2014 CITIZENS SALARY REVIEW COMMISSION OF ERIE COUNTY

September 30, 2014

Hon. Mark C. Poloncarz, Erie County Executive
Hon. Members of the Erie County Legislature

RE: 2014 Citizens Salary Review Commission Final Report

Dear Mr. Poloncarz and Members of the Legislature:

Enclosed for your review is the final report of the 2014 Citizen Salary Review Commission. I encourage the County Legislature to act promptly on our recommendations regarding the salaries for the Erie County Executive, Clerk, Comptroller, Sheriff, as well as the Members of the Erie County Legislature.

Should your Honorable body have questions in connection with the recommendations of this report, please feel free to contact me.

It has been a pleasure for the Commission to be of service to the Citizens of Erie County.

Sincerely,

Robert M. Glaser,
Chair, 2014 Citizens Salary Review Commission of Erie County

Enclosures

cc: Michael A. Siragusa, Erie County Attorney
Honorable John J. Mills, Chair, Erie County Legislature

ERIE COUNTY

2014 Citizens Salary Review Commission

FINAL REPORT

September 30, 2014

I. Purpose and Charge of the Commission

The 2014 Citizens Salary Review Commission of Erie County (the Commission) was formed under the Erie County Charter. Prior to the current Commission, it had not convened since 2004.

It is the purpose of this Commission to review the salaries of all elected County officials in the County of Erie, other than the District Attorney, whose current salary the New York State Judiciary Law prescribes at $174,000.

This Commission has been charged with the responsibility of recommending to the Erie County Legislature salaries that are fair and equitable, not only for the present, but also for future elected officials in Erie County.

The current salaries last set under the 1996 Erie County Citizens Salary Review Commission and approved by the Erie County Legislature (approximately 18 years ago), now under review are as follows:

County Executive	$ 103,248
County Clerk	79,092
Comptroller	80,613
Sheriff	79,092
County Legislature Chair	52,588
Majority and Minority Leader	47,588
County Legislators	42,588

II. Current Commission Membership

The present Commission Members were appointed in July of 2014 for a period of three years. Pursuant to the Erie County Charter, six of the members were appointed by the County Executive, two members were appointed by the Erie County Legislature Majority, and one member was appointed by the Erie County Legislature Minority.

County Executive Appointments

Mr. Robert M. Glaser, Chair
5039 Shale Bluff Court
Clarence, NY 14053

Mr. Owen Patrick Brady
53 Birchwood Court
Williamsville, NY 14221

Dr. Laurie Buonanno
134 Euclid Avenue
Kenmore, NY 14217

Mr. James Wagner
67 Cloverside Court
West Seneca, NY 14224

Mr. William Ransom, Jr.
8152 Oak Leaf Lane
Williamsville, NY 14221

Ms. Jennifer Persico
231 Richmond Avenue
Buffalo, NY 14222

Majority Legislature Appointments

Mr. Dennis Jewell
3115 Southwestern Boulevard
Orchard Park, NY 14127

Mr. James Domalgalski
1100 M&T Center, 3 Fountain Plaza
Buffalo, NY 14203

Minority Legislature Appointment

Mr. Robert M. Graber
92 Franklin Street, 4th Floor
Buffalo, NY 14202

III. History

Under law, the Commission is to meet every two years to make a recommendation to the Erie County Legislature. However, the last time the Commission convened was in 2004.

This 2014 Commission met on five occasions during August and September of 2014. These meetings were all open to the public.

IV. Commission Considerations

1. The duties and responsibilities of each office, including interviews with various office holders.

2. The salaries of executive, legislative, and administrative positions in the County.

3. The change in the Consumer Price Index since 1996, the last time these salaries were raised.

4. The salaries of various department heads and personnel reporting to these elected officials.

5. The County collective bargaining agreements and respective raises negotiated since 1996, the last time these salaries were raised.

6. The salaries of elected officials in other Counties of commensurate size, population, median family income, and median real estate value in New York State.

7. The salaries of similar functions in the private industry in our region.

8. Input from numerous interviews with various community leaders in Erie County.

9. The intervening time since the prior salary increases. With the exception of the District Attorney's salary, over the last twenty-four years, one salary increase was instituted, that having been acted upon in 1996.

10. The market-based salary levels required to ensure that the County can attract and encourage highly qualified and competent individuals to serve in elected positions.

11. The fact that the Legislature has been reduced from 17 Legislators to 11 Legislators over this period of time. A reduction of 6 Legislators.

