

2024 CITIZENS SALARY REVIEW COMMISSION OF ERIE

December 8, 2023

Agenda

1. Welcome
2. Introduction of Commission Members and Staff
3. Purpose – Erie County Charter (Included)
 - a. Article 2, section 202.3 – Increasing the salaries of County elected officials
 - b. Article 22-A – Citizens Salary Review Commission
4. Background Facts:
 - a. 2018 Commission Report and Legislative Action (Included)
 - b. 2023 and (proposed) 2024 Budgeted Elected Official Salaries (Included)
 - c. 2024 Elected Official Salary Comparison to EC Employees (Included)
 - d. MC 2024 Payscale (Included)
 - e. Job Descriptions (Included)
5. Election of Commission Chair
6. Approval of Commission Meeting Schedule
7. Other Business
8. Adjournment

Erie County Charter

Article 2 – Legislative Branch

Section 202.3. Increasing the salaries of County elected officials. 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:

1. 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.
2. 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.
3. 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.
4. 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.
5. 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 value tax rate of the previous fiscal year.
6. The County Legislature's review of salaries as set forth above shall occur during every even year starting with nineteen hundred eighty six. 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.

Article 22 – Other County Boards, Offices, Institutions and Functions

Section 2205. Advisory boards. To better fulfill the purpose, responsibilities and goals of each department of the County, or comply with the requirements of NYS law, citizens' advisory boards may be established. Unless otherwise stipulated elsewhere in this charter or through NYS law, advisory boards for Erie County shall be constituted as follows:

- A. New advisory boards may be established by the County Executive or the County Legislature.
- B. Advisory boards shall consist of an odd number of members, at least seven and at most fifteen. Members shall be residents of Erie County.
- C. Members shall be appointed by the creating authority.
- D. 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.
- E. The creating authority shall fill any vacancies within sixty days. If a member leaves a board before the end of his or her term, the replacement shall serve for the duration of the term; if the time remaining in the term is less than eighteen months, the replacement shall still be eligible for two consecutive full terms at the conclusion of the partial one.
- F. 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.
- G. Advisory boards shall meet at least four times per year, and meetings shall be held in compliance with the Open Meetings Law. If a board fails to hold the minimum number of meetings, the creating authority shall investigate why, and is authorized to remove an ineffective chair or any inactive members, or to recommend that the legislature abolish the board.
- H. Each advisory board chair shall submit an annual report to the County Executive and the Legislature stating the board's accomplishments during the past year and plans for the upcoming year.
- I. Members of advisory boards shall serve without compensation.
- J. To further define their structure and procedures, each advisory board may adopt bylaws that are not in conflict with this section, subject to the approval of the creating authority.
- K. Every effort shall be made to achieve diversity on advisory boards. Added by Local Law No. 1-2017.

Section 2205 (formerly Section 2305) added by Local Law No. 3-2006.

Article 22-A - Citizens Salary Review Commission

Section 22-A-01. Establishment and membership. There is hereby established a Citizens Salary Review Commission, to be known as the Citizens Salary Review Commission of Erie County, herein after called the Commission. The Commission shall consist of nine members and it shall be representative of taxpayer, civic, labor, business, professional, financial and minority groups in the County of Erie. Five members of the Commission shall be appointed by the County Executive. Two of the members of the Commission shall be appointed by a majority vote of the members of the political party whose membership of the County Legislature constitutes a majority of the Legislature. One member of the Commission shall be appointed by a majority vote of the members of the political party whose membership of the County Legislature constitutes a minority vote of the Legislature. One member of the commission shall be appointed by the County Comptroller.

Each County Executive, Comptroller and legislative appointment to the Commission shall be for a full term of three years, except that the appointment of a person to fill a vacancy occurring by death, resignation, or cause other than the expiration of a term, shall be made for the unexpired term. Each member shall continue to serve until the appointment and qualification of his or her successor. Vacancies shall be filled and the appointments of successors shall be made in the same manner as original appointments by the appointing authority responsible for the original appointment. The term of office of all members of the commission shall be deemed as commencing on July first, nineteen hundred eighty six.

Amended by Local Law No. 1-2017.

Section 22-A-02. Duties of Commission. Beginning on July first, nineteen hundred eighty six, the Commission shall 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 first of that year. The committee shall provide ample opportunity for public input prior to making its recommendations to the County Executive and County Legislature. Such a review of salaries set as forth above shall occur during every even year starting with nineteen hundred eighty six.

Amended by Local Law No. 1-2017.

Added by Local Law No. 6 1986.

Article 22-A was formerly numbered article 22-B, which was formerly numbered Article 23-B, which was formerly numbered XVI-E*.

Amended by Local Law 1-2017.

ERIE COUNTY

2018 Citizens Salary Review Commission



FINAL REPORT

October 9, 2018

Executive Summary

Elected County officials have not received a wage increase since 1996. A proposed increase recommended by the last Citizen's Salary Review Commission (CSRC) in 2014 was unanimously rejected by the Erie County Legislature. 2014 members reported that their recommendations were "Dead on Arrival," sensing that Erie County legislators concluded it was "political suicide" to support salary increases for Erie County's elected officials, even though the recommendation did not grant them wage increases also.

The current CSRC concluded the best course of action was to use the best available scientific methods to derive fair and equitable wages for Erie County elected officials. Using input from interviews with current legislators and building upon statistical procedures synthesized from the last report and from recommendations of current commission members (some of whom have considerable expertise in compensation practices), the CSRC Developed a five-pronged procedure.

We reviewed jobs to make sure any comparisons for wage purposes was based on jobs with like duties.

We obtained data from similar counties about their pay levels. It is standard practice in determining wages to look at what is paid in similar counties as a measure of external equity, or fairness. Similar counties were defined as those with similar populations, median family income levels, and median real estate values. Population is a proxy for job difficulty, with larger constituencies presenting more demands on incumbents. The remaining measures are designed to equate for wealth, reasoning that less affluent counties only could afford to pay lower salaries. Our definition of "similar" following standard statistical practices, was to include only counties within one standard deviation of the mean for purposes of comparison.

To the extent possible wages for comparable towns in Erie County were considered, reasoning that within-county similarities might provide another perspective of fairness.

We also looked at internal equity. Wages of executives and their direct reports, at least in the private sector, tend to follow a similar pattern, with first level subordinates making roughly 70 percent of the superiors' wages. For the most part, Erie County elected officials made considerably less than their direct reports. Based on legislators' explanations of differences between the private and public sectors, reinforced by committee members, this data point was given little weight in our final recommendation.

We calculated change in the Consumer Price Index (CPI) since 1996. One of the basic tenets of fairness is that employees should, at a minimum, be kept whole. CPI has risen 60% in the interim since the last increase. While not a primary factor in the final analysis, the sheer size of the change in cost of goods factored into the fairness consideration.

Wages in similar counties dictated much of our recommended increases. We decided that Erie County elected officials should be making a salary comparable to other similar counties. The appropriate measure of comparability in this case is the median family income and median real estate value of the similar counties (defined as the counties within one standard deviation of the

mean of all counties – i.e., the middle 67% of the distribution of counties in NYS). This yielded the following salary recommendations: County Executive (\$118,376), County Comptroller (\$94,037), County Sheriff (\$89,343), County Clerk (\$79,092 – no change), County Legislators (\$42,588 – no change), the Majority and Minority Leaders of the Erie County Legislature (\$47,588 – no change), and the Legislative Chair of the Erie County Legislature (\$52,588 - no change). We conclude that salaries should be brought up to the median after the next election.

To note the impact of this recommendation on the budget, it is minuscule: \$38,803 or less than 0.002 percent. Indeed, if we had regularly given these officials increases since 1996, the annual impact would have been considerably less than one percent per year.

To ensure that future generations of elected officials don't face a 22+ year drought of wage increases, and to reduce the political impact on this process, we recommend that subsequent increases be linked to changes in the CPI or some percentage thereof. We also recommend that future CSRC's monitor how well these annual increases track against wage increases in other counties and take appropriate actions, as warranted to ensure that such wage inequity not be permitted to arise in the future.

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Acknowledgements

The Commission would like thank Scott Bylewski, Deputy Director of Budget & Management, Erie County and Mark Cornell, Budget Analyst, Erie County, Budget & Management, for their excellent administrative support and provision of all data we requested, which made it possible for the Commission to complete its work in a short timeframe and conduct the analyzes presented in this report. The Commission would also like to thank Erie County legislators for meeting with them and sharing their thoughts about the data analysis, the process, and the parameters of their positions. We would also like to thank Steven Whipple, Erie County Legislature, Chief of Staff (Minority) and Timothy Callan, Erie County Legislature, Chief of Staff (Majority) for their assistance throughout this process, including in arranging meetings with Erie County legislators. The Commission thanks Mark C. Poloncarz, Erie County Executive, for empaneling the 2018 Erie County Citizen Salary Commission. Finally, we would like to express our gratitude to all Erie County elected officials for their continued faith in entrusting to their citizens the consideration of such a politically-charged topic as salary levels for elected officials. Naturally, any errors or omissions in this report are the responsibility of the Commission.

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The Scenario in 1996

This is the 4th time in 22 years that the Citizen's Salary Review Commission has convened to consider the salaries of all elected Erie County officials. These officials have not received a raise since 1996, back when Dennis Gorski was County Executive and Bill Clinton was President. A great deal has changed in nearly a quarter century. In 1996 "Dolly" the sheep was cloned; Mad Cow disease was identified; The Unabomber was captured; the Motorola Star-Tac flip phone was released; DVDs were introduced; and, Microsoft launched Internet Explorer 3!

The average price of a new car was \$16,000 in 1996; Bill Belichick was fired from the Cleveland Browns; The Macarena was the dance craze; and, the movie to see was Jerry Maguire (remember Cuba Gooding, Jr. "Show Me the Money"?).

- In 1996 a gallon of gasoline cost \$1.08; it is currently \$2.99/gallon (a 277% increase).
- The Dow Jones closed the year at 6,448; the Dow is currently 25,975 (a 402% increase).
- The minimum wage was \$4.25/hr.; it will rise to \$12.75/hour at the end of 2018 (a 300% increase).
- The dollar experienced an average inflation rate of 2.95% per year since 1996.
- According to the Bureau of Labor Statistics, average prices in 2018 are 60.62% higher than in 1996.
- To keep pace with the CPI, for example, the salary of \$79,092 for the clerk and sheriff in 1996 would need to be \$127,034 in 2018.

Who among us would suffer a job where no raises were granted in 22 years? Intuitively, salary increases are in order. To determine if this intuition is accurate, this Commission collected and examined data generally used to determine equitable compensation for public sector jobs. In this report, we then analyze this information and report whether salary increases are warranted. This scientific analysis can then be used by the legislature to make final decisions about 2018 salary levels for Erie County elected officials.

Purpose and Charge of the Commission

The Citizens Salary Review Commission was established in 1986 as Article 22-B (now Article 22-A) of the Erie County Charter.

It is the purpose of this Commission to review the salaries of all elected County officials in the County of Erie, other than the District Attorney. This Commission has been charged with the responsibility of recommending to the Erie County Legislature salaries that are fair and equitable.

The current salaries last set under the 1996 Erie County Citizens Salary Review Commission and approved by the Erie County Legislature now under review are listed in Box 1 Current Salaries of Erie County Elected Officials.

Box 1 Current Salaries of Erie County Elected Officials

County Executive	\$ 103,248
County Clerk	79,092
Comptroller	80,613
Sheriff	79,092
County Legislature Chair	52,588
Majority and Minority Leader	47,588
County Legislators	42,588

The 2018 Commission

Membership

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.¹

As provided in Section 22-A-01 of the Erie County Charter, the present Commission members were appointed in August of 2018 for a period of three years. See for a list of appointees.

Background to this Report

Will History Repeat Itself?

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 are compensated fairly.² But weighing heavily in our deliberations was an acceptance that the 2014 commission also took their responsibilities seriously, conducted a thorough and reasoned study, yet had their report rejected. The words “Dead on Arrival” were uttered more than once in characterization of that report. Despite this concern, our Commission vowed to conduct an impartial and scientifically reasoned analysis and arrive at wage determinations based on generally-accepted compensation practices. This analysis unfolded as follows.

¹ See <http://www2.erie.gov/csdc/>

² 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](http://latimesblogs.latimes.com).

Work begins with a discussion of the 2014 report

The current commission began its work by studying the 2014 Commission report and reading the media coverage surrounding the 2014 seating of the Commission, its report, and the economic situation as detailed by the media and decisionmakers (chiefly county legislators).

The 2014 report left several questions unanswered, particularly:

1. Why did County Legislature reject the report's recommendations?
2. Why did the report refer to, but not contain an analysis of internal equity?
3. To what extent was 2014 still considered a time of great economic hardship after the Great Recession (which began in Fall 2007)?
4. Would the County Legislature be amenable to annual percent increases rather than lump sum salary increases?
5. Would the County Legislature consider a lump sum increase, followed by annual percentage increases tied to a generally-accepted percentage (such as collective bargained county contracts or the CPI)?

Meetings with county legislators

The Commission agreed a delegation of commissioners should meet with county legislators. Members volunteered based on availability given the short timeframe in which we operated. Therefore, Don Allen, Pat Brady, Laurie Buonanno, Mike Lukasik, and Chris Stone attended two meetings on September 20th – the first with minority legislators and the second with majority legislators. The meetings' discussions were based on the list of questions, provided in advance to the legislators (see Box 2 Questions for County Legislators).

