
3. Do you consider the Legislator position to be Part-time or Full-time?
  - a. On average, how many hours a week do you work on legislative business?
  - b. How might your commitment level to your outside employment shift if being an Erie County Legislator is considered a full-time post?
4. Do you think that the pool of qualified candidates for Erie County elected office would increase with higher compensation level(s)?
5. What do you believe is a fair compensation level for Erie County elected officials?
6. What data analysis do you need to make an informed decision on our recommendations?
7. Would raises be more acceptable to the legislature if step increases were recommended?

## **Commission Deliberations**

Table 1 lists the date of each meeting and summarizes the major topic of each meeting. The meeting minutes provided the source for the “Topic” column, which are available on the Erie County Salary Commission website. Table 1 illustrates that the CSRC members expressed a wide variety of opinions as to whether salary increases were justified, whether the Legislators are part- or full-time employees, which counties are comparable (if any), whether annual growth rates should be considered, the workload of the Legislators (e.g. the extent to which the legislative staff are the “workhorses” of the Legislature, if the civil servants should earn more than the elected officials to whom they report, and the public’s likely reaction to salary increases.

Table 1 2024 CSRC Meetings & Topic

Meeting Date	Topic
December 8, 2023	Introduction of CSRC members, CSRC charge & rules of procedure explained, Salary data provided (Managerial Confidential Pay Scales, analysis of raises resulting from the 2018 CSRC recommendations, comparison of elected officials’ salaries with other county employees), L. Buonanno nominated and elected to Chair the 2014 CSRC, C. Stone and L. Buonanno shared their experiences as members of the 2018 CSRC, question of employment status (full-time/part-time) of Legislators introduced and the possibility of conducting interview with elected officials. Erie County support staff explained their roles: M. Cornell (Deputy Budget Director), L. McKay, and N. Nitsche
January 9, 2024	<ul style="list-style-type: none"> <li>• Public participation policy adopted.</li> <li>• Each member discussed their priorities/concerns, which produced consensus that the Commission needed to determine the workload and status (PT/FT) of Legislators because they hadn’t received a salary increase since 1996 and their districts had expanded since that time<sup>8</sup>,</li> <li>• Concern about the ability of the average person to run for County Legislator and how the salary should be determined (average wages? Living Wage?), benefits of Legislators</li> <li>• Basis for comparison (should the 2018 analysis inform the 2024 Commission, or should additional analyses be considered?)</li> <li>• Agreed to conduct interviews with all elected officials</li> </ul>
January 23, 2024	<ul style="list-style-type: none"> <li>• Agreed interview questions.</li> <li>• Discussed longevity/turnover of County Legislators – only 2 in office when 2018 CSRC conducted interviews.</li> <li>• A running (and unresolved) theme of subsequent meetings emerged with concerns over whether Legislators would vote a raise for themselves (with some members thinking this should be a factor and others stating that whether Legislators would vote up or down shouldn’t be a factor in the salary recommendations</li> <li>• Comparability of County Legislators with members of Buffalo Common Council? comparability of Erie County with rural counties? Comparability of legislative work with Westchester County (in terms of work performed rather than focusing on cost-of-living measures?) total Legislative budget (rather than salaries) compared to other counties?</li> </ul>

<sup>8</sup> In 1967, responding to the US Supreme Court decisions requiring legislative districts to be equal in population, Erie County voters approved the establishment of a 20-member County Legislature to replace the Board of Supervisors, which was first seated January 1, 1968. The Legislature’s post 1980 Census reapportionment reduced the number of seats to 17. There were 17 legislative districts in 1996 (the last time a salary increase was approved for Legislators). Based on the 2000 Census, the Erie reduced the number of districts from 17 to 15. A 2010 citizen referendum approved a measure reducing the Legislature to 11 members.

	<ul style="list-style-type: none"> <li>• Commission agreed to make two comparisons – Big Four and Big Five – because some members did not want to include Westchester Count</li> <li>• Agreed to upload documents to Google Drive to facilitate collaboration.</li> </ul>
January 30, 2024	<ul style="list-style-type: none"> <li>• Discussed county budgets being used as a comparative metric (much discussion as to whether county budgets are directly comparable and whether it made sense to gather budget data from all counties),</li> <li>• Time series salary analysis from Census data for the private and local government sectors in Erie County</li> <li>• Reports from interviews with County Legislators – <ul style="list-style-type: none"> <li>○ Majority Caucus – sense that Legislator are underpaid/devote a lot of hours to their job, including constituency services, Legislator from the Majority Caucus suggested \$82,500 as a fair salary based on COLAs since 1996, lack of consensus as to whether a full-time job, do not favor restrictions on earning pay for outside work, higher salary would attract more candidates.</li> <li>○ Minority Caucus asked the Commission to review benefits, expressed opposition to a raise under the logic of the position is public service, supported raise for the County Sheriff but no other elected positions, lowering salaries of deputies rather than increasing salaries of countywide officials, opposed to a COLA, do not favor restrictions on earning pay for outside work, higher salary will not attract more candidates.</li> </ul> </li> <li>• Members agreed to compare salary increases among the Big Five with County’s Department of Budget &amp; Mgmt agreed to collect salaries of elected officials in the Big Five</li> <li>• Analysis of ten (charter) counties for 2018 &amp; 2021 (latest data) to determine the total cost of the Legislature (Erie County’s costs lowest, Monroe’s total cost almost double)</li> <li>• Erie County Budget &amp; Mgmt confirmed that in County’s payroll system Legislators are considered FT (they receive FT pensions and health care benefits)</li> <li>• Benefits discussed</li> </ul>
February 6, 2024	<ul style="list-style-type: none"> <li>• Suffolk County Legislators earn \$111,333 annual salary, Comptroller &amp; Cleark earn over \$212,812, County Executive \$241,409 – but not part of the Big Five</li> <li>• Interviews with County Executive, Comptroller, Clerk <ul style="list-style-type: none"> <li>○ CE – Legislator salaries and countywide are underpaid.</li> <li>○ Comptroller – salary increases would not have a large impact on the County budget, elected official job are public service and aren’t comparable to the private sector.</li> <li>○ Clerk – County Clerk team is underpaid, six day/week job due to Auto Bureau schedule, paid much lower than comparable counties, Clerk has much more work to perform than other counties (e.g. in some counties the Clerk does not</li> </ul> </li> </ul>



	<p>oversee the auto bureaus), all four countywide elected officials are underpaid, Clerk’s office major profit center, but underappreciated, COLA was helpful</p> <ul style="list-style-type: none"> <li>• More discussion about Legislators – various and opposing opinions: some members expressed that they are FT positions working at least 37 hours/week, staying on top of the budget requires experience and skills vs. FT staff is responsible for the budget/more pay will not increase competition or quality of candidates for Legislature: it became increasingly apparent that the Commission was not closing in on a unanimous position re Legislators’ salaries.</li> <li>• Tour de table – Commission members expressed various opinions : <ul style="list-style-type: none"> <li>○ Legislators and countywide elected need raises, but unsure of increments</li> <li>○ Modest raises for Legislators because FT job at PT salary, more parity among the four countywide elected</li> <li>○ Increase for all, one member quite substantial for Legislators (80k range)</li> <li>○ \$10k-\$20k raises for countywide and significant raises for Legislators (no \$ amount attached)</li> <li>○ CE should earn more than the other three countywide elected</li> </ul> </li> <li>• To what extent explanations revealed in the tour de table can be understood in terms of the several informal analyses offered (comparing counties and subset, legislatures? Cost of living adjustments (compounding salaries by annual growth rates since 1996)?</li> <li>• Can this Commission provide an “algorithm” for future Commissions? Discussion about the 2018’s comparative analysis not accepted as definitive by 2024 commissioners.</li> </ul>
February 13, 2024	<p>Sheriff interview – base pay and OT of Undersheriff, Chief of Administration, and Superintendent of the Holding Center discussed, oversees one of the largest police forces in NYS, on call 24 hours, salary should be commensurate with the CE – suggested pay as follows: “\$200k CE, Clerk \$125k, Sheriff \$175k, Comptroller \$125k; Legislators \$75-\$80k as more in line with Buffalo Common Council</p> <ul style="list-style-type: none"> <li>• Moved to discussing salary increases based on analyses. <ul style="list-style-type: none"> <li>○ Legislators, costs, # of constituents, county population</li> <li>○ Wage growth in Erie County in the public &amp; private sectors since 1996</li> <li>○ Salary comparisons &amp; other indicators for the Big Four and Big Five</li> <li>○ COLA &amp; staggered elections impacting when salary increases are implemented.</li> </ul> </li> <li>• First-cut, advisory votes taken. <ul style="list-style-type: none"> <li>○ Some members continued to express dissatisfaction with subordinates earning more than the elected officials.</li> </ul> <p>Agreed that Rabb would write an explanation of how the</p> </li> </ul>

	<p>civil service system works. The Commission’s report would include a table of salaries to inform Erie County residents of the disparity in order for them to have the same data the Commission viewed.</p> <ul style="list-style-type: none"> <li>○ Salary differentials – no unanimity</li> </ul>
February 20, 2024	<ul style="list-style-type: none"> <li>● Discussion of rationale for first-cut votes</li> <li>● Examined the history of previous salary commission recommendations as covered by <i>The Buffalo News</i><sup>9</sup></li> <li>● Discussion of comparable counties – some believed Erie County was comparable to the Big Four or Big Five some thought Erie County was unique and couldn’t be compared.</li> <li>● Monroe County’s salary increases (January 1, 2024) discussed – all comparable countywide higher than Erie County except Legislature</li> <li>● Continued concern by some members about public impressions of recommendations of large salary increases.</li> <li>● Legislature as a “steppingstone” to other positions</li> <li>● Reached an impasse in terms of no new ideas emerging. <ul style="list-style-type: none"> <li>○ Commission agreed to read the Chair’s document “Fist Cut Analyses” and defend their salary recommendations at the next meeting.</li> <li>○ Call for a vote at the next meeting.</li> <li>○ Recommended salaries will be selected by the majority</li> </ul> </li> </ul>
February 27, 2024	Individual votes taken on each salary recommendation, carried by a majority
March 12, 2024	Reviewed report to be sent to the County Legislature

## Analyses

This section documents the nine analyses the CSCRC members considered in their deliberations. Analysis #1 focused on identifying and comparing counties in NYS with Erie County based on several factors. Analysis #2 studied the Erie County Legislature in terms of workload, comparable counties, the distinct role of the Legislature in a charter county, and the role salaries may play in the decision to run for Legislator. Analysis #3 considered earnings with respect to average annual economic growth, taking as the starting point 1996 (the last time the Legislature agreed to increase all salaries). Analysis #4 compared internal equity (the pay of an employee relative to the pay that the other employees of the same organization are receiving). Analysis #5 was based on external equity comparisons, particularly with respect to salaries of elected officials in the City of Buffalo. Analysis #6 analyzed fringe benefits. Analysis #7 weighed the complexity of the job duties of the four countywide elected officials and relied mainly on

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<sup>9</sup> CSRCs were convened in 1996, 2004, 2014, and 2018. The most recent CSRC was convened in 2018. A 2004 CSRC had recommended raises, which the Legislature rejected. The Legislature in 2014 unanimously rejected CSRC recommendations for across-the-board salary increases. The Legislature approved the 2018 CSRC recommendations to increase salaries for the County Executive, Sheriff, and Comptroller. COLAs were recommended and accepted for the County Executive, Sheriff, Comptroller, and Clerk. No salary increases or COLAs were recommended for the Legislature.

interviews with these officials for data collection. Analysis #8 touched on a concern that staggered elections can create a disequilibrium even after salary increases have been adopted. Finally, Analysis #9 analyzed longitudinal cost living data.

### **Analysis #1: Comparable Counties**

The 2018 CSRC grounded its salary recommendations in an analysis of comparative counties.<sup>10</sup> The 2024 CSRC undertook several comparative analyses.

The idea of a comparative analysis of salaries of elected officials is informed by the idea that NYS counties were created by State legislative acts and are administrative units of the State. Counties are governed by Article IX of the State Constitution, the Municipal Home Rule Law and the Statute of Local Governments. While originally conceived of and treated by Albany as handmaidens of the State, the NYS Constitution was amended in 1935 to authorize the NYS Legislature to enact alternative forms of county government. (Discussed further in Analysis #2, below.) This legislation, originally proposed by Governor Alfred E. Smith, resulted from a recognition by Albany that counties should play a more important role in regional governance as NYS had become increasingly diverse and complex. The movement towards enhanced regional governance culminated in NYS voters approving alternative forms of county government in November 1958, permitting those counties outside of NYC to prepare, adopt, and amend their charters.<sup>11</sup> New York’s 57<sup>12</sup> counties located outside of the City of New York “carry out local functions specified by the State of New York. These functions, which include maintaining records, enforcing state laws, conducting elections for the state, and providing economic assistance through social services programs...reflect the role of the county as a regional government...and the structure of New York’s counties is fairly similar...”<sup>13</sup>

Importantly, Analysis #1 is grounded in the notion that NYS counties are more alike to one another than they are to the municipalities located within the respective counties or as Deputy Budget Director Mark Cornell clarified when asked to weigh in on the comparability question, “Erie County is probably more similar to an unlike-size county in New York State than it is to a like-sized county in another state.” Therefore, in this view, the duties for which elected officials in Erie County are responsible are more like duties of other NYS counties than they are to, for example, elected officials in the City of Buffalo.

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<sup>10</sup> The 2018 CSRC compared Erie County salaries with those of counties that were within one standard deviation of the mean for median income and median real estate values, thereby eliminating Dutchess, Nassau, Orange, Putnam, Rockland, Schenectady, Suffolk, and Westchester Counties from the comparative analysis.

<sup>11</sup> See New York State Department of State. (2023a). Adopting Local Laws in New York State, Third Edition. [https://dos.ny.gov/system/files/documents/2023/01/adopting-local-laws-in-nys\\_1.pdf](https://dos.ny.gov/system/files/documents/2023/01/adopting-local-laws-in-nys_1.pdf); New York Department of State. (2023b). Adopting and Amending County Charters. [https://dos.ny.gov/system/files/documents/2023/01/adopting-and-amending-county-charters\\_1.pdf](https://dos.ny.gov/system/files/documents/2023/01/adopting-and-amending-county-charters_1.pdf)

<sup>12</sup> The five NYS boroughs are not considered comparable to the 57 NYS counties and are routinely excluded from comparative analyses of NYS counties.

