

COMMISSION ON LEGISLATIVE, JUDICIAL AND EXECUTIVE COMPENSATION

MEETING NOTICE

The Commission will hold an organizational meeting on:

Monday, February 22, 2016 at 11:00 a.m.

**New York City Bar Association
42 West 44th Street
New York, New York**

The Commission on Legislative, Judicial and Executive Compensation will hold a meeting as indicated above. The meeting will be organizational only, to determine procedure for considering legislative and executive compensation. ***This meeting is open to the public, but it is not a public hearing and no testimony will be taken.*** One or more public hearings will be announced at a later date.

This meeting will be viewable online via a live webcast. The public can also listen to the meeting by telephone. Information on remote viewing or listening will be posted at: <http://www.nyscommissiononcompensation.org/> on the day of the meeting.

You may contact the Commission by email, at: nyscompensation@gmail.com or by regular mail, at: NYS Commission on Legislative, Judicial and Executive Compensation, 64 Beaver Street, Box 454, New York, NY 10004

MEDIA ADVISORY

New York State Commission on Legislative, Judicial and Executive Compensation

Commissioners:

Sheila Birnbaum, Chair
Hon. Barry A. Cozier (Ret.)
Roman B. Hedges
Mitra Hormozi
Gary Johnson
Hon. James J. Lack (Ret.)
Fran Reiter

Date: September 16, 2016

MEETING NOTICE

WHAT: The New York State Commission on Legislative, Judicial and Executive Compensation will hold a meeting to discuss legislative and executive compensation. This meeting is open to the public but is not a public hearing.

WHEN: **Thursday, September 22, 2016, 11:00 a.m.**

WHERE: New York City Bar Association, First Floor
42 West 44th Street
Midtown Manhattan

This meeting will be viewable online via a live webcast. Information on remote viewing will be posted at: <http://www.nyscommissiononcompensation.org/> on the day of the meeting.

You may contact the Commission by email, at: nyscompensation@gmail.com or by regular mail, at: NYS Commission on Legislative, Judicial and Executive Compensation, 64 Beaver Street, Box 454, New York, NY 10004

The New York State Commission on Legislative, Judicial and Executive Compensation is an independent body tasked with examining, evaluating and making recommendations with respect to compensation for New York State's judges, members of the state legislature, and state officials named in section 169 of the Executive Law. The recommendations shall have the force of law unless modified or abrogated by legislation prior to taking effect.

Every four years, beginning June 2015, the Commission is established with seven appointed members – three are designated by the Governor, one by the President Pro Tempore of the New York State Senate, one by the Speaker of the New York State Assembly, and two by the Chief Judge of the New York State Court of Appeals, one of whom serves as chair of the Commission.

###

MEDIA ADVISORY

New York State Commission on Legislative, Judicial and Executive Compensation

Commissioners:

Sheila Birnbaum, Chair
Hon. Barry A. Cozier (Ret.)
Roman B. Hedges
Mitra Hormozi
Gary Johnson
Hon. James J. Lack (Ret.)
Fran Reiter

Date: March 15, 2016

Notice of Public Hearing and Request for Written Submissions and Testimony

New York — The Commission on Legislative, Judicial and Executive Compensation will hold a public hearing on **Wednesday, March 23, 2016 at 11:00 a.m.** at the State Capitol, Room 124, **State Street and Washington Ave, Albany, New York.** The hearing will be restricted to issues relating to legislative and executive compensation and will be viewable online via a live webcast.

Information on remote viewing will be posted on the day of the hearing at <http://www.nyscommissiononcompensation.org/>.

The Commission will consider both oral and written testimony.

Written Submissions

Written submissions may be sent via email or by regular mail in hard copy form (see below for respective addresses). Those who are testifying at the hearing are strongly encouraged to submit their written testimony by Tuesday, March 22, 2016.

Requests to Testify

All testimony is by invitation only. To request an invitation, please identify yourself and your affiliation, indicate whether or not you are testifying on behalf of an organization and provide your contact information. Testimony on behalf of organizations will be limited to ten minutes; testimony on behalf of individuals will be limited to five minutes. Requests to testify at the hearing should be received by Monday, March 21, 2016.

You may contact the Commission by email at nyscompensation@gmail.com or by regular mail at NYS Commission on Legislative, Judicial and Executive Compensation, 64 Beaver Street, Box 454, New York, NY 10004.

###

MEDIA ADVISORY

New York State Commission on Legislative, Judicial and Executive Compensation

Commissioners:

Sheila Birnbaum, Chair
Hon. Barry A. Cozier (Ret.)
Roman B. Hedges
Mitra Hormozi
Gary Johnson
Hon. James J. Lack (Ret.)
Fran Reiter

Date: February 29, 2016

Notice of Public Hearing and Request for Written Submissions and Testimony

New York — The Commission on Legislative, Judicial and Executive Compensation will hold a public hearing on **Thursday, March 10, 2016 at 11:00 a.m.** at the New York City Bar Association, **42 West 44th Street, Manhattan**. The hearing will be restricted to issues relating to legislative and executive compensation, and will be viewable online via a live webcast.

Information on remote viewing will be posted on the day of the hearing at <http://www.nyscommissiononcompensation.org/>.

The Commission will consider both oral and written testimony.

Written Submissions

Written submissions may be sent via email or by regular mail in hard copy form (see below for respective addresses). Those who are testifying at the hearing are strongly encouraged to submit their written testimony by Monday, March 7, 2016.

Requests to Testify

All testimony is by invitation only. To request an invitation, please identify yourself and your affiliation, indicate whether or not you are testifying on behalf of an organization and provide your contact information. Testimony on behalf of organizations will be limited to ten minutes; testimony on behalf of individuals will be limited to five minutes. Requests to testify at the hearing should be received by Monday, March 7, 2016.

You may contact the Commission by email at nyscompensation@gmail.com or by regular mail at NYS Commission on Legislative, Judicial and Executive Compensation, 64 Beaver Street, Box 454, New York, NY 10004.

Additional dates and locations of public hearings will be announced shortly.

###

MEDIA ADVISORY

**New York State Commission
on Legislative, Judicial and
Executive Compensation**

Commissioners:

**Sheila Birnbaum, Chair
Hon. Barry A. Cozier (Ret.)
Roman B. Hedges
Mitra Hormozi
Gary Johnson
Hon. James J. Lack (Ret.)
Fran Reiter**

Date: June 21, 2016

MEETING NOTICE

WHAT: The New York State Commission on Legislative, Judicial and Executive Compensation will hold an organizational meeting to determine procedure for considering legislative and executive compensation. This meeting is open to the public but is not a public hearing.

WHEN: **Tuesday, June 28, 2016, 11:00 a.m.**

WHERE: New York City Bar Association
42 West 44th Street
Midtown Manhattan

This meeting will be viewable online via a live webcast. Information on remote viewing will be posted at: <http://www.nyscommissiononcompensation.org/> on the day of the meeting.

