

George Latimer
County Executive

July 3, 2023

Westchester County Board of Legislators
800 Michaelian Office Building
White Plains, New York 10601

Dear Honorable Members of the Board:

Forwarded for your consideration is legislation that, if adopted, recommends several pay plan amendments including a request to increase the non-represented management salary plan to mirror the Teamsters contract approved and adopted by this Board on November 8, 2021. The proposed legislation will establish consistency between the two management salary plans which will result in salary increases for non-represented management equal to those of the last Teamsters contract from January 1, 2021 through December 31, 2025.

In addition, the request also includes several new titles and the reallocation of existing titles in order to establish equity and address recruitment difficulties, such as:

- Create Director – Office of Housing Counsel, JG 16 as per recent legislation
- Reallocate all Deputy Commissioners currently at JG 17 to JG 18 to establish equity with other Deputy level positions
- Create First Deputy Commissioner of Environmental Facilities, JG 19 to establish equity with similarly sized departments
- Create Executive Director – Aviation, JG 19
- Create Deputy Director of Consumer Protection, JG 17 and Sealer of Weights & Measures, JG 13
- Reallocate IT developer positions to address recruitment challenges
 - Software Architect I from JG 12 to JG 13;
 - Software Architect II from JG 13 to JG 14;
 - Create new title of Software Architect III, JG 15
- Reallocate IT Managers from JG 14 to JG 15
- Reallocate various Director level positions to establish equity amongst positions similar in size and scope
- Create Nutritionist-Spanish Speaking, JG 9
- Create a new title structure for Senior Assistant County Attorneys to delineate titles between Teamsters (Contracts & Family Court) and Non-rep management (Appeals & Litigation)
- Create Arson Investigator and increase stipend amount for Disaster Volunteer Coordinators

I respectfully request your approval of the attached legislation to amend the County Pay Plan.

Sincerely,



George Latimer

Office of the County Executive

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TO THE HONORABLE BOARD OF LEGISLATORS, COUNTY OF WESTCHESTER

Your Committee on Budget and Appropriations has reviewed the attached Act incorporating various recommendations submitted by the County Executive requiring amendment to the County Pay Plan.

Your Committee is further informed that the proposed Act does not meet the definition of an action under New York State Environmental Quality Review Act and its implementing regulations 6 NYCRR Part 617. Please refer to the memorandum from the Department of Planning dated January 14, 2022, which is on file with the Clerk of the Board of Legislators.

We concur with the said recommendations, and, as such, recommend the adoption of the attached Act.

Dated: _____, Committee on Budget and Appropriations
White Plains, New York

Attachment

FISCAL IMPACT STATEMENT

SUBJECT: EXEC Pay Amendment

NO FISCAL IMPACT PROJECTED

OPERATING BUDGET IMPACT

To Be Completed by Submitting Department and Reviewed by Budget

SECTION A - FUND

GENERAL FUND

AIRPORT FUND

SPECIAL DISTRICTS FUND

SECTION B - EXPENSES AND REVENUES

Total Current Year Expense \$ 4,281,000

Total Current Year Revenue \$ 270,000

Source of Funds (check one): Current Appropriations Transfer of Existing Appropriations

Additional Appropriations

Other (explain)

Identify Accounts: Various Personal Service accounts, and various State and Federal Aid accounts

Potential Related Operating Budget Expenses: Annual Amount \$4,281,000

Describe: Various Personal Service accounts

Potential Related Operating Budget Revenues: Annual Amount \$270,000

Describe: Various State and Federal Aid accounts

Anticipated Savings to County and/or Impact on Department Operations:

Current Year: In 2023, net cost of \$4011,000 on increased expenditures of \$4,281,000 and increased revenues of \$270,000

Next Four Years: In 2024, net cost of \$2,944,000 on increased expenditures of \$3,142,000 and increased revenues of \$198,000. In 2025, net cost of \$3,635,000 on increased expenditures of \$3,880,000 and increased revenues of \$244,000

Prepared by: Mark Medwid

Title: Associate Budget Director

Department: Budget

Date: June 21, 2023

Reviewed By: [Signature]

Budget Director

Date: 6/24/23

ACT _____ - 2023

AN ACT amending Act No. 26-1952 as amended, which amended Act No. 40-1941, entitled “An Act establishing personnel rules in Westchester County service and adopting classification of positions and schedules of pay.”