<sup>13</sup> Pratt, Anastasia L. (2015, Spring). Our Evolving Counties: A History of New York State County Government. *NYSAC News Magazine*. (p. 1) <https://www.nysac.org/media/4r2phkpn/our-evolving-counties-history-of-nys-counties.pdf>

But given comparability, which counties are MOST comparable? There were several views on this point: 1) “charter counties” are more comparable regional governmental entities, 2) the Big Five (Albany, Erie, Monroe, Onondaga, and Westchester Counties) and the Big Four (excludes Westchester County), and Monroe County as Erie’s most comparable county. The Big Five are often grouped together because each has a core urban area surrounded by suburban and rural areas. Population size, median income, and median real estate values are also considered relevant, and explains why some analysts do not think Westchester County is comparable to the Big Four. Median family income and median real estate prices are powerful indicators of cost of living; specifically, wages should be related to prices in the local area, and housing is generally the largest expense in a family’s budget. Housing costs vary considerably across counties and wages should reflect such disparities. Government salaries for elected officials should not only be consistent with the taxpayers’ ability to pay and standard of living (median family income), but also the ability of an elected official to maintain a reasonable standard of living (e.g. carry a mortgage for which median real estate value serves as a proxy).

Individual analyses follow.

### *1a. Focus on the Charter Counties*

Table 2 provides key indicators for NYS’s charter counties. As some students of NYS government have commented, “One of the main features of charter counties is in the establishment of a distinction between the legislative and executive branches because only adoption by the county of a charter permits it to establish a county administrator (typically ‘executive’) with powers independent of the legislative body.”<sup>14</sup> Erie County is one of 23 “charter counties” (defined by an elected executive or appointed administrative official), and one of just 18 counties with a county executive elected in county-wide general elections.<sup>15</sup> All the counties with higher populations have opted for the charter organization.

The 2018 CSRC had relied heavily on a more conservative analysis to arrive at its recommendations. In that analysis, counties that were within one standard deviation of the mean in median income and media real estate value were compared as the basis for salary recommendations, regardless of population size. Several of the 2024 CSRC members objected to this analysis, arguing that despite similarities in governance structure, other factors were more relevant, **especially population size**, median income and real estate values, size of the county budget, and mix of urban/suburban/rural (including size of the county’s primate city). As Table 2 indicates, Erie County is one standard deviation above the county population mean when

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<sup>14</sup> Quote from Buonanno, L, Ciaccia, F., and Parshall, L. (forthcoming). “Counties under Pressure: The Death of County Nursing Homes,” in *Governing New York State Through Crises* (Ed. Brown, B., Buonanno, L., Floss, F., and Parshall, L.) SUNY Press.

<sup>15</sup>Picente, A. and S. Acquario. (2015). *County Government Organization in New York State*. NYSAC. [https://cms2.revize.com/revize/otsegocountyny/County%20Organization%20in%20NYS%20-%20Updated%2018\\_15.pdf](https://cms2.revize.com/revize/otsegocountyny/County%20Organization%20in%20NYS%20-%20Updated%2018_15.pdf) Charter Counties (23): Nassau (1936), Westchester (1937), Suffolk (1958), Erie (1959), Oneida (1961), Onondaga (1961), Monroe (1965), Schenectady (1965), Broome (1966), Herkimer (1966), Dutchess (1967), Orange (1968), Tompkins (1968), Rensselaer (1972), Albany (1973), Chemung (1973), Chautauqua (1974), Putnam (1977), Rockland (1983), Sullivan (1999), Montgomery (2012) Ulster (2012), Steuben (2013) See New York State Department of State. (nd). County Government, Table 3 [https://video.dos.ny.gov/lg/handbook/html/county\\_government.htm](https://video.dos.ny.gov/lg/handbook/html/county_government.htm)

compared to other charter counties. So, too, some charter counties were one standard deviation below the mean on key indicators.

Table 2 Charter Counties

County	Pop-ulation (2023)	State Rank	Median House-hold Income	Media n Real Estate Value	County Execu-tive	Sheriff	Clerk	Comp-troller
Albany	315,041	9	\$78,829	\$263,800	\$181,406	\$166,049	\$138,088	\$149,539
Broome	198,365	14	\$58,317	\$139,200	\$92,083	\$96,021	\$85,951	\$100,370
Chautauqua	127,440	18	\$54,625	\$110,900	\$97,776	\$88,172	\$58,666	
Chemung	83,584	27	\$61,358	\$128,200	\$163,889			
Dutchess	296,467	10	\$94,578	\$348,700	\$148,387	\$133,317	\$112,480	\$102,935
<b>Erie</b>	<b>951,232</b>	<b>4</b>	<b>\$68,014</b>	<b>\$197,400</b>	<b>\$139,932</b>	<b>\$101,811</b>	<b>\$90,129</b>	<b>\$107,160</b>
Herkimer	60,293	38	\$68,104	\$130,900		\$73,071	\$65,808	
Monroe	756,406	5	\$71,450	\$182,700	\$180,000	\$175,000	\$115,000	
Montgomery	49,624	41	\$58,033	\$132,300	\$110,000	\$105,000	\$80,000	
Nassau	1,389,160	2	\$137,709	\$633,800			\$166,300	\$166,300
Oneida	231,055	12	\$66,402	\$157,600	\$146,585	\$120,409	\$88,998	\$91,092
Onondaga	472,637	6	\$71,479	\$172,800	\$199,246	\$132,894	\$100,542	\$127,572
Orange	401,237	7	\$91,806	\$337,800				
Putnam	97,942	24	\$120,970	\$421,800	\$148,635	\$142,818	\$119,494	
Rensselaer	160,943	17	\$83,734	\$230,800	\$121,300	\$99,600	\$112,000	
Rockland	337,326	8	\$106,173	\$528,900	\$155,087	\$143,322	\$138,640	
Schenectady	159,447	16	\$75,056	\$204,400		\$94,109	\$87,689	
Steuben	93,584	25	\$62,506	\$121,000		\$76,502	\$63,232	
Suffolk	1,524,486	1	\$122,498	\$490,800	\$224,125			
Sullivan	78,725	28	\$67,841	\$220,200		\$92,529	\$82,775	
Tompkins	102,555	23	\$69,995	\$264,300		\$97,632	\$79,062	
Ulster	182,153	15	\$77,197	\$288,400	\$133,572	\$97,362	\$101,709	\$101,709
Westchester	997,904	3	\$114,651	\$619,000	\$160,760	\$245,940	\$213,150	
<b>STATS</b>								
<b>All Charters</b>								
Mean	394,244		\$81,797	\$275,030	\$150,174	\$120,082	\$104,986	\$118,335
SD	430,577		\$23,491	\$160,953	\$35,621	\$41,838	\$37,336	\$26,894
1 SD Above	<b>824,821*</b>		\$105,287	\$435,983	\$185,795	\$161,920	\$142,321	\$145,229
<b>Larger Charters</b>								
<b>UPSTATE 5</b>								
Mean	698,644		\$80,885	\$287,140	\$172,269	\$164,339	\$131,382	\$128,090
SD	297,878		\$19,285	\$188,885	\$ 22,634	\$ 54,023	\$ 49,123	\$ 21,194
1 SD Above	996,552							
<b>UPSTATE 4</b>								
Mean	623,829		\$72,443	\$204,175	\$175,146	\$143,939	\$110,940	\$128,090
SD	284,592		\$4,577	\$ 41,015	\$25,057	\$ 33,419	\$ 20,774	\$ 21,194
1 SD Above	917,421							

\*Erie County an outlier – over one standard deviation above the mean.

*1b. Focus on the Big Four and Big Five Counties*

Based on the findings in 1a., the analysis shifted to the “Big Five” upstate counties: Albany (Albany), Erie (Buffalo), Monroe (Rochester), Onondaga (Syracuse) and Westchester (Yonkers). The “Big Four” excludes Westchester County due to its higher median income and median real estate values. Table 3 indicates that even when comparing salaries with the Big Four and Big Five, Erie County’s countywide elected officials have lower salaries than each of the other four counties. A careful analysis reveals that Erie County comparative lower salaries are responsible for pulling down the average salaries in comparable counties!

*Table 3 The Big Five & Four (Salary figures included in Counties’ 2024 Adopted Budgets)*

County	Population	Median Income	Median Real Estate Value	County Executive	Sheriff	Clerk	Comptroller
Albany	315,041	\$78,829	\$263,800	\$181,406	\$166,049	\$138,088	\$149,539
Erie	951,232	\$68,014	\$197,400	\$139,932	\$101,811	\$90,129	\$107,160
Monroe	756,406	\$71,450	\$182,700	\$180,000	\$175,000	\$115,000	\$
Onondaga	472,637	\$71,479	\$172,800	\$199,246	\$132,894	\$100,542	\$127,572
Westchester	997,904	\$114,651	\$619,000	\$160,760	\$245,940	\$213,150	\$
<b>Average (5)</b>	698,644	\$80,885	\$287,140	<b>\$172,269</b>	<b>\$164,339</b>	<b>\$131,382</b>	<b>\$128,090</b>
<b>Average (4)</b>	623,829	\$72,443	\$204,175	<b>\$175,146</b>	<b>\$143,939</b>	<b>\$110,940</b>	<b>\$128,090</b>

*1d. Monroe County is the most comparable NYS county to Erie County*

Several CSRC members expressed their opinion that Monroe is the most similar county to Erie County in terms of geography (urban, suburban, rural), median family income, and median real estate value. Table 4 reports salaries for Monroe County elected officials.<sup>16</sup>

*Table 4 Monroe County Salaries (effective January 1, 2024)*

Position	Previous	Current
County Executive	\$120,000	\$180,000
Sheriff	\$149,376	\$175,000
County Clerk	\$81,000	\$115,000
County Comptroller	Not an elected position	
County Legislator	\$18,000	\$28,500
Legislature Chair	\$36,000	\$45,000
Legislature Majority & Minority Leader Stipend	\$5,000	\$7,500

Table 4 shows that Monroe County’s countywide elected officials receive higher compensation than Erie County despite the former’s lower population and smaller budget.

<sup>16</sup> Monroe County Compensation Commission Report (2023, May 31). County of Monroe. Compensation Policy Commission Report.

*1e. Population and Budget Size Suggest Erie County is Not Strictly Comparable*

Erie County has the highest population of the Big Four and is ranked second among the Big Five. It also has the largest county budget of the Big Four. (See Table 5.)

*Table 5 Population & Budgets in Comparable Counties (2024 Adopted Budgets – All Funds)*

<b>County</b>	<b>Population Size (2023 Estimate)</b>	<b>Rank In NYS</b>	<b>Rank among Big Four</b>	<b>Rank among Big Five</b>	<b>County Budget (\$)</b>
Albany	315,041	9	4	5	\$ 886,932,478
Erie	951,232	4	1	2	\$2,257,510,953
Monroe	756,406	5	2	3	\$1,464,553,034
Onondaga	472,637	6	3	4	\$1,476,242,621
Westchester	997,904	3		1	\$2,438,304,233

Many of the CSRC members took the position that Erie County is much more complex to govern than Albany, Onondaga, and even Monroe County. Therefore, they argued that Erie County’s salaries should be higher than the other Big Four.

**Analysis #2: The Erie County Legislature**

Of the 18 counties with the county executive system,<sup>17</sup> only two have fewer legislators than Erie County (Montgomery, 9 legislators: population 49,258 and Putnam, 9 legislators: population 99,323).

*2a. Legislators’ workload*

The Commission spent a great deal of time discussing the composition, workload, and duties of the legislature (summarized in Table 1).

**Responsibilities of Erie County Legislators**

[Article 2](#) of the County Charter specifies the duties of county legislators. Nowhere in the charter is it specified whether the post is considered full-time or part-time. Box 4 summarizes Erie County Legislators’ duties.

*Box 4 Erie County Legislators’ Duties*

<p>The County Legislature shall have, but not by way of limitation, the following powers and duties:</p> <ol style="list-style-type: none"><li>1. To make appropriations, levy taxes and incur indebtedness.</li><li>2. To exercise all powers of local legislation in relation to enacting, amending, repealing or rescinding local laws, legalizing acts, ordinances or resolutions, subject to veto by the County Executive in such instances as are specifically provided in this Charter.</li></ol>
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<sup>17</sup> Counties with a county executive: Albany, Broome, Chautauqua, Chemung, Dutchess, Erie, Monroe, Montgomery, Nassau, Oneida, Onondaga, Orange, Putnam, Rensselaer, Rockland, Suffolk, Ulster, Westchester.

Amended by Local Law No. 10 1974.

3. By local law to adopt, amend and repeal an administrative code which shall set forth the details of administration of the County government in harmony with the provisions of this Charter and may contain revisions, simplifications, consolidations, codifications and restatements of special laws, local laws, ordinances, resolutions, rules and regulations consistent with this Charter.
4. By local law to create, alter, combine or abolish County administrative units not headed by elective officers.
5. To adopt by resolution all necessary rules and regulations for its conduct and procedure.
6. To fix the compensation of all officers and employees paid from County funds, except members of the judiciary.
7. To fix the amount of bonds of officers and employees paid from County funds.
8. To make such studies and investigations as it deems to be in the best interest of the County, and in connection therewith to obtain professional and technical advice, appoint temporary advisory boards of citizens, subpoena witnesses, administer oaths and require the production of books, papers and other evidence, deemed necessary or material to the study or inquiry.
9. To determine and make provision for any matter of County government not otherwise provided for, including any matter involved in the transition to this charter form of government.
10. To award contracts submitted to it for approval on bids or otherwise and to determine whether acceptance of any bid or award of any proposed contract will best promote the public interest. In the awarding of contracts, the first consideration shall be given to the best promotion of the public interest.

Subsection j. Added by Local Law No. 7 1978.

11. To confirm each appointment of the County Executive of heads of every department, division or other administrative unit not administered by another elective official, pursuant to Article III of this Charter.

Several Commissioners expressed the opinion that the workload of Erie County Legislators is much higher than that of Legislators in comparable counties. Table 6 compares the Erie County legislative workload and costs with the 10 counties with the highest population. Erie County Legislature is an outlier with just 11 members and the highest constituency ratio (86,476 members per legislative district). This analysis suggests that the higher constituency numbers must be recognized as a factor in compensation (e.g., travel time, constituency service,



complexity of district issues, committee workload). While Erie County has the fourth largest population, it has the lowest number of Legislators (Column C) and the highest number of residents per Legislator (Column D). Despite having the fifth highest salary per legislator, Erie County incurs the lowest combined costs of Legislators (column F). Finally, Column G projects what the true cost of a Legislator for each of the ten counties if they all had the same number as Erie County (Column F divided by 11), indicating that the cost/per Legislator is lowest in Erie County (Column G).

