

Summary of Minutes

The Monroe County Compensation Policy Commission

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

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

MEMBERS via Zoom: Paul Britton, Christine Whitfield

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

MEETING START

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

APPROVAL OF MINUTES

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

DISCUSSION ON RESEARCH MATERIAL

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

Chairman Moffitt led discussion by proposing two questions.

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

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

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

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

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

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

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

ADJOURNMENT:

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

Respectfully submitted,
Frank Keophetlasy
Deputy Clerk of the Legislature