The Commission promised anonymity to the county legislators; therefore, these results will not be reported by either name or whether the information was gathered in meetings with the majority or minority caucus.

The Commission supplied the legislators in advance with the following data analyses:

1. Internal equity for Erie County elected officials compensation;
2. Salaries of comparable counties (eight counties removed with median income and median real estate one standard deviation above the mean);
3. Salaries of the top five NYS counties in terms of population; and
4. Salaries of the top ten NYS counties in terms of population.

Commission Deliberations

This 2018 Commission met six times: August 30th, September 11th, 18th, 25th, and October 2nd and 9th of 2018.³ This timeframe was modeled on the amount of time allocated by the 2014 Commission from start to finish.

These meetings were open to the public and minutes are posted to the Erie County Citizen Salary Review Commission webpage at <http://www2.erie.gov/csrc/>.

Commissioners also met with county legislators on September 20, 2018.

The first meeting (August 30th) focused on the 2014 report and media coverage. The Commissioners agreed to interview County Legislators about the 2014 report and their general attitudes and concerns about the current charge. In the second meeting (September 11th), Commissioners agreed to metrics that would be used to consider whether salary increases were warranted, and if so, should the pay increases be given in a lump sum or based on an annual percentage.

The Commission sought to triangulate both the data collection and data analysis to ensure we considered the issue of salary levels from various perspectives.⁴

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.

We undertook the following five-pronged analysis:

1. The duties and responsibilities of each office;
2. The salaries of elected officials in other New York State counties of commensurate population, median family income, and median real estate value;
3. The salaries of somewhat analogous officials in Erie County towns;
4. The salaries of various department heads and personnel reporting to elected officials; and
5. Changes in the CPI since 1996.

³ We missed one week due to Labor Day weekend and the Chair having a previous out-of-town commitment.

⁴ 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.

Salary Analyses

1. The Duties and Responsibilities of Each Office

Relevancy

We collected wage data for other counties in New York State (NYS), but for these data to be relevant we needed to make sure jobs had comparable responsibilities across counties, i.e., apples had to be compared to apples. To insure comparability in jobs, the Commission discussed the role of counties in NYS governance. We also discussed each respective Erie County elected official in comparison to other NYS counties, drawing on NYS documents, websites, and materials available from the NYS Association of Counties (NYSAC).

Analysis

Counties have a unique role in local government as geographic subdivisions of state government or more colorfully referred to as “handmaidens of the state.” Unlike municipalities, which are distinguished legally by being independent corporations, counties are “branch offices” of NYS government.⁵

New York’s 57⁶ 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...”⁷

While we found the duties of the county **clerk** and county **sheriff** are long-established (dating back to the early history of NYS local governance), and are quite similar across NYS counties, variations among counties in terms of the county executive, comptroller, and legislator needed to be examined more closely.

County Executive. 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.⁸ Based on Erie County’s “strong elected county executive

⁵ Smith, K. B. and A. Greenblatt. (2016). *Governing States and Localities*. 5th Ed. Thousand Oaks, CA: CQ Press; p. 352. SCOTUS Chief Justice Roger B. Taney wrote in *Maryland ex. Rel. Washington County v. Baltimore & Ohio Railroad Co.* (1845) counties “are nothing more than certain portions of the territory in which the state is divided for the more convenient exercise of the powers of government.”

⁶ The five NYS boroughs are not considered comparable to the 57 NYS counties and are routinely excluded from comparative analyses of NYS counties.

⁷ Pratt, Anastasia L. (2015, Spring). Our Evolving Counties: A History of New York State County Government. *NYSAC News Magazine*. (p. 1). Retrieved from <http://www.nysac.org/files/Our%20Evolving%20Counties%20-%20history%20of%20NYS%20counties.pdf>

⁸ Picente, A. and S. Acquario. (2015). *County Government Organization in New York State*. NYAC. Retrieved from http://www.nysac.org/files/County%20Organization%20in%20NYS%20-%20Updated%2018_15.pdf. Erie County has been a charter county under NYS law since 1960.

system”⁹ we decided the comparable position was county executive rather than county administrator (an appointed post).

County Comptroller. The majority of NYS counties have an elected treasurer instead of a comptroller, *and* the elected treasurers’ functions do not have the same “watchdog” role as Erie County’s comptroller.¹⁰ As with the 2014 CSRC, we used the comptroller averages, but we did take note of the fact that most county treasurers are directly elected, and therefore directly accountable to the voters (see the last column, Table 7 NYS Counties - Descriptive Statistics.)

County Legislators. Of the 18 counties with the county executive system,¹¹ only two have fewer legislators than Erie County (Montgomery, 9 legislators: population 49,258 and Putnam, 9 legislators: population 99,323). Table 6 Legislatures Sorted by Population per Legislator contains comparable data for the ten most populous counties (all of which use the elected county executive system). A portion of this table is replicated below.

Table 1 Number of County Legislators

County	Rank in NYS	Populations Size (2017 Estimate)	Number of Legislators	Population per Legislator
Albany	9	309,612	39	7,939
Dutchess	10	295,568	25	11,823
Erie	4	925,528	11	84,139
Monroe	5	747,642	29	25,781
Nassau	2	1,369,514	19	72,080
Onondaga	6	465,398	17	27,376
Orange	7	382,226	21	18,201
Rockland	8	328,868	17	19,345
Suffolk	1	1,492,953	18	82,941
Westchester	3	980,244	17	57,661

Here one can see the Erie County Legislature is an outlier with just 11 members. The average number of legislators is 21 or 40,729 residents per legislator in these 10 counties. Erie County with 11 legislators has the highest constituency ratio with 84,139 residents per legislator. Thus, while the nature of the job of the county legislator in the elected county executive is the same, the workload is clearly higher for Erie County legislators.

We also noted the Erie County Legislature has been *reduced* from 17 legislators to 11 legislators in the period since 1996 when the last salary increase was granted.

⁹ Ibid, p. 30.

¹⁰ Erie County’s Comptroller is the county’s independent fiscal watchdog rather than the more limited role “treasurer” implies. (See Picente and Acquario, pp. 31-32 and the Erie County’s Comptroller’s website at <http://www2.erie.gov/comptroller/index.php?q=comptroller039s-office>.)

¹¹ Counties with a county executive: Albany, Broome, Chautauqua, Chemung, Dutchess, Erie, Monroe, Montgomery, Nassau, Oneida, Onondaga, Orange, Putnam, Rensselaer, Rockland, Suffolk, Ulster, Westchester.

Based on the Commission’s analysis and conclusions of the comparability of elected positions in NYS counties, the Commission undertook a comprehensive salary analysis in the 57 counties. Table 7 NYS Counties - Descriptive Statistics contains comprehensive salary data on each NYS county. Table 2 Average Salaries for NYS's 57 Counties, below, provides averages for each of the five elected positions and the percent difference between Erie County and all counties.

Table 2 Average Salaries for NYS's 57 Counties

	Erie County Salaries	Average Salaries of All Counties	Percent Difference
County Executive	\$103,248	\$138,189	33.8% lower
County Clerk	\$79,092	\$82,046	3.7 % lower
County Comptroller	\$80,613	\$103,808	28.8% lower
County Sheriff	\$79,092	\$96,377	21.9 % lower
County Legislators	\$42,588	\$19,420	54.4% higher

2. Salaries of Elected Officials in Other NYS Counties of Commensurate Population, Median Family Income, and Median Real Estate Value

Relevancy

The Legislature stressed that we look at similar counties to Erie County. For example, size of the county could be considered a proxy for job difficulty, i.e. counties with more citizens should face more demands on the elected officials. Legislators also asked us to provide salary comparisons exclusive of Suffolk County (an outlier with considerably higher salaries than counties of comparable population).

The Legislators were favorable to the idea of including an analysis considering comparable counties based on median family income and median real estate value. 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).

Analysis

Filtering by median family income and median real estate value

Following best practices in statistical analysis, the Commission filtered counties by median household income and median real estate value. Counties found to be one standard deviation

above the mean (eight counties¹²) and one standard deviation below the mean (no counties fell in this range) were excluded from the analysis. Table 8 NYS Counties Filtered by Median Income and Median Real Estate Value contains the results of the filter.

The analysis indicated that the County Executive, County Sheriff, and County Comptroller¹³ have salaries lower than their counterparts in comparable counties. The County Clerk and County Legislators, on the other hand, are compensated at salary levels higher than the average for comparable counties. Table 3, below, contains a comparison of average salaries for the five elected positions and the percent difference between Erie County and all counties.)

Table 3 Erie County Salaries vs. Comparable Counties (Standard of Living Measures)

	Erie County Salaries	Average Salaries of Comparable Counties	Percent Difference
County Executive	\$103,248	\$118,376	14.7% lower
County Clerk	\$79,092	\$73,332	7.3 % higher
County Comptroller	\$80,613	\$94,037	16.7% lower
County Sheriff	\$79,092	\$89,343	13.0 % lower
County Legislators	\$42,588	\$14,902	65.0% higher

As we can see from Table 3, Erie County Legislators earn substantially higher salaries than their counterparts in peer counties, and this merits further analysis. The mean legislature base salary in comparable counties is \$14,902, while Erie County Legislators earn a base salary of \$42,588.¹⁴ However, as hinted at in Analysis #1, a more nuanced picture emerges. We found that in the top ten most populous counties, the average number of legislators is 21 or 40,729 residents per legislator in these counties. Erie County with 11 legislators has the highest constituency ratio with 84,139 residents per legislator. Therefore, while Erie County Legislators are compensated (substantially) higher than legislators in comparable counties, their workload is likely higher too, and perhaps quite considerably so.

By county population

We also analyzed salaries for the top 10 and top 5 counties, and, also calculated average salaries after removing Suffolk County from the analysis. (See Table 9, Table 10, Table 11, and Table 12 in *Appendix B: Data and Other Relevant Information.*)

¹² Counties eliminated: Dutchess, Nassau, Orange, Putnam, Rockland, Schenectady, Suffolk, Westchester.

¹³ As with the 2014 CSRC, we used the comptroller averages, but report in this footnote the average for *elected* treasurers in comparable counties to assist Erie County Legislators in considering salaries. Chenango County is eliminated from the calculations because this county does not elect its treasurer. Therefore, the average **elected** county treasurer’s salary is \$73,705 (rather than \$73,754 from Table 8 NYS Counties Filtered by Median Income and Median Real Estate Value).

¹⁴ The standard deviation is \$6612. Therefore, one standard deviation above the mean is \$21,514; two standard deviations above the mean is \$28,125 (\$21,514 + \$6612); three standard deviations above the mean is \$34,738 (\$28,125 + \$6612); and, four standard deviations above the mean is \$41,350 (\$34,738 +\$6612), making Erie County a substantial outlier with respect to Legislator salaries.

Because three of the **five** most populous counties are in the New York City (NYC) metropolitan area, median family income and median real estate value reflect the NYC, rather than the Western New York cost of living.¹⁵ So, too, looking at the **ten** most populous counties, half of the counties are not comparable to Erie County with respect to cost of living. Removal of Suffolk County from the analysis made little difference in this respect.

Therefore, the Commission concluded the relevant benchmark salaries would need to be based on Table 8 NYS Counties Filtered by Median Income and Median Real Estate Value.

3. Salaries of (Somewhat) Analogous Officials in Erie County Towns

Relevancy

Several Legislators asked the Commission to provide a table comparing elected officials' salaries in municipalities located in Erie County, specifically town clerks (compare with Erie County Clerk), police chiefs (compare with Erie County Sheriff), town supervisors (compare with County Executive), and town treasurer (compare with Erie County Comptroller).

Analysis

Table 13 Salaries in Erie County's Cities and Ten Most Populous Towns reports salaries of town supervisors, clerks, treasurers, and police chief, along with the size of the police department in the largest 10 towns and the three cities in Erie County. Table 13 shows that municipal police chiefs are all compensated at a higher salary than the Erie County Sheriff, ranging from \$100,611 (City of Tonawanda) to \$186,788 (Town of Orchard Park).

However, the Commission agreed that "town supervisor" is not an exact equivalent to "county executive" because of their disparate responsibilities. This is also the case for the other positions, where for example the Erie County Sheriff is responsible for maintaining two correctional facilities. Therefore, while interesting data, they are not particularly instructive in making salary recommendations other than to demonstrate a wide salary disparity between municipal police chiefs and the County Sheriff (the latter having more responsibility than his/her counterparts in the municipalities), yet with a considerably lower salary than town police chiefs.

4. Salaries of Various Officials Reporting to Elected Administrators: Internal Equity

Relevancy

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.¹⁶

¹⁵ Both Erie and Monroe Counties are more than one standard deviation below the mean in both median household income and median real estate value among NYS's 10 most populated counties. These disparities are replicated in a data analysis of NYS's 5 most populated counties. See Table 11 and Table 12.

¹⁶ External compensation equity is the pay of an employee relative to the pay of employees of other organizations.

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.¹⁷ In addition, underpaying for these influential roles may create an environment ripe for corruption to compensate for the lack of fair pay.

From an internal equity standpoint, 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.

Analysis

Table 14 provides data on internal equity. There are scores of officials with a base salary higher than that of elected officials' salaries. Examples include the Under Sheriff at \$123,606 (compared to the Sheriff at \$79,092); the First Deputy County Clerk at \$102,742 (compared to the County Clerk at \$79,092); the Deputy Comptroller – Audit at \$124,488 (compared to the County Comptroller at \$80,613); and the Deputy County Executive at \$142,572 (compared to the County Executive at \$103,428). 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.