New York State has also recognized the increased responsibilities of County Legislatures as regional governance has taken on more importance in quality-of-life issues and the delivery of services: “The heightened responsibility of members of county legislative bodies is indicated by the fact that the budgets they must consider and adopt each year range from tens of millions of dollars in small counties to hundreds of millions in large counties. Several counties have budgets in excess of one billion dollars, and Nassau County’s budget exceeds three billion dollars.”<sup>18</sup>

Table 6 County Legislative District Sizes (by population)

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
<b>County</b>	<b>Population</b>	<b># of Legislators</b>	<b>Constituents per Legislator</b>	<b>Legislative Salary (Base)</b>	<b>Total Cost of Legislators (F/11)</b>	<b>Cost per Legislator based on 11 members</b>
<b>Erie</b>	<b>925,528</b>	<b>11</b>	<b>84,139</b>	<b>\$42,588</b>	<b>\$468,468</b>	<b>\$42,588</b>
Onondaga	465,398	17	27,376	\$37,619	\$639,523	\$58,138
Rockland	328,868	17	19,345	\$64,500	\$1,096,500	\$99,682
Westchester	980,244	17	57,661	\$75,000	\$1,275,000	\$115,909
Suffolk	1,492,953	18	82,942	\$107,051	\$1,926,918	\$175,174
Nassau	1,369,514	19	72,080	\$84,370	\$1,603,030	\$145,730
Orange	382,226	21	18,201	\$30,499	\$640,479	\$58,225
Dutchess	295,568	25	11,823	\$27,500	\$687,500	\$62,500
Monroe	747,642	29	25,781	\$28,500	\$826,500	\$75,136
Albany	309,612	39	7,939	\$26,049	\$1,015,911	\$92,356

2b. Separation of powers in NYS charter counties

As pointed out above, Erie County is a charter county. The implication is that a strong legislature is needed to check the power of an independent executive. The importance of a professional body with expertise to check the power of the executive branch was a topic of conversation throughout the Commission’s deliberations. So, too, in the past several years the Legislature has been called upon to provide more oversight of the Erie County Sheriff’s Office, adding another layer of complexity to the Legislature’s responsibilities. Some Commission members who advocated for higher compensation for County Legislators expressed the idea that the while the comparable county analysis offers a sensible range, Erie County is *sui generis*

<sup>18</sup> Source: [https://video.dos.ny.gov/lg/handbook/html/county\\_government.html](https://video.dos.ny.gov/lg/handbook/html/county_government.html)

among New York State counties due to its size, housing the second largest city in New York State, its location as the westernmost city in the State, and the more conservative political leanings of its residents as compared to New York City. Some CSRC members suggested that Erie County is the only local government entity capable of exercising regional governance on the Niagara Frontier and can act as a countervailing power to Albany. It was further expressed that Erie County is in a better position than any other county in Upstate New York to tackle problems that Albany has been reluctant to take up or has simply ignored. In this laboratory of democracy view, Erie County has the “gravitas” based on the factors noted above to provide a counterweight to Albany for other upstate counties facing similar challenges. Regional governance requires both a strong executive and a strong legislature. In this view, elected officials from both branches need adequate compensation to ensure the highest level of professionalism and skill for effective regional governance in Western New York.

*2c. The ability to run for Erie County legislator open to more residents of Erie County*

Some CSRC members pointed out that a base salary of \$42,588 is inadequate to attract individuals to run for this office. Interviews with Legislators suggested that those individuals who run their own business, practice law, or are in otherwise more “flexible” occupations are the only individuals who can afford to serve as County Legislators. The idea of calculating a time series minimum wage was rejected as not realistic for a county legislator. Accordingly, Census Bureau data for all local government in Erie County were downloaded and an average calculated. The data are the average annual wage by county 2022, the last full year of data. The top portion of the table shows average wages for all government employees. The bottom section shows the average salary for all industries by county. As Table 7 indicates, if Legislators’ salaries had kept up with increments for local government employees in Erie County, their 2023 salary should be \$64,354 (the average salary for local government employees).

*Table 7 Average Local Government Salaries (Census Bureau)\**

County	Wage 1996	Wage 2023	Years	Index	Average Annual
Local Government					
Erie County	\$34,696	<b>\$64,354</b>	27	1.85	2.31%
Albany County	\$29,968	\$64,965	27	2.17	2.91%
Monroe County	\$32,651	\$59,178	27	1.81	2.23%
Onondaga County	\$28,949	\$60,913	27	2.10	2.79%
Private All Industries					
Erie County	\$26,150	\$59,122	27	2.26	3.07%
Albany County	\$27,226	\$69,314	27	2.55	3.52%
Monroe County	\$32,209	\$61,880	27	1.92	2.45%
Onondaga County	\$27,805	\$60,985	27	2.19	2.95%

\*Bureau of Labor Statistics, QCEW (QCEW Searchable Databases : U.S. Bureau of Labor Statistics (bls.gov)).

Therefore, this salary should represent the “expected average wage” in local government in Erie County. Several Commissioners expressed the idea that a County Legislator should be

compensated, at a minimum, at the mid-level salary range for local government because they are responsible for writing and passing legislation, reviewing, and passing the executive budget, and reviewing and approving contracts. Also, in line with a local government middle manager, they are responsible for supervising staff. Finally, given the median household income for Erie County is \$68,014 (see Table 2), the mid-60s was accepted by many CSRC members as a realistic salary range.

*2d. Benefits for Erie County legislators*

Some Commissioners expressed the importance of comparable benefits. Erie County Legislators are considered full-time for purposes of eligibility for the NYS retirement system and health care coverage. The Erie County budget specifically includes Erie County Legislatures as full-time employees. Monroe County legislators, on the other hand, are not eligible for retiree healthcare and pension credits earned by county legislator are on a part-time basis.<sup>19</sup> This seemed to be a fundamental difference between Erie County and its most comparable NYS county.

*2e. Size of Legislature budget*

Due to the difficulty of finding comparable information on the size of legislative staffs, the Commission employed budgets as a “proxy” for Legislative staff. Table 8 indicates the Total Legislature Budget. A great deal of Erie County’s total legislature budget is devoted to staff costs rather than legislative salaries. To some Commission members this indicated that Legislators have staff as “workhorses,” but other members objected to the idea of staff being empowered with knowledge that elected officials should have to make informed decisions. Erie County may be relying excessively on legislative staff to compensate for lower salaries and the resulting necessity to retain outside employment.

*Table 8 Legislative Budgets, Big 5*

County	Leg Base	# of Legislators	Legislators Total Salary	Total Legislature Budget
Albany	\$26,049	39	\$1,044,331	\$5,283,410
<b>Erie</b>	<b>\$42,588</b>	<b>11</b>	<b>\$488,468</b>	<b>\$4,862,427</b>
Monroe	\$28,500	29	\$826,500	\$3,498,841
Onondaga	\$37,619	17	\$688,116	\$2,296,114
Westchester	\$75,000	17	\$1,275,000	\$9,607,672

**Analysis #3: Earnings Considering Average Annual Economic Growth**

Another line of inquiry involved cost of living adjustments. US Census Bureau data were downloaded. The base year was 1996 because that represents the last year the Erie County Legislature approved salary increases for **all** elected officials. Table 9 contains year to year calculations of what Erie County elected officials’ salaries would be if the average annual increase had been applied since 1996.

*Table 9 Cost of Living Calculations*

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<sup>19</sup> See County of Monroe, Compensation Policy Commission Report, May 31, 2023, p. 4.

Office	Wage 1996	Wage 2023	Expected Wage	Difference	Percent Change
Local Government					
County Executive	\$103,248	\$131,391	\$191,504	\$60,113	45.8%
Sheriff	\$79,092	\$95,957	\$146,700	\$50,743	52.9%
Clerk	\$79,092	\$84,628	\$146,700	\$62,072	73.3%
Comptroller	\$80,613	\$100,620	\$149,521	\$48,901	48.6%
Leaders	\$47,588	\$47,588	\$88,266	\$40,678	85.5%
Legislators	\$42,588	\$42,588	\$78,992	\$36,404	85.5%
Legislator Chair	\$52,488	\$52,488	\$97,355	\$44,867	85.5%
Private All Industries					
County Executive	\$103,248	\$131,391	\$233,431	\$102,040	77.7%
Sheriff	\$79,092	\$95,957	\$178,817	\$82,860	86.4%
Clerk	\$79,092	\$84,628	\$178,817	\$94,189	111.3%
Comptroller	\$80,613	\$100,620	\$182,256	\$81,636	81.1%
Leaders	\$47,588	\$47,588	\$107,591	\$60,003	126.1%
Legislators	\$42,588	\$42,588	\$96,286	\$53,698	126.1%
Legislator Chair	\$52,488	\$52,488	\$118,669	\$66,181	126.1%

Two sets of calculations are presented: for local government and for private industry. So, for example, using local government annual increments, the Erie County Executive should be earning \$191,504 per annum and the Legislature (base) should be earning \$78,992. (See Table 7, above, for the average annual growth rate.)

#### **Analysis #4: Internal Equity - Salaries of Non-Elected County Officials**

Internal equity is the pay of an employee relative to the pay that the other employees of the same organization are receiving. It is the assurance that the employer pays salaries which are commensurate to each job's internal value. The concern is that underpaying elected officials may lead to a situation where either only unqualified or wealthy individuals will run for these offices or will succumb to the temptation to take on additional part-time employment.<sup>20</sup> In addition, underpaying for these influential roles may create an environment ripe for corruption to compensate for the lack of fair pay. For this analysis, the compensation of elected officials is compared to the compensation paid to others in the same or similar departments. The responsibilities of each job are compared and measured against the compensation differences to determine fairness. Furthermore, subordinates can increase their income beyond their base salary upwards of 50 percent through other compensation not afforded to elected officials such as overtime, shift differential, and lineup pay. Table 10 documents the disparity in internal equity across within the relevant elected offices.

<sup>20</sup> See, for example, *The Buffalo News*, Op-Ed (2014, July 15), "Howard Should Have Known that a Full-time Sheriff Can't Take a Part-time Job," <https://buffalonews.com/2014/07/15/howard-should-have-known-that-a-full-time-sheriff-cant-take-a-part-time-job/.ANY>

Table 10 Internal Equity in Erie County

Title	2023 Budgeted	2023 Actual	2024 Budgeted	Variance vs Deputy
<b>County Executive</b>			<b>139,932.00</b>	
<i>Deputy County Executive</i>	\$189,363.00	\$175,527.45	\$188,000.00	<b>34%</b>
<b>Comptroller</b>			<b>107,160.00</b>	
<i>Deputy Comptroller (Accounting)</i>	\$144,215.00	\$159,821.56	153,970.00	<b>44%</b>
<b>County Clerk</b>			<b>90,129.00</b>	
<i>First Deputy County Clerk</i>	\$126,936.00	\$131,554.74	138,613.00	<b>54%</b>
<b>Sheriff</b>			<b>101,811.00</b>	
<i>Undersheriff</i>	\$138,784.00	\$226,207.79	170,723.00	<b>68%</b>
First Deputy DA	\$161,836.00	\$172,095.74	173,809.00	
<b>Legislator - Chair</b>	\$52,588	\$52,588	\$52,588	
<i>Clerk of the Legislature*</i>	\$121,751.00	\$83,115.43	129,939.00	<b>147%</b>
<b>Legislator – Majority Leader</b>	\$47,588	\$47,588	\$47,588	
<i>Chief of Staff (Legislature Majority)</i>	\$116,430.00	\$130,748.12	125,685.00	<b>164%</b>
<b>Legislator – Minority Leader</b>	\$47,588	\$47,588	\$47,588	
<i>Chief of Staff (Legislature Minority)</i>	\$124,415.00	\$134,252.65	132,792.00	<b>179%</b>

\*served only partial year in role, job transitioned to full salaried positions

There are scores of officials with a base salary higher than that of elected officials' salaries. Examples include the Under Sheriff at \$170,723 (compared to the Sheriff at \$101,811); the First Deputy County Clerk at \$138,613 (compared to the County Clerk at \$90,129); the Deputy Comptroller at \$153,970 (compared to the County Comptroller at \$107,160); and the Deputy County Executive at \$188,000 (compared to the County Executive at \$139,932).

While it may not be practical to use internal equity as a basis from which to recommend salaries, nevertheless, the Commission – as have other citizen salary review commissions— determined it is still useful to be aware of the sometimes quite large disparities in salary between elected

officials and their immediate subordinates.<sup>21</sup> One drawback of using internal equity as a basis for salary determinations is that elected officials are often not career county employees, where their deputies often are. Furthermore, the salaries of deputies can drop substantially when an individual retires from the position and an employee with fewer years in county employment takes their place. How, then, do we determine what is the comparable internal equity?

Commission members also took note of Table 11, which indicates that despite salary increases for some countywide elected officials, there are now more employees exceeding those of the countywide elected officials than in 2018. The disparity between the Clerk and the Sheriff, on one hand, and their division employees has increased substantially, and especially with respect to the Clerk.

*Table 11 Comparative Salaries - Elected and Subordinates*

<b>County Employee Salaries Compared to Elected Officials</b>				
<b>Summary</b>				
	<b># of Employees Exceeding Salary 2024</b>		<b># of Employees Exceeding Salary 2018</b>	
<b>Elected</b>	<b>Total</b>	<b>Own Dept</b>	<b>Total</b>	<b>Own Dept</b>
County Executive	76	2	84	2
Comptroller	279	5	274	9
Sheriff	352	39	299	38
Clerk	639	6	299	2

These internal salary disparities generated a great deal of discussion among the Commissioners, as it has in all previous CSRCs. Some Commissioners expressed the opinion that deputies should not earn more than the elected official to whom they report. Other Commissioners suggested that effective and efficient government required an (experienced) professional civil service. In this latter view, the continuity required for an experienced civil service will inevitably produce salaries higher than elected officials.

**Analysis #5: External Equity - Salaries of Elected Officials in the City of Buffalo and Comparable County Positions**

External compensation equity is the pay of an employee relative to the pay of employees of other organizations. Commissioners discussed compensation in other municipalities, especially in the City of Buffalo. Table 12 contains comparative salaries for the City of Buffalo and Erie County, Budget Year 2024. The Commission also discussed salaries in other municipalities located in Erie County, noting that some police chiefs earn a higher salary than the Erie County Sheriff.

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<sup>21</sup> See, for example, County of Monroe, Compensation Policy Commission Report, May 31, 2023, p. 4.

Table 12 Salaries in the City of Buffalo and Erie County

Erie County	Erie County (2024 Budget)	City of Buffalo	City of Buffalo (2023-24 Budget)	Difference
County Executive	\$139,932	Mayor	\$178,519	+28%
Sheriff	\$101,811	Police Commissioner	\$150,845	+48%
County Clerk	\$90,129	City Clerk	\$120,472	+37%
County Comptroller	\$107,160	City Comptroller	\$134,593	+26%
County Legislator	\$42,588	Common Council Member	\$84,472	+98%
Legislature Chair	\$52,588	Common Council President	\$99,472	+87%
Legislature Majority & Minority Leader	\$47,588	Common Council Majority Leader (Minority Leader)	\$94,472 (\$90,472)	+99%

Some CSRC members tended to lean toward the comparability of the City of Buffalo and Erie County elected officials, while others thought the responsibilities of municipalities, especially New York’s second largest city, are unique and require more local leadership than NYS counties. The idea expressed by some members is that as administrative units of the State, a good deal of the county’s work is the “pass through” function for many State (and federal) programs, particularly social safety net programs as well as enforcing/implementing NYS law.