V. <u>The Commission Recommendations are as follows:</u>

Based upon all the factors included above, the various deliberations, discussions and input received, and the 18 year period in which no raises were given to these elected officials, the Commission makes the following unanimous recommendations:

1. The Commission be activated and organized to ensure that a salary recommendation is made every two years as prescribed by law.

2. The County Executive position have a salary of $126,400.

3. The County Comptroller position have a salary of $98,750.

4. The County Sheriff position have a salary of $102,400.

5. The County Clerk position have a salary of $91,800.

6. The members of the Erie County Legislature shall remain at a salary of $42,588.

7. The Majority and Minority Leaders of the Erie County Legislature salary stipend of $5,000 more than regular members of the Legislature should not be increased.

8. The Chair of the Erie County Legislature salary stipend at $10,000 more than regular members of the Legislature should not be increased.

9. These salary increases should go into effect with the 2015 Budget year.

10. The County Attorney author legislation that reflects the above recommendation to be forwarded to the Erie County Executive and the Erie County Legislature.

11. The Commission is empanelled until August 1, 2017 and as such is available for your future needs.

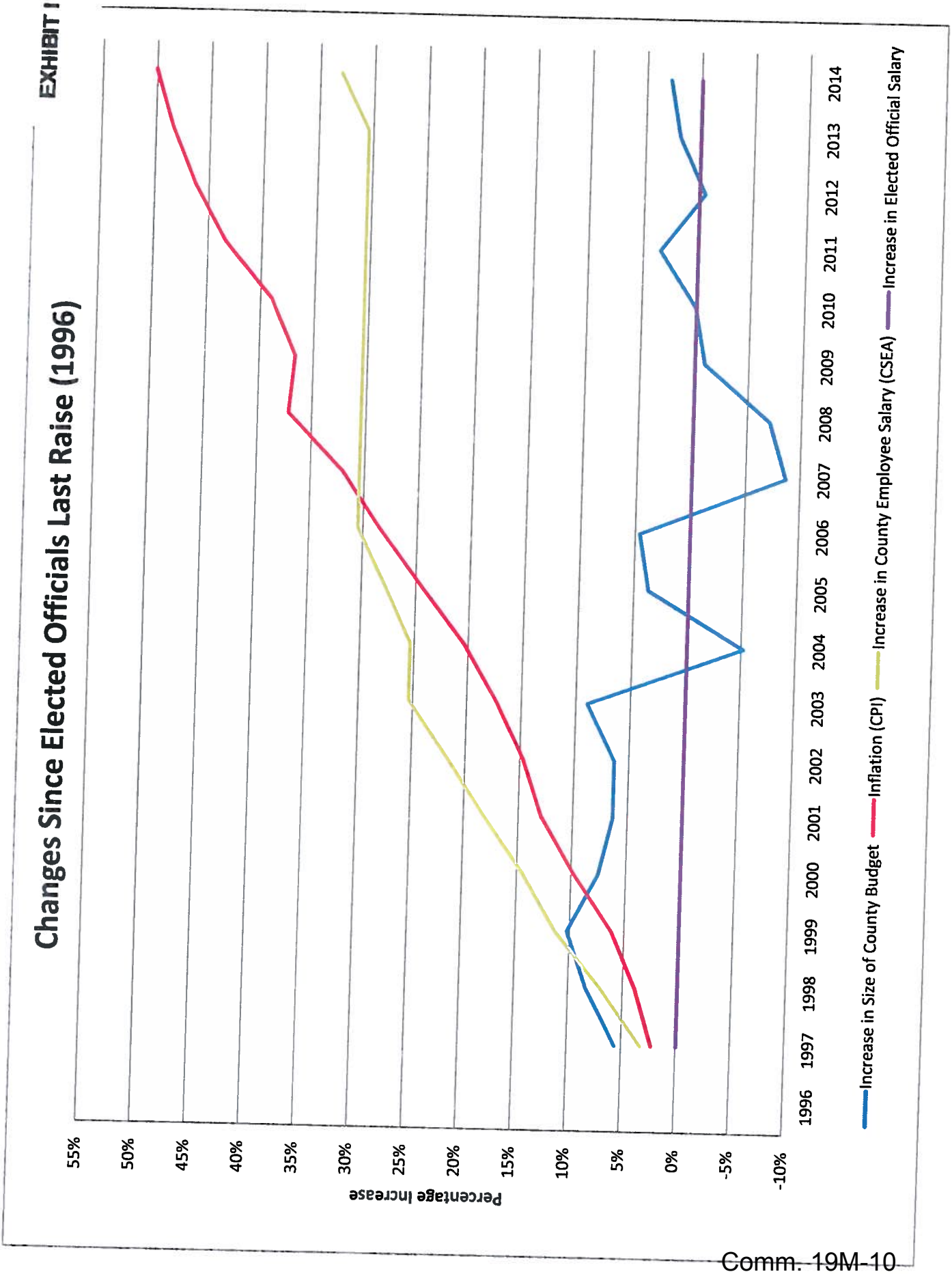
Respectfully submitted,

Robert M. Glaser,
Chair, 2014 Citizens Salary Review Commission of Erie County

Attached Exhibits:

Exhibit I:	Changes Since Elected Officials Last Raise (1996)
Exhibit II:	Salary Review Commission Recommendations
Exhibit III:	Table 1 Statistical Analysis of Salaries – Comparable NYS Counties
Exhibit IV:	New York Counties' Elected Official Salaries vs. Erie County

EXHIBIT I


Changes Since Elected Officials Last Raise (1996)
Percentage Increase
55%
50%
45%
40%
35%
30%
25%
20%
15%
10%
5%
0%
-5%
-10%
1996
1997
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008
2009
2010
2011
2012
2013
2014
Increase in Size of County Budget
Inflation (CPI)
Increase in County Employee Salary (CSEA)
Increase in Elected Official Salary

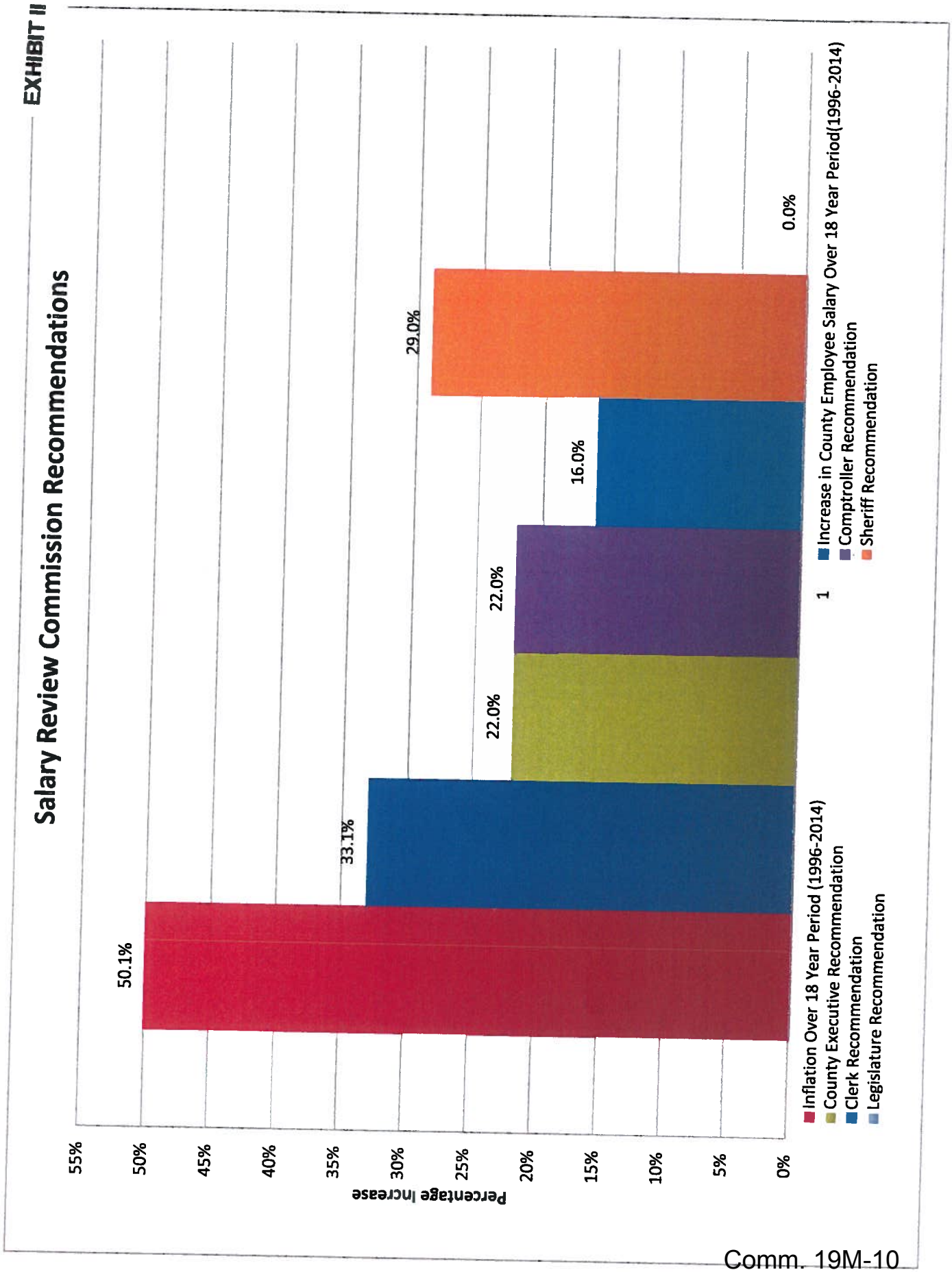


EXHIBIT II
Salary Review Commission Recommendations
Percentage Increase
55%
50%
45%
40%
35%
30%
25%
20%
15%
10%
5%
0%
50.1%
33.1%
22.0%
22.0%
29.0%
16.0%
0.0%
1
Inflation Over 18 Year Period (1996-2014)
County Executive Recommendation
Clerk Recommendation
Legislature Recommendation
Increase in County Employee Salary Over 18 Year Period(1996-2014)
Comptroller Recommendation
Sheriff Recommendation

EXHIBIT III

Table 1 Statistical Analysis of Salaries – Comparable NYS Counties[1]

	County Legislator	County Executive	Sheriff	Clerk	Comptroller
Current Salary	$42,588	$103,438	$79,102	$79,102	$80,615
Average Range - Low	$10,812	$92,136	$69,974	$52,854	$70,226
Average Range - High	$31,040	$128,586	$102,192	$81,442	$108,234
Mean	$20,926	$110,361	$86,083	$67,148	$89,230
Std Deviation	$10,114	$18,225	$16,109	$14,294	$19,004
Filter applied (49 counties) – n reflects data points available	n of 30 out of 49	n of 12 out of 49	n of 41 out of 49	n of 26 out of 49	n of 6 out of 49