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 his or her place. How, then, do we determine what is the comparable internal equity?

Finally, County Legislators expressed the view it isn't practicable¹⁸ to use internal equity as a basis from which to recommend salaries. Nevertheless, the Commission determined it is still useful to be aware of the sometimes quite large disparities in salary between elected officials and their immediate subordinates.

5. The Consumer Price Index Since 1996

Relevancy

According to the US Department of Labor, Bureau of Labor Statistics, "the Consumer Price Index 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."¹⁹ The CPI and variations in this index are commonly used for "escalation" (inflation) calculations.

¹⁷ 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," retrieved from <https://buffalonews.com/2014/07/15/howard-should-have-known-that-a-full-time-sheriff-cant-take-a-part-time-job/>.

¹⁸ Indeed, higher salaries for deputies and career employees compared to elected officials are a fact of life in government employment at the local, state, and federal levels.

¹⁹ US Department of Labor, Bureau of Labor Statistics. Retrieved from <https://www.bls.gov/cpi/questions-and-answers.htm>.

Analysis

Table 15 CPI 1996 and 2018 contains calculations based on the CPI. So, for example, the current County Executive’s salary of \$103,248 (the same since 1996) equates to \$164,978 in 2018 (a 59.8% increase). This CPI-based salary level is \$26,789 higher than the salary average of all county executives. (See Table 7 NYS Counties - Descriptive Statistics.) The CPI would suggest a salary of \$68,051 for County Legislators, which is \$48,631 above the average for NYS county legislators. Therefore, the CPI inflation calculator could not realistically serve as the basis for concrete salary recommendations given the Commission’s criteria (realistic, respect for citizen-taxpayers, cost of living in Erie County).

Comparison of Results

Table 4 summarizes the findings of the various statistical analyses for the reader’s convenience. As can be seen, salaries based on Median Family Income (and Median Real Estate Value) are quite modest compared to the CPI inflation calculator and internal equity.

Table 4 All Statistical Comparisons of Salary Analyses

COMPARISONS	Executive	Clerk	Comptroller	Sheriff	Legislator
Top 5 Counties by population	\$156,587	\$135,436	\$123,457	\$142,736	\$50,028
Top 10 Counties by population	\$150,804	\$121,391	\$111,687	\$133,933	\$37,655
All Counties	\$138,189	\$82,046	\$103,808	\$96,377	\$19,420
Median Family Income	\$118,376	\$73,332	\$94,037	\$89,343	\$14,902
CPI Inflation (1996-2018)	\$164,978	\$126,380	\$128,810	\$126,380	\$68,051
Internal Equity (highest paid subordinate)	\$151,697	\$104,342	\$124,967	\$125,368	\$92,803
Current Salaries EC Elected Officials	\$103,248	\$79,092	\$80,613	\$79,092	\$42,588
	Mayor - Supervisor	Clerk	Finance Director	Police Chief	
Municipal Average (10 Towns & 3 Cities in Erie County)	\$76,442	\$77,502	\$78,043	\$137,258	

Bringing Wages into Line after a 22-year Hiatus

The Commission members floated the idea of percentage increases in their meetings with County legislators, which seemed to have some appeal to the latter. County legislators supported the idea

of checking with the Erie County Attorney as to whether percentage increases were permissible under the Erie County Charter.

See Box 3 Opinion on Gradual Salary Increases for a summary of the results of the Commission’s inquiry into this option. Therefore, it does appear the Erie County Charter does not prevent legislators from approving annual salary increases, so long as any increases conform to the County Charter’s express prohibitions (e.g. the year a real property tax increase is levied).

Our Commission discussed several possibilities as the basis for an annual percentage increase, such as tying elected officials’ salary increases to CSEA annual contract increase (which is currently used as the basis for salary increments for Management Confidential employees who work for all elected officials), the CPI, or a percentage of the CPI.²⁰ For purposes of illustration as to the small impact of a portion of CPI (such as one percent) on salary outlays, we have provided calculations in Table 5 Effect of One Percent Annual Increases (below) using average salaries in comparable counties as the baseline.

Table 5 Effect of One Percent Annual Increases

	Erie County Salaries	Salaries in Comparable Counties	One Percent COLA (annual basis – Year 1)	One Percent COLA (annual basis – Year 2)
County Executive	\$103,248	\$118,376	\$119,560	\$120,756
County Clerk	\$79,092	\$79,092	\$79,883	\$80,682
County Comptroller	\$80,613	\$94,037	\$94,977	\$95,927
County Sheriff	\$79,092	\$89,343	\$90,236	\$91,138
County Legislators	\$42,588	\$42,588	No annual increment recommended at this time ²¹	No annual increment recommended at this time

²⁰ The difficulty in using CSEA as the basis for salary increments, is that this is perceived by some County Legislators as a possible conflict of interest for the County Executive. This would be the case because a county executive negotiated CSEA contracts could be perceived as negotiating his or her own raise. Another pitfall is that the other collective bargaining units (e.g. AFSCME, PBA, Teamsters, ECCFF, ECC Admin, NYSNA, and Librarians) might perceive the CSEA as advantaged in negotiations with the County, and it could provide an incentive to come to agreement with CSEA more so than others. (This footnote is based on information shared by some members of the County Legislature with the Commission.)

²¹ The rationale here is that Erie County legislatures are presently compensated at a level four standard deviations about the mean with respect to comparable counties.

Conclusions

Citizen salary commissions must be realistic about recommending salary increases. While the notion of not receiving a raise since 1996 seems shocking, it is important to recognize that this is an office, not an individual. Elected administrators remain in office for two (terms of county legislators), four, eight, and perhaps even twelve years or more (legislators, on average, have the most incumbency longevity). Elected offices are also prestigious, involve quite interesting work, and can be a stepping stone to other equally interesting career challenges.

Nevertheless, the several analyses do converge with respect to lower than average salaries in NYS counties for some elected officials. (See Table 4 All Statistical Comparisons of Salary Analyses on p. 11.)

The Commission decided to adopt the most conservative analysis (having the smallest wage impact) as the basis for salary recommendations, which can be found in Table 8 NYS Counties Filtered by Median Income and Median Real Estate Value. (See highlighted row for average salaries of elected officials in comparable counties.) We explained the methodology and rationale for this data analysis in 2. Salaries of Elected Officials in Other NYS Counties of Commensurate Population, Median Family Income, and Median Real Estate Value.

Recommendations

Based upon the analyses and discussion presented in this report, the Commission unanimously makes the following salary recommendations. These recommendations are based on the average salaries for elected officials in comparable counties (cf. Table 8 NYS Counties Filtered by Median Income and Median Real Estate Value on p. 21 and Table 4 All Statistical Comparisons of Salary Analyses on p. 11).

Salary

1. The County Executive position have a salary of \$118,376.
2. The County Comptroller position have a salary of \$94,037.
3. The County Sheriff position have a salary of \$89,343.
4. The County Clerk position have a salary of \$79,092. (no change)
5. The members of the Erie County Legislature have a salary of \$42,588. (no change)
6. The Majority and Minority Leaders of the Erie County Legislature have a salary of \$47,588. (no change)
7. The Legislative Chair of the Erie County Legislature have a salary of \$52,588. (no change)
8. After the salary of the County Executive has been increased (after the next election of this office), there should be an annual increase tied to the CPI.
9. After the salary of the County Comptroller has been increased (after the next election of this office), there should be an annual increase tied to the CPI.
10. After the salary of the County Sheriff has been increased (after the next election of this office), there should be an annual increase tied to the CPI.
11. The County Clerk (after the next election of this office) should have an annual increase tied to the CPI.

Process

1. These salary increases should go into effect after the next election of each elected official per County Charter specifications.
2. The County Legislature should provide annual salary increases as recommended in this report.
3. The County Attorney author legislation that reflects the above recommendation to be forwarded to the Erie County Executive and the Erie County Legislature.
4. The Commission be activated and organized to ensure that a salary recommendation is made every two years as prescribed by law.
5. This Commission is empaneled until August 1, 2021 and as such is available for your future needs.

Appendix A: The 2018 Commission

Independence of Commissioners

The Commission members received their appointments letters to their home addresses. Each Commission member confirmed (September 20 meeting with county legislators) they did not speak with the officer who appointed them, namely, the County Executive, Majority Legislature, Minority Legislature, and County Comptroller. The members did not receive indications of any kind from any elected officer in terms of whether he or she desired no change, an increase, or decrease in elected officials' salaries. The Commission has worked independently of political bodies in its deliberations.

County Executive Appointments

Mr. Owen Patrick Brady (27 years of experience in Commercial Banking, Commercial Real Estate Development and Property Management, and Consulting)

Dr. Laurie A. Buonanno (elected by the Commission members to serve as Chair, is a professor of public administration and political science at SUNY Buffalo State where she teaches in the Master of Public Administration and Nonprofit Management [MPA] program. Her scholarship focuses on comparative public administration and policy, regulatory policies, and bureaucratic behavior)

Dr. Jerry Newman (SUNY Distinguished Teaching Professor, Emeritus, University at Buffalo, SUNY, School of Management and an expert on compensation and co-author of the book Compensation [McGraw-Hill], now in its 13th ed)

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. Christopher Stone (President and Business Agent, United Brotherhood of Carpenters - Local 276)

Majority Legislature Appointments

Mr. Michael J. Lukasik (Human Resources [ret], University at Buffalo, SUNY Research Foundation)

Ms. Tiffany Perry (Court Attorney Referee, presiding over Custody, Visitation and Family Offense and Permanency hearings and was a member of the Erie County Charter Review Committee)

Minority Legislature Appointment

Mr. Louis Panzica (President and CEO of Power Drives, Inc. Mr. Panzica is a CPA and leads Power Drives, Inc. a Manufacturing company with over 200 employees and plants in New York, Pennsylvania and China)

County Comptroller

Mr. Donald Allen (City of Buffalo 1978-2005: Commissioner of Community Services, under Mayor Antony M. Masiello, Commissioner of Human Resources under Mayor James D. Griffin, since 2010 Erie County Sheriff's Office, Deputy Sheriff, Professional Standards Division)

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Appendix B: Data and Other Relevant Information

Box 2 Questions for County Legislators

Salary Review Commission – 2018 Anonymous Interview Questions

1. Do you think Erie Co. 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?
4. Do you think that the pool of qualified candidates for EC elected office would increase with higher compensation level(s)?
5. What do you believe is a fair compensation level for EC elected officials?
6. What data analysis do you need to make an informed decision on our recommendations?
7. Why were the Commission's recommendations voted down in 2014?
8. What was wrong with the Commission's methodology in 2014?
9. Would raises be more acceptable to the legislature if step-increases were recommended?

Note: responses to these questions are held in anonymity, (your name will not appear on this questionnaire.) Your responses along with the other elected officials will be used to help the Citizen's Salary Review Commission make an informed, practical and reasoned recommendation to Erie County.

Box 3 Opinion on Gradual Salary Increases

From: Polowy, Martin
Sent: Wednesday, September 26, 2018 4:03 PM
To: Bylewski, Scott
Cc: Siragusa, Michael
Subject: RE: Citizens Salary Commission

Scott,

The procedure for increasing the salary of the elected officials (excluding the DA) are found in section 202.3 of the Charter.

Section 202.3. Increasing the salaries of County elected officials. 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:

1. 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.
2. 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.
3. 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.
4. 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.
5. 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 value tax rate of the previous fiscal year.
6. The County Legislature's review of salaries as set forth above shall occur during every even year starting with nineteen hundred eighty six. 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.

It appears that the Legislature in amending the Charter allowed for the possibility to have a one-time action, outside of the budget process, provide for multiple year adjustments (section 202.3(5)) and also for future year adjustments (section 202.3(6)). Those adjustments however are only permitted in fiscal years where there is no increase in the real property full value tax rate over the real property full value tax rate of the previous fiscal year and where the increase takes effect after the current term of office of the elected official that is to receive an increase in salary has ended. Accordingly there is a possibility that the adopted increase does not actually take effect.

