



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

~~ TONIGHT ~~

Tell County Leg
FULLY FUND



DHS NOW



TONIGHT

39 West Main St - 4th Floor
Human Services Committee: 5 pm
Ways & Means: 6 pm

Call Phone: (585) 753-1950
to register to speak for either or
both Committees
Referral # 23-0269



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THE UNION REVIEW



Office of the County Executive
Monroe County, New York

Adam J. Bello
County Executive

August 4, 2023

OFFICIAL FILE COPY
No. 230209
Not to be removed from the Office of the Legislature of Monroe County
Committee Assignment
WAYS & MEANS -L

What is referral 23-0269?

The Ways & Means Committee is voting to move \$1.8 million out of the DHS budget to cover expenditures in other departments, with a lot of it going to the Parks, namely the Zoo and Golf Courses

To The Honorable
Monroe County Legislature
407 County Office Building
Rochester, New York 14614

Subject: Authorize Various Budget Appropriations Transfers Related to the 2023 Operating Budget

Honorable Legislators:

I recommend that Your Honorable Body authorize a series of budget appropriations transfers which will revise the 2023 amended budget to conform to the 2023 anticipated financial needs. The reason for the necessity of these transactions is to allow for cash-funding of certain capital project expenditures, to better align employee benefit contracts with the Human Resources department, support higher service volumes at County parks and golf courses, and address other areas of need.

This action is consistent with similar actions taken in prior years during the 4th quarter. It is authorized by Monroe County Administrative Code Section A8-4, "Supplemental Appropriations", Section A8-6, "Unanticipated Revenues" and Section A8-8, "Budget Controls."

The specific legislative action required is to authorize various budget appropriations transfers related to the 2023 operating budget in accordance with the attachment hereto.

There will be no net effect on the County's property tax levy as a result of this action.

I recommend that this matter be referred to the appropriate committee(s) for favorable action by Your Honorable Body.

Sincerely,

Adam J. Bello,
Monroe County Executive

Money moved out of this column

Into this column

2023 3RD QUARTER REALLOCATION ADDENDUM

FD	DEP	DP NAME	FUND CENTER	FC NAME	CI	TO	FROM
1957	80	TRANSPORTATION	8002040000	ROAD MAINTENANCE	NA	\$ 2,193,247	
1959	80	TRANSPORTATION	8002040000	ROAD MAINTENANCE	NA	\$ 3,300,000	
1799	25	DISTRICT ATTORNEY	2501010000	CENTRAL ADMINISTRATION	NA	\$ 262	
9001	12	FINANCE DEPARTMENT	1209020000	COUNTY GENERAL	Cash		\$ 5,493,509
1874	80	TRANSPORTATION	8002010000	ROAD MAINTENANCE	NA	\$ 97,906	
1897	80	TRANSPORTATION	8002010000	ROAD MAINTENANCE	NA	\$ 34,191	
9002	80	TRANSPORTATION	8001010000	DOT ADMIN/PLANNING	Cash		\$ 132,097
CAPITAL FUND TOTAL						\$ 5,625,606	\$ 5,625,606
9001	17	HUMAN RESOURCES	1701010000	HR-CIVIL SERVICE SUPPORT	504320	\$ 235,285	
9001	17	HUMAN RESOURCES	1703010000	EMPLOYMENT SUPPORT SVCS	504320	\$ 82,341	
9001	17	HUMAN RESOURCES	1703010000	EMPLOYMENT SUPPORT SVCS	504320	\$ 180,000	
9001	58	PUBLIC HEALTH	5804010000	FORENSIC PATH/ADMIN	505040	\$ 110,000	
9001	74	VETERANS SERVICE AGENCY	7401010000	VETERANS SVC	501000	\$ 50,000	
9001	88	PARKS	8804010000	SENECA ZOO ADMIN	504800	\$ 28,000	
9001	88	PARKS	8804010000	SENECA ZOO ADMIN	504205	\$ 8,000	
9001	88	PARKS	8804010000	SENECA ZOO ADMIN	505055	\$ 90,000	
9001	88	PARKS	8804010000	SENECA ZOO ADMIN	505070	\$ 10,000	
9001	88	PARKS	8808010000	GOLF COURSE - ADMINISTRATION	504265	\$ 10,000	
9001	88	PARKS	8808010000	GOLF COURSE - ADMINISTRATION	504376	\$ 5,000	
9001	88	PARKS	8808010000	GOLF COURSE - ADMINISTRATION	505015	\$ 30,000	
9001	88	PARKS	8808010000	GOLF COURSE - ADMINISTRATION	505120	\$ 40,000	
9001	88	PARKS	8802010000	PARKS OP ADMIN	501000	\$ 130,000	
9001	88	PARKS	8802010000	PARKS OP ADMIN	501005	\$ 200,000	
9001	88	PARKS	8803010000	SUPPORT SVC ADMIN	501000	\$ 55,000	
9001	88	PARKS	8803010000	SUPPORT SVC ADMIN	501005	\$ 80,000	
9001	88	PARKS	8808010000	GOLF COURSE - ADMINISTRATION	501000	\$ 130,000	
9001	88	PARKS	8808010000	GOLF COURSE - ADMINISTRATION	501005	\$ 205,000	
9001	51	HUMAN SERVICES	5110010000	SAFETY NET ASSIST	504400		\$ 1,858,626
GENERAL FUND TOTAL						\$ 1,858,626	\$ 1,858,626
9002	80	TRANSPORTATION	8002040000	ROAD MAINTENANCE	503000	\$ 180,000	
9002	80	TRANSPORTATION	8001010000	DOT-ADMIN/PLANNING	412000	\$ (180,000)	
ROAD FUND TOTAL						\$ -	\$ -
GRAND TOTAL						\$ 7,484,232	\$ 7,484,232