Data Analysis	County Legislators' salaries are more than two standard deviations above the mean of other NYS county legislators' salaries (and $21,622 above the mean).	County Executive's salary falls in the average range for NYS county executives, but is at the low end and below the mean.	County Sheriff's salary falls in the average range for NYS County Sheriffs, but is at the low end and below the mean.	County Clerk's salary falls in the average range for NYS County Clerk salaries and is above the mean.	The Comptroller's salary falls in the average range for NYS Comptrollers, but is below the mean. When including elected treasurers in the analysis (to increase the sample size n), the mean decreases. The small n (6 out of 49) suggests exercising caution in comparing NYS county comptroller salaries.

[1] RESEARCH NOTES: The key control variables are "median household income" and "median real estate value." Software utilized: Microsoft Excel. Data set: NYS counties (NYS boroughs excluded from analysis). First filter process – median family income the control: Calculated Mean, Standard Deviation (P), and Average Range to identify comparable counties to use as salary "referents." Selected range for those counties with median household income equal to or less than one standard deviation from the mean. Population = 57 counties. Returned sample size of 49 counties (filtered counties – i.e. one standard deviation greater than the mean – Dutchess, Nassau, Orange, Putnam, Rockland, Saratoga, Suffolk, Westchester). Second filter process: median real estate value the control variable. Ran statistics on the 49 sample counties. No additional counties filtered (all within one standard deviation of the mean.) Summary: Salary survey run on 49 counties (where salary data were available) to obtain the Mean, Standard Deviation (S) and Average Range.