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Table 6 Legislatures Sorted by Population per Legislator

County	Rank in NYS	Populations Size (2017 Estimate)	Number of Legislators	Population per Legislator	Legislator Base Salary	Median Household Income	Median Real Estate Value
Albany	9	309,612	39	7,939	\$23,085	\$60,904	\$211,100
Dutchess	10	295,568	25	11,823	\$15,450	\$72,706	\$274,300
Erie	4	925,528	11	84,139	\$42,588	\$52,744	\$134,600
Monroe	5	747,642	29	25,781	\$18,000	\$53,568	\$140,200
Nassau	2	1,369,514	19	72,080	\$39,500	\$102,044	\$451,700
Onondaga	6	465,398	17	27,376	\$25,591	\$55,717	\$137,000
Orange	7	382,226	21	18,201	\$29,697	\$71,910	\$258,700
Rockland	8	328,868	17	19,345	\$32,587	\$86,134	\$420,700
Suffolk	1	1,492,953	18	82,941	\$100,854	\$90,128	\$376,000
Westchester	3	980,244	17	57,661	\$49,200	\$86,226	\$507,300
<i>Regional Counties:</i>							
Allegany	52	46,894	15	3,126	\$12,500	\$44,085	\$72,100
Cattaraugus	35	77,348	16	4,834	\$12,481	\$43,844	\$85,100
Chautauqua	23	129,046	19	6,792	\$9,000	\$43,211	\$85,500
Genesee	44	57,956	9	6,439	n/a	\$52,642	\$108,700
Niagara	18	211,328	15	14,089	\$19,075	\$50,094	\$56,253
Orleans	54	40,983	7	5,855	\$10,948	\$48,731	\$92,000
Wyoming	55	40,493	16	2,531	n/a	\$53,612	\$104,200

Table 7 NYS Counties - Descriptive Statistics

County	Population Size (2017 Estimate)	Rank In NYS	Median Household Income	Median Real Estate Value	Leg Chair	Leg Maj/Min or Comm	Leg Base	County Executive	County Admin	Sheriff	Clerk	Comptroller	Treasurer	Treas Elected
Albany	309,612	9	\$60,904	\$211,100	\$38,477	\$29,872	\$23,084	\$125,559		\$114,361	\$105,766	\$111,785		
Allegany	46,894	47	\$44,085	\$72,100	\$8,500	\$8,500	\$8,500			\$73,954	\$74,154		\$83,400	
Broome	193,639	14	\$47,744	\$112,300	\$7,500	\$12,500	\$12,500	\$92,083		\$91,578	\$81,606	\$96,473		
Cattaraugus	77,348	30	\$43,884	\$85,100	\$23,710	\$12,481	\$12,481		\$94,744	\$86,000	\$75,534		\$63,800	Y
Cayuga	77,603	29	\$53,114	\$117,800	\$30,000	\$10,100	\$10,100		\$97,500	\$82,621	\$73,937		\$73,937	Y
Chautauqua	129,046	18	\$43,211	\$85,500	\$17,000	\$10,000	\$9,000	\$92,500		\$82,500	\$55,500			
Chemung	85,557	27	\$49,578	\$101,800	\$37,895	\$18,333	\$15,790	\$166,273		\$113,686	\$88,466		\$125,998	Y
Chenango	47,863	44	\$46,979	\$93,400	\$41,774					\$84,388	\$66,547		\$75,511	N
Clinton	80,980	28	\$50,502	\$127,500	\$17,500		\$15,000		\$107,569	\$75,580	\$59,379		\$59,379	Y
Columbia	60,604	37	\$59,916	\$222,300	\$30,000	\$17,000	\$12,000		\$92,475	\$92,684	\$65,160		\$65,069	Y
Cortland	47,786	45	\$50,910	\$111,400	\$19,000	\$10,650			\$107,800	\$74,965	\$64,871		\$39,101	Y
Delaware	45,001	48	\$46,055	\$135,200	\$48,622					\$74,751	\$54,000		\$66,778	Y
Dutchess	295,568	10	\$72,706	\$274,300	\$32,960	\$23,690	\$15,450	\$139,869		\$125,664	\$106,023	\$99,937		
Erie	925,528	4	\$52,744	\$134,600	\$52,588	\$47,588	\$42,588	\$103,438		\$79,092	\$79,092	\$80,613		
Essex	37,956	51	\$53,244	\$144,100						\$90,486	\$74,944		\$74,280	Y
Franklin	51,116	41	\$49,782	\$100,900	\$18,000		\$15,000		\$76,000	\$45,500	\$18,200		\$41,860	Y
Fulton	53,877	40	\$46,090	\$108,300	\$10,665		\$8,102			\$63,633	\$63,633		\$63,633	Y
Genesee	57,956	39	\$52,641	\$108,700	\$15,943				\$104,935	\$102,423	\$92,674		\$95,375	Y
Greene	47,470	46	\$51,013	\$175,900	\$15,000	\$15,000	\$15,000		\$132,000	\$109,000	\$69,000		\$94,083	Y
Hamilton	4,485	57	\$52,708	\$165,500										
Herkimer	62,240	35	\$48,893	\$97,300	\$13,000	\$8,500	\$7,500		\$94,497	\$70,233	\$60,802		\$56,674	Y
Jefferson	114,187	20	\$49,911	\$144,400	\$23,021		\$14,394		\$131,047	\$82,333	\$73,100		\$73,100	Y
Lewis	26,551	54	\$49,976	\$122,000	\$10,000		\$8,500			\$73,517	\$59,813		\$76,296	Y
Livingston	63,779	34	\$52,724	\$123,000					\$130,000	\$99,200	\$85,125		\$85,125	Y
Madison	70,965	32	\$55,858	\$128,000	\$31,914		\$15,957		\$105,000	\$94,044	\$69,257		\$95,425	Y
Monroe	747,642	5	\$53,568	\$140,200	\$54,000	\$23,000	\$18,000	\$120,000		\$123,030	\$81,000			
Montgomery	49,258	43	\$44,455	\$99,100	\$15,000		\$10,000	\$85,000		\$85,838	\$69,529		\$71,625	Y
Nassau	1,369,514	2	\$102,044	\$451,700	\$67,500	\$67,500	\$39,500	\$174,614		\$174,578	\$166,300	\$166,300		N
Niagara	211,328	13	\$50,094	\$56,253	\$22,075	\$19,575	\$19,075		\$105,000	\$115,048	\$96,595		\$93,164	Y
Oneida	231,332	11	\$49,838	\$117,600	\$28,000	\$22,000	\$16,000	\$140,000		\$115,000	\$85,000	\$73,844		
Onondaga	465,398	6	\$55,717	\$137,000	\$46,615	\$31,608	\$25,591	\$122,413		\$110,120	\$78,654	\$99,800		
Ontario	109,899	22	\$58,070	\$148,400	\$25,296		\$14,076			\$119,771	\$79,007		\$68,747	Y
Orange	382,226	7	\$71,910	\$258,700	\$49,684	\$36,436	\$29,697	\$182,177		\$140,988	\$107,650			
Orleans	40,983	49	\$48,731	\$92,000	\$16,424	\$10,948	\$10,948		\$91,590	\$70,189	\$64,571		\$64,571	Y
Oswego	118,478	19	\$49,571	\$96,000	\$28,810	\$15,715	\$13,096		\$108,128	\$90,555	\$81,642		\$81,642	Y
Otsego	60,094	38	\$49,689	\$140,600	\$19,834		\$10,500			\$64,461	\$54,185		\$65,878	Y
Putnam	99,323	24	\$97,606	\$354,800	\$35,839	\$35,839	\$35,839	\$148,635		\$142,818	\$119,494			
Rensselaer	159,722	16	\$61,754	\$180,700	\$30,000	\$25,000	\$20,000	\$121,300		\$99,600	\$102,000			
Rockland	328,868	8	\$86,134	\$420,700	\$40,805		\$32,587	\$155,087		\$143,322	\$138,640			
Saratoga	229,869	12	\$46,313	\$87,400	\$25,690		\$18,878			\$120,240	\$109,956		\$105,686	
Schenectady	155,565	17	\$74,080	\$238,600	\$16,499	\$15,499				\$90,668	\$85,750			
Schoharie	31,420	53	\$59,959	\$165,000					\$139,066	\$81,170	\$81,170		\$81,170	Y
Schuyler	18,000	56	\$50,607	\$143,700	\$5,448		\$9,500			\$69,573	\$57,573		\$54,808	Y
Seneca	34,498	52	\$47,229	\$111,300	\$16,715				\$108,202	\$71,365	\$67,463		\$35,000	Y
St. Lawrence	109,623	21	\$50,073	\$98,200	\$14,000		\$9,000			\$80,372	\$77,878		\$67,599	Y
Steuben	96,281	25	\$48,823	\$94,300	\$20,000		\$12,500			\$111,784	\$68,650		\$56,742	N
Suffolk	1,492,953	1	\$90,128	\$376,000	\$100,854	\$100,854	\$100,854	\$224,125	\$123,450	\$194,243	\$197,681			Y
Sullivan	75,485	31	\$52,027	\$165,900	\$31,600		\$22,600			\$92,529	\$82,775		\$84,308	
Tioga	48,578	42	\$58,115	\$112,300	\$33,067		\$10,225			\$83,000	\$61,000		\$63,000	Y
Tompkins	104,802	23	\$54,133	\$182,600	\$32,100		\$21,400			\$97,362	\$79,062			
Ulster	179,417	15	\$60,393	\$219,800	\$19,500	\$12,000	\$10,000	\$133,572		\$101,706	\$101,709	\$101,709		
Warren	64,532	33	\$57,174	\$191,500	\$38,723					\$105,447	\$78,477		\$97,784	Y
Washington	61,620	36	\$51,449	\$143,900	\$32,415		\$18,216		\$94,964	\$87,804	\$72,153		\$84,937	
Wayne	90,670	26	\$51,627	\$115,100	\$38,163		\$16,258		\$63,063	\$114,248	\$85,943		\$78,588	Y
Westchester	980,244	3	\$86,226	\$507,300	\$49,200	\$49,200	\$49,200	\$160,760	\$122,337		\$153,105			
Wyoming	40,493	50	\$53,612	\$104,200	\$73,856					\$78,303	\$55,000		\$56,000	Y
Yates	24,955	55	\$50,105	\$126,900	\$8,183					\$95,627	\$89,052		\$65,576	Y
MEAN	196,959		\$56,253	\$161,057	\$29,792	\$25,533	\$19,420	\$138,189	\$104,881	\$96,377	\$82,046	\$103,808	\$73,754	
SD	310,342		\$13,152	\$94,799	\$18,119	\$20,820	\$15,859	\$35,679	\$18,554	\$27,227	\$29,357	\$28,015	\$18,467	
1 SD above M	507,302		\$69,405	\$255,857	\$47,911	\$46,353	\$35,279	\$173,869	\$123,435	\$123,604	\$111,403	\$131,823	\$92,222	
1 SD below M	(113)		\$43,101	\$66,258	\$11,673	\$4,713	\$3,561	\$102,510	\$86,328	\$69,150	\$52,689	\$75,792	\$55,287	
NOTES:														
Median Household and Real Estate Value is from the U.S. Census Bureau, 2016 American Community Survey Estimate														
Salary information for elected officials gathered as part of a 2018 survey conducted by the New York State Association of Counties (NYSAC)														
Areas left blank indicate either the position does not exist or information is unavailable for a given county														