BE IT ENACTED by the Board of Legislators of the County of Westchester as follows:

Section 1. SCHEDULE "A" Allocation of Titles of Positions to Job Groups, appended to Act No. 26-1952, as heretofore amended, is hereby further amended by **deleting** the following titles from the Job Groups indicated:

JOB GROUP I	NONE
JOB GROUP II	NONE
JOB GROUP III	NONE
JOB GROUP IV	NONE
JOB GROUP V	NONE
JOB GROUP VI	NONE
JOB GROUP VII	NONE
JOB GROUP VIII	NONE
JOB GROUP IX	Junior Architect (Schedule B-1) Junior Engineer (Group of Classes) (Schedule B-1)
JOB GROUP X	NONE
JOB GROUP XI	NONE
JOB GROUP XII	Deputy Director of Tourism (Schedule B-4) Software Architect I (Schedule B-1)
JOB GROUP XIII	Deputy County Sealer of Weights and Measures (Schedule B-1) Software Architect II (Schedule B-1)
JOB GROUP XIV	Director of Emergency Medical Services (Schedule B-4)

Manager of Software Architecture (Schedule B-1)
Manager of Network Engineering (Schedule B-1)
Manager of Server Engineering (Schedule B-1)
Manager of Workstation Engineering (Schedule B-1)
Manager of Network Operations- DA (Schedule B-1)

JOB GROUP XV Assistant Chief Information Officer (Schedule B-4)
General Manager – County Center (Schedule B-11)

JOB GROUP XVI Director – Office for Women (Schedule B-4)
Director – Office for the Disabled (Schedule B-4)
Director of Energy and Sustainability (Schedule B-4)

JOB GROUP XVII Deputy Commissioner of Emergency Services (Schedule B-4)
Deputy Commissioner of Finance (Schedule B-4)
Deputy Commissioner Parks, Recreation & Conservation (Schedule B-4)
Deputy Commissioner of Social Services (General) (Schedule B-4)
Deputy Commissioner of Senior Programs (Schedule B-4)
Deputy Director of Consumer Protection and Sealer of Weights & Measures (Schedule B-4)

JOB GROUP XVIII First Deputy Commissioner of Parks, Recreation & Conservation (Schedule B-4)

JOB GROUP XIX Deputy Budget Director (Schedule B-4)

JOB GROUP XX NONE

Section 2. SCHEDULE "A" Allocation of Titles of Positions to Job Groups, appended to ACT No. 26-1952, as heretofore amended, is hereby further amended by **adding** the following titles to the Job Groups indicated:

JOB GROUP I NONE

JOB GROUP II NONE

JOB GROUP III NONE

JOB GROUP IV NONE

JOB GROUP V NONE

JOB GROUP VI NONE

JOB GROUP VII NONE

JOB GROUP VIII	NONE
JOB GROUP IX	Nutritionist – Spanish Speaking (Schedule B-1)
JOB GROUP X	Junior Architect (Schedule B-1) Junior Engineer (Group of Classes) (Schedule B-1)
JOB GROUP XI	NONE
JOB GROUP XII	NONE
JOB GROUP XIII	Sealer of Weights and Measures (Schedule B-4) Software Architect I (Schedule B-1)
JOB GROUP XIV	Deputy Director of Tourism (Schedule B-4) General Manager-County Center (Schedule B-11) Software Architect II (Schedule B-1)
JOB GROUP XV	Assistant Chief Information Officer (Schedule B-11) Manager of Software Architecture (Schedule B-1) Manager of Network Engineering (Schedule B-1) Manager of Server Engineering (Schedule B-1) Manager of Workstation Engineering (Schedule B-1) Manager of Network Operations – DA (Schedule B-1) Senior Assistant County Attorney (Group of Classes) (Schedule B-11) Software Architect III (Schedule B-1)
JOB GROUP XVI	Director of Emergency Medical Services (Schedule B-4) Director – Office of Housing Counsel (Schedule B-4)
JOB GROUP XVII	Deputy Director of Consumer Protection (Schedule B-4)
JOB GROUP XVIII	Deputy Budget Director (Schedule B-4) Deputy Commissioner of Emergency Services (Schedule B-4) Deputy Commissioner of Finance (Schedule B-4) Deputy Commissioner of Parks, Recreation & Conservation (Schedule B-4) Deputy Commissioner of Social Services (General) (Schedule B-4) Deputy Commissioner of Senior Programs (Schedule B-4) Director of Energy and Sustainability (Schedule B-4) Director – Office for Women (Schedule B-4) Director – Office for the Disabled (Schedule B-4)
JOB GROUP XIX	Executive Director – Aviation (Schedule B-4) First Deputy Budget Director (Schedule B-4) First Deputy Commissioner of Environmental Facilities (Schedule B-4)

