



Office of the County Executive Monroe County Legislature

February 13, 2023

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

OFFICIAL FILE COPY	
No.	230024
Not to be removed from the Office of the Legislature Of Monroe County	
Committee Assignment	
URGENT	-L

Subject: Amend and Extend the Authorization of Retention Payments to Full-Time Employees

Honorable Legislators:

We recommend that Your Honorable Body approve an amendment to the retention payment program for all full-time Monroe County employees outside of senior management.

Last year, Your Honorable Body adopted Resolution 181 of 2022, authorizing retention payments to help Monroe County recruit and retain the talented employees needed to perform all of the essential functions of County government. Employees continue to have options in the current market. To remain competitive, it is important that Monroe County continue to incentivize employees to remain in public service.

This referral will amend and extend the retention payment program. Currently, eligible employees receive quarterly payments of \$500. This referral would increase the quarterly payments to \$1,000, effective April 7, 2023 (pay period 7). It would also extend the time period for retention payments through October 2024, for a total of 7 additional payments. Eligible employees will receive a payment of \$1,000 each quarter, allowing for a maximum total payment to each employee of \$7,000 under this referral, in addition to payments already received. Eligible employees will continue to include all full-time employees except elected officials and management employees in Group 25 or above, or the comparable group in another salary schedule.

The estimated cost of this referral is \$20,000,000.

The specific legislative actions required are:

1. Amend Resolution 181 of 2022 to authorize quarterly retention payments of \$1,000 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 April 7, 2023 (pay period 7) and continuing thereafter through October 2024.
2. Amend the 2023 operating budget to appropriate fund balance in the amount of \$8,000,000 into the Department of Finance – Unallocated for the payment of retention bonuses.
3. Authorize appropriation transfers, as necessary, from the Department of Finance – Unallocated, general fund 9001, to the various operating departments and funds against which the retention bonuses will be expensed.

This action is a type II Action pursuant to 6 NYCRR & 617.5 (C)(28) ("collective bargaining activities") and is not subject to further review under the State Environmental Quality Review Act.

Partial funding for these retention bonuses is included in the 2023 operating budgets of each County department and will require \$8,000,000 of net County support for which fund balance is appropriated in this referral. Funding for retention bonuses in 2024 will be requested in next year's proposed budget.

We recommend that this matter receive favorable action by Your Honorable Body.

Sincerely,



Adam J. Bello
Monroe County Executive



Sabrina LaMar
Monroe County Legislature
President



Steve Brew
Monroe County Legislature
Majority Leader



Yversha Roman
Monroe County Legislature
Minority Leader



Blake Keller
Monroe County Legislator
District 1



Jackie Smith
Monroe County Legislator
District 2



Tracy DiFlorio
Monroe County Legislator
District 3



Frank X. Allkofer
Monroe County Legislator
District 4



Richard B. Milne
Monroe County Legislator
District 5



Sean McCabe
Monroe County Legislator
District 6



Kirk Morris
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District 7



Mark Johns
Monroe County Legislator
District 8



Paul Dondorfer
Monroe County Legislator
District 9



Howard Maffucci
Monroe County Legislator
District 10



Sean M. Delehanty
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Michael Yudelson
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District 13



Susan Hughes-Smith
Monroe County Legislator
District 14



George J. Hebert
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District 15



Dave Long
Monroe County Legislator
District 16



Maria Vecchio
Monroe County Legislator
District 17



John B. Baynes
Monroe County Legislator
District 18



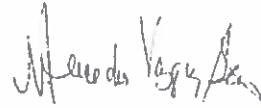
Kathleen Taylor
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District 19



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District 20



Rachel Barnhart
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District 28



William Burgess
Monroe County Legislator
District 29

By Legislators _____ and _____

Intro. No. ____

RESOLUTION NO. ____ OF 2023

**AMENDING AND EXTENDING AUTHORIZATION OF RETENTION PAYMENTS TO
FULL-TIME EMPLOYEES**

BE IT RESOLVED BY THE LEGISLATURE OF THE COUNTY OF MONROE, as follows:

Section 1. Section 2 of Resolution 181 of 2022, is hereby amended to read as follows:

The Legislature hereby authorizes 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 until January 2023 and quarterly retention payments of \$1,000 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 April 7, 2023 and continuing thereafter through October 2024~~ for all such employees who continue to work for the County full-time at the time of the quarterly payments.

Section 2. The 2023 operating budget is hereby amended to appropriate fund balance in the amount of \$8,000,000 into the Department of Finance – Unallocated for the payment of retention bonuses.

Section 3. Appropriation transfers, as necessary, are hereby authorized from the Department of Finance-Unallocated, general fund 9001, to the various operating departments and funds against which the retention bonuses will be expensed.

Section 4. This resolution shall take effect in accordance with Section C2-7 of the Monroe County Charter.

Matter of Urgency
File No. 23-

ADOPTION: Date: _____ Vote: _____

ACTION BY THE COUNTY EXECUTIVE

APPROVED: _____ VETOED: _____

SIGNATURE: _____ DATE: _____

EFFECTIVE DATE OF RESOLUTION: _____