Table 8 NYS Counties Filtered by Median Income and Median Real Estate Value

County	Population Size (2017 Estimate)	Rank In NYS	Median Household Income	Median Real Estate Value	Leg Chair	Leg Maj/Min or Comm	Leg Base	County Executive	County Admin	Sheriff	Clerk	Comptroller	Treasurer	Treas Elected
Albany	309,612	9	\$60,904	\$211,100	\$38,477	\$29,872	\$23,084	\$125,559		\$114,361	\$105,766	\$111,785		
Allegany	46,894	47	\$44,085	\$72,100	\$8,500	\$8,500	\$8,500			\$73,954	\$74,154		\$83,400	
Broome	193,639	14	\$47,744	\$112,300	\$7,500	\$12,500	\$12,500	\$92,083		\$91,578	\$81,606	\$96,473		
Cattaraugus	77,348	30	\$43,884	\$85,100	\$23,710	\$12,481	\$12,481		\$94,744	\$86,000	\$75,534		\$63,800	Y
Cayuga	77,603	29	\$53,114	\$117,800	\$30,000	\$10,100	\$10,100		\$97,500	\$82,621	\$73,937		\$73,937	Y
Chautauqua	129,046	18	\$43,211	\$85,500	\$17,000	\$10,000	\$9,000	\$92,500		\$82,500	\$55,500			
Chemung	85,557	27	\$49,578	\$101,800	\$37,895	\$18,333	\$15,790	\$166,273		\$113,686	\$88,466		\$125,998	Y
Chenango	47,863	44	\$46,979	\$93,400	\$41,774					\$84,388	\$66,547			N
Clinton	80,980	28	\$50,502	\$127,500	\$17,500		\$15,000		\$107,569	\$75,580	\$59,379		\$59,379	Y
Columbia	60,604	37	\$59,916	\$222,300	\$30,000	\$17,000	\$12,000		\$92,475	\$92,684	\$65,160		\$65,069	Y
Cortland	47,786	45	\$50,910	\$111,400	\$19,000	\$10,650			\$107,800	\$74,965	\$64,871		\$39,101	Y
Delaware	45,001	48	\$46,055	\$135,200	\$48,622					\$74,751	\$54,000		\$66,778	Y
Erie	925,528	4	\$52,744	\$134,600	\$52,588	\$47,588	\$42,588	\$103,438		\$79,092	\$79,092	\$80,613		
Essex	37,956	51	\$53,244	\$144,100						\$90,486	\$74,944		\$74,280	Y
Franklin	51,116	41	\$49,782	\$100,900	\$18,000		\$15,000		\$76,000	\$45,500	\$18,200		\$41,860	Y
Fulton	53,877	40	\$46,090	\$108,300	\$10,665		\$8,102			\$63,633	\$63,633		\$63,633	Y
Genesee	57,956	39	\$52,641	\$108,700	\$15,943				\$104,935	\$102,423	\$92,674		\$95,375	Y
Greene	47,470	46	\$51,013	\$175,900	\$15,000	\$15,000	\$15,000		\$132,000	\$109,000	\$69,000		\$94,083	Y
Hamilton	4,485	57	\$52,708	\$165,500										
Herkimer	62,240	35	\$48,893	\$97,300	\$13,000	\$8,500	\$7,500		\$94,497	\$70,233	\$60,802		\$56,674	Y
Jefferson	114,187	20	\$49,911	\$144,400	\$23,021		\$14,394		\$131,047	\$82,333	\$73,100		\$73,100	Y
Lewis	26,551	54	\$49,976	\$122,000	\$10,000		\$8,500			\$73,517	\$59,813		\$76,296	Y
Livingston	63,779	34	\$52,724	\$123,000					\$130,000	\$99,200	\$85,125		\$85,125	Y
Madison	70,965	32	\$55,858	\$128,000	\$31,914		\$15,957		\$105,000	\$94,044	\$69,257		\$95,425	Y
Monroe	747,642	5	\$53,568	\$140,200	\$54,000	\$23,000	\$18,000	\$120,000		\$123,030	\$81,000			
Montgomery	49,258	43	\$44,455	\$99,100	\$15,000		\$10,000	\$85,000		\$85,838	\$69,529		\$71,625	Y
Niagara	211,328	13	\$50,094	\$51,543	\$22,075	\$19,575	\$19,075		\$105,000	\$115,048	\$96,595		\$93,164	Y
Oneida	231,332	11	\$49,838	\$117,600	\$28,000	\$22,000	\$16,000	\$140,000		\$115,000	\$85,000	\$73,844		
Onondaga	465,398	6	\$55,717	\$137,000	\$46,615	\$31,608	\$25,591	\$122,413		\$110,120	\$78,654	\$99,800		
Ontario	109,899	22	\$58,070	\$148,400	\$25,296		\$14,076			\$119,771	\$79,007		\$68,747	Y
Orleans	40,983	49	\$48,731	\$92,000	\$16,424	\$10,948	\$10,948		\$91,590	\$70,189	\$64,571		\$64,571	Y
Oswego	118,478	19	\$49,571	\$96,000	\$28,810	\$15,715	\$13,096		\$108,128	\$90,555	\$81,642		\$81,642	Y
Otsego	60,094	38	\$49,689	\$140,600	\$19,834		\$10,500			\$64,461	\$54,185		\$65,878	Y
Rensselaer	159,722	16	\$61,754	\$180,700	\$30,000	\$25,000	\$20,000	\$121,300		\$99,600	\$102,000			
Saratoga	229,869	12	\$46,313	\$87,400	\$25,690		\$18,878			\$120,240	\$109,956		\$105,686	
Schoharie	31,420	53	\$59,959	\$165,000					\$139,066	\$81,170	\$81,170		\$81,170	Y
Schuyler	18,000	56	\$50,607	\$143,700	\$5,448		\$9,500			\$69,573	\$57,573		\$54,808	Y
Seneca	34,498	52	\$47,229	\$111,300	\$16,715				\$108,202	\$71,365	\$67,463		\$35,000	Y
St. Lawrence	109,623	21	\$50,073	\$98,200	\$14,000		\$9,000		\$80,372	\$77,878	\$67,599		\$67,599	Y
Steuben	96,281	25	\$48,823	\$94,300	\$20,000		\$12,500		\$111,784	\$68,650	\$56,742			N
Sullivan	75,485	31	\$52,027	\$165,900	\$31,600		\$22,600			\$92,529	\$82,775		\$84,308	
Tioga	48,578	42	\$58,115	\$112,300	\$33,067		\$10,225			\$83,000	\$61,000		\$63,000	Y
Tompkins	104,802	23	\$54,133	\$182,600	\$32,100		\$21,400			\$97,362	\$79,062			
Ulster	179,417	15	\$60,393	\$219,800	\$19,500	\$12,000	\$10,000	\$133,572		\$101,706	\$101,709	\$101,709		
Warren	64,532	33	\$57,174	\$191,500	\$38,723					\$105,447	\$78,477		\$97,784	Y
Washington	61,620	36	\$51,449	\$143,900	\$32,415		\$18,216		\$94,964	\$87,804	\$72,153		\$84,937	
Wayne	90,670	26	\$51,627	\$115,100	\$38,163		\$16,258		\$63,063	\$114,248	\$85,943		\$78,588	Y
Wyoming	40,493	50	\$53,612	\$104,200	\$73,856					\$78,303	\$55,000		\$56,000	Y
Yates	24,955	55	\$50,105	\$126,900	\$8,183				\$95,627	\$89,052	\$60,590		\$65,576	Y
MEAN	124947		\$51,543	\$128,438	\$26,347	\$18,019	\$14,902	\$118,376	\$103,244	\$89,343	\$73,332	\$94,037	\$73,754	
SD	170702		\$4,608	\$37,711	\$14,261	\$9,778	\$6,612	\$24,020	\$18,528	\$17,699	\$16,235	\$14,149	\$18,467	
1 SD above M	295649		\$56,151	\$166,148	\$40,608	\$27,797	\$21,514	\$142,396	\$121,772	\$107,042	\$89,567	\$108,186	\$92,222	
1 SD below M	45755		\$46,934	\$90,727	\$12,086	\$8,240	\$8,290	\$94,356	\$84,716	\$71,644	\$57,098	\$79,888	\$55,287	

NOTES:

Counties Filtered

Counties filtered by 1 SD above/below MEDIAN HOUSEHOLD INCOME (8 counties removed) then Median Real Estate Value (none removed)

No counties 1 SD below the mean in median household income and median real estate value.

Counties Eliminated: Dutchess, Nassau, Orange, Putnam, Rockland, Schenectady, Suffolk, Westchester

With these counties removed:

Erie County's population is more than 4 standard deviations above the mean.

The median household income & median real estate prices after removing eight counties is quite comparable to Erie County's.

Median Household and Real Estate Value is from the U.S. Census Bureau, 2016 American Community Survey Estimate

Salary information for elected officials gathered as part of a 2018 survey conducted by the New York State Association of Counties (NYSAC)

Bolded values indicate the elected official salary has been raised since 2014

Italicized values indicate the elected official salary has decreased since 2014

Areas left blank indicate either the position does not exist or information is unavailable for a given county

Table 9 NYS Counties Top 10 Population

County	Population Size (2017 Estimate)	Rank In NYS	Median Household Income	Median Real Estate Value	Leg Chair	Leg Maj/Min or Comm	Leg Base	County Executive	County Admin	Sheriff	Clerk	Comptroller
Albany	309,612	9	\$60,904	\$211,100	\$38,477	\$29,872	\$23,084	\$125,559		\$114,361	\$105,766	\$111,785
Dutchess	295,568	10	\$72,706	\$274,300	\$32,960	\$23,690	\$15,450	\$139,869		\$125,664	\$106,023	\$99,937
Erie	925,528	4	\$52,744	\$134,600	\$52,588	\$47,588	\$42,588	\$103,438		\$79,092	\$79,092	\$80,613
Monroe	747,642	5	\$53,568	\$140,200	\$54,000	\$23,000	\$18,000	\$120,000		\$123,030	\$81,000	
Nassau	1,369,514	2	\$102,044	\$451,700	\$67,500	\$67,500	\$39,500	\$174,614		\$174,578	\$166,300	\$166,300
Onondaga	465,398	6	\$55,717	\$137,000	\$46,615	\$31,608	\$25,591	\$122,413		\$110,120	\$78,654	\$99,800
Orange	382,226	7	\$71,910	\$258,700	\$49,684	\$36,436	\$29,697	\$182,177		\$140,988	\$107,650	
Rockland	328,868	8	\$86,134	\$420,700	\$40,805		\$32,587	\$155,087		\$143,322	\$138,640	
Suffolk	1,492,953	1	\$90,128	\$376,000	\$100,854	\$100,854	\$100,854	\$224,125	\$123,450	\$194,243	\$197,681	
Westchester	980,244	3	\$86,226	\$507,300	\$49,200	\$49,200	\$49,200	\$160,760	\$122,337		\$153,105	
MEAN	729755		\$73,208	\$291,160	\$53,268	\$45,528	\$37,655	\$150,804	\$122,894	\$133,933	\$121,391	\$111,687
SD	448400		\$17,379	\$139,555	\$19,230	\$25,168	\$24,679	\$36,209	\$787	\$34,591	\$40,902	\$32,510
1 SD above M	1178155		\$90,587	\$430,715	\$72,498	\$70,696	\$62,334	\$187,013	\$123,681	\$168,524	\$162,293	\$144,197
1 SD below M	281355		\$55,830	\$151,605								
NOTES:												
Erie County is more than one standard deviation below the mean in Median Household Income & Median Real Estate Value												
Median Household and Real Estate Value is from the U.S. Census Bureau, 2016 American Community Survey Estimate												
Salary information for elected officials gathered as part of a 2018 survey conducted by the New York State Association of Counties (NYSAC)												
Areas left blank indicate either the position does not exist or information is unavailable for a given county												

Table 10 NYS Counties Top 9 Population (Suffolk County removed)

County	Population Size (2017 Estimate)	Rank In NYS	Median Household Income	Median Real Estate Value	Leg Chair	Leg Maj/Min or Comm	Leg Base	County Executive	County Admin	Sheriff	Clerk	Comptroller
Albany	309,612	9	\$60,904	\$211,100	\$38,477	\$29,872	\$23,084	\$125,559		\$114,361	\$105,766	\$111,785
Dutchess	295,568	10	\$72,706	\$274,300	\$32,960	\$23,690	\$15,450	\$139,869		\$125,664	\$106,023	\$99,937
Erie	925,528	4	\$52,744	\$134,600	\$52,588	\$47,588	\$42,588	\$103,438		\$79,092	\$79,092	\$80,613
Monroe	747,642	5	\$53,568	\$140,200	\$54,000	\$23,000	\$18,000	\$120,000		\$123,030	\$81,000	
Nassau	1,369,514	2	\$102,044	\$451,700	\$67,500	\$67,500	\$39,500	\$174,614		\$174,578	\$166,300	\$166,300
Onondaga	465,398	6	\$55,717	\$137,000	\$46,615	\$31,608	\$25,591	\$122,413		\$110,120	\$78,654	\$99,800
Orange	382,226	7	\$71,910	\$258,700	\$49,684	\$36,436	\$29,697	\$182,177		\$140,988	\$107,650	
Rockland	328,868	8	\$86,134	\$420,700	\$40,805		\$32,587	\$155,087		\$143,322	\$138,640	
Suffolk Removed												
Westchester	980,244	3	\$86,226	\$507,300	\$49,200	\$49,200	\$49,200	\$160,760	\$122,337		\$153,105	
MEAN	644,956		\$71,328	\$281,733	\$47,981	\$38,612	\$30,633	\$142,657	\$122,337	\$126,394	\$112,914	\$111,687
SD	381,178		\$17,321	\$144,604	\$10,076	\$15,230	\$11,421	\$26,988		\$27,980	\$32,768	\$32,510
1 SD above M	1,026,134		\$90,587	\$430,715	\$58,057	\$53,842	\$42,054	\$169,645		\$154,374	\$145,682	\$144,197
1 SD below M	263,777		\$55,829	\$151,605								
NOTES:												
Erie County is more than one standard deviation below the mean in Median Household Income & Median Real Estate Value												
Median Household and Real Estate Value is from the U.S. Census Bureau, 2016 American Community Survey Estimate												
Salary information for elected officials gathered as part of a 2018 survey conducted by the New York State Association of Counties (NYSAC)												
Areas left blank indicate either the position does not exist or information is unavailable for a given county												

Table 11 NYS Counties Top 5 Population

County	Population Size (2017 Estimate)	Rank In NYS	Median Household Income	Median Real Estate Value	Leg Chair	Leg Maj/Min or Comm	Leg Base	County Executive	County Admin	Sheriff	Clerk	Comptroller
Erie	925,528	4	\$52,744	\$134,600	\$52,588	\$47,588	\$42,588	\$103,438		\$79,092	\$79,092	\$80,613
Monroe	747,642	5	\$53,568	\$140,200	\$54,000	\$23,000	\$18,000	\$120,000		\$123,030	\$81,000	
Nassau	1,369,514	2	\$102,044	\$451,700	\$67,500	\$67,500	\$39,500	\$174,614		\$174,578	\$166,300	\$166,300
Suffolk	1,492,953	1	\$90,128	\$376,000	\$100,854	\$100,854	\$100,854	\$224,125	\$123,450	\$194,243	\$197,681	
Westchester	980,244	3	\$86,226	\$507,300	\$49,200	\$49,200	\$49,200	\$160,760	\$122,337		\$153,105	
MEAN	1,103,176		\$76,942	\$321,960	\$64,828	\$57,628	\$50,028	\$156,587	\$122,894	\$142,736	\$135,436	\$123,457
SD	314,618		\$22,484	\$174,817	\$21,309	\$28,883	\$30,724	\$47,611	\$787	\$51,980	\$53,097	\$60,590
1 SD above M	1,417,794		\$99,426	\$496,777								
1 SD below M	788,558		\$54,458	\$147,143								
Notes:												
Erie and Monroe Counties more than one standard deviation below the mean in both median household income and median real estate value.												
Median Household and Real Estate Value is from the U.S. Census Bureau, 2016 American Community Survey Estimate												
Salary information for elected officials gathered as part of a 2018 survey conducted by the New York State Association of Counties (NYSAC)												
Areas left blank indicate either the position does not exist or information is unavailable for a given county												

Table 12 NYS Counties Top 4 Population (Suffolk County Removed)