**Analysis #6: Fringe Benefits**

The CSRC also undertook an analysis of fringe benefits. Data were downloaded from the US Bureau of Labor Statistics (2010 to 2023, Quarter 3). For the Year 2023, Quarter 3, benefits constituted 56.3% of the wages for public sector workers (as compared to 44.7% for all workers). These benefits also include all “mandatory” benefits such as Social Security and health insurance. It was determined that benefits were comparable to the larger public sector.

**Analysis #7: Complexity of Countywide Elected Officeholders’ Duties**

We have discussed the Legislature (see above). Individual interviews were conducted by Commission members with each of the countywide officeholders. Some Commission members expressed interest in salary recommendations that would bridge the salary gap among the four countywide elected officials. Particularly, some CSRC members expressed an interest in closing the salary gap between the county executive and sheriff and some members thought there was an excessive salary gap between the comptroller and the clerk.

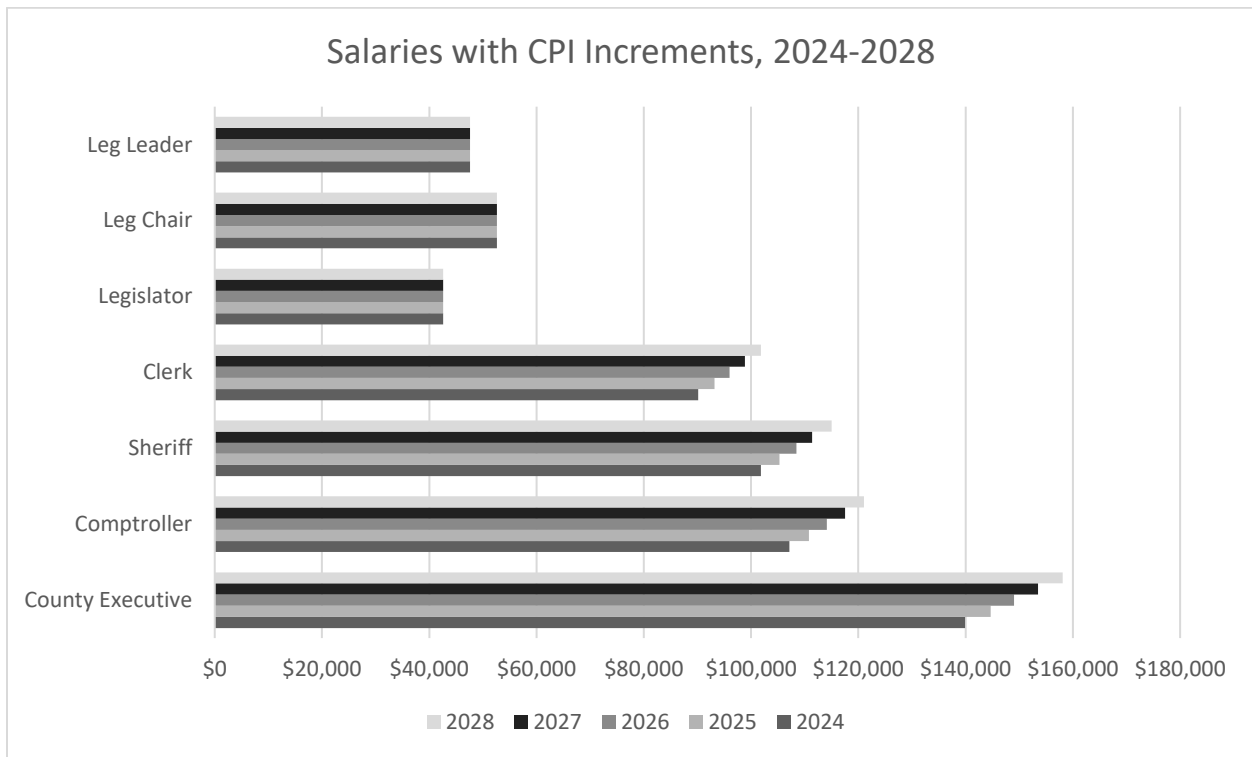
**Analysis #8: Consideration of Staggering of Elections**

The CSRC members discussed the effect of the Erie County Charter, which prohibits salary increases approved by the Erie County Legislature from taking effect until the next election. While there was some discussion of equalization of raises to take account of the election cycle, consensus began to emerge that it not only added a layer of complexity to the salary recommendations, but that given Erie County is required to seat a salary commission every even year, the next salary commission should consider this issue.

## Analysis #9 Cost of Living Adjustments

According to the US Department of Labor, Bureau of Labor Statistics, “the Consumer Price Index (CPI) is a measure of the average change over time in the prices paid by urban consumers for a market basket of consumer goods and services.”<sup>22</sup> The CPI and variations in this index are commonly used for “escalation” (inflation) calculations. If no action is taken on the current salary recommendations implemented since 2018, the salaries will increase (or stay the same) as projected in Figure 1. Various percentages were proffered from a range of 5-15 percent, with 3 percent selected based on current economic growth projections.

Figure 1 Salaries with CPI Increments, 2024-2028



## Summary of Salary Comparisons Based on the Various Analyses

Table 13 summarizes the findings of the various statistical analyses for the reader’s convenience. As can be seen, salaries based on comparative counties (Analysis #1 & Analysis #2) are (generally) quite modest compared to the Average Annual Economic Growth (Analysis #3), internal equity (Analysis # 4), and external equity (Analysis #5). The only outlier are salaries of the Erie County Legislators. The combined quantitative and qualitative data discussed in Analysis #2 reveals circumstances that suggest Erie County Legislators are underpaid.

Table 13 Salary Comparisons Generated by the Analyses

<sup>22</sup> US Department of Labor, Bureau of Labor Statistics. <https://www.bls.gov/cpi/questions-and-answers.htm>.



<b>COMPARISONS</b>	<b>County Executive</b>	<b>Sheriff</b>	<b>Clerk</b>	<b>Comptroller</b>	<b>Legislator Base</b>
All Charter Counties	\$150,174	\$120,082	\$104,986	\$118,335	\$22,890
Big Four (Average)	\$175,146	\$143,939	\$110,940	\$128,090	\$33,689
Big Five (Average)	\$172,269	\$164,339	\$131,382	\$128,090	\$41,951
Monroe County	\$180,000	\$175,000	\$115,000	n/a	\$28,500
Expected Wage based on Annual Average Growth Rate (1996-2023)	\$191,504	\$146,700	\$146,700	\$149,521	\$88,266
Internal Equity (highest paid subordinate)	\$188,000	\$170,723	\$138,613	\$153,970	n/a
External Equity (City of Buffalo)	\$178,519	\$150,845	\$120,472	\$134,593	\$84,472
<b>Current Salaries Erie County Elected Officials (2024 budget)</b>	\$103,248	\$105,273	\$93,193	\$ 110,803	\$42,588
<b>2024 CSRC Recommendations</b>	\$175,000	\$150,000	\$130,000	\$140,000	\$65,000

### Salary Recommendations

The majority of the 2024 ECSR members were guided by a combination of the following quantitative and qualitative analyses:

- Comparative counties, especially the Big Four
- Erie County budget size & population
- Legislative responsibility in charter counties (home rule), particularly in budget, contract oversight, and constituency work
- Uniqueness of Erie County’s location in NYS and its potential for exercising regional governance as a countervailing power and trendsetter with respect to NYS Legislature and statewide elected offices.
- Census-based annual growth rates for local government employees in Erie County since 1996
- Disparities in internal and external salary equity

1. The County Executive position have a salary of \$175,000.
2. The County Sheriff position have a salary of \$150,000.
3. The County Comptroller position have a salary of \$140,000.
4. The County Clerk position have a salary of \$130,000.
5. The members of the Erie County Legislature have a salary of \$65,000.
6. The Majority and Minority Leaders of the Erie County Legislature have a stipend of \$5,000 (no change).
7. The Legislative Chair of the Erie County Legislature have a stipend of \$10,000 (no change).
8. Remove Current Cost of Living Adjustment (“COLA”).

**The vote tallies were as follows:**

County Executive (5-3)  
County Sheriff (6-2)  
County Comptroller (5-3)  
County Clerk (6-2)  
Legislature Base (5-3)  
Majority/Minority Leader (8-0)  
Legislative Chair (8-0)  
COLA Removal (8-0)

**Conclusions**

The 2024 Erie County Citizen Salary Review Commission considered many factors in arriving at its salary recommendations. The Commission employed a mixed methods approach for collecting data by utilizing both qualitative (interviews, analysis of NYS charter county responsibilities in home rule and separation of powers, urban/suburban/rural) and quantitative data (population, median income, median real estate value, budget size, comparable salaries in other counties and the City of Buffalo, and annual average growth rates). The majority of the Commission member agreed there was not one-size-fits-all methodology for achieving a balance between possible resentment of some Erie County residents for salary increases for elected officials and the crucial importance of ensuring that regional governance in Western New York attracts the best and the brightest to ensure Erie County is well governed into the future.

## **Appendix A: The 2024 Commission**

### County Executive Appointments

#### **Dr. Laurie A. Buonanno**

Professor of public administration and political science at SUNY Buffalo State University. Elected to Chair the 2024 Commission.

#### **Dr. Frederick Floss**

Professor, SUNY Buffalo State University, Department of Economics and Finance. Member of the City of Buffalo Fiscal Stability Board.

#### **Mr. William Ransom, Jr.**

Forty years of broadcast experience in small, medium and large markets, in positions of Sales and Management. Last 19 years as President and General Manager of ABC Affiliate, WKBW-TV in Buffalo, New York.

#### **Mr. Greg Rabb**

Preservation Buffalo-Niagara, Emeritus Professor, SUNY Jamestown Community College, elected member of Jamestown City Council for 10 years, including the Council Chair.

#### **Mr. Christopher Stone**

President Emeritus and Business Agent, United Brotherhood of Carpenters -Local 276, retired)

### Majority Legislature Appointments

#### **Mr. Alex Burgos**

Born and raised in Buffalo, Alexandre Burgos is a West Side homeowner and has a robust background in communications, public affairs and non-profit management. Alex Burgos is the son of military veteran/business owner, and a life-long educator. Additionally, Mr. Burgos is a graduate of SUNY Empire State College's school of Psychology. During his free time, Mr. Burgos enjoys traveling, learning about other cultures, cooking, and organizing community events.

#### **Mr. Mark Glasgow**

Former President of the Buffalo Urban League Young Professionals, Mark is an experienced professional in analytics, research, and operations, guiding numerous projects, products, and processes to achieve peak performance, superior quality, and lasting value. Having lived in Erie County for 20 years, Mark is deeply involved in volunteer work, community development, civic activities, and advocacy. Additionally, Mark is a Master's graduate from the School of Public Health and Health Professions at SUNY Buffalo.

### Minority Legislature Appointment

#### **Mr. Gary Dickson**

West Seneca Town Supervisor

County Comptroller

**Mr. David Pietrowski**

Retired President and partner in locally owned insurance brokerage. Over 35 years' experience including management and leadership. Currently serving in various positions with local non-profits.

Support Staff

**Mr. Mark Cornell** (Deputy Budget Director, Erie County Division of Budget & Management)

**Ms. Lindsay McKay** (Budget Analyst, Erie County Division of Budget & Management)

**Ms. Natalie Nitsche** (Secretarial Assistant, Office of the Erie County Executive)

## Appendix B: County Employees Salaries Compared to Elected Officials 2024

<b>Fund</b>	<b>Fund Center</b>	<b>Title</b>	<b>JG</b>	<b>Step</b>	<b>2024 Salary</b>	<b>Bargaining Unit</b>
110	1274010	CHIEF MEDICAL EXAMINER	25	A	\$258,770	MC
110	1271003	COMMISSIONER OF HEALTH	24	B	\$241,730	MC
110	1274010	DEPUTY CHIEF MEDICAL EXAMINER	24	A	\$238,904	MC
110	1274010	ASSOCIATE CHIEF-MEDICAL EXAMINER	23	5	\$212,639	MC
110	1274010	ASSOCIATE CHIEF MEDICAL EXAMINER	23	5	\$212,639	MC
110	1274010	ASSOCIATE CHIEF-MEDICAL EXAMINER	23	5	\$212,639	MC
<b>110</b>	<b>1140010</b>	<b>DISTRICT ATTORNEY</b>	<b>70</b>	<b>1</b>	<b>\$210,900</b>	<b>MC ELECTED OFFICIALS</b>
110	1601010	COUNTY ATTORNEY	22	B	\$206,963	MC
110	1051010	CHIEF INFORMATION OFFICER	22	B	\$204,624	MC
110	1201020	COMMISSIONER OF SOCIAL SERVICES	21	A	\$190,141	MC
110	1011010	DEPUTY COUNTY EXECUTIVE	22	4	\$188,118	MC
820	4201010	DIRECTOR BUFFALO & EC PUBLIC LIBRARY	SP EC.		\$185,000	MC Grade 10+ Special
110	1221010	COMMISSIONER OF PUBLIC WORKS	20	C	\$183,016	MC
110	1021010	DIRECTOR OF BUDGET AND MANAGEMENT	19	F	\$182,539	MC
110	1140010	FIRST DEPUTY DISTRICT ATTORNEY	20	5	\$172,809	MC-DA
110	1620010	COMMISSIONER OF ENVIRONMENT AND PLANNING	20	5	\$172,809	MC
110	1241010	COMMISSIONER OF MENTAL HEALTH	20	5	\$172,809	MC
110	1601010	FIRST ASSISTANT COUNTY ATTORNEY	19	C	\$171,069	MC
110	1151010	UNDER SHERIFF	19	5	\$170,723	MC SHERIFF
281	1140050	ASSISTANT DISTRICT ATTORNEY VII	18	F	\$168,508	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY VII	18	F	\$167,919	MC-DA
110	1140040	ASSISTANT DISTRICT ATTORNEY VII	18	F	\$167,919	MC-DA
110	1140010	ASSISTANT DISTRICT ATTORNEY VII	18	E	\$164,282	MC-DA
110	1201020	FIRST DEPUTY COMMISSIONER OF SOCIAL SERV	18	E	\$164,282	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY VII	18	E	\$164,282	MC-DA