Meanwhile overtime continues to be cut because "there is no money in the budget" while we struggle to keep up with caseloads while training hundreds of new employees. Our overdue cases list continue to grow and 30 Examiner positions were cut out of the county budget last year.

This is not a unique occurrence, money is moved around every year between departments. But it's time for it to stop. Our members should not have to stress out while figuring out how to keep up with ever growing demands.



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THE UNION REVIEW

Monroe County Elected Officials Receive Pay Increase

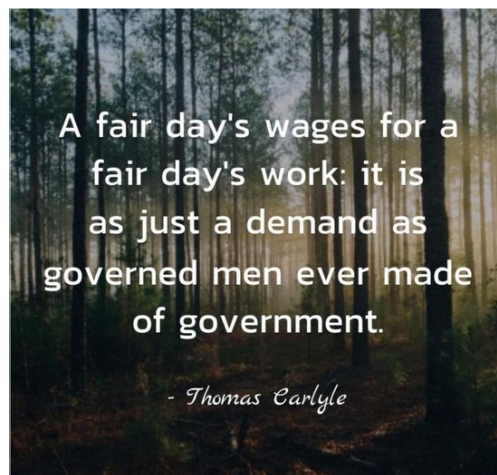
There has been a lot of questions and speculations about the recent pay increase to the elected officials of Monroe County. Many members of our union were shocked and disheartened to hear the percentages of the increases awarded, especially considering the 8 years many in our own union went without a raise, the meager raises that came in the years after that, to the struggle for the mid-contract raises last year and being accused of not bargaining in good faith after proposing percentages that would have made us comparable to other counties and considered inflation.

There was a Commission formed to explore the raises for the electeds, the 2023 Compensation Policy Commission, and their discussions and documents are public and posted on the County website <https://www.monroecounty.gov/legislature-2023pcc>. You can also view these meetings on You Tube on the Monroe County Legislature You Tube channel, @monroecountygovny.

The full final report is published and available by clicking the hyperlink at the very top of the page. The report was accepted by the full legislature during the July 11th 2023 meeting.

It is interesting to note that among all of the bargaining units within the County our local has seen the smallest growth percentage in salary schedules over the years, interesting to see it in black & white but not surprising to those who working here struggling.

On the next page you will see some snippets of pages from the Commission's full report.