You may contact the Commission by email, at: nyscompensation@gmail.com or by regular mail, at: NYS Commission on Legislative, Judicial and Executive Compensation, 64 Beaver Street, Box 454, New York, NY 10004

The New York State Commission on Legislative, Judicial and Executive Compensation is an independent body tasked with examining, evaluating and making recommendations with respect to compensation for New York State's judges, members of the state legislature, and state officials named in section 169 of the Executive Law. The recommendations shall have the force of law unless modified or abrogated by legislation prior to taking effect.

Every four years, beginning June 2015, the Commission is established with seven appointed members – three are designated by the Governor, one by the President Pro Tempore of the New York State Senate, one by the Speaker of the New York State Assembly, and two by the Chief Judge of the New York State Court of Appeals, one of whom serves as chair of the Commission.

###

MEDIA ADVISORY

New York State Commission on Legislative, Judicial and Executive Compensation

Commissioners:

Sheila Birnbaum, Chair
Hon. Barry A. Cozier (Ret.)
Roman B. Hedges
Mitra Hormozi
Gary Johnson
Hon. James J. Lack (Ret.)
Fran Reiter

Date: September 16, 2016

MEETING NOTICE

WHAT: The New York State Commission on Legislative, Judicial and Executive Compensation will hold a meeting to discuss legislative and executive compensation. This meeting is open to the public but is not a public hearing.

WHEN: **Thursday, September 22, 2016, 11:00 a.m.**

WHERE: New York City Bar Association, First Floor
42 West 44th Street
Midtown Manhattan

This meeting will be viewable online via a live webcast. Information on remote viewing will be posted at: <http://www.nyscommissiononcompensation.org/> on the day of the meeting.

You may contact the Commission by email, at: nyscompensation@gmail.com or by regular mail, at: NYS Commission on Legislative, Judicial and Executive Compensation, 64 Beaver Street, Box 454, New York, NY 10004

The New York State Commission on Legislative, Judicial and Executive Compensation is an independent body tasked with examining, evaluating and making recommendations with respect to compensation for New York State's judges, members of the state legislature, and state officials named in section 169 of the Executive Law. The recommendations shall have the force of law unless modified or abrogated by legislation prior to taking effect.

Every four years, beginning June 2015, the Commission is established with seven appointed members – three are designated by the Governor, one by the President Pro Tempore of the New York State Senate, one by the Speaker of the New York State Assembly, and two by the Chief Judge of the New York State Court of Appeals, one of whom serves as chair of the Commission.

###

MEDIA ADVISORY

New York State Commission on Legislative, Judicial and Executive Compensation

Commissioners:

Sheila Birnbaum, Chair
Hon. Barry A. Cozier (Ret.)
Roman B. Hedges
Mitra Hormozi
Gary Johnson
Hon. James J. Lack (Ret.)
Fran Reiter

Date: July 19, 2016

MEETING NOTICE

WHAT: The New York State Commission on Legislative, Judicial and Executive Compensation will hold a meeting to discuss legislative and executive compensation. This meeting is open to the public but is not a public hearing.

WHEN: **Tuesday, July 26, 2016**
11:00 a.m.

WHERE: New York City Bar Association, First Floor
42 West 44th Street
Midtown Manhattan

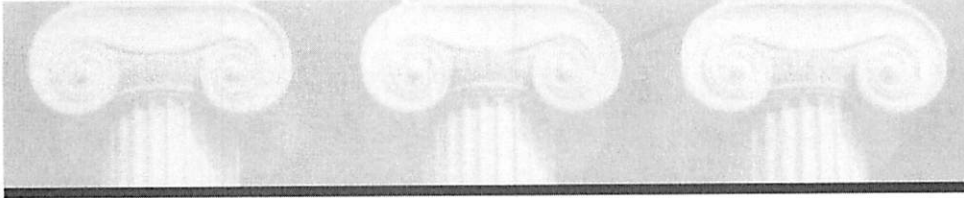
This meeting will be viewable online via a live webcast. Information on remote viewing will be posted at: <http://www.nyscommissiononcompensation.org/> on the day of the meeting.

You may contact the Commission by email, at: nyscompensation@gmail.com or by regular mail, at: NYS Commission on Legislative, Judicial and Executive Compensation, 64 Beaver Street, Box 454, New York, NY 10004

The New York State Commission on Legislative, Judicial and Executive Compensation is an independent body tasked with examining, evaluating and making recommendations with respect to compensation for New York State's judges, members of the state legislature, and state officials named in section 169 of the Executive Law. The recommendations shall have the force of law unless modified or abrogated by legislation prior to taking effect.

Every four years, beginning June 2015, the Commission is established with seven appointed members – three are designated by the Governor, one by the President Pro Tempore of the New York State Senate, one by the Speaker of the New York State Assembly, and two by the Chief Judge of the New York State Court of Appeals, one of whom serves as chair of the Commission.

###



THE NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, AND EXECUTIVE COMPENSATION
INVITES YOU TO TESTIFY AT ITS SECOND PUBLIC HEARING ON
LEGISLATIVE AND EXECUTIVE COMPENSATION.

WEDNESDAY, MARCH 23, 2016

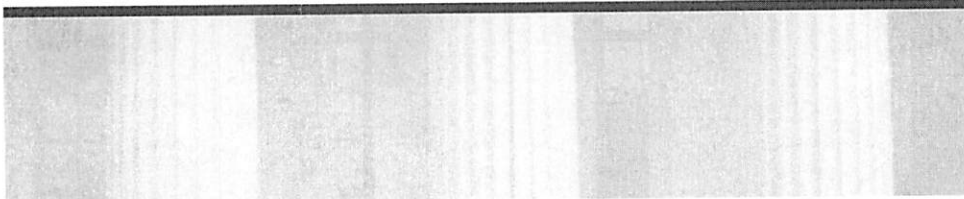
ROOM 124, STATE CAPITOL BUILDING

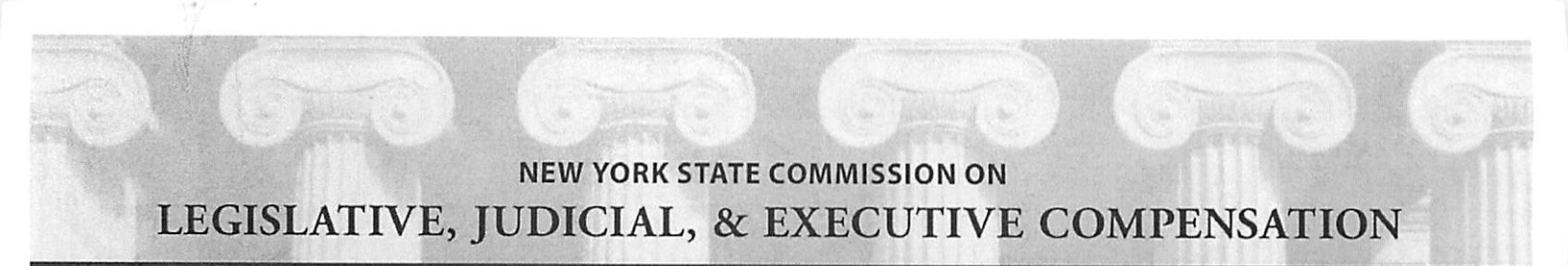
ALBANY, NEW YORK

11:00 AM

PLEASE E-MAIL NYSCompensation@gmail.com

IF YOU PLAN TO TESTIFY.





NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

June 30, 2016

Professor Neil Malhotra
Stanford University – Graduate School of Business
655 Knight Way
Stanford, CA 94305-7298

Dear Professor Malhotra:

The New York State Commission on Legislative, Judicial, and Executive Compensation is charged with examining, evaluating and making recommendations with respect to compensation for New York State's legislators, statewide elected officials (the Comptroller and the Attorney General), and state officials named in section 169 of the Executive Law, including the heads of large state agencies such as the Departments of Transportation and Environmental Conservation, intermediate agencies such as Agriculture and Markets, and small agencies, boards and commissions such as the Adirondack Park Agency, the Workers' Compensation Board, and the Commission of Correction.

Given the wide array of elected and appointed officials about whom we are charged to make recommendations regarding compensation, we would like to tap the best available knowledge, expertise and judgment regarding the proper way to design our compensation recommendations. That is why we are writing to you.

The officials whose compensation we are considering are the most senior officials in state government. Their compensation has not been changed since 1999. The salaries of people they supervise have been periodically reviewed and adjusted throughout that time frame. As a result, our task is both timely and complex.

What factors should be considered in making our determination, and what weight that should be accorded to those factors? What research on public sector compensation should be reviewed and incorporated in our deliberation? What other issues should be included in our deliberations?



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

Please let us know if you would be willing to give testimony to the Commission, either in written form or orally, via videoconference. We would appreciate any information you have for us by our next public meeting on July 26, 2016 in New York City. The Commission is tasked with issuing its compensation recommendations by November 15, 2016.

Thank you for your time and consideration. The best way to reach us is by e-mail: nyscompensation@gmail.com.

New York State Commission on Legislative, Judicial, and Executive
Compensation



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

June 30, 2016

Professor Peverill Squire
University of Missouri
309 Professional Building
Columbia, MO 65211-6030

Dear Professor Squire:

The New York State Commission on Legislative, Judicial, and Executive Compensation is charged with examining, evaluating and making recommendations with respect to compensation for New York State's legislators, statewide elected officials (the Comptroller and the Attorney General), and state officials named in section 169 of the Executive Law, including the heads of large state agencies such as the Departments of Transportation and Environmental Conservation, intermediate agencies such as Agriculture and Markets, and small agencies, boards and commissions such as the Adirondack Park Agency, the Workers' Compensation Board, and the Commission of Correction.

Given the wide array of elected and appointed officials about whom we are charged to make recommendations regarding compensation, we would like to tap the best available knowledge, expertise and judgment regarding the proper way to design our compensation recommendations. That is why we are writing to you.

The officials whose compensation we are considering are the most senior officials in state government. Their compensation has not been changed since 1999. The salaries of people they supervise have been periodically reviewed and adjusted throughout that time frame. As a result, our task is both timely and complex.

What factors should be considered in making our determination, and what weight that should be accorded to those factors? What research on public sector compensation should be reviewed and incorporated in our deliberation? What other issues should be included in our deliberations?



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

Please let us know if you would be willing to give testimony to the Commission, either in written form or orally, via videoconference. We would appreciate any information you have for us by our next public meeting on July 26, 2016 in New York City. The Commission is tasked with issuing its compensation recommendations by November 15, 2016.

Thank you for your time and consideration. The best way to reach us is by e-mail: nyscompensation@gmail.com.

New York State Commission on Legislative, Judicial, and Executive
Compensation



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

June 30, 2016

Professor James Perry
Indiana University Bloomington
School of Public and Environmental Affairs
SPEA 410E
1315 E. Tenth Street
Bloomington, IN 47405-1701

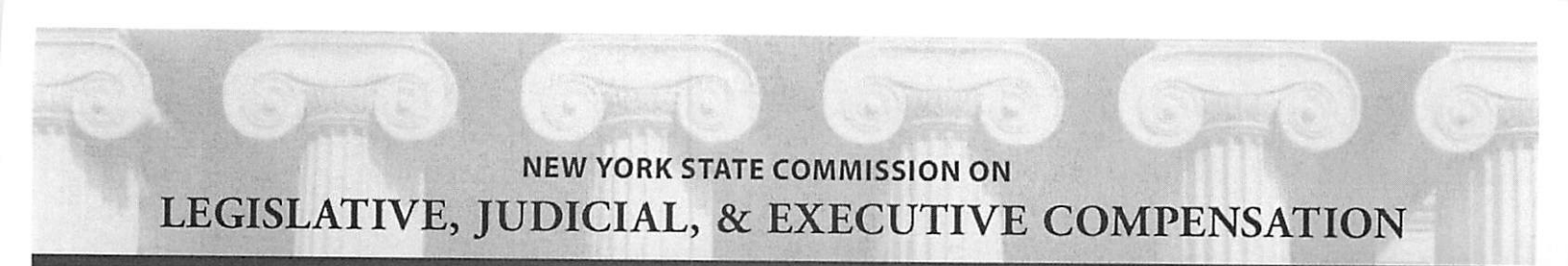
Dear Professor Perry:

The New York State Commission on Legislative, Judicial, and Executive Compensation is charged with examining, evaluating and making recommendations with respect to compensation for New York State's legislators, statewide elected officials (the Comptroller and the Attorney General), and state officials named in section 169 of the Executive Law, including the heads of large state agencies such as the Departments of Transportation and Environmental Conservation, intermediate agencies such as Agriculture and Markets, and small agencies, boards and commissions such as the Adirondack Park Agency, the Workers' Compensation Board, and the Commission of Correction.

Given the wide array of elected and appointed officials about whom we are charged to make recommendations regarding compensation, we would like to tap the best available knowledge, expertise and judgment regarding the proper way to design our compensation recommendations. That is why we are writing to you.

The officials whose compensation we are considering are the most senior officials in state government. Their compensation has not been changed since 1999. The salaries of people they supervise have been periodically reviewed and adjusted throughout that time frame. As a result, our task is both timely and complex.

What factors should be considered in making our determination, and what weight that should be accorded to those factors? What research on public sector compensation should be reviewed and incorporated in our deliberation? What other issues should be included in our deliberations?



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

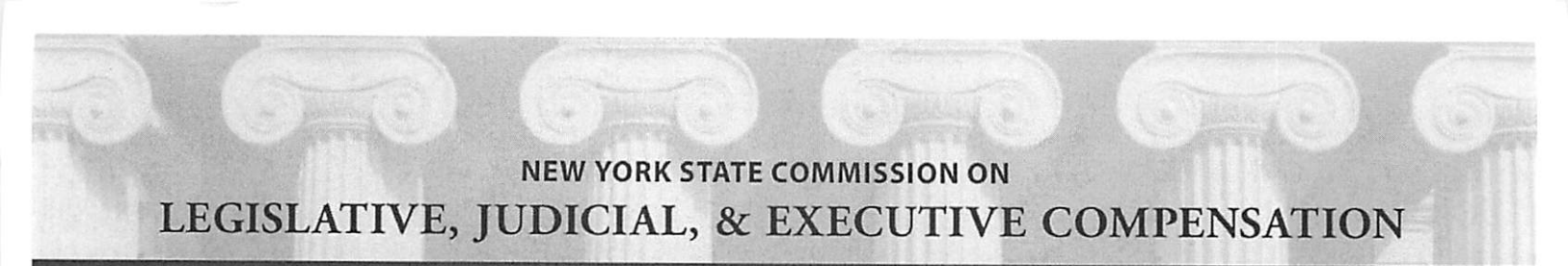
COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

Please let us know if you would be willing to give testimony to the Commission, either in written form or orally, via videoconference. You were recommended to us as an expert in the field by Professor Anthony Bertelli at NYU. We would appreciate any information you have for us by our next public meeting on July 26, 2016 in New York City. The Commission is tasked with issuing its salary recommendations by November 15, 2016.

