

Summary of Minutes

The Monroe County Compensation Policy Commission

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

MEMBERS PRESENT:

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

MEMBERS EXCUSE:

Christine Whitfield

OTHERS PRESENT:

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

Election of the Chair

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

Establishing Hybrid Meeting Rules and Allowance

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

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

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

Commission Goals and Objectives

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

Discussion: Compensation Consulting Services

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

General Discussion

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

Commission agreed on following criteria and research requests

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

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

Date for Next Meeting

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

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

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

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

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

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

ADJOURNMENT:

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

Respectfully submitted,
Frank Keophetlasy
Deputy Clerk of the Legislature