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## County of Erie

**DENNIS T. GORSKI**  
COUNTY EXECUTIVE

PHONE: 716/858-8500  
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February 2, 1999

The Honorable  
Erie County Legislature  
25 Delaware Avenue  
Buffalo, New York 14202

RE: Center for Cooperative Economic Growth -  
Variable Minimum for Assistant Director

Honorable Members:

Attached please find a proposed resolution and accompanying memorandum recommending that the position of Assistant Director, Center for Cooperative Economic Growth be established at Job Group XV, Step 3.

Please refer this matter to the appropriate committee of your Honorable Body. Representatives of the Department of Personnel will be available to answer any questions.

Very truly yours,



DENNIS T. GORSKI  
County Executive

DTG:kj

REF: EXEUKVAR.MIN

3E-9

**PROPOSED RESOLUTION**

RE: Center for Cooperative Economic Growth -  
Variable Minimum for Assistant Director

**WHEREAS**, after extensive recruitment, the department has identified a highly qualified candidate capable of assuming the responsibilities of Assistant Director in this office, and

**WHEREAS**, in order to secure the services of this individual, it is necessary to increase that starting salary to an appropriate level considering this candidate's qualifications and current salary, and

**WHEREAS**, the Erie County Personnel Department has reviewed and approved this resolution, and

**WHEREAS**, sufficient funds are available in the Department's 1999 Adopted Budget, and no additional funds are needed.

**NOW, THEREFORE, BE IT**

**RESOLVED**, that the Erie County Legislature hereby authorizes a variable minimum for the position of Assistant Director, Job Group 15, Step 3, and be it further

**RESOLVED**, that certified copies of this resolution be forwarded to the Director of the Center for Cooperative Economic Growth, the Commissioner of Personnel and the Director of Budget and Management.

## ACCOMPANYING MEMORANDUM

Center for Cooperative Economic Growth -  
Variable Minimum for Assistant Director

### I. Summary of Recommended Action

The proposed resolution recommends authorization for the Assistant Director, Center for Cooperative Economic Growth be established at Job Group XV, Step 3.

### II. Fiscal Implications of Proposal

The current annual salary at Job Group 15 Step 0 is \$52,056. The proposed annual salary would be \$62,142, a \$10,086 increase.

No additional County dollars are required for this request. Funding is available from the department's personal services account.

### III. Reasons for Recommendation and Background of Proposal

In order to attract and appropriately compensate a candidate for this position, it is necessary to increase the starting salary to Job Group XV, Step 3 on the 1999 Erie County Management Confidential salary scale.

After months of recruiting, the County has identified a highly qualified and competent candidate to assume the duties of Assistant Director in the Center for Cooperative Economic Growth. In order to secure the services of this individual, it is necessary to increase that starting salary to an appropriate level considering this candidate's qualifications and current salary.

### IV. Consequences of Negative Action

Failure to increase the starting salary for this position could result in the candidate deciding not to accept this position which would create a delay in the functioning of this office.

### V. Steps Following Approval of Measure

The Center of Cooperative Economic Growth will work with the Personnel Department to effect the status adjustment in steps.