County	Population Size (2017 Estimate)	Rank In NYS	Median Household Income	Median Real Estate Value	Leg Chair	Leg Maj/Min or Comm	Leg Base	County Executive	County Admin	Sheriff	Clerk	Comptroller
Erie	925,528	4	\$52,744	\$134,600	\$52,588	\$47,588	\$42,588	\$103,438		\$79,092	\$79,092	\$80,613
Monroe	747,642	5	\$53,568	\$140,200	\$54,000	\$23,000	\$18,000	\$120,000		\$123,030	\$81,000	
Nassau	1,369,514	2	\$102,044	\$451,700	\$67,500	\$67,500	\$39,500	\$174,614		\$174,578	\$166,300	\$166,300
Suffolk Removed												
Westchester	980,244	3	\$86,226	\$507,300	\$49,200	\$49,200	\$49,200	\$160,760	\$122,337		\$153,105	
MEAN	1,005,732		\$73,646	\$308,450	\$55,822	\$46,822	\$37,322	\$139,703	\$122,337	\$125,567	\$119,874	\$123,457
SD	262,062		\$24,527	\$198,825	\$8,042	\$18,269	\$13,502	\$33,494		\$47,794	\$46,311	\$60,590
1 SD above M	1,417,794		\$98,173	\$507,275								
1 SD below M	788,558		\$49,118	\$109,625								
Notes:												
Median Household and Real Estate Value is from the U.S. Census Bureau, 2016 American Community Survey Estimate												
Salary information for elected officials gathered as part of a 2018 survey conducted by the New York State Association of Counties (NYSAC)												
Areas left blank indicate either the position does not exist or information is unavailable for a given county												

Table 13 Salaries in Erie County's Cities and Ten Most Populous Towns

Rank	Town	Population	Supervisor	Clerk	Treas./ Compt. (Finance Dir.)	Police chief	P.O.'s	Sup. Staff	
1	Amherst	122,366	\$24,138	Vacant	\$134,135	\$166,827	154	35	
2	Cheektowaga	88,226	\$80,662	\$60,912	\$96,182	\$139,361	129		
3	Tonawanda (town)	73,567	\$76,992	???	\$90,363	\$133,970	106	52	
4	Hamburg	56,936	\$98,240	\$79,460	\$76,057	\$173,613	62	19	
5	West Seneca	44,711	\$75,000	\$71,406	\$29,615	\$124,977	66	29	
6	Lancaster	41,604		\$86,118	\$51,923	\$138,700	43		
7	Clarence	30,673	\$76,357	\$82,949	\$52,220	Co. sheriff		NYS police	
8	Orchard Park	29,054	\$79,176	???	\$101,189	\$186,788	32		
9	Grand Island	20,374	\$68,917	\$76,096	\$78,427		6	C. Sheriff	NYS pol.
10	Evans	16,356		\$62,250	\$57,000	\$115,424	22+ 6 p/t		
	City								
	Buffalo	328,500	\$108,499	\$100,826	\$91,358	\$116,386			
	Lackawanna	18,141				\$113,181	52		
	Tonawanda (City)	15,130				\$100,611	30		

Table Sources: www.seethroughny.com, www.usacops.com

Table 14 Internal Equity in Erie County Officials' Compensation

ECCSRC Analysis of Internal Equity in Erie County Elected Officials Compensation					
	2017		2018		
Erie County Executive					
County Executive		\$ 103,428		\$ 103,428	
Deputy County Executive	38.8%	\$ 143,572	46.7%	\$ 151,697	
Director of Budget and Management	31.4%	\$ 135,930	31.9%	\$ 136,453	
Senior Executive Assistant (2)	-13.9%	\$ 89,092	-11.3%	\$ 91,714	
Erie County Comptroller					
County Comptroller		\$ 80,613		\$ 80,613	
Deputy Comptroller	54.4%	\$ 124,488	55.0%	\$ 124,967	
Director of Grant Accounting Services	28.8%	\$ 103,840	29.3%	\$ 104,239	
Associate Deputy Comptroller	17.5%	\$ 94,719	17.9%	\$ 95,083	
Director of Accounting Services	6.8%	\$ 86,058	7.2%	\$ 86,389	
Erie County Clerk					
County Clerk		\$ 79,092		\$ 79,092	
First Deputy County Clerk	29.9%	\$ 102,742	31.9%	\$ 104,342	
Asst. Deputy County Clerk - Adm	-26.9%	\$ 75,148	-27.7%	\$ 75,437	
Erie County Sheriff					
Sheriff		\$ 79,092		\$ 79,092	
Under Sheriff	56.3%	\$ 123,606	58.5%	\$ 125,368	
Superintendent - Holding Center	38.2%	\$ 109,302	38.7%	\$ 109,722	
First Deputy Super. - Sheriff (2)	30.8%	\$ 103,465	31.3%	\$ 103,863	
Chief of Administration	25.3%	\$ 99,114	25.8%	\$ 99,495	
Erie County Legislature*					
	2017		2018		
Chairperson - County Legislature		\$ 52,588		\$ 52,588	
County Legislator (Maj./Minority)		\$ 47,588		\$ 47,588	
County Legislator		\$ 42,588		\$ 42,588	
Clerk of Legislature	112.0%	\$ 90,270	117.9%	\$ 92,803	
Chief of Staff- Legislature	96.1%	\$ 83,518	96.9%	\$ 83,839	
Special Project Coordinator	76.5%	\$ 75,148	77.1%	\$ 75,437	
Administrative Liaison Assistant	57.7%	\$ 67,149	58.3%	\$ 67,407	
Executive Assistant	33.7%	\$ 56,925	41.2%	\$ 60,141	
Special Assistant to the Chair	33.5%	\$ 56,865	37.2%	\$ 58,441	
*Percentages relative to County Legislator Salary					

Table 15 CPI 1996 and 2018

US Bureau of Labor Statistics, CPI - Inflation Calculator				
1996		2018		
\$103,248	equates to	\$164,978	County Exec.	59.80%
\$80,613	equates to	\$128,810	Comptroller	59.80%
\$79,092	equates to	\$126,380	Clerk / Sheriff	59.80%
\$52,588	equates to	\$84,029	Leg Chairman	59.80%
\$47,588	equates to	\$76,040	Maj./ Min. Leader	59.80%
\$42,588	equates to	\$68,051	County Legislator	59.80%
Source: https://www.bls.gov/data/inflation_calculator.htm				

County Employees Salaries Compared to Elected Officials 2024

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
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
110	1140010	DISTRICT ATTORNEY	70	1	\$210,900	MC ELECTED OFFICIALS
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	SPEC.		\$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	SPEC		\$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

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
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
110	1011010	COUNTY EXECUTIVE	60	1	\$139,932	MC ELECTED OFFICIALS
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

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
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

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
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)	SPEC		\$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

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
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

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
110	1202030	DIRECTOR OF SOCIAL SERVICES TECH SUPPORT	14	B	\$107,233	CSEA
110	1201040	PERSONNEL SUPERVISOR (SOCIAL SERVICES)	14	B	\$107,233	MC
110	1120010	COUNTY COMPTROLLER	50	1	\$107,160	MC ELECTED OFFICIALS
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

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
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
110	1151010	SHERIFF	80	1	\$101,811	MC ELECTED OFFICIALS
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)	SPEC		\$99,358	MC Grade 10+ Special
820	4203220	ASSISTANT DEPUTY DIRECTOR (LIBRARY)	SPEC		\$99,358	MC Grade 10+ Special
820	4206510	ASSISTANT DEPUTY DIRECTOR (LIBRARY)	SPEC		\$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

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
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)	SPEC		\$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	SPEC		\$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

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
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	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

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
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	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

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
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	

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
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
110	1131010	COUNTY CLERK	40	1	\$90,129	MC ELECTED OFFICIALS

County Employees Salaries Compared to Elected Officials 2024

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
110	1011010	DEPUTY COUNTY EXECUTIVE	22	4	\$188,118 MC	
110	1011010	CHIEF OF STAFF-COUNTY EXECUTIVE	17	B	\$141,757 MC	
110	1011010	COUNTY EXECUTIVE	60	1	\$139,932 MC	ELECTED OFFICIALS
290	1011080	DIRECTOR OF WORKFORCE DEVELOPMENT	17	A	\$137,062 MC	
110	1011010	SENIOR EXECUTIVE ASSISTANT (CE)	16	A	\$127,091 MC	
110	1011010	JUNIOR ADMINISTRATIVE CONSULTANT CE	13	A	\$93,681 MC	
110	1011010	JUNIOR ADMINISTRATIVE CONSULTANT CE	13	5	\$92,647 MC	

County Employees Salaries Compared to Elected Officials 2024

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
110	1120010	DEPUTY COMPTROLLER	18	B	\$153,970 MC	
110	1120020	SENIOR APPLICATION SYSTEMS SPECIALIST	15	F	\$128,625 CSEA	
110	1120020	DIRECTOR OF ACCOUNTING SERVICES	15	F	\$128,625 CSEA	
110	1120010	ASSOCIATE DEPUTY COMPTROLLER	16	5	\$124,255 MC	
110	1120030	DEPUTY (COMPTROLLER)	17	3	\$119,839 MC	
110	1120010	COUNTY COMPTROLLER	50	1	\$107,160 MC	ELECTED OFFICIALS
110	1120030	ASSOCIATE DEPUTY COMPTROLLER	15	3	\$100,306 MC	
110	1120020	PRINCIPAL ACCOUNTING ANALYST	13	C	\$98,801 CSEA	
110	1120020	SENIOR SYSTEMS ACCOUNTANT	13	B	\$95,731 CSEA	
110	1120020	PRINCIPAL ACCOUNTING ANALYST	13	A	\$93,681 CSEA	
110	1120020	PRINCIPAL ACCOUNTING ANALYST	13	5	\$92,647 CSEA	
110	1120020	PRINCIPAL ACCOUNTING ANALYST	13	5	\$92,647 CSEA	
110	1120030	DIRECTOR OF ACCOUNTING SERVICES	15	1	\$92,603 CSEA	

County Employees Salaries Compared to Elected Officials 2024

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
110	1131010	FIRST DEPUTY COUNTY CLERK	17	A	\$138,613	MC
110	1131010	PRINCIPAL TECHNICAL SUPPORT SVS SPEC	14	E	\$114,157	CSEA
110	1131010	ADMIN SECRETARIAL ASST (COUNTY CLERK)	15	5	\$113,098	MC
110	1132010	DEPUTY COUNTY CLERK (AUTO BUREAU)	14	B	\$107,233	MC
110	1131010	DEPUTY COUNTY CLERK - FINANCE	13	D	\$100,860	MC
110	1132010	SECOND DEPUTY COUNTY CLERK (AUTO BUREAU)	13	5	\$92,647	MC
110	1131010	COUNTY CLERK	40	1	\$90,129	MC ELECTED OFFICIALS

County Employees Salaries Compared to Elected Officials 2024

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
110	1151010	UNDER SHERIFF	19	5	\$170,723	MC SHERIFF
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	1161010	FIRST DEPUTY SUPERINTENDENT (SHERIFF)	17	D	\$156,948	MC SHERIFF
110	1161010	SUPERINTENDENT-HOLDING CENTER	18	5	\$156,628	MC SHERIFF
110	1151090	CHIEF OF INTERNAL AFFAIRS	17	C	\$153,723	MC SHERIFF
110	1151030	CHIEF DEPUTY SHERIFF	17	C	\$152,130	MC SHERIFF
110	1165010	FIRST DEPUTY SUPERINTENDENT-COMPLIANCE	17	5	\$144,048	MC SHERIFF
110	1161010	CHIEF OF OPERATIONS (SHERIFF)	15	F	\$136,990	MC SHERIFF
110	1165030	SENIOR NURSE PRACTITIONER (CORR HEALTH)	16	B	\$135,035	NYSNA
110	1161010	CHIEF OF OPERATIONS (SHERIFF)	15	E	\$134,205	MC SHERIFF
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
110	1165010	DIRECTOR OF CORRECTIONAL HEALTH SERVICES	16	5	\$124,255	CSEA
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	1151020	CHIEF DEPUTY-CIVIL	15	5	\$121,025	MC SHERIFF
110	1151010	ASSISTANT CHIEF OF ADMIN (SHERIFF)	13	F	\$112,761	MC SHERIFF
110	1165010	DIRECTOR OF NURSING (CORR HEALTH)	21	5	\$111,352	TEAMSTERS - SWRN SUP
110	1165020	SENIOR NURSE PRACTITIONER (CORR HEALTH)	16	3	\$110,663	NYSNA
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	1165010	REGISTERED NURSE SUPP SPEC (CORR HEALTH)	10	A	\$109,092	TEAMSTERS - MEDICAL
110	1151050	SENIOR DETECTIVE (NARCOTICS)	11	D	\$108,365	PBA
110	1165020	HEAD NURSE (HOLDING CENTER)	10	A	\$107,939	TEAMSTERS - MEDICAL
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
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	1151050	SENIOR DETECTIVE (NARCOTICS)	11	C	\$105,368	PBA
110	1151040	SENIOR TACTICAL FLIGHT OFFICER	11	C	\$105,368	PBA
110	1165020	HEAD NURSE (HOLDING CENTER)	10	6	\$103,274	TEAMSTERS - MEDICAL
110	1151030	LIEUTENANT	10	E	\$101,874	PBA
110	1151030	LIEUTENANT	10	E	\$101,874	PBA
110	1151010	SHERIFF	80	1	\$101,811	MC ELECTED OFFICIALS
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	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	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	1151030	LIEUTENANT	10	C	\$98,154	PBA