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THE UNION REVIEW

Pay Group	1991		2023		Avg Annual % Growth Entry Step to Top Step	Avg Annual % Growth Top Step to Top Step
	Entry Step	Top Step	Entry Step	Top Step		
Management & Professional						
Group 17	\$ 36,214	\$ 46,699	\$ 69,261	\$ 95,874	3.09%	2.27%
Group 20	\$ 44,548	\$ 57,373	\$ 85,201	\$ 117,933	3.09%	2.28%
Group 25	\$ 59,961	\$ 75,766	\$ 114,684	\$ 158,744	3.09%	2.34%
Group 28	\$ 76,666	\$ 96,859	\$ 146,633	\$ 202,974	3.09%	2.34%
CSEA						
Group 5	\$ 15,166	\$ 19,553	\$ 33,742	\$ 41,111	3.17%	2.35%
Group 9	\$ 19,662	\$ 25,187	\$ 36,496	\$ 52,023	3.09%	2.29%
Group 12	\$ 23,778	\$ 30,549	\$ 43,503	\$ 62,014	3.04%	2.24%
Group 16	\$ 31,741	\$ 40,840	\$ 57,057	\$ 81,633	3.00%	2.19%
Federation of Social Workers (1997 first year of salary schedule, 26 years)						
Group 49	\$ 21,466	\$ 27,571	\$ 31,630	\$ 40,111	2.43%	1.45%
Group 52	\$ 25,894	\$ 33,407	\$ 38,154	\$ 48,388	2.43%	1.44%
Group 55	\$ 31,529	\$ 40,384	\$ 46,456	\$ 58,911	2.43%	1.46%
Group 58	\$ 39,310	\$ 50,580	\$ 57,922	\$ 73,458	2.43%	1.45%
Operating Engineers						
Group 87	\$ 16,507	\$ 21,202	\$ 38,388	\$ 48,366	3.42%	2.61%
Group 92	\$ 22,646	\$ 29,094	\$ 51,440	\$ 65,158	3.36%	2.55%
Group 94	\$ 25,999	\$ 33,376	\$ 58,569	\$ 74,258	3.33%	2.53%
Group 96	\$ 30,229	\$ 38,896	\$ 67,563	\$ 85,988	3.32%	2.51%
Airport Firefighters						
Group 74	\$ 23,135	\$ 29,411	\$ 47,080	\$ 71,044	3.57%	2.79%
Group 75	\$ 25,107	\$ 32,264	\$ 49,941	\$ 77,344	3.58%	2.77%
Sheriff Executive Staff						
Group 80	\$ 42,899	\$ 55,248	\$ 104,115	\$ 134,088	3.63%	2.81%
Group 83	\$ 52,432	\$ 66,352	\$ 123,546	\$ 156,344	3.47%	2.71%

#4: Top 25 Paid County Employees – By Job Title

Top 25 Paid Employees

Job Title	Department	Salary
COMMISSIONER OF PUBLIC HEALTH	Public Health	\$ 243,162
MEDICAL EXAMINER	Public Health	\$ 222,527
DISTRICT ATTORNEY	District Attorney	\$ 211,711
DEPUTY COMMISSIONER OF PUBLIC HEALTH	Public Health	\$ 191,322
ASSOC. MEDICAL EXAMINER	Public Health	\$ 188,087
DIR. OF FINANCE & CHIEF FINANCIAL OFFICER	Finance	\$ 180,340
DEPUTY COUNTY EXECUTIVE	County Executive	\$ 175,087
DEPUTY COUNTY EXEC. OF HEALTH & HUMAN SERVICES	County Executive	\$ 175,087
COMMISSIONER OF HUMAN SERVICES	Human Services	\$ 173,215
DIR. OF ENVIRONMENTAL SERVICES	Environmental Services	\$ 173,215
DIRECTOR OF INFORMATION SERVICES	Information Services	\$ 173,215
EXECUTIVE HEALTH DIRECTOR	Monroe Community Hospital	\$ 173,215
DIR. OF PUBLIC SAFETY	Public Safety	\$ 173,215
UNDERSHERIFF	Sheriff's Office	\$ 168,530
JAIL SUPERINTENDENT	Sheriff's Office	\$ 168,208
DIR. OF HUMAN RESOURCES	Human Resources	\$ 168,169
CHIEF DEPUTY SHERIFF	Sheriff's Office	\$ 167,700
ASSOCIATE MEDICAL EXAMINER	Public Health	\$ 167,112
COMMISSIONER OF ELECTIONS - REPUBLICAN	Board of Elections	\$ 158,748
COMMISSIONER OF ELECTIONS	Board of Elections	\$ 158,748
COUNTY ATTORNEY	Law	\$ 158,515
FIRST ASST. DISTRICT ATTORNEY	District Attorney	\$ 154,125
FIRST DEPUTY COUNTY ATTORNEY	Law	\$ 154,125
SECOND ASSISTANT D.A.	District Attorney	\$ 150,798
FIRST ASSISTANT PUBLIC DEFENDER	Public Defender	\$ 150,798
SHERIFF	Sheriff's Office	\$ 149,951
D.S. JAILOR MAJOR	Sheriff's Office	\$ 149,764
D.S. ROAD PATROL MAJOR	Sheriff's Office	\$ 149,764
DIR. OF AVIATION	Aviation	\$ 149,635
DIR. OF OFFICE OF PUBLIC INTEGRITY	Office of Public Integrity	\$ 149,635
CHIEF DEPUTY COUNTY ATTORNEY	Law	\$ 149,635
DIR. OF COMMUNICATIONS & SPECIAL EVENTS	Communications-Special Events	\$ 149,635
DIR OF DIVERSITY, EQUITY & INCLUSION	Diversity, Equity & Inclusion	\$ 149,635
PUBLIC DEFENDER	Public Defender	\$ 149,416
DIRECTOR OF PARKS	Parks	\$ 149,416
DEPUTY SHERIFF PATROL - CAPTAIN	Sheriff's Office	\$ 147,028
CHIEF INFORMATION SECURITY OFFICER	Information Services	\$ 146,406
COMMANDER	Sheriff's Office	\$ 145,901
CHIEF VIOLENT OFFENSE BUREAU	District Attorney	\$ 144,154
DIR. OF ATTORNEY TRAINING & GRAND JURY	District Attorney	\$ 144,154
SECOND ASSISTANT PUBLIC DEFENDER	Public Defender	\$ 144,154
CHIEF SPECIAL INVESTIGATIONS BUREAU	District Attorney	\$ 144,154
CHIEF NON-VIOLENT FELONY BUREAU	District Attorney	\$ 144,154
COUNTY EXECUTIVE	County Executive	\$ 120,000

