

BRUCE C. TAUB

November 20, 2015

NYS Commission on Legislative, Judicial and Executive Compensation
64 Beaver Street
Box 454
New York, NY 10004

Dear Chairperson Birnbaum and Members of the Commission on Legislative, Judicial and Executive Compensation:

I am the Executive Vice President and Chief Financial Officer of the CBS Television Network. In this capacity, my responsibilities include financial oversight of the Sales, Entertainment, News and Sports Divisions as well as our Distribution and Studio businesses. I joined CBS in 1975 and have served in many different financial roles throughout my career. In my 40 years at CBS, I have been made keenly aware of the importance of a well-functioning judiciary and of having well-qualified judges decide business disputes.

New York City is the leading center of global commerce and finance. It has a thriving local, national and international business community, which depends on a capable judiciary to handle the world's most complex commercial cases.

Litigation is a major cost of doing business. The business community needs to be able to rely upon an efficient, stable and predictable adjudication of cases. Companies need to be able to anticipate the legal consequences of their business decisions. Part of the comfort of conducting business in New York is knowing that qualified judges will preside over cases in this challenging and rigorous regulatory and enforcement environment and with increasingly complex transactions.

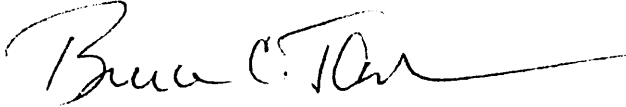
To attract and retain qualified candidates to accomplish the desired high quality adjudication hinges on a sufficiently compensated judiciary. Any member of the business sector – particularly those, like me, in positions of corporate leadership – knows that compensation is one of, if not the driving factor in attracting and retaining quality workers with the necessary skill set and credentials. Companies must pay competitive salaries to bring in and keep the best and most qualified workers.

The judiciary is no different in this regard. Critically important to attracting and retaining the most qualified judges is keeping pace with compensation. If New York State is to recruit the very best judges to the bench – and encourage them to remain there – the Commission must close the compensation gap. And it will not be sufficient to play “catch up” every few years and close the pay gap sporadically only after judicial salaries lag significantly behind other lawyers and judges. To truly attract and retain the best judges, this commission should create a system for salaries to keep pace with the market on a going forward basis.

It does not take an economist or even a corporate CFO to know that judges in New York do not receive a competitive salary. The current level of compensation is lower than for federal judges and lags far behind amounts earned by lawyers in the private sector.

The large salary disparity between the public and private sector certainly does not bolster the respect for the bench that is appropriate and necessary. Nor does it engender a sense of trust that the best and brightest are choosing careers as jurists. To ensure that New York remains the commercial and financial center of the world, we must pay our judges competitive salaries. The business community depends on it.

Very truly yours,

A handwritten signature in black ink, appearing to read "Bruce C. Taub", with a long horizontal flourish extending to the right.

Bruce C. Taub