Thank you for your time and consideration. The best way to reach us is by e-mail: nyscompensation@gmail.com.

New York State Commission on Legislative, Judicial, and Executive
Compensation



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

June 30, 2016

Professor Hal Rainey
University of Georgia – School of Public and International Affairs
Baldwin Hall 205A
355 South Jackson Street
Athens, GA 30602

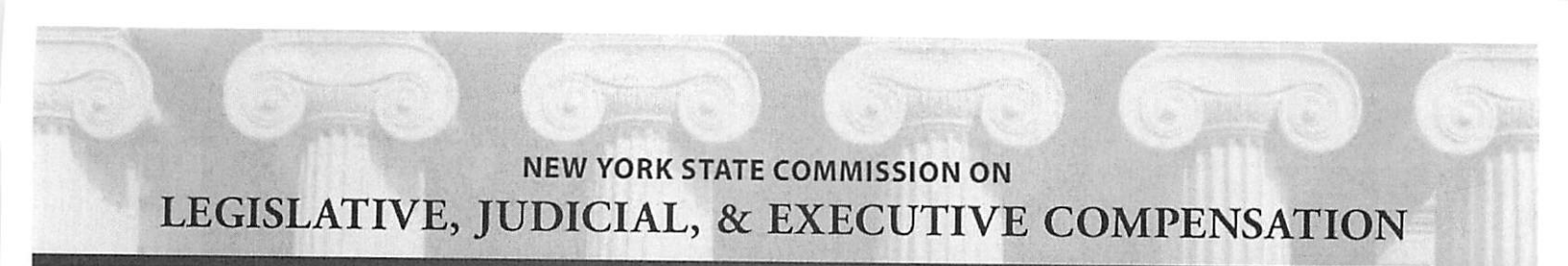
Dear Professor Rainey:

The New York State Commission on Legislative, Judicial, and Executive Compensation is charged with examining, evaluating and making recommendations with respect to compensation for New York State's legislators, statewide elected officials (the Comptroller and the Attorney General), and state officials named in section 169 of the Executive Law, including the heads of large state agencies such as the Departments of Transportation and Environmental Conservation, intermediate agencies such as Agriculture and Markets, and small agencies, boards and commissions such as the Adirondack Park Agency, the Workers' Compensation Board, and the Commission of Correction.

Given the wide array of elected and appointed officials about whom we are charged to make recommendations regarding compensation, we would like to tap the best available knowledge, expertise and judgment regarding the proper way to design our compensation recommendations. That is why we are writing to you.

The officials whose compensation we are considering are the most senior officials in state government. Their compensation has not been changed since 1999. The salaries of people they supervise have been periodically reviewed and adjusted throughout that time frame. As a result, our task is both timely and complex.

What factors should be considered in making our determination, and what weight that should be accorded to those factors? What research on public sector compensation should be reviewed and incorporated in our deliberation? What other issues should be included in our deliberations?



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

Please let us know if you or one of your colleagues with expertise in this area would be willing to give testimony to the Commission, either in written form or orally, via videoconference. You were recommended to us as an expert in the field by Professor Anthony Bertelli at NYU. We would appreciate any information you have for us by our next public meeting on July 26, 2016 in New York City. Thank you for your time and consideration. The best way to reach us is by e-mail: nyscompensation@gmail.com.

New York State Commission on Legislative, Judicial, and Executive
Compensation

Forwarded message -----

From: NYS Salary Commission <nyscompensation@gmail.com>

Date: Mon, Jun 20, 2016 at 5:18 PM

Subject: Request for information

To: <[REDACTED]>

Dear Professor Bertelli,

The New York State Commission on Legislative, Judicial, and Executive Compensation is charged with examining, evaluating and making recommendations with respect to compensation for New York State's legislators, statewide elected officials (the Comptroller and the Attorney General), and state officials named in section 169 of the Executive Law, including the heads of large state agencies such as the Departments of Transportation and Environmental Conservation, intermediate agencies such as Agriculture and Markets, and small agencies, boards and commissions such as the Adirondack Park Agency, the Workers' Compensation Board, and the Commission of Correction.

Given the wide array of elected and appointed officials about whom we are charged to make recommendations regarding compensation, we would like to tap the best available knowledge, expertise and judgment regarding the proper way to design our compensation recommendations. That is why we are writing to you.

The officials whose compensation we are considering are the most senior officials in state government. Their compensation has not been changed since 1999. The salaries of people they supervise have been periodically reviewed and adjusted throughout that time frame. As a result, our task is both timely and complex.

What factors should be considered in making our determination, and what weight that should be accorded to those factors? What research on public sector compensation should be reviewed and incorporated in our deliberation? What other issues should be included in our deliberations?

We had originally asked Dean Sherry Glied for assistance, and she recommended you as someone with expertise in this area. Would you be willing to give oral or written testimony on the subject of our inquiry? The Commission will hold a public meeting on June 28 and July 26 at 11 a.m. at the New York City Bar (42 W. 44th Street). If either of those dates work for you, we would love to invite you to give testimony in person. We would also be grateful for any written submissions on the topic.

Thank you for your time and consideration. Please see our website for more information: <http://www.nyscommissiononcompensation.org/>

New York State Commission on Legislative, Judicial, and Executive Compensation

From: NYS Salary Commission <nyscompensation@gmail.com>

Date: Mon, Jun 20, 2016 at 5:25 PM

Subject: Request for information

To: [REDACTED]

Dear Mr. Funkhouser,

The New York State Commission on Legislative, Judicial, and Executive Compensation is charged with examining, evaluating and making recommendations with respect to compensation for New York State's legislators, statewide elected officials (the Comptroller and the Attorney General), and state officials named in section 169 of the Executive Law, including the heads of large state agencies such as the Departments of Transportation and Environmental Conservation, intermediate agencies such as Agriculture and Markets, and small agencies, boards and commissions such as the Adirondack Park Agency, the Workers' Compensation Board, and the Commission of Correction.

Given the wide array of elected and appointed officials about whom we are charged to make recommendations regarding compensation, we would like to tap the best available knowledge, expertise and judgment regarding the proper way to design our compensation recommendations. That is why we are writing to you.