110	1601020	ASSISTANT COUNTY ATTORNEY VII	18	E	\$164,282	MC
110	1601030	ASSISTANT COUNTY ATTORNEY VII	18	E	\$164,282	MC
110	1161010	FIRST DEPUTY SUPERINTENDENT (SHERIFF)	17	F	\$161,891	MC SHERIFF
110	1151010	CHIEF OF ADMINISTRATION	17	E	\$160,176	MC SHERIFF
110	1161010	CHIEF OF COMM REINTEGRATION (SHERIFF)	17	E	\$160,176	MC SHERIFF
110	1140010	DEPUTY DISTRICT ATTORNEY - TRAINING	18	C	\$157,408	MC-DA
220	1801010	DEPUTY COMMISSIONER (SEWERAGE MGMT)	18	C	\$157,408	MC EXEC STF
110	1161010	FIRST DEPUTY SUPERINTENDENT (SHERIFF)	17	D	\$156,948	MC SHERIFF
110	1161010	SUPERINTENDENT-HOLDING CENTER	18	5	\$156,628	MC SHERIFF
281	1140050	ASSISTANT DISTRICT ATTORNEY VI	17	B	\$156,147	MC-DA
820	4201010	DEPUTY DIRECTOR (LIBRARY) COO	SP EC		\$156,060	MC Grade 10+ Special
110	1140020	ASSISTANT DISTRICT ATTORNEY VII	18	C	\$155,701	MC-DA
281	1140050	ASSISTANT DISTRICT ATTORNEY VII	18	A	\$155,671	MC-DA
281	1140050	ASSISTANT DISTRICT ATTORNEY VII	18	B	\$155,656	MC-DA
220	1801010	CHIEF TREATMENT PLANT SUPERVISOR	17	F	\$154,454	MC
110	1620020	DEPUTY COMMISSIONER OF ENVIRON CONTROL	17	F	\$154,454	MC
110	1261010	COMMISSIONER OF PROBATION	17	F	\$154,454	MC
110	1120010	DEPUTY COMPTROLLER	18	B	\$153,970	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY VII	18	B	\$153,970	MC-DA
110	1601010	ASSISTANT COUNTY ATTORNEY VII	18	B	\$153,970	MC
110	1151090	CHIEF OF INTERNAL AFFAIRS	17	C	\$153,723	MC SHERIFF
110	1151030	CHIEF DEPUTY SHERIFF	17	C	\$152,130	MC SHERIFF
110	1500030	COMMISSIONER, BOARD OF ELECTIONS	17	E	\$151,143	MC
110	1500040	COMMISSIONER, BOARD OF ELECTIONS	17	E	\$151,143	MC
110	1601030	ASSISTANT COUNTY ATTORNEY VI	17	E	\$151,143	MC
220	1801010	ASSISTANT DEPUTY COMMISSIONER	17	E	\$149,589	MC
110	1140015	ASSISTANT DISTRICT ATTORNEY VI	17	E	\$149,589	MC-DA
220	1801010	ASSISTANT DEPUTY COMMISSIONER	17	D	\$148,011	MC
110	1601060	CONFIDENTIAL INVESTIGATOR (COUNTY ATTY)	17	D	\$148,011	CSEA
110	1140030	ASSISTANT DISTRICT ATTORNEY VI	17	D	\$148,011	MC-DA

110	1204020	EXECUTIVE DIRECTOR DSS- OFFICE OF COUNSEL	17	D	\$148,011	MC
110	1650010	COMMISSIONER OF CENTRAL POLICE SERVICES	18	5	\$147,106	MC
110	1611010	COMMISSIONER OF PERSONNEL	18	5	\$147,106	MC
110	1140010	DEPUTY DISTRICT ATTORNEY- PROSECUTION	18	5	\$147,106	MC-DA
110	1140010	DEPUTY FOR ADMINISTRATION (DIST ATTY)	18	5	\$147,106	MC-DA
110	1201020	FIRST DEPUTY COMMISSIONER OF SOCIAL SERV	18	5	\$147,106	MC
110	1274020	CHIEF COUNTY TOXICOLOGIST	18	5	\$147,106	CSEA
110	1021060	SENIOR EXECUTIVE ASSISTANT (COUNTY EXEC)	18	5	\$147,106	MC
281	1140050	ASSISTANT DISTRICT ATTORNEY VI	17	D	\$146,210	MC-DA
110	1165010	FIRST DEPUTY SUPERINTENDENT-COMPLIANCE	17	5	\$144,048	MC SHERIFF
210	1231010	DEPUTY COMMISSIONER (HIGHWAYS)	18	5	\$143,702	MC
281	1140050	ASSISTANT DISTRICT ATTORNEY VI	17	C	\$143,074	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY VI	17	B	\$141,757	MC-DA
110	1201020	SECOND DEPUTY COMMISSIONER (SOCIAL SVCS)	17	B	\$141,757	MC
110	1011010	CHIEF OF STAFF-COUNTY EXECUTIVE	17	B	\$141,757	MC
110	1061010	PURCHASING DIRECTOR	17	B	\$141,757	MC
110	1021020	SENIOR BUDGET CONSULTANT	17	B	\$141,757	MC
281	1140050	ASSISTANT DISTRICT ATTORNEY VI	17	1	\$141,750	MC-DA
110	1208020	ASSISTANT COMMISSIONER- ADMINISTRATION	16	F	\$141,493	MC
281	1140050	ASSISTANT DISTRICT ATTORNEY VI	17	A	\$140,132	MC-DA
110	1052020	ASSISTANT DIRECTOR FOR APPLICATION SVCS	16	F	\$139,998	CSEA
<b>110</b>	<b>1011010</b>	<b>COUNTY EXECUTIVE</b>	<b>60</b>	<b>1</b>	<b>\$139,932</b>	<b>MC ELECTED OFFICIALS</b>
110	1131010	FIRST DEPUTY COUNTY CLERK	17	A	\$138,613	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY VI	17	A	\$138,613	MC-DA
110	1241010	ASSISTANT COMMISSIONER PLANNING & ANALYS	16	E	\$138,481	MC
110	1601050	ASSISTANT COUNTY ATTORNEY V	16	E	\$138,481	MC
110	1670010	COMM OF HOMELAND SECURITY & EMERG SVCS	16	E	\$138,481	MC
110	1052010	MANAGER OF INFORMATION PROCESSING	16	E	\$138,481	CSEA
110	1201020	EXECUTIVE DIRECTOR SOC SVCS FAMILY INDEP	16	E	\$138,481	MC
290	1621120	PRINCIPAL CONTRACT MONITOR (COMM DEV)	16	E	\$138,481	CSEA

290	1011080	DIRECTOR OF WORKFORCE DEVELOPMENT	17	A	\$137,062	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY VI	17	A	\$137,062	MC-DA
110	1161010	CHIEF OF OPERATIONS (SHERIFF)	15	F	\$136,990	MC SHERIFF
281	1140050	ASSISTANT DISTRICT ATTORNEY VI	17	5	\$136,971	MC-DA
281	1140050	ASSISTANT DISTRICT ATTORNEY VI	17	5	\$136,971	MC-DA
281	1140050	ASSISTANT DISTRICT ATTORNEY VI	17	5	\$136,971	MC-DA
281	1140050	ASSISTANT DISTRICT ATTORNEY VI	17	5	\$135,962	MC-DA
110	1140040	ASSISTANT DISTRICT ATTORNEY V	16	D	\$135,630	MC-DA
110	1611050	CHIEF OF CLASSIFICATION AND COMPENSATION	16	D	\$135,630	MC
110	1641010	COMMISSIONER OF PARKS AND RECREATION	17	5	\$135,488	MC
110	1631010	COMMISSIONER OF SENIOR SERVICES	17	5	\$135,488	MC
110	1140010	ASSISTANT DISTRICT ATTORNEY VI	17	5	\$135,488	MC-DA
110	1620060	DEPUTY COMMISSIONER OF PLAN & ECON DEV	17	5	\$135,488	MC
110	1140010	ASSISTANT DISTRICT ATTORNEY VI	17	5	\$135,488	MC-DA
110	1601030	ASSISTANT COUNTY ATTORNEY VI	17	5	\$135,488	MC
110	1140050	ASSISTANT DISTRICT ATTORNEY VI	17	5	\$135,488	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY VI	17	5	\$135,488	MC-DA
110	1031010	COMMISSIONER OF LABOR RELATIONS	17	5	\$135,488	MC
110	1111010	DIRECTOR OF REAL PROPERTY TAX SERVICES	17	5	\$135,488	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY VI	17	5	\$135,488	MC-DA
110	1140020	ASSISTANT DISTRICT ATTORNEY VI	17	5	\$135,488	MC-DA
110	1601050	ASSISTANT COUNTY ATTORNEY VI	17	5	\$135,488	MC
110	1271006	DEPUTY COMMISSIONER (HEALTH)	17	5	\$135,488	MC
110	1165030	SENIOR NURSE PRACTITIONER (CORR HEALTH)	16	B	\$135,035	NYSNA
220	1801010	ASSISTANT CHIEF TREATMENT PLANT SUPV	16	D	\$134,222	MC
110	1161010	CHIEF OF OPERATIONS (SHERIFF)	15	E	\$134,205	MC SHERIFF
110	1004040	CHIEF OF STAFF (MINORITY)	16	C	\$132,792	MC
281	1140050	ASSISTANT DISTRICT ATTORNEY V	16	C	\$132,792	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	C	\$132,792	MC-DA



110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	C	\$132,792	MC-DA
110	1500040	DEPUTY COMMISSIONER OF ELECTIONS-DEM	16	C	\$132,792	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	C	\$131,377	MC-DA
110	1003030	CLERK OF LEGISLATURE	16	B	\$129,939	MC
220	1801010	ASSISTANT DEPUTY COMM (SEWER MGT) ADMIN	16	B	\$129,939	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	B	\$129,939	MC-DA
110	1611010	DEPUTY COMMISSIONER OF PERSONNEL	16	B	\$129,939	MC
110	1051010	DIRECTOR OF CENTRAL DATA PROCESSING	17	4	\$129,214	MC
110	1275010	DIR OF SVCS TO CHILDREN WITH SPEC NEEDS	15	F	\$128,625	CSEA
110	1140010	CHIEF OF PROMIS BUREAU	15	F	\$128,625	MC-DA
220	1801010	SENIOR SEWER DISTRICT MANAGER	15	F	\$128,625	MC
220	1801010	SENIOR COORDINATOR-SEWER CONSTRUCTION	15	F	\$128,625	CSEA
110	1120020	SENIOR APPLICATION SYSTEMS SPECIALIST	15	F	\$128,625	CSEA
110	1120020	DIRECTOR OF ACCOUNTING SERVICES	15	F	\$128,625	CSEA
110	1271250	EPIDEMIOLOGIST	15	F	\$128,625	CSEA
230	1650050	DIRECTOR OF INFORMATION SYSTEMS	15	F	\$128,625	CSEA
110	1204060	SENIOR COUNSEL (SOCIAL SERVICES)	15	F	\$128,625	CSEA
110	1151050	CHIEF DEPUTY OF TECHNOLOGY&TECH CRIM SRV	17	3	\$127,950	MC SHERIFF
110	1165020	SENIOR NURSE PRACTITIONER (CORR HEALTH)	16	8	\$127,760	NYSNA
281	1140050	ASSISTANT DISTRICT ATTORNEY V	16	A	\$127,537	MC-DA
110	1140040	ASSISTANT DISTRICT ATTORNEY V	16	A	\$127,091	MC-DA
110	1272010	DEPUTY COMMISSIONER EMERG MED SRV	16	A	\$127,091	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	A	\$127,091	MC-DA
110	1011010	SENIOR EXECUTIVE ASSISTANT (CE)	16	A	\$127,091	MC
110	1140040	ASSISTANT DISTRICT ATTORNEY VI	17	4	\$126,106	MC-DA
110	1140010	CHIEF CONFIDENTIAL CRIMINAL INV ACCOUNT	15	E	\$125,917	CSEA
110	1273030	ASSOCIATE PUBLIC HEALTH ENGINEER	15	E	\$125,917	CSEA
110	1650040	DIRECTOR OF FORENSIC LABORATORY	15	E	\$125,917	CSEA
281	1620020	CHIEF ENVIRONMENTAL COMPLIANCE SPECIALIS	15	E	\$125,917	CSEA
110	1111010	SUPERVISING TAX ACCOUNTANT	15	E	\$125,917	CSEA

220	1801010	SENIOR SANITARY ENGINEER	15	E	\$125,917	CSEA
110	1003030	CHIEF OF STAFF (LEGISLATURE)	16	A	\$125,685	MC
210	1231020	PRINCIPAL CIVIL ENGINEER	16	A	\$125,685	CSEA
110	1140040	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1140040	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1222015	SENIOR CONSTRUCTION PROJECT MGR BLDGS	16	5	\$124,255	CSEA
110	1222010	DEPUTY COMMISSIONER (BUILDINGS & GROUND)	16	5	\$124,255	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
281	1140050	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1120010	ASSOCIATE DEPUTY COMPTROLLER	16	5	\$124,255	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1165010	DIRECTOR OF CORRECTIONAL HEALTH SERVICES	16	5	\$124,255	CSEA
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	5	\$124,255	MC-DA
110	1165030	SENIOR NURSE PRACTITIONER (CORR HEALTH)	16	6	\$123,557	NYSNA
110	1165020	SENIOR NURSE PRACTITIONER (CORR HEALTH)	16	6	\$123,557	NYSNA
110	1261010	DEPUTY DIRECTOR OF PROBATION	15	D	\$123,356	MC
110	1052020	SENIOR APPLICATION SYSTEMS SPECIALIST	15	D	\$123,356	CSEA
110	1004040	EXECUTIVE ASSISTANT (LEGISLATURE) II	15	D	\$123,356	MC
110	1601030	ASSISTANT COUNTY ATTORNEY VI	17	3	\$122,951	MC
110	1151020	CHIEF DEPUTY-CIVIL	15	5	\$121,025	MC SHERIFF
110	1204030	DIRECTOR OF CHILD SUPPORT ENFORCEMENT	15	C	\$120,797	MC
110	1620060	CHIEF PLANNER	15	C	\$120,797	CSEA