#7: Analysis #1 – CPI-U Adjusted Growth Compounded Annually (Count, Executive)

Year	Actual Salary	Inflation Adjuster Source: U.S. BLS, CPI-U	Inflation Adjusted Salary Compounded Annually	Inflation Adjusted Salary Non-Compounded
2001	\$ 120,000.00	2.6%	-	\$ 120,000.00
2002	\$ 120,000.00	2.4%	-	-
2003	\$ 120,000.00	1.4%	122,880.00	-
2004	\$ 120,000.00	1.8%	124,600.32	-
2005	\$ 120,000.00	2.2%	126,843.13	-
2006	\$ 120,000.00	2.5%	129,633.67	-
2007	\$ 120,000.00	2.3%	132,874.52	-
2008	\$ 120,000.00	2.3%	135,930.63	-
2009	\$ 120,000.00	1.7%	139,057.03	-
2010	\$ 120,000.00	1.0%	141,421.00	-
2011	\$ 120,000.00	1.7%	142,835.21	-
2012	\$ 120,000.00	2.1%	145,263.41	-
2013	\$ 120,000.00	1.8%	148,313.94	-
2014	\$ 120,000.00	1.7%	150,983.60	-
2015	\$ 120,000.00	1.8%	153,550.32	-
2016	\$ 120,000.00	2.2%	156,314.22	-
2017	\$ 120,000.00	1.8%	159,753.14	-
2018	\$ 120,000.00	2.1%	162,628.69	-
2019	\$ 120,000.00	2.2%	166,043.89	-
2020	\$ 120,000.00	1.7%	169,696.86	-
2021	\$ 120,000.00	3.6%	172,581.71	-
2022	\$ 120,000.00	6.2%	178,794.65	-
2023	\$ 120,000.00	-	189,879.92	\$ 178,920.00