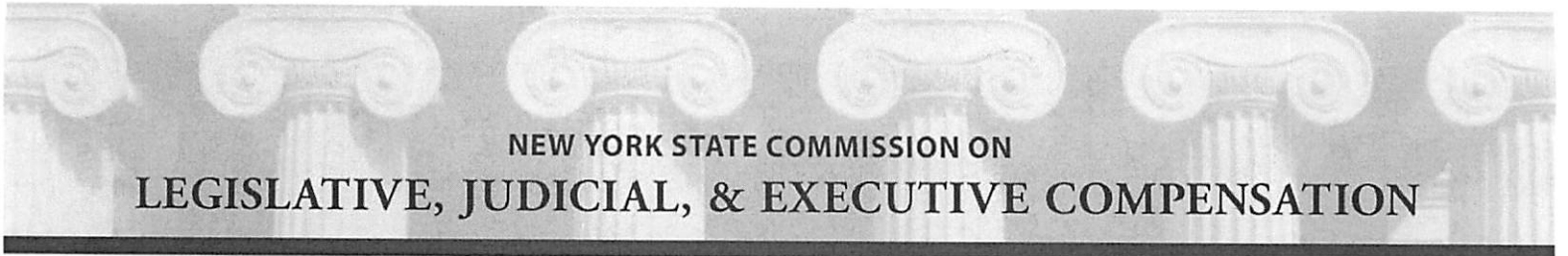
The officials whose compensation we are considering are the most senior officials in state government. Their compensation has not been changed since 1999. The salaries of people they supervise have been periodically reviewed and adjusted throughout that time frame. As a result, our task is both timely and complex.

What factors should be considered in making our determination, and what weight that should be accorded to those factors? What research on public sector compensation should be reviewed and incorporated in our deliberation? What other issues should be included in our deliberations?

We had originally asked Dean David Birdsell (Baruch College) for assistance, and he recommended you as someone with expertise in this area. Would you be willing to give written or oral testimony on the subject of our inquiry? Please reach out to us by replying to this e-mail address.

Thank you for your time and consideration. Please see our website for more information: <http://www.nyscommissiononcompensation.org/>

New York State Commission on Legislative, Judicial, and Executive Compensation



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

June 2, 2016

Dean Sherry Glied
NYU Wagner Graduate School of Public Service
295 Lafayette Street
New York, NY 10012-9604

Dear Dean Glied:

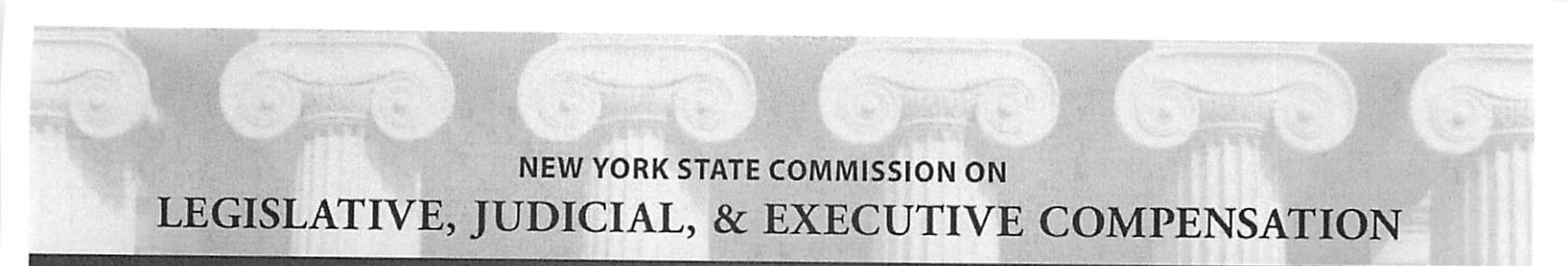
The New York State Commission on Legislative, Judicial, and Executive Compensation is charged with examining, evaluating and making recommendations with respect to compensation for New York State's legislators, statewide elected officials (the Comptroller and the Attorney General), and state officials named in section 169 of the Executive Law, including the heads of large state agencies such as the Departments of Transportation and Environmental Conservation, intermediate agencies such as Agriculture and Markets, and small agencies, boards and commissions such as the Adirondack Park Agency, the Workers' Compensation Board, and the Commission of Correction.

Given the wide array of elected and appointed officials about whom we are charged to make recommendations regarding compensation, we would like to tap the best available knowledge, expertise and judgment regarding the proper way to design our compensation recommendations. That is why we are writing to you.

The officials whose compensation we are considering are the most senior officials in state government. Their compensation has not been changed since 1999. The salaries of people they supervise have been periodically reviewed and adjusted throughout that time frame. As a result, our task is both timely and complex.

What factors should be considered in making our determination, and what weight that should be accorded to those factors? What research on public sector compensation should be reviewed and incorporated in our deliberation? What other issues should be included in our deliberations?

In March we invited you to testify at a public hearing in Manhattan regarding legislative and executive salaries, but we did not hear from you. We write now to urge you to assist us. If you feel that you are not the best person to give us advice,



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

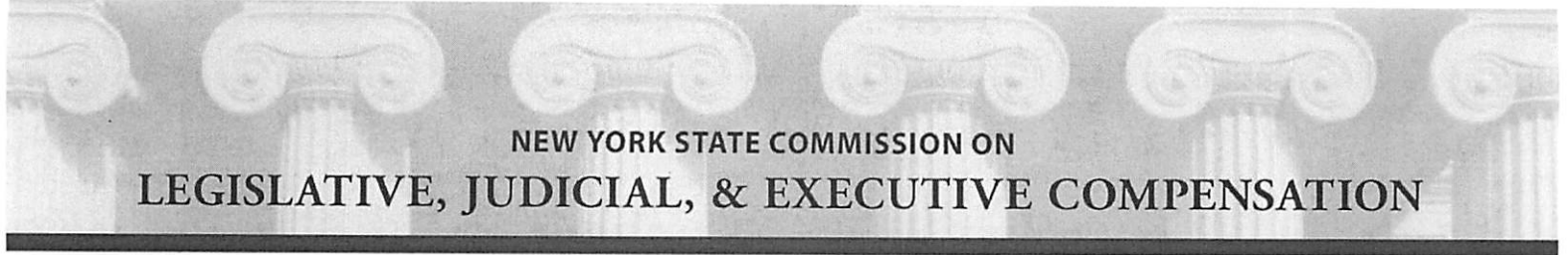
COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

is there someone else on your faculty or elsewhere who has studied public sector compensation whom you could recommend to us?

Please let us know if you or one of your colleagues with expertise in this area would be willing to give testimony to the Commission. Thank you for your time and consideration. The best way to reach us is by e-mail: nyscompensation@gmail.com.