820	4201010	ASSISTANT DEPUTY DIRECTOR (LIBRARY)	SP EC		\$120,000	MC Grade 10+ Special
110	1120030	DEPUTY (COMPTROLLER)	17	3	\$119,839	MC
110	1601050	ASSISTANT COUNTY ATTORNEY VI	17	3	\$119,839	MC
110	1140010	EXECUTIVE ASSISTANT-SECOND DEPUTY DA	18	1	\$119,680	MC-DA
110	1611030	DIRECTOR OF PAYROLL SERVICES	15	C	\$119,520	CSEA
110	1272010	PHARMACIST	16	4	\$118,592	CSEA
281	1140050	ASSISTANT DISTRICT ATTORNEY V	16	4	\$118,592	MC-DA
110	1274010	ADMINISTRATIVE COORDINATOR-MED EX OFFICE	15	B	\$118,223	CSEA
110	1021020	MANAGEMENT CONSULTANT (COUNTY EXECUTIVE)	15	B	\$118,223	MC
110	1273010	ADMINISTRATIVE COORDINATOR PH LAB	15	B	\$118,223	CSEA
110	1111010	SUPERVISING CHIEF DATA TAX CLERK	15	B	\$118,223	CSEA
110	1500040	SYSTEMS ADMINISTRATOR (BOE)	15	B	\$118,223	CSEA
110	1221010	SPECIAL ASST TO COMM OF PUBLIC WORKS	15	B	\$116,955	MC
110	1601050	ASSISTANT COUNTY ATTORNEY IV	15	B	\$116,955	MC
281	1632010	SUPERVISOR OF GRANTS ADMINISTRATION	14	F	\$116,594	CSEA
220	1801010	COORDINATOR-SEWER CONSTRUCTION PROJECTS	14	F	\$116,594	CSEA
110	1204030	COUNSEL (SOCIAL SERVICES)	14	F	\$116,594	CSEA
110	1140015	GRAND JURY STENOGRAPHER	14	F	\$116,594	CSEA
281	1632010	ASSISTANT PROJECT DIR NUTRITION PROG ELD	14	F	\$116,594	CSEA
110	1273030	ASSOCIATE PUBLIC HEALTH SANITARIAN	14	F	\$116,594	CSEA
110	1273030	ASSOCIATE PUBLIC HEALTH SANITARIAN	14	F	\$116,594	CSEA
110	1052020	SENIOR ERP SUPPORT ANALYST	14	F	\$116,594	CSEA
110	1273030	ASSOCIATE PUBLIC HEALTH SANITARIAN	14	F	\$116,594	CSEA
110	1650060	PROJECT COORDINATOR (STOP DWI)	14	F	\$116,594	CSEA
220	1801020	SEWER DISTRICT MANAGER	14	F	\$116,594	MC
295	1271215	SENIOR MEDICAL CARE ADMINISTRATOR	14	F	\$116,594	CSEA
110	1140030	ASSISTANT DISTRICT ATTORNEY V	16	4	\$115,779	MC-DA
110	1620060	DIRECTOR OF GEOGRAPHIC INFORMATION SRV	15	A	\$115,666	CSEA
110	1242010	DIRECTOR OF FORENSIC MENTAL HEALTH SVCS	15	A	\$115,666	CSEA
110	1241010	DIR OF FISCAL ADMINISTRATION(MENTAL HEA)	15	A	\$115,666	CSEA
110	1252010	SUPERVISOR OF DETENTION FACILITIES	14	F	\$115,385	CSEA

110	1052020	APPLICATION SYSTEMS SPECIALIST	14	F	\$115,385	CSEA
110	1500030	DEPUTY COMMISSIONER OF ELECTIONS-REP	14	E	\$114,157	MC
110	1052010	PRINCIPAL TECHNICAL SUPPORT SVS SPEC	14	E	\$114,157	CSEA
110	1131010	PRINCIPAL TECHNICAL SUPPORT SVS SPEC	14	E	\$114,157	CSEA
110	1201060	MANAGEMENT AND ORGANIZATIONAL CONSULTANT	14	E	\$114,157	CSEA
281	1140050	ASSISTANT DISTRICT ATTORNEY IV	15	5	\$113,495	MC-DA
110	1131010	ADMIN SECRETARIAL ASST (COUNTY CLERK)	15	5	\$113,098	MC
110	1641010	DEPUTY COMMISSIONER (PARKS)	15	5	\$113,098	MC
110	1241010	DIRECTOR OF PLANNING AND EVALUATION	15	5	\$113,098	CSEA
110	1271022	EXECUTIVE ASSISTANT	15	5	\$113,098	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	5	\$113,098	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	5	\$113,098	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	5	\$113,098	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	5	\$113,098	MC-DA
110	1140050	ASSISTANT DISTRICT ATTORNEY IV	15	5	\$113,098	MC-DA
110	1222015	DIRECTOR OF ENERGY DEVELOPMENT & MGT	15	5	\$113,098	CSEA
110	1274010	ANTHROPOLOGIST	15	5	\$113,098	CSEA
110	1051010	SR INFORMATION SECURITY ANALYST (DISS)	15	5	\$113,098	CSEA
110	1620070	DIRECTOR, INDUSTRIAL ASSISTANCE PROGRAM	15	5	\$113,098	CSEA
110	1620020	CHIEF ENVIRONMENTAL COMPLIANCE SPECIALIS	15	5	\$113,098	CSEA
110	1091000	COMMISSIONER OF PUBLIC ADVOCACY	15	5	\$113,098	MC
110	1204060	DIRECTOR OF CHILD WELFARE LEGAL UNIT	15	5	\$113,098	MC
110	1003030	EXECUTIVE ASSISTANT (LEGISLATURE) II	15	5	\$113,098	MC
110	1201020	SPECIAL ASSISTANT COMMISSIONER SOCIAL SR	15	5	\$113,098	MC
110	1620020	SUSTAINABILITY DIRECTOR	15	5	\$113,098	CSEA
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	5	\$113,098	MC-DA
110	1204060	DIRECTOR OF CHILD WELFARE LEGAL UNIT	15	5	\$113,098	MC
110	1021020	MANAGEMENT CONSULTANT (COUNTY EXECUTIVE)	15	5	\$113,098	MC
220	1801010	SENIOR SANITARY ENGINEER	15	5	\$113,098	CSEA
110	1151010	ASSISTANT CHIEF OF ADMIN (SHERIFF)	13	F	\$112,761	MC SHERIFF

281	1140050	ASSISTANT DISTRICT ATTORNEY IV	15	3	\$112,226	MC-DA
281	1140050	ASSISTANT DISTRICT ATTORNEY IV	15	5	\$112,226	MC-DA
110	1204030	COUNSEL (SOCIAL SERVICES)	14	D	\$111,857	CSEA
220	1801020	SEWER DISTRICT MANAGER	14	D	\$111,857	MC
110	1052010	SENIOR LAN ADMINISTRATOR	14	D	\$111,857	CSEA
230	1650050	DATABASE ADMINISTRATOR	14	D	\$111,857	CSEA
290	1621120	PRINCIPAL PLANNER	14	D	\$111,857	CSEA
110	1165010	DIRECTOR OF NURSING (CORR HEALTH)	21	5	\$111,352	TEAMSTERS - SWRN SUP
281	1650040	FORENSIC BIOLOGIST IV	14	C	\$110,904	CSEA
110	1140010	TARGET CRIME INITIATIVE CASE COORDINATOR	14	D	\$110,715	CSEA
110	1611040	SENIOR PERSONNEL SPECIALIST	14	D	\$110,715	MC
110	1165020	SENIOR NURSE PRACTITIONER (CORR HEALTH)	16	3	\$110,663	NYSNA
281	1140050	ASSISTANT DISTRICT ATTORNEY IV	15	5	\$110,558	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	5	\$110,558	MC-DA
110	1081010	DIRECTOR OF EQUAL EMPLOYMENT OPPORTUNITY	15	5	\$110,558	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	5	\$110,558	MC-DA
110	1140020	ASSISTANT DISTRICT ATTORNEY VI	17	1	\$110,421	MC-DA
110	1151030	CAPTAIN	11	E	\$110,388	PBA
110	1151040	CAPTAIN	11	E	\$110,388	PBA
110	1151030	CAPTAIN	11	E	\$110,388	PBA
110	1208020	ASSISTANT COMMISSIONER-ADMINISTRATION	16	3	\$110,097	MC
281	1632010	LONG TERM CARE COORDINATOR	14	C	\$109,948	CSEA
281	1632010	SENIOR COORDINATOR OF NEIGHBORHOOD SVCS	14	C	\$109,948	CSEA
110	1241040	COORDINATOR, MENTAL DISABILITY SERVICES	14	C	\$109,554	CSEA
110	1204030	COUNSEL (SOCIAL SERVICES)	14	C	\$109,554	CSEA
110	1242020	COORDINATOR OF CHILD & YOUTH SVCS INTEGR	14	C	\$109,554	CSEA
110	1241040	COORDINATOR, MENTAL DISABILITY SERVICES	14	C	\$109,554	CSEA
110	1052010	SENIOR LAN ADMINISTRATOR	14	C	\$109,554	CSEA
220	1801020	SEWER DISTRICT MANAGER	14	C	\$109,554	MC
220	1801010	SEWER DISTRICT MANAGER	14	C	\$109,554	MC
110	1165010	REGISTERED NURSE SUPP SPEC (CORR HEALTH)	10	A	\$109,092	TEAMSTERS - MEDICAL
281	1140050	ASSISTANT DISTRICT ATTORNEY IV	15	3	\$108,722	MC-DA
110	1151050	SENIOR DETECTIVE (NARCOTICS)	11	D	\$108,365	PBA

110	1051010	EXECUTIVE ASSISTANT-CTY EXECUTIVE BUDGET	15	4	\$107,978	MC
110	1140040	ASSISTANT DISTRICT ATTORNEY IV	15	4	\$107,978	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	4	\$107,978	MC-DA
110	1641010	DEPUTY COMMISSIONER OF RECREATION	15	4	\$107,978	MC
110	1601020	ASSISTANT COUNTY ATTORNEY IV	15	4	\$107,978	MC
110	1601050	ASSISTANT COUNTY ATTORNEY IV	15	4	\$107,978	MC
110	1165020	HEAD NURSE (HOLDING CENTER)	10	A	\$107,939	TEAMSTERS - MEDICAL
110	1670020	DEPUTY COMMISSIONER FIRE SAFETY	14	B	\$107,233	MC
110	1132010	DEPUTY COUNTY CLERK (AUTO BUREAU)	14	B	\$107,233	MC
110	1140030	SENIOR CHIEF, CONF CRIMINAL INVESTIGATOR	14	B	\$107,233	CSEA
110	1202030	DIRECTOR OF SOCIAL SERVICES TECH SUPPORT	14	B	\$107,233	CSEA
110	1201040	PERSONNEL SUPERVISOR (SOCIAL SERVICES)	14	B	\$107,233	MC
<b>110</b>	<b>1120010</b>	<b>COUNTY COMPROLLER</b>	<b>50</b>	<b>1</b>	<b>\$107,160</b>	<b>MC ELECTED OFFICIALS</b>
110	1165020	HEAD NURSE (HOLDING CENTER)	10	7	\$106,766	TEAMSTERS - MEDICAL
110	1165030	HEAD NURSE (HOLDING CENTER)	10	7	\$106,766	TEAMSTERS - MEDICAL
110	1165010	DISCHARGE PLANNER (CORR HEALTH)	10	7	\$106,766	TEAMSTERS - MEDICAL
281	1650040	FIREARMS EXAMINER IV	13	F	\$106,369	CSEA
110	1151050	SENIOR DETECTIVE	11	C	\$106,359	PBA
110	1151050	CAPTAIN	11	C	\$106,359	PBA
110	1163020	CORRECTION CAPTAIN	14	E	\$106,175	CSEA CF Officers
110	1163020	CORRECTION CAPTAIN	14	E	\$106,175	CSEA CF Officers
110	1670010	DEPUTY COMM CIVIL DEFENSE & DISASTER PRE	14	B	\$106,089	MC
110	1611070	EXECUTIVE DIRECTOR OFFICE FOR DISABLED	14	B	\$106,089	MC
110	1222015	CONSTRUCTION PROJECT MANAGER (BUILDINGS)	14	B	\$106,089	CSEA
110	1052010	SENIOR LAN ADMINISTRATOR	14	B	\$106,089	CSEA
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	4	\$105,431	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	4	\$105,431	MC-DA
110	1271300	DIRECTOR - HEALTH EQUITY	15	4	\$105,431	CSEA
110	1151050	SENIOR DETECTIVE (NARCOTICS)	11	C	\$105,368	PBA
110	1151040	SENIOR TACTICAL FLIGHT OFFICER	11	C	\$105,368	PBA

281	1273031	SENIOR PUBLIC HEALTH ENGINEER	14	A	\$105,296	CSEA
220	1801020	CHIEF WASTEWATER TREATMENT PLANT OPER	13	F	\$105,075	CSEA
110	1208030	ADMINISTRATIVE DIRECTOR-SERVICES	13	F	\$105,075	CSEA
110	1261010	PRINCIPAL PROBATION OFFICER	13	F	\$105,075	CSEA
110	1500040	ASSISTANT DEPUTY COMM (BOARD OF ELECT)	13	F	\$105,075	MC
110	1208070	ADMINISTRATIVE DIRECTOR-SERVICES	13	F	\$105,075	CSEA
110	1206030	DIRECTOR, EMPLOYMENT PROGRAMS	13	F	\$105,075	CSEA
110	1205040	DIRECTOR OF TEMPORARY ASST & EMERG SVCS	13	F	\$105,075	CSEA
110	1271215	MEDICAL CARE ADMINISTRATOR	13	F	\$105,075	CSEA
220	1801010	SENIOR SANITARY CHEMIST	13	F	\$105,075	CSEA
110	1641020	PARK SUPERINTENDENT	13	F	\$105,075	CSEA
110	1203020	ASSISTANT DIRECTOR OF INVESTIGATIONS	13	F	\$105,075	CSEA
110	1207030	DIR OF SUPPLEMENTAL NUTRITION ASST PROG	13	F	\$105,075	CSEA
110	1641025	PARK SUPERINTENDENT	13	F	\$105,075	CSEA
110	1140020	LEAD DISCOVERY EXPEDITOR	13	F	\$105,075	MC-DA
110	1021020	SENIOR BUDGET EXAMINER (PROBATION)	13	F	\$105,075	CSEA
220	1801010	SENIOR PROJECT ENGINEER	13	F	\$105,075	CSEA
110	1261020	PRINCIPAL PROBATION OFFICER	13	F	\$105,075	CSEA
110	1202030	DATABASE ADMINISTRATOR	14	A	\$104,928	CSEA
110	1140015	GRAND JURY STENOGRAPHER	14	A	\$104,928	CSEA
110	1611010	HUMAN RESOURCES INFO SYS SPEC (EC PERS)	14	A	\$104,928	CSEA
295	1204020	COUNSEL (SOCIAL SERVICES)	14	A	\$104,928	CSEA
281	1140050	ASSISTANT DISTRICT ATTORNEY IV	15	4	\$104,521	MC-DA
281	1140050	ASSISTANT DISTRICT ATTORNEY IV	15	4	\$104,521	MC-DA
110	1252010	DEPUTY COMMISSIONER (YOUTH SERVICES)	16	2	\$104,416	MC
281	1650040	FORENSIC BIOLOGIST III	13	E	\$104,252	CSEA
110	1204040	CHILD SUPPORT OPERATIONS MANAGER	13	F	\$103,999	CSEA
210	1231020	SENIOR CIVIL ENGINEER	14	A	\$103,792	CSEA
110	1165020	HEAD NURSE (HOLDING CENTER)	10	6	\$103,274	TEAMSTERS - MEDICAL
110	1208050	ADMINISTRATIVE DIRECTOR-SERVICES	13	E	\$102,907	CSEA
110	1208030	ADMINISTRATIVE DIRECTOR-SERVICES	13	E	\$102,907	CSEA
110	1242010	COORD ADULT SINGLE POINT OF ACCESS & ACC	13	E	\$102,907	CSEA
110	1207040	DIRECTOR OF MEDICAID & PUBLIC HEALTH PRO	13	E	\$102,907	CSEA

