


November 14, 2024

TO: Hon. Vedat Gashi, Chair
Hon. Jose Alvarado, Vice Chair
Hon. Tyrae Woodson-Samuels, Majority Leader
Hon. Margaret Cunzio, Minority Leader

FROM: George Latimer 
Westchester County Executive

RE: Message Requesting Immediate Consideration: **Local Law & Act – Pay Plan Amendment.**

This will confirm my request that the Board of Legislators allow submission of the referenced communication to be submitted to the Board of Legislators November 18, 2024 Agenda.

Transmitted herewith for your review is the legislation referenced above.

Therefore, since this communication is of the utmost importance, it is respectfully submitted that the County Board of Legislators accepts this submission for November 18, 2024 “blue sheet” calendar.

Thank you for your prompt attention to this matter.

George Latimer
County Executive

November 14, 2024

Dear Colleagues,

I have long believed in proper compensation for public officials and employees. The work we do is important, and when done competently and well, provides a benefit to our residents and neighbors.

That belief is why, in 2019 I signed into law a salary increase for the members of the County Board of Legislators, comprising a 52% increase from \$49,200 to \$75,000 per member per year. Including stipends that amounted to an annual increased budget cost of \$500,000 which we absorbed into overall budgets that have reduced and/or frozen General Tax Fund Levy for six consecutive years.

That belief is why we increased the salary of other duly elected and appointed officials - the County Clerk, The Clerk of the Board of Legislators, and Commissioners.

That belief is why we have successfully negotiated and approved contracts that increased salaries for our unionized workforce: CSEA, NYSNA, Teamsters, COBA and SOA, PBA and superior officers, and DA Investigators.

That is also why we have passed Pay Plan Amendments to properly compensate non-represented managers, Commissioners and senior staff.

Every employee in this County government has been shown respect and appreciation in numerous ways, including but not limited to compensation.

For seven full years, I have kept my salary as County Executive at the same level it was on my first day on the job: \$161,000.

All employees, with one exception, have received increases in compensation over the past seven years. The sole position without a pay raise during this time is that of the County Executive – and that was a choice I made for myself in this position. Over the past seven years, I have deliberately declined any salary increase for my position—even though it remains lower than many of those who report to me. This decision was rooted in a commitment to demonstrating that leadership is not about personal financial gain but about serving a greater purpose. My aim was to restore faith in County government, which had been eroded by years of budget cuts and short-term financial fixes. This was something I personally felt committed to regardless if others fully appreciated it.

Now at this time, as I depart, I know the next person who takes this job should be compensated fairly considering the skill and responsibility required to manage a \$2.5 billion budget and 4,200 employees. I do not wish to make this a political issue, but rather to recognize that the salary is currently much too low to be competitive.

Office of the County Executive

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As a point of comparison. County Executives of like counties all exceed Westchester:

Suffolk County CE: \$241,409

Nassau County CE: \$227,959

Rockland County CE: \$211,000

Orange County CE: \$197,678

Even Putnam County, with 1/10 of Westchester's population, compensates their CE with higher salary than we do. Many town supervisors also have higher salaries than the current CE compensation - Bedford, Greenburgh, Harrison among others.

This Pay Plan Amendment - which raises compensation for District Attorney staff as well, necessitated by competing for qualified legal talent - establishes a salary of \$230,000 for the position of Westchester County Executive, effective after my last day in office. I will not receive a penny of additional compensation with this act.

I ask for your support for this Pay Plan Amendment in fairness to my successor.

I did what was right for me these past 7 years. I did what I had to do at the time to lead and restore faith. It was always my intention to restore the salary as I left office. Now, join me by doing the right thing for the next County Executive for the years to come.

Regards,



George Latimer

Westchester County Executive

TO: HONORABLE BOARD OF LEGISLATORS
COUNTY OF WESTCHESTER

Your Committee is in receipt of the attached "A LOCAL LAW subject to a permissive referendum to provide for payments of increased compensation for an elective officer during their term of office."

Your Committee notes that this Honorable Board is currently also considering an Act amending the County's Pay Plan. Part of that amendment includes increases in salary for the position of County Executive. Pursuant to the Laws of Westchester County, this increase is subject to a permissive referendum as it increases the salary of an elected official during their term of office. The attached Local Law would set forth the basis for the permissive referendum, to allow this increase to go into effect.

Your Committee is informed that, while the attached legislation provides a salary increase for the County Executive, it will not apply to the current County Executive, who will be leaving office before it takes effect, but will apply to those chosen to serve out the remainder of current term of office.

Your Committee is also informed that the proposed legislation 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 8, 2024, which is on file with the Clerk of the Board of Legislators. Your Committee concurs in this conclusion.

Your Committee, after careful consideration, recommends the adoption of this Local Law.

Dated: _____, 2024
White Plains, New York

COMMITTEE ON

FISCAL IMPACT STATEMENT

SUBJECT: Pay Plan 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 _____

Total Current Year Revenue _____

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

Additional Appropriations

Other (explain)

Identify Accounts: Takes effect in 2025

Potential Related Operating Budget Expenses: Annual Amount 301,240

Describe: 2025 annualized: DA Stipend 101 37 0010 3000 1010 \$232,000, Elected Official

101 11 0100 0100 1010 \$69,240

Potential Related Operating Budget Revenues: Annual Amount _____

Describe: _____

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

Current Year: _____

Next Four Years: _____

Prepared by: Dianne Vanadia

Title: Associate Budget Director

Department: Budget

Date: November 15, 2024

Reviewed By: Mah Medwed
ASSOCIATE BUDGET DIRECTOR

Date: November 15, 2025

FISCAL IMPACT STATEMENT

SUBJECT: Pay Plan Amendment

NO FISCAL IMPACT PROJECTED

COMMUNITY COLLEGE BUDGET IMPACT

To Be Completed by Submitting Department and Reviewed by Budget

SECTION A - FUND - N/A

GENERAL FUND

AIRPORT FUND

SPECIAL DISTRICTS FUND

SECTION B - EXPENSES AND REVENUES

Total Current Year Expense \$ 681,211

Total Current Year Revenue _____

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: 25/26: \$495,850 in personal service expenses 26/27: 505,768 in personal service ex
27/28: 515,882 in personal service expenses ; 28/29: \$526,200 in personal service expenses

Prepared by: Michael Dunn

Title: Senior Budget Analyst

Department: Budget

Date: November 15, 2024

Reviewed By: Mark Medwid

Assoc Budget Director

Date: November 15, 2024

RESOLUTION NO. - 2024

RESOLVED, that this Board hold a public hearing pursuant to Section 209.141(4) of the Laws of Westchester County on Local Law Intro No. - 2024 entitled "A LOCAL LAW subject to a permissive referendum to provide for payments of increased compensation for an elective officer during their term of office.". The public hearing will be held at __.m. on the day of _____, 2024 in the Chambers of the Board of Legislators, 8th Floor, Michaelian Office Building, White Plains, N.Y. The Clerk of the Board shall cause notice of the time and date of such hearing to be published at least once in one or more newspapers published in the County of Westchester and selected by the Clerk of the Board for that purpose in the manner and time required by law.