New York State Commission on Legislative, Judicial, and Executive Compensation



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

June 2, 2016

Dean David Birdsell
Baruch College School of Public Affairs
One Bernard Baruch Way, Box D-0901
New York, NY 10010-5585

Dear Dean Birdsell:

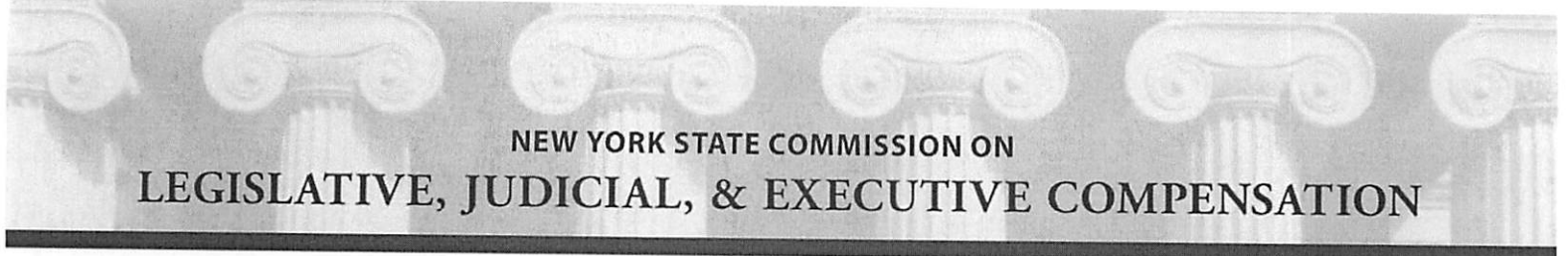
The New York State Commission on Legislative, Judicial, and Executive Compensation is charged with examining, evaluating and making recommendations with respect to compensation for New York State's legislators, statewide elected officials (the Comptroller and the Attorney General), and state officials named in section 169 of the Executive Law, including the heads of large state agencies such as the Departments of Transportation and Environmental Conservation, intermediate agencies such as Agriculture and Markets, and small agencies, boards and commissions such as the Adirondack Park Agency, the Workers' Compensation Board, and the Commission of Correction.

Given the wide array of elected and appointed officials about whom we are charged to make recommendations regarding compensation, we would like to tap the best available knowledge, expertise and judgment regarding the proper way to design our compensation recommendations. That is why we are writing to you.

The officials whose compensation we are considering are the most senior officials in state government. Their compensation has not been changed since 1999. The salaries of people they supervise have been periodically reviewed and adjusted throughout that time frame. As a result, our task is both timely and complex.

What factors should be considered in making our determination, and what weight that should be accorded to those factors? What research on public sector compensation should be reviewed and incorporated in our deliberation? What other issues should be included in our deliberations?

In March we invited you to testify at a public hearing in Manhattan regarding legislative and executive salaries, but we did not hear from you. We write now to urge you to assist us. If you feel that you are not the best person to give us advice,



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

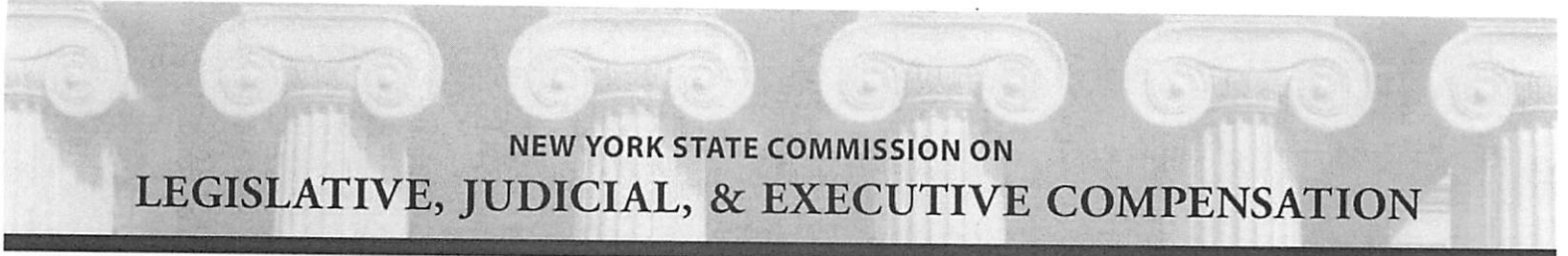
COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

is there someone else on your faculty or elsewhere who has studied public sector compensation whom you could recommend to us?

Please let us know if you or one of your colleagues with expertise in this area would be willing to give testimony to the Commission. Thank you for your time and consideration. The best way to reach us is by e-mail: nyscompensation@gmail.com.

New York State Commission on Legislative, Judicial, and Executive Compensation



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

June 2, 2016

Dean Merit Janow
School of International and Public Affairs
International Affairs Building, Room 1414
420 W. 118th Street,
New York, NY 10027

Dear Dean Janow:

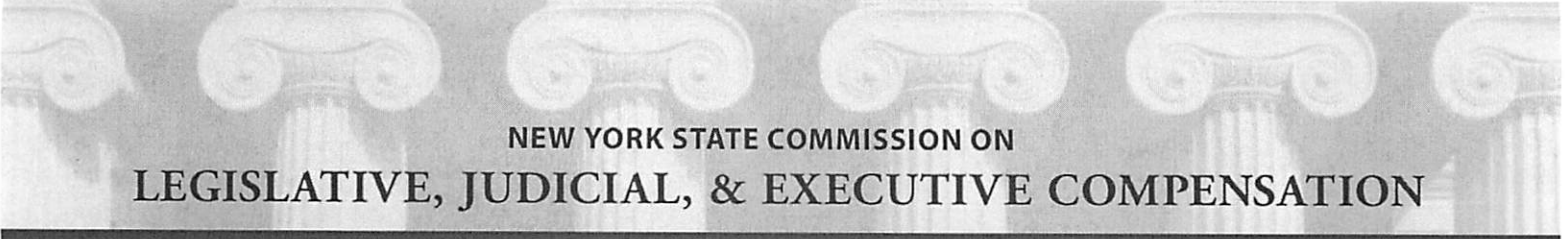
The New York State Commission on Legislative, Judicial, and Executive Compensation is charged with examining, evaluating and making recommendations with respect to compensation for New York State's legislators, statewide elected officials (the Comptroller and the Attorney General), and state officials named in section 169 of the Executive Law, including the heads of large state agencies such as the Departments of Transportation and Environmental Conservation, intermediate agencies such as Agriculture and Markets, and small agencies, boards and commissions such as the Adirondack Park Agency, the Workers' Compensation Board, and the Commission of Correction.

Given the wide array of elected and appointed officials about whom we are charged to make recommendations regarding compensation, we would like to tap the best available knowledge, expertise and judgment regarding the proper way to design our compensation recommendations. That is why we are writing to you.

The officials whose compensation we are considering are the most senior officials in state government. Their compensation has not been changed since 1999. The salaries of people they supervise have been periodically reviewed and adjusted throughout that time frame. As a result, our task is both timely and complex.

What factors should be considered in making our determination, and what weight that should be accorded to those factors? What research on public sector compensation should be reviewed and incorporated in our deliberation? What other issues should be included in our deliberations?