110	1208035	DIRECTOR CHILD PROTECTIVE SERVICES	13	E	\$102,907	CSEA
110	1208030	ADMINISTRATIVE DIRECTOR-SERVICES	13	E	\$102,907	CSEA
110	1052010	SENIOR TECHNICAL SUPPORT SERV SPECIALIST	13	E	\$102,907	CSEA
110	1140020	ASSISTANT DISTRICT ATTORNEY IV	15	3	\$102,847	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	3	\$102,847	MC-DA
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	3	\$102,847	MC-DA
110	1140020	ASSISTANT DISTRICT ATTORNEY IV	15	3	\$102,847	MC-DA
110	1031010	DEPUTY COMMISSIONER OF LABOR RELATIONS	15	3	\$102,847	MC
110	1140030	ASSISTANT DISTRICT ATTORNEY IV	15	3	\$102,847	MC-DA
210	1231020	TRAFFIC SAFETY ENGINEER	14	5	\$102,639	CSEA
110	1204060	COUNSEL (SOCIAL SERVICES)	14	5	\$102,639	CSEA
110	1204060	COUNSEL (SOCIAL SERVICES)	14	5	\$102,639	CSEA
110	1204060	COUNSEL (SOCIAL SERVICES)	14	5	\$102,639	CSEA
110	1140015	GRAND JURY STENOGRAPHER	14	5	\$102,639	CSEA
210	1231020	SENIOR CIVIL ENGINEER	14	5	\$102,639	CSEA
210	1231020	SENIOR CIVIL ENGINEER	14	5	\$102,639	CSEA
110	1222015	ASSISTANT ARCHITECT	14	5	\$102,639	CSEA
110	1253010	SR DIRECTOR OF YOUTH BUREAU (SOC SVCS)	14	5	\$102,639	CSEA
110	1620060	PRINCIPAL PLANNER	14	5	\$102,639	CSEA
110	1222015	CONSTRUCTION PROJECT MANAGER (BUILDINGS)	14	5	\$102,639	CSEA
110	1241020	COORDINATOR, MENTAL DISABILITY SERVICES	14	5	\$102,639	CSEA
110	1151030	LIEUTENANT	10	E	\$101,874	PBA
110	1151030	LIEUTENANT	10	E	\$101,874	PBA
<b>110</b>	<b>1151010</b>	<b>SHERIFF</b>	<b>80</b>	<b>1</b>	<b>\$101,811</b>	<b>MC ELECTED OFFICIALS</b>
281	1650040	FORENSIC BIOLOGIST III	13	D	\$101,159	CSEA
220	1801020	CHIEF WASTEWATER TREATMENT PLANT OPER	13	D	\$100,860	CSEA
110	1131010	DEPUTY COUNTY CLERK - FINANCE	13	D	\$100,860	MC
110	1261030	PRINCIPAL PROBATION OFFICER	13	D	\$100,860	CSEA
110	1222015	PROJ ENG CONSTRUCTION (PUBLIC WORKS)	13	D	\$100,860	CSEA
110	1271510	MEDICAL CARE ADMINISTRATOR	13	D	\$100,860	CSEA
110	1151090	SERGEANT-OFFICER	11	F	\$100,411	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	F	\$100,410	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	F	\$100,410	TEAMSTERS - GUARDS



110	1161080	SERGEANT-OFFICER	11	F	\$100,410	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	F	\$100,410	TEAMSTERS - GUARDS
110	1161080	SERGEANT-OFFICER	11	F	\$100,410	TEAMSTERS - GUARDS
110	1204060	COUNSEL (SOCIAL SERVICES)	14	5	\$100,354	CSEA
110	1204060	COUNSEL (SOCIAL SERVICES)	14	5	\$100,354	CSEA
110	1165020	SENIOR NURSE PRACTITIONER (CORR HEALTH)	16	1	\$100,344	NYSNA
110	1165020	SENIOR NURSE PRACTITIONER (CORR HEALTH)	16	1	\$100,344	NYSNA
110	1165020	SENIOR NURSE PRACTITIONER (CORR HEALTH)	16	1	\$100,344	NYSNA
110	1165020	SENIOR NURSE PRACTITIONER (CORR HEALTH)	16	1	\$100,344	NYSNA
110	1601020	ASSISTANT COUNTY ATTORNEY IV	15	3	\$100,306	MC
110	1601020	ASSISTANT COUNTY ATTORNEY IV	15	3	\$100,306	MC
110	1120030	ASSOCIATE DEPUTY COMPTROLLER	15	3	\$100,306	MC
110	1601050	ASSISTANT COUNTY ATTORNEY IV	15	3	\$100,306	MC
110	1601030	ASSISTANT COUNTY ATTORNEY IV	15	3	\$100,306	MC
110	1161020	CAPTAIN-OFFICER	12	E	\$100,218	TEAMSTERS - SWRN SUP
110	1161020	CAPTAIN-OFFICER	12	E	\$100,218	TEAMSTERS - SWRN SUP
110	1161020	CAPTAIN-OFFICER	12	E	\$100,218	TEAMSTERS - SWRN SUP
110	1271676	HEAD NURSE (DETENTION)	10	D	\$100,040	NYSNA
281	1650040	FORENSIC CHEMIST III	13	C	\$100,019	CSEA
281	1650040	QUALITY ASSURANCE COORDINATOR	13	C	\$100,019	CSEA
820	4206205	ASSISTANT DEPUTY DIRECTOR (LIBRARY)	SP EC		\$99,358	MC Grade 10+ Special
820	4203220	ASSISTANT DEPUTY DIRECTOR (LIBRARY)	SP EC		\$99,358	MC Grade 10+ Special
820	4206510	ASSISTANT DEPUTY DIRECTOR (LIBRARY)	SP EC		\$99,358	MC Grade 10+ Special
110	1273011	CHIEF MICROBIOLOGIST (PUBLIC HEALTH)	13	C	\$98,801	CSEA
110	1242010	ASST DIRECTOR OF FORENSIC MENTAL HEALTH	13	C	\$98,801	CSEA
110	1271250	ASSOCIATE EPIDEMIOLOGIST	13	C	\$98,801	CSEA
110	1500040	DATABASE PROJECT COORDINATOR (BOE)	13	C	\$98,801	CSEA
290	1621120	PRINCIPAL HOUSING INSPECTOR	13	C	\$98,801	CSEA
110	1620070	INDUSTRIAL ASSISTANCE SPECIALIST	13	C	\$98,801	CSEA
110	1641030	PARK SUPERINTENDENT	13	C	\$98,801	CSEA
110	1120020	PRINCIPAL ACCOUNTING ANALYST	13	C	\$98,801	CSEA

110	1151030	LIEUTENANT	10	C	\$98,154	PBA
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	4	\$98,036	MC-DA
281	1140050	PROJECT COORDINATOR VIC/WITNESS PROGRAM	12	E	\$97,998	CSEA
210	1232010	SENIOR HIGHWAY MAINTENANCE ENGINEER	13	C	\$97,783	CSEA
281	1140050	ASSISTANT CRIME ANALYST	12	F	\$97,750	CSEA
281	1632010	DEPUTY COMMISSIONER OF SENIOR SERVICES	15	2	\$97,726	MC
820	4202110	ASSISTANT DEPUTY DIRECTOR (LIBRARY)	SP EC		\$97,410	MC Grade 10+ Special
110	1151040	LIEUTENANT	10	C	\$97,225	PBA
281	1261035	PROBATION SUPERVISOR 1	12	F	\$97,029	CSEA
110	1163020	CORRECTION LIEUTENANT	13	E	\$97,005	CSEA CF Officers
110	1163020	CORRECTION LIEUTENANT	13	E	\$97,005	CSEA CF Officers
110	1163020	CORRECTION LIEUTENANT	13	E	\$97,005	CSEA CF Officers
110	1151090	CORRECTION LIEUTENANT	13	E	\$97,005	CSEA CF Officers
110	1163020	CORRECTION LIEUTENANT	13	E	\$97,005	CSEA CF Officers
110	1163020	CORRECTION LIEUTENANT	13	E	\$97,005	CSEA CF Officers
110	1163020	CORRECTION LIEUTENANT	13	E	\$97,005	CSEA CF Officers
820	4206120	LIBRARY INFORMATION TECHNOLOGY ADMINISTR	SP EC		\$97,000	MC Grade 10+ Special
110	1140030	CHIEF CONFIDENTIAL CRIMINAL INVESTIGATOR	13	B	\$96,747	CSEA
110	1611040	PERSONNEL SPECIALIST	13	B	\$96,747	MC
110	1004040	EXECUTIVE ASSISTANT (LEGISLATURE) I	13	B	\$96,747	MC
110	1161020	SERGEANT-OFFICER	11	D	\$96,700	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	D	\$96,700	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	D	\$96,700	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	D	\$96,700	TEAMSTERS - GUARDS
110	1161080	SERGEANT-OFFICER	11	D	\$96,700	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	D	\$96,700	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	D	\$96,700	TEAMSTERS - GUARDS
110	1271009	CHIEF ACCOUNTANT (HEALTH)	12	F	\$96,691	CSEA
110	1631010	CHIEF DIETITIAN	12	F	\$96,691	CSEA
110	1206050	CHIEF SOCIAL WELFARE EXAMINER	12	F	\$96,691	CSEA
110	1207040	CHIEF SOCIAL WELFARE EXAMINER	12	F	\$96,691	CSEA

110	1208030	CHILD PROTECTIVE COORDINATOR	12	F	\$96,691	CSEA
110	1206060	DAY CARE PROGRAM COORDINATOR	12	F	\$96,691	CSEA
110	1242020	FORENSIC MENTAL HEALTH SPECIALIST II	12	F	\$96,691	CSEA
110	1261020	PROBATION SUPERVISOR 1	12	F	\$96,691	CSEA
110	1271022	COORDINATOR - PUBLIC HEALTH	12	F	\$96,691	CSEA
110	1261030	PROBATION SUPERVISOR 1	12	F	\$96,691	CSEA
110	1273038	SENIOR PUBLIC HEALTH SANITARIAN	12	F	\$96,691	CSEA
110	1273030	SENIOR PUBLIC HEALTH SANITARIAN	12	F	\$96,691	CSEA
110	1261020	PROBATION SUPERVISOR 1	12	F	\$96,691	CSEA
110	1500040	ELECTIONS OFFICE MANAGER	12	F	\$96,691	CSEA
110	1274020	TOXICOLOGIST II	12	F	\$96,691	CSEA
110	1202020	SOCIAL SERVICES PROGRAMS ANALYST	12	F	\$96,691	CSEA
110	1201050	ENERGY PROGRAM COORDINATOR	12	F	\$96,691	CSEA
110	1205030	ADMINISTRATIVE DIRECTOR I	12	F	\$96,691	CSEA
820	4206420	SUPERVISOR OF BLDG OPER&MAINT (LIBRARY)	12	F	\$96,691	CSEA
110	1273030	ASSISTANT PUBLIC HEALTH ENGINEER	12	F	\$96,691	CSEA
110	1261020	PROBATION SUPERVISOR 1	12	F	\$96,691	CSEA
110	1620060	SENIOR PLANNER-GEOGRAPHIC INFO SYSTEMS	12	F	\$96,691	CSEA
110	1273030	SENIOR PUBLIC HEALTH SANITARIAN	12	F	\$96,691	CSEA
110	1271009	CHIEF ACCOUNTANT (HEALTH)	12	F	\$96,691	CSEA
110	1261020	PROBATION SUPERVISOR 1	12	F	\$96,691	CSEA
110	1261020	PROBATION SUPERVISOR 1	12	F	\$96,691	CSEA
110	1151040	LIEUTENANT	10	B	\$96,282	PBA
110	1151090	LIEUTENANT	10	B	\$96,282	PBA
110	1151070	LIEUTENANT	10	B	\$96,282	PBA
110	1161020	CAPTAIN-OFFICER	12	C	\$96,091	TEAMSTERS - SWRN SUP
110	1165020	REGISTERED NURSE (HOLDING CENTER)	08	A	\$96,085	TEAMSTERS - MEDICAL
110	1140015	GRAND JURY STENOGRAPHER	14	4	\$95,766	CSEA
110	1204060	COUNSEL (SOCIAL SERVICES)	14	4	\$95,766	CSEA
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	4	\$95,766	MC-DA
110	1120020	SENIOR SYSTEMS ACCOUNTANT	13	B	\$95,731	CSEA
110	1201030	STAFF DEVELOPMENT COORDINATOR	12	F	\$95,712	CSEA
110	1205040	ADMINISTRATIVE DIRECTOR I	12	F	\$95,712	CSEA
110	1261050	PROBATION SUPERVISOR 1	12	F	\$95,712	CSEA
220	1801010	SANITARY CHEMIST	12	F	\$95,712	CSEA

110	1151050	DETECTIVE DEPUTY	09	E	\$95,620	PBA
110	1151030	SERGEANT	09	E	\$95,620	PBA
110	1151090	SERGEANT	09	E	\$95,620	PBA
110	1151030	SERGEANT	09	E	\$95,620	PBA
110	1161020	SERGEANT-OFFICER	11	C	\$94,878	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	C	\$94,878	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	C	\$94,878	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	C	\$94,878	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	C	\$94,878	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	C	\$94,878	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	C	\$94,878	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	C	\$94,878	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	C	\$94,878	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	C	\$94,878	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	C	\$94,878	TEAMSTERS - GUARDS
110	1151090	SERGEANT-OFFICER	11	C	\$94,878	TEAMSTERS - GUARDS
110	1052040	TECHNICAL SUPPORT SERVICES SPECIALIST	12	E	\$94,718	CSEA
820	4206120	TECHNICAL SUPPORT SERVICES SPECIALIST	12	E	\$94,718	CSEA
110	1261020	PROBATION SUPERVISOR 1	12	E	\$94,718	CSEA
110	1261020	PROBATION SUPERVISOR 1	12	E	\$94,718	CSEA
110	1261030	PROBATION SUPERVISOR 1	12	E	\$94,718	CSEA
220	1801010	ASSISTANT SANITARY ENGINEER	12	E	\$94,718	CSEA
110	1207030	CHIEF SOCIAL WELFARE EXAMINER	12	E	\$94,718	CSEA
110	1261020	PROBATION SUPERVISOR 1	12	E	\$94,718	CSEA
110	1275010	COORDINATOR-REHABILITATION SERVICES YTH	12	E	\$94,718	CSEA
110	1611060	MUNICIPAL PERSONNEL CONSULTANT	12	E	\$94,718	CSEA
110	1611020	RISK MANAGER	12	E	\$94,718	MC
110	1650040	FORENSIC CHEMIST II	12	E	\$94,718	CSEA
110	1207030	ADMINISTRATIVE DIRECTOR I	12	E	\$94,718	CSEA
110	1208030	CHILD PROTECTIVE COORDINATOR	12	E	\$94,718	CSEA
110	1208020	ADMINISTRATIVE COORDINATOR-SERVICES	12	E	\$94,718	CSEA
110	1208030	CHILD PROTECTIVE COORDINATOR	12	E	\$94,718	CSEA
110	1202030	DOCUMENT MANAGEMENT SYSTEM SPECIALIST	12	E	\$94,718	CSEA
110	1261020	PROBATION SUPERVISOR 1	12	E	\$94,718	CSEA
281	1632010	CHIEF DIETITIAN	12	E	\$94,718	CSEA