SUSPENSION

EXHIBIT IV

New York Counties' Elected Official Salaries vs Erie County

County	Population Size (2013	Rank In NYS	Median Household	Median Real Estate Value	Legislator	County Executive	Sheriff	Clerk	Comptroller	Treasurer
Albany	306,945	9	$59,359	$210,200	$21,752	$118,317	$107,764	$99,665	$105,337	
Allegany	48,109	47	$42,095	$67,600	$8,500					
Broome	197,534	14	$45,856	$105,600	$7,500	$92,083	$88,476	$79,356	$93,175	
Cattaraugus	78,892	30	$43,202	$79,600			$89,000			$70,382
Cayuga	79,447	29	$50,950	$101,500	$30,000		$78,530	$66,738		$70,360
Chautauqua	133,080	18	$41,975	$82,100	$17,000	$85,000		$53,000		
Chemung	88,506	27	$48,128	$91,800		$140,004	$95,726			$96,447
Chenango	49,503	44	$44,127	$90,400			$76,433			$68,392
Clinton	81,591	28	$50,522	$122,500	$17,500		$75,580	$59,379		$59,973
Columbia	62,243	37	$56,445	$223,100	$30,000		$92,684	$65,160		$65,068
Cortland	48,976	45	$47,497	$101,900		$107,800	$85,935	$61,120		$33,603
Delaware	46,722	48	$43,004	$132,400			$68,930			$61,267
Dutchess	296,916	10	$71,508	$299,400	$32,960	$131,840	$125,664	$97,026	$99,937	
Erie	919,866	4	$49,977	$123,400	$52,582	$103,438	$79,102	$79,102	$80,615	
Essex	38,762	51	$47,400	$149,900	$17,355		$81,169			$66,632
Franklin	51,688	41	$45,702	$95,700			$60,000			$73,372
Fulton	54,586	40	$45,333	$104,400	$9,880		$69,868	$63,756		$64,968
Genesee	59,454	39	$51,734	$104,800			$94,957			$87,377
Greene	48,455	46	$47,539	$179,700	$15,000		$87,000			$74,083
Hamilton	4,773	57	$51,595	$165,400						
Herkimer	64,181	35	$44,288	$92,300	$12,000		$61,955	$55,340	$54,746	$53,406
Jefferson	119,504	20	$46,549	$129,000			$92,110	$65,743		$63,949
Lewis	27,149	54	$45,187	$104,700	$10,000		$64,250			$59,500
Livingston	64,705	34	$54,244	$118,200			$115,725			$85,050
Madison	72,382	32	$52,293	$117,400			$83,011			$77,275
Monroe	749,606	5	$52,700	$134,200	$54,000	$120,000	$136,700	$81,000		
Montgomery	49,897	43	$42,830	$99,500	$15,000		$90,877	$65,511		$71,411
Nassau	1,352,146	2	$97,049	$467,500	$39,500	$174,614	$154,000	$166,300	$166,300	$130,625
Niagara	214,249	13	$47,736	$103,400	$18,075		$100,701			$82,775
Oneida	233,585	11	$49,148	$108,600	$21,747	$109,335	$97,019			
Onondaga	468,387	6	$53,593	$131,700	$25,591	$122,413	$110,120	$78,654	$99,800	
Ontario	109,103	22	$56,455	$135,500	$13,176		$109,559			$64,140
Orange	375,592	7	$70,712	$288,800		$182,177	$116,493			
Orleans	42,235	49	$50,113	$89,400	$16,424		$79,405	$53,797		$67,603
Oswego	121,165	19	$47,288	$92,500	$27,156		$84,536	$76,215		$76,215
Otsego	61,683	38	$46,358	$134,200	$19,834		$60,244	$50,640		$62,741
Putnam	99,645	24	$95,259	$385,600	$35,136		$129,773			
Rensselaer	159,918	16	$58,959	$181,600		$112,000	$97,000			
Rockland	320,903	8	$86,020	$449,600						
Saratoga	223,865	12	$67,712	$227,700						
Schenectady	155,333	17	$56,445	$166,600				$85,750		
Schoharie	31,844	53	$51,896	$147,800	$16,499		$90,668			$71,743
Schuyler	18,460	56	$47,869	$91,900			$69,000	$57,573		$54,808
Seneca	35,409	52	$49,155	$92,800		$80,372	$74,335			$77,407
St. lawrence	111,963	21	$43,745	$84,110			$71,762	$62,424		$77,503
Steuben	98,650	25	$46,519	$85,200	$14,000		$85,171	$50,882		$82,000
Suffolk	1,499,738	1	$87,778	$395,200	$23,959	$186,488	$185,933	$186,227	$187,877	$185,993
Sullivan	76,665	31	$48,050	$179,500	$22,600					
Tioga	50,243	42	$56,488	$106,700						$57,500
Tompkins	103,617	23	$50,539	$169,300	$30,400		$77,000			
Ulster	180,998	15	$58,934	$237,500	$28,050	$133,572		$101,709	$101,709	
Warren	65,337	33	$54,909	$189,700	$19,500		$101,706	$67,295		$88,417
Washington	63,093	36	$50,864	$147,000			$93,208	$60,806		
Wayne	92,473	26	$53,497	$108,500	$30,285		$73,873			$74,061
Westchester	968,802	3	$81,093	$533,300	$98,260	$160,760		$152,518		
Wyoming	41,531	50	$50,635	$99,300				$46,993		$55,190
Yates	25,156	55	$48,245	$117,000	$16,366		$78,303	$58,236		$66,884

* Population, Media Household Income and Median Real Estate Value based on 2010 U.S. Census reporting.
** Salary information for elected officials gathered as part of a 2013 survey conducted by the New York State Association of Counties (NYSAC).
*** Areas left blank indicate either the position does not exist or is unavailable for a given county.
**** In most cases, the position of "Treasurer" is elected and most closely resembles the Comptroller position in terms of job duty.