In March we invited you to testify at a public hearing in Manhattan regarding legislative and executive salaries, but we did not hear from you. We write now to urge you to assist us. If you feel that you are not the best person to give us advice,



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

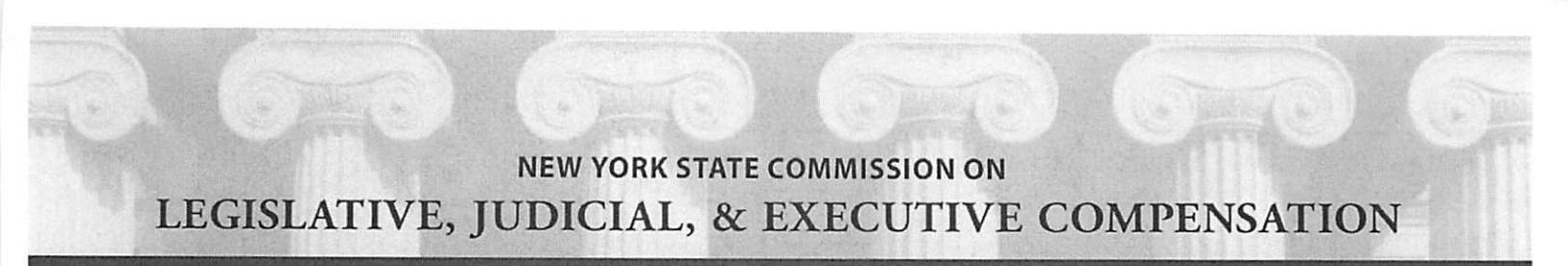
COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

is there someone else on your faculty or elsewhere who has studied public sector compensation whom you could recommend to us?

Please let us know if you or one of your colleagues with expertise in this area would be willing to give testimony to the Commission. Thank you for your time and consideration. The best way to reach us is by e-mail: nyscompensation@gmail.com.

New York State Commission on Legislative, Judicial, and Executive Compensation



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

June 2, 2016

Dean James Steinberg
Maxwell School, Syracuse University
200 Eggers Hall
Syracuse, NY 13244-1020

Dear Dean Steinberg:

The New York State Commission on Legislative, Judicial, and Executive Compensation is charged with examining, evaluating and making recommendations with respect to compensation for New York State's legislators, statewide elected officials (the Comptroller and the Attorney General), and state officials named in section 169 of the Executive Law, including the heads of large state agencies such as the Departments of Transportation and Environmental Conservation, intermediate agencies such as Agriculture and Markets, and small agencies, boards and commissions such as the Adirondack Park Agency, the Workers' Compensation Board, and the Commission of Correction.

Given the wide array of elected and appointed officials about whom we are charged to make recommendations regarding compensation, we would like to tap the best available knowledge, expertise and judgment regarding the proper way to design our compensation recommendations. That is why we are writing to you.

The officials whose compensation we are considering are the most senior officials in state government. Their compensation has not been changed since 1999. The salaries of people they supervise have been periodically reviewed and adjusted throughout that time frame. As a result, our task is both timely and complex.

What factors should be considered in making our determination, and what weight that should be accorded to those factors? What research on public sector compensation should be reviewed and incorporated in our deliberation? What other issues should be included in our deliberations?

In March we invited you to testify at a public hearing in Manhattan regarding legislative and executive salaries, but we did not hear from you. We write now to urge you to assist us. If you feel that you are not the best person to give us advice,



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

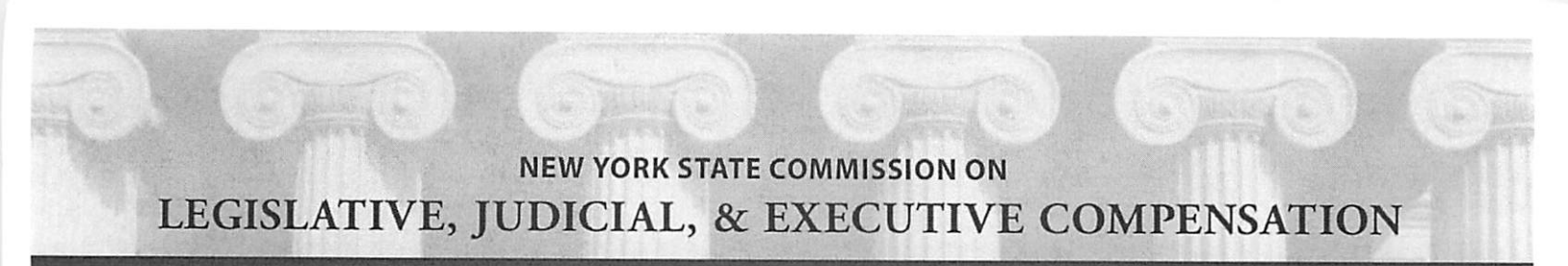
COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

is there someone else on your faculty or elsewhere who has studied public sector compensation whom you could recommend to us?

Please let us know if you or one of your colleagues with expertise in this area would be willing to give testimony to the Commission. Thank you for your time and consideration. The best way to reach us is by e-mail: nyscompensation@gmail.com.

New York State Commission on Legislative, Judicial, and Executive Compensation



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

June 2, 2016

Dean R. Karl Rethemeyer
Rockefeller College of Public Affairs & Policy
1400 Washington Avenue
Albany, NY 12222

Dear Dean Rethemeyer:

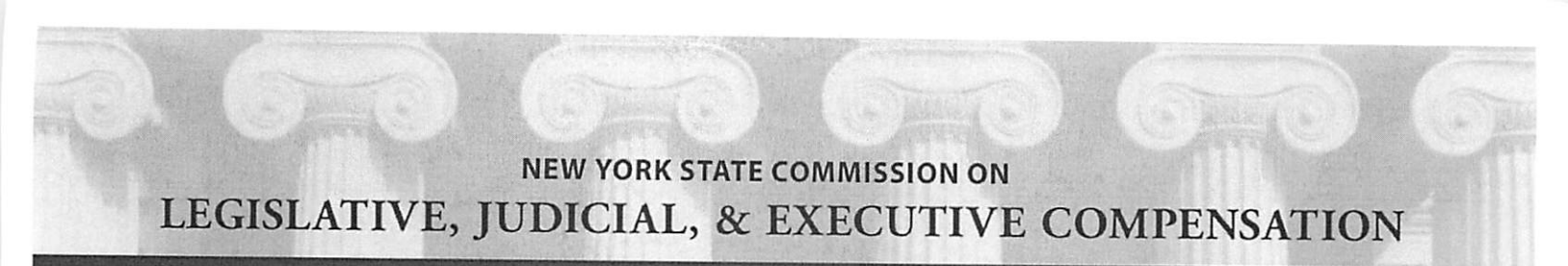
The New York State Commission on Legislative, Judicial, and Executive Compensation is charged with examining, evaluating and making recommendations with respect to compensation for New York State's legislators, statewide elected officials (the Comptroller and the Attorney General), and state officials named in section 169 of the Executive Law, including the heads of large state agencies such as the Departments of Transportation and Environmental Conservation, intermediate agencies such as Agriculture and Markets, and small agencies, boards and commissions such as the Adirondack Park Agency, the Workers' Compensation Board, and the Commission of Correction.

Given the wide array of elected and appointed officials about whom we are charged to make recommendations regarding compensation, we would like to tap the best available knowledge, expertise and judgment regarding the proper way to design our compensation recommendations. That is why we are writing to you.