110	1273030	SENIOR PUBLIC HEALTH SANITARIAN	12	E	\$94,718	CSEA
110	1261020	PROBATION SUPERVISOR 1	12	E	\$94,718	CSEA
110	1052020	PROGRAMMER ANALYST	12	E	\$94,718	CSEA
110	1222015	SENIOR CONTRACTS ADMINISTRATOR-PW	12	E	\$94,718	CSEA
110	1208040	SOCIAL CASE SUPERVISOR	12	E	\$94,718	CSEA
110	1208040	SOCIAL CASE SUPERVISOR	12	E	\$94,718	CSEA
110	1300010	VETERANS SERVICE OFFICER	13	A	\$94,699	MC
220	1801010	CHIEF OF MAINTENANCE- WASTEWATER TR PLANT	13	A	\$94,699	CSEA
110	1071010	FLEET MANAGER	13	A	\$94,699	CSEA
110	1052010	SENIOR TECHNICAL SUPPORT SERV SPECIALIST	13	A	\$94,699	CSEA
210	1232020	SENIOR HIGHWAY MAINTENANCE ENGINEER	13	A	\$94,699	CSEA
210	1232050	SENIOR HIGHWAY MAINTENANCE ENGINEER	13	A	\$94,699	CSEA
210	1232030	SENIOR HIGHWAY MAINTENANCE ENGINEER	13	A	\$94,699	CSEA
110	1151030	LIEUTENANT	10	A	\$94,433	PBA
110	1165020	REGISTERED NURSE (HOLDING CENTER)	08	7	\$94,165	TEAMSTERS - MEDICAL
110	1165020	REGISTERED NURSE (HOLDING CENTER)	08	7	\$94,165	TEAMSTERS - MEDICAL
110	1165020	REGISTERED NURSE (HOLDING CENTER)	08	7	\$94,165	TEAMSTERS - MEDICAL
110	1161020	SERGEANT-OFFICER	11	C	\$93,980	TEAMSTERS - GUARDS
110	1151050	DETECTIVE DEPUTY	09	D	\$93,907	PBA
110	1151050	DETECTIVE DEPUTY (ARSON)	09	D	\$93,907	PBA
110	1151050	DETECTIVE DEPUTY	09	D	\$93,907	PBA
110	1151040	SERGEANT	09	D	\$93,907	PBA
110	1151040	DETECTIVE DEPUTY	09	D	\$93,907	PBA
110	1151060	SERGEANT	09	D	\$93,907	PBA
281	1261020	PROBATION SUPERVISOR 1	12	D	\$93,868	CSEA
110	1208030	CHILD PROTECTIVE COORDINATOR	12	E	\$93,792	CSEA
110	1205060	ADMINISTRATIVE DIRECTOR HOME & DV SVCS	12	E	\$93,792	CSEA
110	1208060	SOCIAL CASE SUPERVISOR	12	E	\$93,792	CSEA
110	1140010	ASSISTANT CHIEF OF PROMIS/PCMS BUREAU	13	A	\$93,681	MC-DA
110	1222010	SENIOR SYSTEMS ACCOUNTANT	13	A	\$93,681	CSEA
110	1011010	JUNIOR ADMINISTRATIVE CONSULTANT CE	13	A	\$93,681	MC
110	1208020	ADMINISTRATIVE DIR PERM AND CLINICAL SRV	13	A	\$93,681	CSEA
220	1801010	PRINCIPAL ACCOUNTING ANALYST	13	A	\$93,681	CSEA
110	1120020	PRINCIPAL ACCOUNTING ANALYST	13	A	\$93,681	CSEA

210	1232040	SENIOR HIGHWAY MAINTENANCE ENGINEER	13	A	\$93,681	CSEA
110	1204060	COUNSEL (SOCIAL SERVICES)	14	3	\$93,463	CSEA
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	3	\$93,463	MC-DA
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	3	\$93,463	MC-DA
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	3	\$93,463	MC-DA
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	3	\$93,463	MC-DA
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	3	\$93,463	MC-DA
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	3	\$93,463	MC-DA
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	3	\$93,463	MC-DA
110	1271514	PUBLIC HEALTH NURSE	09	D	\$93,289	NYSNA
110	1165020	REGISTERED NURSE (HOLDING CENTER)	08	7	\$93,210	TEAMSTERS - MEDICAL
281	1650040	FORENSIC BIOLOGIST II	12	D	\$93,142	CSEA
110	1161020	SERGEANT-OFFICER	11	B	\$93,069	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	B	\$93,069	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	B	\$93,069	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	B	\$93,069	TEAMSTERS - GUARDS
110	1151050	DETECTIVE DEPUTY	09	D	\$93,064	PBA
110	1161020	LIEUTENANT-OFFICER	11	E	\$93,041	TEAMSTERS - SWRN SUP
110	1161020	LIEUTENANT-OFFICER	11	E	\$93,041	TEAMSTERS - SWRN SUP
110	1151090	LIEUTENANT-OFFICER	11	E	\$93,041	TEAMSTERS - SWRN SUP
110	1161020	LIEUTENANT-OFFICER	11	E	\$93,041	TEAMSTERS - SWRN SUP
110	1208030	CHILD PROTECTIVE COORDINATOR	12	D	\$92,851	CSEA
110	1201020	FOSTER CARE OMBUDSMAN	12	D	\$92,851	CSEA
110	1208070	SOCIAL CASE SUPERVISOR	12	D	\$92,851	CSEA
110	1272010	SPECIAL ASSISTANT DEPUTY COMM EMS	12	D	\$92,851	CSEA
110	1670020	RADIO SUPERVISOR	12	D	\$92,851	CSEA
110	1261020	PROBATION SUPERVISOR 1	12	D	\$92,851	CSEA
110	1163020	CORRECTION LIEUTENANT	13	C	\$92,773	CSEA CF Officers
110	1201030	STAFF DEVELOPMENT DIRECTOR	13	5	\$92,647	CSEA
220	1801020	CHIEF WASTEWATER TREATMENT PLANT OPER	13	5	\$92,647	CSEA
220	1801020	CHIEF WASTEWATER TREATMENT PLANT OPER	13	5	\$92,647	CSEA

110	1093020	DIRECTOR OF WEIGHTS AND MEASURES	13	5	\$92,647	CSEA
110	1140010	PUBLIC INFORMATION OFFICER (DA)	13	5	\$92,647	MC-DA
110	1641065	PARK SUPERINTENDENT	13	5	\$92,647	CSEA
110	1222040	ASBESTOS/AIR QUALITY COORDINATOR	13	5	\$92,647	CSEA
290	1621120	SENIOR CONTRACT MONITOR-COMMUNITY DEV	13	5	\$92,647	CSEA
110	1500030	ASSISTANT DEPUTY COMM (BOARD OF ELECT)	13	5	\$92,647	MC
110	1274020	TOXICOLOGIST III	13	5	\$92,647	CSEA
110	1011010	JUNIOR ADMINISTRATIVE CONSULTANT CE	13	5	\$92,647	MC
110	1052010	SENIOR INFORMATION SYSTEMS SPECIALIST	13	5	\$92,647	CSEA
110	1222015	MECHANICAL ENGINEER	13	5	\$92,647	CSEA
110	1271021	PUBLIC INFORMATION OFFICER (HEALTH)	13	5	\$92,647	CSEA
110	1620020	SUSTAINABILITY COORDINATOR	13	5	\$92,647	CSEA
110	1120020	PRINCIPAL ACCOUNTING ANALYST	13	5	\$92,647	CSEA
110	1120020	PRINCIPAL ACCOUNTING ANALYST	13	5	\$92,647	CSEA
281	1093010	DEPUTY COMMISSIONER OF PUBLIC ADVOCACY	13	5	\$92,647	MC
281	1271672	MEDICAL CARE ADMINISTRATOR	13	5	\$92,647	CSEA
110	1201020	PROJECTS COORDINATOR (SOCIAL SERVICES)	13	5	\$92,647	MC
110	1132010	SECOND DEPUTY COUNTY CLERK (AUTO BUREAU)	13	5	\$92,647	MC
110	1120030	DIRECTOR OF ACCOUNTING SERVICES	15	1	\$92,603	CSEA
110	1201020	ASSISTANT DEPUTY COMM (SOCIAL SERVICES)	15	1	\$92,603	MC
110	1601020	ASSISTANT COUNTY ATTORNEY IV	15	1	\$92,603	MC
210	1231020	ASSOCIATE CIVIL ENGINEER	15	1	\$92,603	CSEA
281	1261035	PROBATION SUPERVISOR 1	12	F	\$92,246	CSEA
110	1165020	REGISTERED NURSE (HOLDING CENTER)	08	6	\$92,240	TEAMSTERS - MEDICAL
110	1151050	DETECTIVE DEPUTY	09	C	\$92,209	PBA
110	1151090	DETECTIVE DEPUTY	09	C	\$92,209	PBA
110	1151050	DETECTIVE DEPUTY	09	C	\$92,209	PBA
110	1151050	DETECTIVE DEPUTY (ARSON)	09	C	\$92,209	PBA
110	1151050	DETECTIVE DEPUTY	09	C	\$92,209	PBA
110	1151050	DETECTIVE DEPUTY	09	C	\$92,209	PBA
110	1151040	SERGEANT	09	C	\$92,209	PBA
110	1151030	SERGEANT	09	C	\$92,209	PBA
110	1151030	SERGEANT	09	C	\$92,209	PBA
110	1151030	SERGEANT	09	C	\$92,209	PBA

110	1151040	SERGEANT	09	C	\$92,209	PBA
110	1161020	SERGEANT-OFFICER	11	B	\$92,164	TEAMSTERS - GUARDS
110	1161020	LIEUTENANT-OFFICER	11	E	\$92,119	TEAMSTERS - SWRN SUP
281	1650040	FORENSIC BIOLOGIST II	12	C	\$92,110	CSEA
281	1650040	FIREARMS EXAMINER III	12	C	\$92,110	CSEA
110	1620020	SOLID WASTE RECYCLING SPECIALIST	12	D	\$91,926	CSEA
110	1274010	QUALITY ASSURANCE SPEC (MEDICAL EXAM)	12	D	\$91,926	CSEA
110	1273012	SANITARY CHEMIST	12	D	\$91,884	CSEA
820	4205010	LIBRARY DIRECTOR IV	13	B	\$91,788	LIBRARIANS
281	1271230	PROJECTS COORDINATOR (HEALTH)	11	F	\$91,649	CSEA
820	4206110	LIBRARIAN IV	12	F	\$91,631	LIBRARIANS
281	1271510	HEAD NURSE	10	B	\$91,463	NYSNA
110	1151050	DETECTIVE DEPUTY	09	C	\$91,363	PBA
110	1161020	SERGEANT-OFFICER	11	A	\$91,244	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	A	\$91,244	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	A	\$91,244	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	A	\$91,244	TEAMSTERS - GUARDS
110	1161020	SERGEANT-OFFICER	11	A	\$91,243	TEAMSTERS - GUARDS
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	3	\$91,193	MC-DA
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	3	\$91,193	MC-DA
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	3	\$91,193	MC-DA
110	1140020	ASSISTANT DISTRICT ATTORNEY III	14	3	\$91,193	MC-DA
110	1204060	COUNSEL (SOCIAL SERVICES)	14	3	\$91,193	CSEA
110	1051010	INFORMATION SECURITY ANALYST (DISS)	14	3	\$91,193	CSEA
110	1165010	ASSISTANT DIRECTOR NURSING (CORR HEALTH)	20	5	\$91,088	TEAMSTERS - SWRN SUP
110	1274010	MEDICAL INVESTIGATOR-FORENSIC	12	C	\$90,987	CSEA
110	1271215	COMMUNITY COALITION COORDINATOR	12	C	\$90,987	CSEA
281	1620020	SENIOR ENVIRONMENTAL COMPLIANCE SPECIALI	12	C	\$90,987	CSEA
230	1650050	DIRECTOR OF LAW ENFORCEMENT COMM	12	C	\$90,987	CSEA
110	1261030	PROBATION SUPERVISOR 1	12	C	\$90,987	CSEA
220	1801010	ASSISTANT SANITARY ENGINEER	12	C	\$90,987	CSEA
110	1261020	PROBATION SUPERVISOR 1	12	C	\$90,987	CSEA
281	1261020	PROBATION OFFICER	11	F	\$90,970	CSEA



281	1261020	PROBATION OFFICER	11	F	\$90,970	CSEA
110	1165010	QUALITY IMPROVEMENT NURSE (CORR HEALTH)	10	A	\$90,518	NYSNA
110	1151050	DETECTIVE DEPUTY	09	B	\$90,501	PBA
110	1151050	DETECTIVE DEPUTY	09	B	\$90,501	PBA
110	1151050	DETECTIVE DEPUTY	09	B	\$90,501	PBA
110	1151040	SERGEANT	09	B	\$90,501	PBA
110	1151050	DETECTIVE DEPUTY	09	B	\$90,501	PBA
281	1151060	DETECTIVE DEPUTY	09	B	\$90,501	PBA
110	1151050	DETECTIVE DEPUTY	09	B	\$90,501	PBA
110	1151050	DETECTIVE DEPUTY	09	B	\$90,501	PBA
110	1151030	SERGEANT	09	B	\$90,501	PBA
110	1161020	SERGEANT-OFFICER	11	A	\$90,342	TEAMSTERS - GUARDS
281	1632010	COORDINATOR OF INSURANCE OUTREACH & CO	11	F	\$90,308	CSEA
281	1261035	PROBATION OFFICER	11	F	\$90,300	CSEA
281	1261035	PROBATION OFFICER	11	F	\$90,300	CSEA
281	1271518	IMMUNIZATION SPECIALIST	10	A	\$90,172	NYSNA
<b>110</b>	<b>1131010</b>	<b>COUNTY CLERK</b>	<b>40</b>	<b>1</b>	<b>\$90,129</b>	<b>MC ELECTED OFFICIALS</b>