



Office of the County Executive

Monroe County, New York

Adam J. Bello
County Executive

May 23, 2022

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Committee Assignment	
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To The Honorable
Monroe County Legislature
407 County Office Building
Rochester, New York 14614

Subject: Approve Amendments to 2022 Salary Schedules and Authorize Retention Payments to Full-Time Employees

Honorable Legislators:

I recommend that Your Honorable Body approve amendments to increase all 2022 salary schedules by 2%, except for the salary schedule for elected officials, and approve retention payments totaling up to \$3,000 over the next 18 months for all full-time Monroe County employees outside of senior management.

This initiative will help Monroe County recruit and retain the talented employees needed to perform all of the essential functions of County government. Employees have an increasing number of employment opportunities in the current market, and it is important that Monroe County offer competitive salaries and incentivize employees to remain in public service.

This referral will increase all 2022 Budget Salary Schedules by 2%, except for the salary schedule for elected officials. It will also provide retention payments to all full-time employees except elected officials and management employees in Group 25 or above, or the comparable group in another salary schedule. These payments will be made quarterly, beginning July 1, 2022, and continuing thereafter for a total of 6 quarterly payments. Full-time employees working for the County at the end of each quarter will receive a \$500 payment, allowing for a maximum total payment of \$3,000 to each full-time employee who remains employed by the County for the entire eighteen month period.

The estimated cost of this referral is \$16,589,112 for the eighteen month period beginning July 1, 2022.

The specific legislative actions required are:

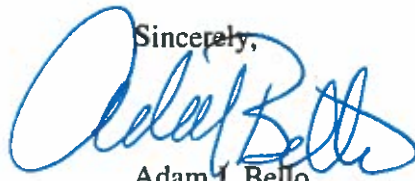
1. Amend all 2022 Budget Salary Schedules, except for the salary schedule for elected officials, to increase the salary schedules by 2%, effective Pay Period 13.

2. Authorize quarterly retention payments of \$500 to all full-time County employees other than elected officials and management employees in Group 25 or above, or the comparable group in another salary schedule, beginning July 1, 2022 and continuing thereafter for a total of 6 quarterly payments for all such employees who continue to work for the County full-time at the time of the quarterly payment.
3. Approve amendments to all County collective bargaining agreements to reflect the amended Salary Schedules and retention payments.

This action is a type II Action pursuant to 6 NYCRR & 617.5(c)(26) ("routine or continuing agency administration and management, not including new programs or major reordering of priorities that may affect the environment") and (28) ("collective bargaining activities") and is not subject to further review under the State Environmental Quality Review Act.

Funding for the July 1, 2022 to December 31, 2022 portion of this legislation is included in the 2022 operating budgets of all County departments, and will be requested in future years' budgets. No additional net County support is required in the current Monroe County budget.

I recommend that this matter be referred to the appropriate committee(s) for favorable action by Your Honorable Body.

Sincerely,

Adam J. Bello
Monroe County Executive