The officials whose compensation we are considering are the most senior officials in state government. Their compensation has not been changed since 1999. The salaries of people they supervise have been periodically reviewed and adjusted throughout that time frame. As a result, our task is both timely and complex.

What factors should be considered in making our determination, and what weight that should be accorded to those factors? What research on public sector compensation should be reviewed and incorporated in our deliberation? What other issues should be included in our deliberations?

In March we invited you to testify at a public hearing in Manhattan regarding legislative and executive salaries, but we did not hear from you. We write now to urge you to assist us. If you feel that you are not the best person to give us advice,



NEW YORK STATE COMMISSION ON
LEGISLATIVE, JUDICIAL, & EXECUTIVE COMPENSATION

COMMISSIONERS

SHEILA BIRNBAUM, CHAIR
HON. BARRY A. COZIER (RET.)
ROMAN B. HEDGES
MITRA HORMOZI
GARY JOHNSON
HON. JAMES J. LACK (RET.)
FRAN REITER

is there someone else on your faculty or elsewhere who has studied public sector compensation whom you could recommend to us?

Please let us know if you or one of your colleagues with expertise in this area would be willing to give testimony to the Commission. Thank you for your time and consideration. The best way to reach us is by e-mail: nyscompensation@gmail.com.

New York State Commission on Legislative, Judicial, and Executive Compensation

From: NYS Salary Commission <nyscompensation@gmail.com>

Date: Fri, Mar 4, 2016 at 5:32 PM

Subject: Invitation to testify

To: [REDACTED]

Dear Dean Janow:

The New York State Commission on Legislative, Judicial, and Executive Compensation invite you to testify at a public hearing in Manhattan next week regarding legislative and executive salaries in New York. **The hearing will be held at the New York City Bar Association (42 W. 44th Street) on March 10 at 11 a.m.** Please e-mail nyscompensation@gmail.com if you will be able to testify.

Thank you for your time and consideration.

New York State Commission on Legislative, Judicial, and Executive Compensation

From: NYS Salary Commission <nyscompensation@gmail.com>

Date: Fri, Mar 4, 2016 at 5:30 PM

Subject: Invitation to testify

To: < >

Dear Dean Birdsell:

The New York State Commission on Legislative, Judicial, and Executive Compensation invite you to testify at a public hearing in Manhattan next week regarding legislative and executive salaries in New York. **The hearing will be held at the New York City Bar Association (42 W. 44th Street) on March 10 at 11 a.m.** Please e-mail nyscompensation@gmail.com if you will be able to testify.

Thank you for your time and consideration.

New York State Commission on Legislative, Judicial, and Executive Compensation

From: NYS Salary Commission <nyscompensation@gmail.com>

Date: Fri, Mar 4, 2016 at 5:28 PM

Subject: Invitation to testify

To: [REDACTED]

Dear Dean Steinberg:

The New York State Commission on Legislative, Judicial, and Executive Compensation invite you to testify at a public hearing in Manhattan next week regarding legislative and executive salaries in New York. **The hearing will be held at the New York City Bar Association (42 W. 44th Street) on March 10 at 11 a.m.** Please e-mail nyscompensation@gmail.com if you will be able to testify.

Thank you for your time and consideration.

New York State Commission on Legislative, Judicial, and Executive Compensation

From: NYS Salary Commission <nyscompensation@gmail.com>

Date: Fri, Mar 4, 2016 at 5:25 PM

Subject: Invitation to Testify

To: 

Dear Dean Rethemeyer:

The New York State Commission on Legislative, Judicial, and Executive Compensation invite you to testify at a public hearing in Manhattan next week regarding legislative and executive salaries in New York. **The hearing will be held at the New York City Bar Association (42 W. 44th Street) on March 10 at 11 a.m.** Please e-mail nyscompensation@gmail.com if you will be able to testify.

Thank you for your time and consideration.

New York State Commission on Legislative, Judicial, and Executive Compensation

From: NYS Salary Commission <nyscompensation@gmail.com>

Date: Fri, Mar 4, 2016 at 5:21 PM

Subject: Invitation to Testify

To: [REDACTED]

Dear Dean Glied:

The New York State Commission on Legislative, Judicial, and Executive Compensation invite you to testify at a public hearing in Manhattan next week regarding legislative and executive salaries in New York. **The hearing will be held at the New York City Bar Association (42 W. 44th Street) on March 10 at 11 a.m.** Please e-mail nyscompensation@gmail.com if you will be able to testify.

Thank you for your time and consideration.

New York State Commission on Legislative, Judicial, and Executive Compensation

From: David Birdsell <[REDACTED]>
Date: Thu, Jun 2, 2016 at 4:34 PM
Subject: Re: Request for information on Legislative and Executive Compensation
To: NYS Salary Commission <nyscompensation@gmail.com>

Dear Members of the Commission,

I'm very sorry to hear that you did not receive my regrets on the earlier Manhattan hearing; I had replied that I was out of town on conference travel. I would be happy to help in any way I can, though personnel policies are not my area of expertise. What I do know is that the comparatively static public sector salaries we currently offer to senior officials substantially limits our ability to recruit and retain the most distinguished talent.

I would be happy to have a conversation on these topics with you or to recommend the names of people who have much deeper expertise than I do in state-to-state and government-to-industry comparisons. Don Kettl (University of Maryland) and Paul Light (NYU/Brookings) are the masters of these questions at the federal level. The publisher of Governing Magazine, Mark Funkhouser, writes regularly on these issues at the state and city levels. On my faculty, Professor Ryan Alan Smith does work on government employment around diversity as well as compensation issues (he looks at other organizational factors and experiences as well).

Today finds me at a conference in Denver, but I can answer the phone at [917-881-7053](tel:917-881-7053) if a chat would be most expeditious. I can also reply here to any questions or instructions you may have.

Sincerely,
David

David S. Birdsell, Ph.D.
Dean, Baruch College School of Public Affairs
Vice President, NASPAA
V: [REDACTED]
E: [REDACTED]

Sent from my iPad

> On Jun 2, 2016, at 4:09 PM, NYS Salary Commission <nyscompensation@gmail.com> wrote:
>
> Please see attached correspondence.
> <Birdsell June 2.pdf>

From: NYS Salary Commission <nyscompensation@gmail.com>

Date: Thu, Jun 16, 2016 at 4:25 PM

Subject: Re: Request for information

To: Sherry Glied [REDACTED]

Thank you very much. The Commission will reach out to Tony Bertelli, and we will reference your recommendation. If you would be willing to give oral or written testimony to the Commission regarding legislative and executive compensation, please let us know.

On Fri, Jun 3, 2016 at 2:52 PM Sherry Glied [REDACTED] wrote:

Dear Commissioners,

Please accept my apologies for not responding to your earlier email. I agree that you are addressing an important problem and I'd be happy to help if I can. My colleague Tony Bertelli [REDACTED] may also be able to assist.

What is the best way to proceed?

- Sherry

On Thu, Jun 2, 2016 at 4:07 PM, NYS Salary Commission <nyscompensation@gmail.com> wrote:

Please see attached correspondence.