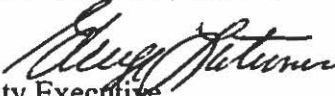


May 20, 2022

TO: Hon. Catherine Borgia, Chair  
Hon. Nancy Barr, Vice Chair  
Hon. Christopher Johnson, Majority Leader  
Hon. Margaret Cunzio, Minority Leader

FROM: George Latimer   
Westchester County Executive

RE: Message Requesting Immediate Consideration: ACT – Pay Plan  
Amendment.

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This will confirm my request that the Board of Legislators allow submission of the referenced communication to be submitted to the Board of Legislators May 23, 2022 Agenda.

Transmitted herewith for your review and approval is an Act recommending the creation of new position classifications, reallocation and various pay adjustments.

Therefore, since this communication is of the utmost importance, it is respectfully submitted that the County Board of Legislators accepts this submission for May 23, 2022 "blue sheet" calendar.

Thank you for your prompt attention to this matter.



George Latimer  
County Executive

May 20, 2022

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

Honorable Members of the Board:

Forwarded for your consideration is legislation that, if adopted, recommends the creation of new position classifications, reallocation and various pay adjustments pursuant to studies conducted by the Department of Human Resources and in conjunction with departmental operational needs.

In addition, this legislation also requests amendments to the Westchester Community Colleges' salary scales to address their operational needs.

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

Sincerely,

George Latimer  
County Executive

HM  
Attachments

Office of the County Executive

Michaelian Office Building  
148 Martine Avenue  
White Plains, New York 10601

Email: CE@westchestergov.com  
Telephone: (914)995-2900

westchestergov.com

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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.

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

Attachment

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."

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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	Personnel Director – WCC (Schedule D)
JOB GROUP III	NONE
JOB GROUP IV	NONE
JOB GROUP V	NONE
JOB GROUP VI	NONE
JOB GROUP VII	NONE
JOB GROUP VIII	Water Treatment Plant Operator IIB (Schedule B-1)
JOB GROUP IX	NONE
JOB GROUP X	NONE
JOB GROUP XI	NONE
JOB GROUP XII	Secretary Board of Acquisition & Contracts (Schedule B-4) Supervisor of Plant Operations – Yonkers (Schedule B-1) Water District Superintendent (Schedule B-1)
JOB GROUP XIII	Assistant Director of Wastewater Treatment (Schedule B-1)
JOB GROUP XIV	Manager of Information Technology Shared Services (Schedule B-4) Plant Superintendent-Yonkers (Schedule B-1)

JOB GROUP XV      Assistant to Chief Information Officer (Schedule B-4)

JOB GROUP XVI     NONE

JOB GROUP XVII    Deputy Commissioner of Health (Schedule B-4)

JOB GROUP XVIII   First Deputy Commissioner of Finance (Schedule B-4)

JOB GROUP XIX     NONE

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        Assistant Director of Human Resources (Schedule D)  
Benefits Manager (Schedule D)

JOB GROUP II       Director of Human Resources (Schedule D)

JOB GROUP III      Assistant Vice President (Group of Classes) (Schedule D)  
Assistant Vice President and Dean (Group of Classes) (Schedule D)  
Executive Director of EOC (Schedule D)

JOB GROUP IV      Executive Director – WCC Foundation (Schedule D)  
Vice President (Group of Classes) (Schedule D)  
Vice President and Dean (Group of Classes) (Schedule D)

                          Family Nurse Practitioner (Schedule B-3))

JOB GROUP V        NONE

JOB GROUP VI        NONE

JOB GROUP VII      NONE

JOB GROUP VIII     NONE

JOB GROUP IX        NONE

JOB GROUP X        Water Treatment Plant Operator IIB (Schedule B-1)

JOB GROUP XI       Senior Water Treatment Plant Operator (Schedule B-1)

- JOB GROUP XII     Assistant Facility Superintendent (Schedule B-1)  
Assistant Water District Superintendent (Schedule B-1)  
Forensic Scientist Specialist – Multimedia (Schedule B-1)
- JOB GROUP XIII    Facility Superintendent I (Schedule B-1)  
Secretary to the Board of Acquisition & Contracts (Schedule B-4)  
Water District Superintendent (Schedule B-1)
- JOB GROUP XIV     Assistant to Chief Information Officer (Schedule B-4)  
Director of Community Relations-DSS (Schedule B-11)  
Facility Superintendent II (Schedule B-1)  
Manager Information Technology Shared Services (Schedule B-1)  
Manager of Radio Systems (Schedule B-1)
- JOB GROUP XV      NONE
- JOB GROUP XVI      NONE
- JOB GROUP XVII    Deputy Administrator – Office of Assigned Counsel (Schedule B-4)
- JOB GROUP XVIII   Chief Administrator – Labs & Research (Schedule B-4)  
Deputy Commissioner of Health (Schedule B-4)
- JOB GROUP XIX     Administrator – Office of Assigned Counsel (Schedule B-4)  
First Deputy Commissioner of Finance (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**:

Emergency Services Training Instructors	Flat Rate Not to Exceed \$25/hour
Facility Manager	Flat Rate Not to Exceed \$20/hour
Director of Division (GC)	Flat Rate Not to Exceed \$175,000
Chief of Section (GC)	Flat Rate Not to Exceed \$150,000

**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**:

Emergency Service Training Instructors	Flat Rate Not to Exceed \$35/hour
Facility Manager	Flat Rate Not to Exceed \$30/hour
Director of Division (GC)	Flat Rate Not to Exceed \$185,000

Chief of Section (GC)

Flat Rate Not to Exceed \$165,000

Chief of Section (GC) - Hourly

Flat Rate Note to Exceed \$500 for 24-hour on-call assignment

**Section 5.** Schedule "D" of Act No. 215-1999 shall be amended as following setting forth the following schedule for non-represented/managerial employees at the Westchester Community College.

**Effective January 1, 2017-August 31, 2018**

Group	1	2	3	4	5	6	7	8	9	10
W01	76,422	81,025	85,629	90,232	94,835	99,439	104,042	108,646	113,249	117,852
W02	93,428	99,073	104,718	110,363	116,009	121,654	127,299	132,945	138,590	144,235
W03	110,893	116,754	122,615	128,476	134,337	140,198	146,059	151,920	157,781	163,643
W04	128,329	135,257	142,186	149,114	156,042	162,970	169,898	176,826	183,754	190,682

**Effective September 1, 2018 – August 31, 2019**

Group	1	2	3	4	5	6	7	8	9	10
W01	77,950	82,646	87,342	92,037	96,732	101,428	106,123	110,819	115,514	120,209
W02	95,297	101,054	106,812	112,570	118,329	124,087	129,845	135,604	141,362	147,120
W03	113,111	119,089	125,067	131,046	137,024	143,002	148,980	154,958	160,937	166,916
W04	130,896	137,962	145,030	152,096	159,163	166,229	173,296	180,363	187,429	194,496

**Effective September 1, 2019-August 31, 2020**

Group	1	2	3	4	5	6	7	8	9	10
W01	78,730	83,472	88,215	92,957	97,699	102,442	107,184	111,927	116,669	121,411
W02	96,250	102,065	107,880	113,696	119,512	125,328	131,143	136,960	142,776	148,591
W03	114,242	120,280	126,318	132,356	138,394	144,432	150,470	156,508	162,546	168,585
W04	132,205	139,342	146,480	153,617	160,755	167,891	175,029	182,167	189,303	196,441

**Effective September 1, 2020**

Group	1	2	3	4	5	6	7	8	9	10
W01	79,517	84,307	89,097	93,887	98,676	103,466	108,256	113,046	117,836	122,625
W02	97,212	103,086	108,959	114,833	120,708	126,581	132,455	138,330	144,204	150,077
W03	115,384	121,483	127,581	133,680	139,778	145,876	151,975	158,073	164,171	170,271
W04	133,527	140,735	147,945	155,153	162,363	169,570	176,779	183,989	191,196	198,405

**Effective September 1, 2021**

<b>Group</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>W01</b>	80,312	85,150	89,988	94,826	99,663	104,501	109,339	114,176	119,014	123,851
<b>W02</b>	98,184	104,117	110,049	115,981	121,915	127,847	133,780	139,713	145,646	151,578
<b>W03</b>	116,538	122,698	128,857	135,017	141,176	147,335	153,495	159,654	165,813	171,974
<b>W04</b>	134,862	142,142	149,424	156,705	163,987	171,266	178,547	185,829	193,108	200,389

**Section 6.** WCC Non-represented/Managerial employees shall receive the following longevity benefits:

<b>Years of Service</b>	<b>9/1/2015-8/31/2018</b>	<b>9/1/2018-8/31/2020</b>	<b>9/1/2020</b>	<b>9/1/2021</b>
5	\$2475	\$2525	\$2550	\$2550
10	\$2675	\$2729	\$2756	\$2756
15	\$2975	\$3035	\$3065	\$3065
20	\$3975	\$4055	\$4096	\$4096
25	\$5375	\$5483	\$5538	\$5538

**Section 7.** 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 8.** This Act shall take effect immediately unless otherwise noted above.



# FISCAL IMPACT STATEMENT

SUBJECT: Pay Plan Amend (May 2022)  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 \$ 84,000

Total Current Year Revenue \$ 8,000

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

Additional Appropriations  Other (explain)

Identify Accounts: Various Personal Service Accounts

Potential Related Operating Budget Expenses: Annual Amount \$ -

Describe: \_\_\_\_\_

Potential Related Operating Budget Revenues: Annual Amount \$ -

Describe: \_\_\_\_\_

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

Current Year: \_\_\_\_\_

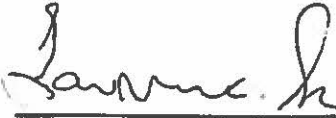
Next Four Years: Increased annual expenses of \$169,000 and revenues of \$16,000

Prepared by: Gideon Grande

Title: Deputy Director

Department: Budget

Date: May 16, 2022

Reviewed By: 

Budget Director

Date: 5/16/2022