



Monroe County Legislature

YVERSHA ROMAN
PRESIDENT

MICHAEL YUDELSON
MAJORITY LEADER

STEVE BREW
REPUBLICAN LEADER

July 8, 2024

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

OFFICIAL FILE COPY	
No.	240233
Not to be removed from the Office of the Legislature Of Monroe County	
Committee Assignment	
WAYS & MEANS	-L

Subject: Amending the 2024 Salary Schedule for Flat and Hourly Employees

Honorable Legislators:

Pay equity is an important issue that many of the members of this Honorable Body have spent a significant amount of time working towards. At the root of the issue is to ensure adequate and fair compensation tied to work experience, length of tenure, educational background, job performance, and other relevant factors.

Adequate and fair compensation are also essential components to staff retention. The Legislature has seen significant turnover over the last few years, including changes in the Chief of Staff in both Caucus offices and significant numbers of departures from other staff positions. The reasons cited by departing staff all-too-often include better pay opportunities and greater opportunities for career advancement. In addition, Monroe County is one of the few counties in New York where Majority Staff pay scales are higher than Minority Staff. In fact, in two other peer counties, Albany and Erie Counties, the Minority Chief of Staff receives higher pay than the Majority Chief of Staff according to their 2024 budgets. The difference is in part due to differences in professional experience and tenure. Pay equity is difficult to achieve, even when warranted by an individual's knowledge and experience, this would be difficult to do in Monroe County without structural changes such as this.

The proposed resolution remedies the pay scale disparities between the Democratic and Republican Legislative offices, raises pay for some titles to meet recruitment needs, and adjusts pay for equivalent level titles.

The specific legislative action(s) required are:

1. Adopt the Amendments to Flat and Hourly Pay Rates in Attachment A

This legislative action requested in the referral is not an "Action," as that term is defined in 6 NYCRR § 617.2 (b), and is not subject to review under the State Environmental Quality Review Act. This amendment will have no impact on the revenues or expenditures of the current Monroe County budget.

Respectfully submitted,

Yversha M. Román
President of the Legislature

Michael Yudelson
Majority Leader

Steve Brew
Republican Leader

Schedule A

Attorney - County Legislature	21,012 36,771 21,012 – 40,000
Clerk of the Legislature	57,783 99,807 47,277 – 99,807
Chief of Staff – Majority Office	57,783 99,807 47,277 – 99,807
Chief of Staff – Minority Office	47,277 89,301 47,277 – 99,807
Director – Majority Office	57,783 99,807 47,277 – 99,807
Director – Minority Office	47,277 89,301 47,277 – 99,807
Deputy Clerk of the Legislature	36,771 66,188 36,771 – 75,000
Deputy Director – Majority Office	42,024 68,289 36,771 – 75,000
Deputy Director – Minority Office	36,771 63,036 36,771 – 75,000
Legislative Assistant	36,771 52,530 36,771 – 65,000
Legislative Director – Majority Office	36,771 63,036 36,771 – 70,000
Legislative Director – Minority Office	36,771 63,036 36,771 – 70,000
Legislative Intern	15.76 21.01 16.00 - 22.50
Legislative Staff Aide, Part Time	15.76 25.21 18.00 - 27.50
Research Analyst – Majority Office	36,771 63,036 36,771 – 65,000
Research Analyst – Minority Office	32,779 57,783 36,771 – 65,000
Research Associate – Majority Office, Part Time	15.76 18.91 15.76 – 23.01
Research Associate – Minority Office, Part Time	15.76 18.91 15.76 – 23.01
Special Assistant to the Legislature President	32,779 42,024 32,779 - 60,000
Staff Assistant - County Legislature	32,779 47,277 32,779 - 50,000
First Assistant Deputy Clerk of the Legislature	32,779 57,783 32,779 - 60,000
Second Assistant Deputy Clerk of the Legislature	32,779 57,783 32,779 - 60,000