#5: Department Head and Deputy Salaries

Department Head and Deputy Salaries

Dept	Pay Group	Director		Deputy	
		Salary	Pay Group	Salary	Pay Group
Aviation	25J	\$ 149,636	21L	\$ 126,131	
Board of Elections	25L	\$ 158,748	22L	\$ 136,257	
Communications	25J	\$ 149,636	20I	\$ 107,930	
County Clerk	Flat	\$ 81,000	Flat	\$ 96,492	
County Executive	Flat	\$ 120,000	28G	\$ 175,087	
District Attorney	Flat	\$ 210,900	25K	\$ 154,125	
Diversity, Equity & Inclusion	25J	\$ 149,636	n/a		
Environmental Services	27J	\$ 173,214	23I	\$ 131,922	
Finance	28H	\$ 180,340	23J	\$ 135,879	
Human Resources	27I	\$ 168,169	21A	vacant	
Human Services	27J	\$ 173,214	23H	\$ 128,079	
Information Services	27J	\$ 173,214	22J	\$ 128,435	
Law	27G	\$ 158,516	25J	\$ 149,636	
Monroe Community Hospital	27J	\$ 173,214	23H	\$ 128,079	
Office of Public Integrity	25J	\$ 149,636	n/a		
Parks	27E	\$ 149,417	22L	\$ 136,257	
Planning & Development	25C	\$ 121,668	21I	\$ 118,890	
Public Defender	27D	\$ 145,064	24A	vacant	
Public Health	33J	\$ 243,161	28J	\$ 191,322	
Public Safety	27J	\$ 173,214	23J	\$ 135,879	
Sheriff	Sheriff-F	\$ 149,376	83E	\$ 156,347	
Transportation	25E	\$ 129,077	22H	\$ 121,062	
Veterans Service Agency	20H	\$ 104,787	n/a		



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Anti-Union Playbook

Beware when management says these types of things. They are trying to intimidate, belittle, and diminish the power of the union and it's members.

And it could be illegal!

The union tells us
the names of
everyone who
complains

Don't go to the union
about this, this is all
confidential

Filing a Grievance
won't change
anything

The union doesn't
represent you

You don't need
your union rep
here, this is just
between us

Don't tell the union,
there is nothing they
can do about it

If you share this with the
union about this it will fall
back on you





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Wear your red shirt on THURSDAYS to show solidarity and receive a red ticket to be entered into the monthly raffle. If your steward or team captain does not stop by to give you a red ticket you can always email a picture of you in your red shirt to them to be entered!

One member from Westfall (includes Afterhours, Impact, and MCH), St Paul, and City Place (includes Public Defender/Conflict Defender) will be chosen each month. Detention Center members are not allowed to wear red and are all automatically entered into the raffle.





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March with FSW in the Labor Day Parade!

Monday September 4th 2023

Line up at 10am in front of 30 N Union St (NYSUT)

Parade starts at 11 am



**RSVP message@fsw-union.org
or (585) 328-7170**



**Labor Day Picnic will be held after the parade
at IBEW #86 Hall 2300 E. River Rd 14623**

~open to members and their families~



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FSW Annual Family Picnic

Saturday September 9th 2023
12 pm - 4 pm

FSW Union Hall
740 Driving Park Ave
Rochester NY 14613

Food, games, bounce house, raffle prizes,
sundae bar, and FUN for the whole family!

RSVP at message@fsw-union.org
or (585) 328-7170



DEADLINE TO RSVP IS 9/5/2023

~ Volunteer Opportunity for Scholarship Applicants ~



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FSW Stewards

St Paul St (LaTonya)

Barlue Allen - *1st & 2nd Floor*

Timothy Buntley - *6th Floor*

Matthew Ferris - *3rd Floor*

Gina Macaluso - *5th Floor*

Ryan Markajani - *4th Floor*

Westfall Rd (LaSonia)

Sanika Bynoe - *3rd & 4th Floor*

Troy Coffie - *5th Floor*

Natasha Collins - *7th & 10th Floor*

Brittany Everett - *6th Floor*

Darius Weaver - *1st & 2nd Floor*

CSSU/Public Defender (LaWanda)

Maria Castellano

Detention Center (Michelle)

Jamaal Holland

MCH/Bivona/Jay St (LaWanda)

Lara Festa

FSW Executive Board

President: Christina Christman

Vice President: LaWanda Shipman

Secretary: Julie Garrett

Treasurer: Evelyn Evans

Grievance: Michelle McGrain

Grievance: LaSonia Simmons

Grievance: LaTonya Wilcox

Trustee: Kim Kuyal

Trustee: Tammy Beebe

Elections: Percy Smith

Health & Safety: Bob Way

Social Action: Kylie Ciuffo

Membership: Curtis Pound

Communications: Suzanne Putnam

CCRE: Deb Jackson

Political Action: Open

Education: Frederick McAllister

Women's: Monica Locke

Organizing: Jillian Evans

Mobilization: Jessica Kilpatrick

Retiree: John Rabish