First Deputy Commissioner of Parks, Recreation & Conservation
(Schedule B-4)

JOB GROUP XX NONE

Section 3. SCHEDULE "C" Titles and rates of pay for positions not allocated to Job Groups. Appended to Act No. 26-1952, as heretofore amended, is hereby further amended by **deleting**:

Fire Mutual Aid Coordinator	Flat Rate Not to Exceed \$3500
EMS Mutual Aid Coordinator	Flat Rate Not to Exceed \$3500
Disaster Volunteer Coordinator	Flat Rate Not to Exceed \$3500

Section 4. SCHEDULE C Titles and rates of pay for positions not allocated to Job Groups. Appended to Act No. 26-1952, as heretofore amended, is hereby further amended by **adding**:

Arson Investigator	Flat Rate Not to Exceed \$35/hour
Fire Mutual Aid Coordinator	Flat Rate Not to Exceed \$6000/year
EMS Mutual Aid Coordinator	Flat Rate Not to Exceed \$6000/year
Disaster Volunteer Coordinator	Flat Rate Not to Exceed \$6000/year

Section 5. Subject to any restriction imposed by law, any annual salary percentage increases to Schedule B-11 approved by Act of this Board for positions represented by Local 456 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-CIO) shall equally apply to all annual salary rates in Schedule B-4 and the maximum salary rates for the following titles: Budget Director, Chief Advisor to the County Executive, Chief Information Officer, Chief of Section (GC), Commissioner of Community Mental Health, Commissioner of Correction, Commissioner of Elections, Commissioner of Emergency Services, Commissioner of Environmental Facilities, Commissioner of Finance, Commissioner of Health, Commissioner of Human Resources, Commissioner of Parks, Recreation & Conservation, Commissioner of Planning, Commissioner-Probation, Commissioner of Public Works & Transportation, Commissioner of Social Services, Commissioner of Senior Programs and Services, Commissioner/Sheriff, County Attorney, County Clerk, Director of Communications, Director of Economic Development, Director of Real Estate, Deputy County Executive, Director of Division (GC), Pathologist-Deputy Medical Examiner and Pathologist-Medical Examiner commencing with Board Act 204-2021 adopted by the Board of Legislators on November 8, 2021 and approved by the County Executive on November 10, 2021. This shall include the payment of retroactive adjustments approved by Act of this Board as part of the adjustment to B-11, subject to the same terms thereof. Any future amendment to Act 26-1952 shall not be deemed to supersede this provision unless this provision is expressly repealed.

Section 6. To implement the revisions and amendments to the pay plan incorporated in this Act, transfers of appropriations between general classifications of expenditures within the same department are hereby authorized upon the recommendation of the Budget Director and the authorization of the County Executive, and transfers of appropriations between departments are hereby authorized upon the recommendation of the County Executive.

Section 7. Notwithstanding Section 8, employees are only entitled to retroactive pay upon passage of this Act if they are employed by the County as of the date this Act is adopted. This Section shall not apply to future retroactive pay under Section 5 of this Act, which shall be governed by the same terms as the Act of the Board approving such future adjustments.

Section 8. Unless otherwise noted herein, this Act shall take effect on January 1, 2021, and to the extent that this Act authorizes the increase of compensation of officers appointed for a fixed term and the increase of the compensation of elected officials, those provisions shall not take effect during their current term of office unless and until such an increase is authorized by a local law subject to a permissive referendum as follows: (1) for officers appointed for a fixed term to receive an increase during the current term of office of such officer, a permissive referendum pursuant to the provisions of Section 24, subdivision 2, clause h of New York Municipal Home Rule Law, and (2) for elected officers to receive an increase during their current term of office, a permissive referendum pursuant to Sections 209.171(8) and 209.181 of the Laws of Westchester County.