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
110	1151040	LIEUTENANT	10	C	\$97,225 PBA	
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	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	
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	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	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	1151090	SERGEANT-OFFICER	11	C	\$94,878 TEAMSTERS - GUARDS	
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	
110	1165020	REGISTERED NURSE (HOLDING CENTER)	08	7	\$93,210 TEAMSTERS - MEDICAL	
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	1163020	CORRECTION LIEUTENANT	13	C	\$92,773 CSEA CF Officers	

Fund	Fund Center	Title	JG	Step	2024 Salary	Barg unit
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
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	1165010	ASSISTANT DIRECTOR NURSING (CORR HEALTH)	20	5	\$91,088	TEAMSTERS - SWRN SUP
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

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GRP 01	37881 1456.96 18.212	39749 1528.80 19.110	40903 1573.20 19.665	42085 1618.64 20.233	43256 1663.68 20.796	44414 1708.24 21.353	44997 1730.64 21.633	45583 1753.20 21.915	46157 1775.28 22.191	46750 1798.08 22.476	47324 1820.16 22.752	47923 1843.20 23.040
GRP 02	38451 1478.88 18.486	40346 1551.76 19.397	41573 1598.96 19.987	42777 1645.28 20.566	43996 1692.16 21.152	45200 1738.48 21.731	45804 1761.68 22.021	46430 1785.76 22.322	47020 1808.48 22.606	47624 1831.68 22.896	48229 1854.96 23.187	48857 1879.12 23.489
GRP 03	39557 1521.44 19.018	41521 1596.96 19.962	42798 1646.08 20.576	44075 1695.20 21.190	45342 1743.92 21.799	46644 1794.00 22.425	47280 1818.48 22.731	47938 1843.76 23.047	48568 1868.00 23.350	49211 1892.72 23.659	49847 1917.20 23.965	50513 1942.80 24.285
GRP 04	40880 1572.32 19.654	42940 1651.52 20.644	44283 1703.20 21.290	45637 1755.28 21.941	47012 1808.16 22.602	48381 1860.80 23.260	49067 1887.20 23.590	49727 1912.56 23.907	50417 1939.12 24.239	51093 1965.12 24.564	51769 1991.12 24.889	52472 2018.16 25.227
GRP 05	42742 1643.92 20.549	44913 1727.44 21.593	46419 1785.36 22.317	47892 1842.00 23.025	49400 1900.00 23.750	50893 1957.44 24.468	51703 1988.56 24.857	52516 2019.84 25.248	53337 2051.44 25.643	54149 2082.64 26.033	54966 2114.08 26.426	55817 2146.80 26.835
GRP 06	45269 1741.12 21.764	47595 1830.56 22.882	49375 1899.04 23.738	51139 1966.88 24.586	52899 2034.56 25.432	54687 2103.36 26.292	55723 2143.20 26.790	56757 2182.96 27.287	57768 2221.84 27.773	58804 2261.68 28.271	59833 2301.28 28.766	60913 2342.80 29.285
GRP 07	47942 1843.92 23.049	50446 1940.24 24.253	52614 2023.60 25.295	54785 2107.12 26.339	56950 2190.40 27.380	59109 2273.44 28.418	60287 2318.72 28.984	61462 2363.92 29.549	62643 2409.36 30.117	63814 2454.40 30.680	64998 2499.92 31.249	66238 2547.60 31.845
GRP 08	50839 1955.36 24.442	53527 2058.72 25.734	56062 2156.24 26.953	58602 2253.92 28.174	61121 2350.80 29.385	63638 2447.60 30.595	64944 2497.84 31.223	66233 2547.44 31.843	67531 2597.36 32.467	68838 2647.60 33.095	70140 2697.68 33.721	71508 2750.32 34.379
GRP 09	53972 2075.84 25.948	56871 2187.36 27.342	59711 2296.56 28.707	62541 2405.44 30.068	65362 2513.92 31.424	68203 2623.20 32.790	69618 2677.60 33.470	71038 2732.24 34.153	72438 2786.08 34.826	73852 2840.48 35.506	75269 2894.96 36.187	76758 2952.24 36.903
GRP 10	57304 2204.00 27.550	60403 2323.20 29.040	63500 2442.32 30.529	66570 2560.40 32.005	69657 2679.12 33.489	72756 2798.32 34.979	74304 2857.84 35.723	75837 2916.80 36.460	77395 2976.72 37.209	78938 3036.08 37.951	80488 3095.68 38.696	82118 3158.40 39.480
GRP 11	62419 2400.72 30.009	65847 2532.56 31.657	69166 2660.24 33.253	72534 2789.76 34.872	75853 2917.44 36.468	79192 3045.84 38.073	80870 3110.40 38.880	82541 3174.64 39.683	84203 3238.56 40.482	85873 3302.80 41.285	87541 3366.96 42.087	89296 3434.48 42.931
GRP 12	66277 2549.12 31.864	69952 2690.48 33.631	73647 2832.56 35.407	77357 2975.28 37.191	81041 3116.96 38.962	84741 3259.28 40.741	86595 3330.56 41.632	88433 3401.28 42.516	90293 3472.80 43.410	92142 3543.92 44.299	93995 3615.20 45.190	95952 3690.48 46.131
GRP 13	71710 2758.08 34.476	75729 2912.64 36.408	79776 3068.32 38.354	83841 3224.64 40.308	87907 3381.04 42.263	91940 3536.16 44.202	93976 3614.48 45.181	96009 3692.64 46.158	98047 3771.04 47.138	100090 3849.60 48.120	102122 3927.76 49.097	104272 4010.48 50.131

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GRP 14	79140	83635	88211	92749	97288	101856	104127	106415	108717	111003	113285	115704
	3043.84	3216.72	3392.72	3567.28	3741.84	3917.52	4004.88	4092.88	4181.44	4269.36	4357.12	4450.16
	38.048	40.209	42.409	44.591	46.773	48.969	50.061	51.161	52.268	53.367	54.464	55.627
GRP 15	86904	91896	96980	102061	107153	112235	114783	117320	119875	122414	124956	127643
	3342.48	3534.48	3730.00	3925.44	4121.28	4316.72	4414.72	4512.32	4610.56	4708.24	4806.00	4909.36
	41.781	44.181	46.625	49.068	51.516	53.959	55.184	56.404	57.632	58.853	60.075	61.367
GRP 16	95268	100786	106411	112060	117686	123307	126121	128948	131778	134595	137424	140412
	3664.16	3876.40	4092.72	4310.00	4526.40	4742.56	4850.80	4959.52	5068.40	5176.72	5285.52	5400.48
	45.802	48.455	51.159	53.875	56.580	59.282	60.635	61.994	63.355	64.709	66.069	67.506
GRP 17	103530	109579	115787	122013	128228	134453	137555	140675	143776	146881	149989	153275
	3981.92	4214.56	4453.36	4692.80	4931.84	5171.28	5290.56	5410.56	5529.84	5649.28	5768.80	5895.20
	49.774	52.682	55.667	58.660	61.648	64.641	66.132	67.632	69.123	70.616	72.110	73.690
GRP 18	112162	118766	125572	132373	139175	145983	149384	152795	156206	159613	163028	166637
	4313.92	4567.92	4829.68	5091.28	5352.88	5614.72	5745.52	5876.72	6007.92	6138.96	6270.32	6409.12
	53.924	57.099	60.371	63.641	66.911	70.184	71.819	73.459	75.099	76.737	78.379	80.114
GRP 19	121640	128858	136280	143734	151160	158600	162325	166032	169763	173487	177206	181145
	4678.48	4956.08	5241.52	5528.24	5813.84	6100.00	6243.28	6385.84	6529.36	6672.56	6815.60	6967.12
	58.481	61.951	65.519	69.103	72.673	76.250	78.041	79.823	81.617	83.407	85.195	87.089
GRP 20	131211	139031	147150	155251	163355	171490	175519	179579	183631	187691	191739	196030
	5046.56	5347.36	5659.60	5971.20	6282.88	6595.76	6750.72	6906.88	7062.72	7218.88	7374.56	7539.60
	63.082	66.842	70.745	74.640	78.536	82.447	84.384	86.336	88.284	90.236	92.182	94.245
GRP 21	140785	149213	157995	166754	175542	184311	188689	193088	197459	201835	206226	210868
	5414.80	5738.96	6076.72	6413.60	6751.60	7088.88	7257.28	7426.48	7594.56	7762.88	7931.76	8110.32
	67.685	71.737	75.959	80.170	84.395	88.611	90.716	92.831	94.932	97.036	99.147	101.379
GRP 22	149641	158640	167995	177347	186682	196030	200705	205383	210070	214739	219419	224370
	5755.44	6101.52	6461.36	6821.04	7180.08	7539.60	7719.44	7899.36	8079.60	8259.20	8439.20	8629.60
	71.943	76.269	80.767	85.263	89.751	94.245	96.493	98.742	100.995	103.240	105.490	107.870
GRP 23	160921	170631	180733	190834	200909	211016	216062	221116	226173	231219	236276	241623
	6189.28	6562.72	6951.28	7339.76	7727.28	8116.00	8310.08	8504.48	8698.96	8893.04	9087.52	9293.20
	77.366	82.034	86.891	91.747	96.591	101.450	103.876	106.306	108.737	111.163	113.594	116.165
GRP 24	176344	187042	198174	209294	220399	231519	237080	242644	248215	253777	259334	265225
	6782.48	7193.92	7622.08	8049.76	8476.88	8904.56	9118.48	9332.48	9546.72	9760.64	9974.40	*200.96
	84.781	89.924	95.276	100.622	105.961	111.307	113.981	116.656	119.334	122.008	124.680	127.512
GRP 25	189981	201745	213999	226227	238443	250675	256795	262812	269040	275155	281268	287749
	7306.96	7759.44	8230.72	8701.04	9170.88	9641.36	9876.72	*108.16	*347.68	*582.88	*818.00	*067.28
	91.337	96.993	102.884	108.763	114.636	120.517	123.459	126.352	129.346	132.286	135.225	138.341
GRP 26	208424	221154	234838	248290	261731	275184	281915	288540	295389	302116	308840	315975
	8016.32	8505.92	9032.24	9549.60	*066.56	*584.00	*842.88	*097.68	*361.12	*619.84	*878.48	*152.88
	100.204	106.324	112.903	119.370	125.832	132.300	135.536	138.721	142.014	145.248	148.481	151.911

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GRP 05	44206 1700.24 21.253	46338 1782.24 22.278	47898 1842.24 23.028	49427 1901.04 23.763	50989 1961.12 24.514	52539 2020.72 25.259	53379 2053.04 25.663	54236 2086.00 26.075	55093 2118.96 26.487	55946 2151.76 26.897	56799 2184.56 27.307	57691 2218.88 27.736
GRP 06	46842 1801.60 22.520	49128 1889.52 23.619	50968 1960.32 24.504	52803 2030.88 25.386	54635 2101.36 26.267	56478 2172.24 27.153	57560 2213.84 27.673	58639 2255.36 28.192	59694 2295.92 28.699	60763 2337.04 29.213	61838 2378.40 29.730	62962 2421.60 30.270
GRP 07	53801 2069.28 25.866	56505 2173.28 27.166	58741 2259.28 28.241	60963 2344.72 29.309	63182 2430.08 30.376	65416 2516.00 31.450	66631 2562.72 32.034	67841 2609.28 32.616	69050 2655.76 33.197	70262 2702.40 33.780	71475 2749.04 34.363	72746 2797.92 34.974
GRP 08	56790 2184.24 27.303	59673 2295.12 28.689	62277 2395.28 29.941	64892 2495.84 31.198	67488 2595.68 32.446	70081 2695.44 33.693	71413 2746.64 34.333	72742 2797.76 34.972	74079 2849.20 35.615	75406 2900.24 36.253	76742 2951.60 36.895	78137 3005.28 37.566
GRP 09	60027 2308.72 28.859	63111 2427.36 30.342	66023 2539.36 31.742	68956 2652.16 33.152	71858 2763.76 34.547	74770 2875.76 35.947	76222 2931.60 36.645	77690 2988.08 37.351	79150 3044.24 38.053	80604 3100.16 38.752	82064 3156.32 39.454	83601 3215.44 40.193
GRP 10	63467 2441.04 30.513	66751 2567.36 32.092	69936 2689.84 33.623	73108 2811.84 35.148	76269 2933.44 36.668	79468 3056.48 38.206	81056 3117.52 38.969	82638 3178.40 39.730	84230 3239.60 40.495	85827 3301.04 41.263	87414 3362.08 42.026	89084 3426.32 42.829
GRP 11	68746 2644.08 33.051	72349 2782.64 34.783	75774 2914.40 36.430	79219 3046.88 38.086	82645 3178.64 39.733	86091 3311.20 41.390	87805 3377.12 42.214	89534 3443.60 43.045	91245 3509.44 43.868	92961 3575.44 44.693	94677 3641.44 45.518	96481 3710.80 46.385
GRP 12	72729 2797.28 34.966	76577 2945.28 36.816	80380 3091.52 38.644	84198 3238.40 40.480	87986 3384.08 42.301	91786 3530.24 44.128	93704 3604.00 45.050	95591 3676.56 45.957	97500 3750.00 46.875	99407 3823.36 47.792	101315 3896.72 48.709	103318 3973.76 49.672
GRP 13	78339 3013.04 37.663	82514 3173.60 39.670	86678 3333.76 41.672	90861 3494.64 43.683	95044 3655.52 45.694	99201 3815.44 47.693	101298 3896.08 48.701	103395 3976.72 49.709	105491 4057.36 50.717	107594 4138.24 51.728	109689 4218.80 52.735	111900 4303.84 53.798
GRP 14	86020 3308.48 41.356	90663 3487.04 43.588	95353 3667.44 45.843	100029 3847.28 48.091	104705 4027.12 50.339	109406 4207.92 52.599	111748 4298.00 53.725	114100 4388.48 54.856	116461 4479.28 55.991	118814 4569.76 57.122	121166 4660.24 58.253	123648 4755.68 59.446
GRP 15	94035 3616.72 45.209	99152 3813.52 47.669	104385 4014.80 50.185	109614 4215.92 52.699	114849 4417.28 55.216	120101 4619.28 57.741	122703 4719.36 58.992	125320 4820.00 60.250	127945 4920.96 61.512	130560 5021.52 62.769	133180 5122.32 64.029	135945 5228.64 65.358
GRP 16	102669 3948.80 49.360	108308 4165.68 52.071	114096 4388.32 54.854	119902 4611.60 57.645	125701 4834.64 60.433	131479 5056.88 63.211	134393 5168.96 64.612	137290 5280.40 66.005	140202 5392.40 67.405	143106 5504.08 68.801	146012 5615.84 70.198	149078 5733.76 71.672
GRP 17	111201 4276.96 53.462	117354 4513.60 56.420	123739 4759.20 59.490	130158 5006.08 62.576	136548 5251.84 65.648	142948 5498.00 68.725	146155 5621.36 70.267	149363 5744.72 71.809	152549 5867.28 73.341	155750 5990.40 74.880	158954 6113.60 76.420	162329 6243.44 78.043

