

I would like to clarify recent statements made regarding selected pay adjustments the made by the County Executive for a handful of county managers. First, the County Executive upon assuming office for his current term had the authority to negotiate salaries for his new Cabinet as long as they are within established pay ranges as approved by the Board. The adjustments were within the pay ranges with most still near the bottom of the range. Second, the adjustments were very selective and consistent with the analysis of internal and external equity with counterpart positions. Of the 20 positions the Executive appoints, seven were identified for adjustment – five were major department heads. Of the five department heads the adjustments were 3%-4%. The sole focus on the Airport Director adjustment (11%), which is considered a sub-department head, as has been widely reported is misleading and misrepresents the entire picture. Finally, there has been much discussion about the timing of the adjustments in light of recent actions to control spending in the current year. The Executive's decisions regarding the appointment of his Cabinet and pay levels were made months ago in the weeks following his re-election and prior to his sending his appointments to the County Board for confirmation. Pay levels for the new term were effective once all appointments were confirmed by the County Board (July).