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GRP 18	121216	127880	134778	141656	148597	155432	158860	162180	165437	168736	172120	175720
	4662.16	4918.48	5183.76	5448.32	5715.28	5978.16	6110.00	6237.68	6362.96	6489.84	6620.00	6758.48
	58.277	61.481	64.797	68.104	71.441	74.727	76.375	77.971	79.537	81.123	82.750	84.481
GRP 19	132122	139385	146904	154403	161965	169420	173150	176792	180326	183926	187610	191551
	5081.60	5360.96	5650.16	5938.56	6229.44	6516.16	6659.60	6799.68	6935.60	7074.08	7215.76	7367.36
	63.520	67.012	70.627	74.232	77.868	81.452	83.245	84.996	86.695	88.426	90.197	92.092
GRP 20	77058	81422	85862	90272	94673	99112	101317	103534	105766	107985	110200	112551
	2963.76	3131.60	3302.40	3472.00	3641.28	3812.00	3896.80	3982.08	4067.92	4153.28	4238.48	4328.88
	37.047	39.145	41.280	43.400	45.516	47.650	48.710	49.776	50.849	51.916	52.981	54.111
GRP 21	92710	98072	103530	109015	114475	119922	122658	125403	128147	130886	133628	
	3565.76	3772.00	3981.92	4192.88	4402.88	4612.40	4717.60	4823.20	4928.72	5034.08	5139.52	
	44.572	47.150	49.774	52.411	55.036	57.655	58.970	60.290	61.609	62.926	64.244	

COUNTY EXECUTIVE

GENERAL STATEMENT OF DUTIES: Plans, organizes, develops and directs all functions of county government consistent with the provisions of the Erie County Charter and other laws, is responsible to the electorate for the government of Erie County.

DISTINGUISHING FEATURES OF THE CLASS: This is the highest level administrative position in the County. The incumbent operates within the limits of the County Charter and other related laws but receives no direction from other sources. Supervision is exercised over all county personnel and departments.

EXAMPLES OF WORK: (Illustrative only)

Formulates general policies and directs their implementation through major department heads;
Counsels with department heads on complex or unusual problems and settles matters not covered by policy;
Recommends annual budget to the County Legislature, for the operation and administration of the county government, and to establish the tax levy;
Selects and appoints all non-elective department heads and maintains general direction over the programs of their agencies;
Administers the enforcement of law, the maintenance of public service and the protection of life and property in the county;
Informs the County Legislature of the condition of the county and reviews, and approves or vetos all legislation;
Coordinates the county administration and governmental functions with State and Federal agencies;
Heads major county government committees.

COUNTY CLERK

Flat

GENERAL STATEMENT OF DUTIES: Directs the activities of the Office of the Erie County Clerk; Does related work as required.

DISTINGUISHING FEATURES OF THE CLASS: This is an elective office involving major responsibility in many areas as defined in the New York State Constitution, County Law, Judiciary Law, Lien Law, Real Property instruments, the processing of applications, the insurance of licenses, and the collecting of fees provided by law. Full supervision is exercised over a large number of administrative and clerical personnel.

EXAMPLES OF WORK: (Illustrative Only)

Serves as Recorder of Deeds, Clerk of the Courts, agent for State Commissioner of Motor Vehicles and State Conservation Commission and as agent for the U.S. Immigration and Naturalization Commission;

Accepts for record, indexes and preserves deeds, mortgages, discharges, assignments, executions, releases, consolidation agreements, postponements, subordinations and other papers affecting real property in Erie County;

Accepts for filing, docketing and preserves transcripts of judgment releases and assignments, satisfactions, tax liens, and tax warrants, indexes and preserves sales contracts, chattel mortgages, bonds, mechanic liens, building loan agreements wage assignments, criminal bonds and collects bonds;

Administers to and records oaths of office for public officials;

Collects for New York State, tax on all real property mortgages;

Issues hunting and fishing licenses and supplies books for town and village clerks, declarations of intentions of citizenship;

Serves as agent for the Commissioner of Motor Vehicles and issues auto and operators licenses;

Attends court sessions and makes a record of the proceedings, participates in civic and other group meetings; addresses such groups and makes public addresses; also, attends budget hearings for presentation of County Clerk's budget after reviewing; supervises budget control;

Plans procedures and methods for improved keeping, safe keeping, preserving and storing of records;

Maintains liaison with allied governmental units;

REQUIRED KNOWLEDGES, SKILLS, AND ABILITIES:

Thorough knowledge of the organization and operations of the County Clerk's Office;

Thorough knowledge of office terminology, practices and procedures;

Thorough knowledge of business arithmetic and English;

Thorough knowledge of indexing, recording, form and content of legal documents filed in the County Clerk's Office;

Ability to plan, assign, supervise, review and coordinate all activities of the County Clerk's Office;

Ability to meet public;

Initiative;

Resourcefulness;

Tact;

Good physical condition.

COUNTY COMPTROLLER

Rev. 9/82
Erie County
Z012
Unclass.
JG - Flat
MJE/a

DISTINGUISHING FEATURES OF THE CLASS: This is an elected position holding the responsibilities as prescribed by the Erie County Chapter and the Erie County Administrative Code. The incumbent acts as the Chief Fiscal Officer and Chief Accounting and Auditing Officer for the County. The incumbent plans and directs all activities of the Comptroller's Office and makes appointments to positions in that Department.

TYPICAL WORK ACTIVITIES:

Keeps and maintains records of appropriations, encumbrances and expenditures, and prescribes methods of accounting for County officers and administrative units;

Examines all requisitions for the encumbering of funds for the expenditures of which the County is responsible, and certifies the availability of funds therefore;

Audits and certifies for payment all lawful claims or charges against the County or against funds for which the County is responsible;

Audits the financial records and accounts of all officers and employees charged with any duty relating to County funds or funds for which the County is responsible;

Prepares and signs all checks for the payment of the payroll and all other lawful claims or charges against the County or against funds for which the County is responsible and delivers same to the Commissioner of Finance;

Makes available to the County Legislature, the County Executive and the head of any administrative unit of the County, any information from the records and accounts of the Comptroller's Office which they may require to assist them in the performance of their duties;

Plans, directs and controls, through Deputy Comptrollers, all accounting and auditing procedures for County expenditures;

Performs all related duties as may be prescribed by local law.

SHERIFF

Rev. 10/96
Erie County
UNC. Z029
MJE/a

DISTINGUISHING FEATURES OF THE CLASS: The work involves performing duties prescribed by law as Chief of Police and Peace Officer of Erie County. This is an elective office accountable for the conduct of the office to the governor of the State of New York. The Sheriff works closely with local law enforcement services and State and Federal law enforcement agencies in maintaining law and order in Erie County. Supervision is exercised over a large number of law enforcement and staff employees. Does related work as required.

TYPICAL WORK ACTIVITIES:

Directs the operation of the Erie County Holding Center, Wende Annex and Erie County Medical Center Lock-up;
Directs criminal investigations in cooperation with the District Attorney and Chiefs of Police in Erie County and New York State Police and Buffalo Police Departments;
Directs the operation of the Erie County Sheriff's Office Criminal Division;
Cooperates with the FBI, the US Treasury Department, Armed Services Department of State and other governmental agencies in matters of internal security and violations of law;
Directs policing of courts in the County;
Directs the operation of the Erie County Sheriff's Office Marine Division;
Directs the processing and execution of warrants of attachments, writs of replevin, garnishees, etc.;
Directs the operation of the Erie County Sheriff's Reserve Units;
Extradites fugitives from justice located in the several states when wanted for prosecution in Erie County;
Directs the fingerprinting maintenance and photographic files of all felons arrested and convicted in Erie County;
Exercises power to appoint deputies in case of emergency;
Plans and directs training schools to train peace officers;
Works closely with Federal agencies in conducting special studies and surveys, such as special narcotics surveys in collaboration with Treasury Department;
Works closely with municipal police chief in coordinating services of the Sheriff's Office with local law enforcement services;
Appoints an Undersheriff and Division Heads.

FULL PERFORMANCE KNOWLEDGES, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS:

Comprehensive knowledge of modern police management and law enforcement techniques; comprehensive knowledge of institutional and penal law; comprehensive knowledge of modern institutional practices; thorough knowledge of the interrelationship between local, State and Federal law enforcement agencies; ability to plan, organize and supervise various police activities within the County; ability to work with and influence people to positive action; ability to plan for and carry out major investigations; ability to speak and write effectively; personal and professional integrity; tact; physical condition commensurate with the demands of the position.

12/77
Erie County

Z-009
Unclassified

CHAIRPERSON – COUNTY LEGISLATURE

GENERAL STATEMENT OF DUTIES: Presides at all regular and special meetings of the County Legislature; does related work as required.

DISTINGUISHING FEATURES OF THE CLASS: This is a highly responsible office which directs the parliamentary procedures of the legislative function of the County Legislature. The incumbent is selected by the County Legislatures at the annual organization meeting and the term of office expires at the end of the calendar year in which he is selected. In addition, the incumbent also performs his elected official duty of representing the public as County Legislator.

EXAMPLES OF WORK: (Illustrative only)

Directs the legislative proceedings as all regular and special meetings of the County Legislature, convening meeting at specified time, recognizing speakers, deciding questions relative to priority of business, and ect.;

Appoints members of all standing and special committees of the County Legislature;

Serves as ex officio member of all committees;

May direct Clerk of the Legislature to call special meetings of the County Legislature.

REQUIRED KNOWLEDGES, SKILLS AND ABILITIES:

Good knowledge of the Rules of Order – Erie County Legislature Legislative Meetings; good knowledge of Robert's Rules of Order Revised; working knowledge of the Rules of the New York State Assembly; ability to make sound and rational decisions; skill in oral and written communications; sound physical condition.

ACCEPTABLE TRAINING AND EXPERIENCE: Candidates must be an Erie County Legislator.

COUNTY LEGISLATOR (Majority/Minority)

GENERAL STATEMENT OF DUTIES: Serves as leader of their respective party in the County Legislature, and as an elected official in the Legislature representing the people; does related work as required.

DISTINGUISHING FEATURES OF THE CLASS: This is a highly responsible position which serves as the guiding head on legislative matters for County Legislators elected under affiliation with a major political party. Incumbents are elected annually by the County Legislators of their own political party affiliation, with the party having the greatest number of members seated constituting the majority, and the party with the fewer members seated carrying the minority designation.

EXAMPLES OF WORK: (Illustrative Only)

Serves as spokesman in representing their respective political party's position on matters presented to the County Legislature;
Calls caucuses of their respective party members to discuss and decide on what action to take on items which may be presented to the Legislature;
Attends regular and special meetings of the Legislature to act on matters brought before it;
Votes upon the acts, motions, and resolutions presented before the Legislature;
Serves on committees to aid and assist the Legislature in performance of its duties;
Reviews data and reports related to legislative matters;
Attends various meetings and conferences;
Acts as liaison between the Legislature and various other governmental agencies, boards, and committees;
May serve as chairman of various committees and attend to all business matters of the committee;
Speaks before various groups on subjects related to County government;
Provides responses to inquiries on matters related to the County government.

REQUIRED KNOWLEDGES, SKILLS AND ABILITIES: Comprehensive knowledge of County Laws; thorough knowledge of governmental inter-relationship of Federal, State, County, and local government; thorough knowledge of County's functions and needs; working knowledge of the functions of subordinates; a high degree of leadership abilities; ability to accumulate and sort information and data and make logical, responsible and rational decisions; ability to work well with others; skill in oral and written communications; sound physical condition.

ACCEPTABLE TRAINING AND EXPERIENCE: Candidates must be an Erie County Legislator.