

**ULSTER COUNTY
PERIODIC COMPENSATION REVIEW
COMMITTEE**

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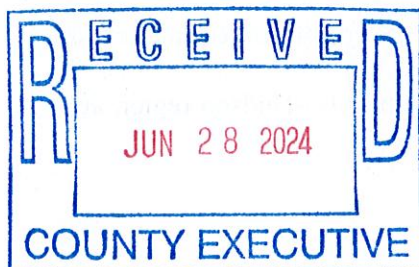
Richard A. Gerentine, Chair
Leon "Butch" Dener
Sarah Fassett
Kathleen Mihm
Anthony Marmo



**ULSTER COUNTY PERIODIC COMPENSATION REVIEW COMMITTEE
RECOMMENDATION ON THE COMPENSATION OF ELECTED OFFICIALS**

The 2024 Ulster County Periodic Compensation Review Committee (hereafter "the Committee") was appointed to conduct a biannual "review the salaries of all elected officials of the County of Ulster" for whom the Ulster County legislature has the power to fix compensation, as required by of Article XXIV of the Ulster County Charter. Those officials are: the County Executive, the County Clerk, the County Comptroller, the County Sheriff, and all County Legislators. As in the past, the Committee took its charge to review "salaries" as including consideration of total compensation packages provided these officials.

The Committee was constituted, as the charter required, by multiple appointing authorities. The Committee was chaired by Richard A. Gerentine. Other members were Leon "Butch" Dener, Sarah Fassett, Anthony Marmo, and Kathleen Mihm. The Committee was supported by a secretarial staff member from the County Executive's Office.



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ULSTER COUNTY LEGISLATURE

I. Background, Review Process, Standards and Data

The Committee was created by the charter because political factors mitigated against objective, fair, regular review of salaries for county elected officials. This contrasts with regular annual or biannual salary reviews routinely conducted for managers in county government and undertaken for the county workforce in the course of labor negotiations. Historically, pre-charter the result was long periods of avoidance or neglect of the compensation issue for elected officials, followed by infrequent, highly controversial large percentage increases.

Per the previous Periodic Compensation Review Committee's 2022 recommendation, the Executive, Clerk, Comptroller, and Sheriff received vital salary increases, which was the first increase in over a decade for each of these positions (14 years since increase for Executive, Clerk, and Comptroller; 18 since increase for Clerk). Legislators also received salary increases, however, they had more recently received salary increases than the other elected positions. Past recommendations can be found on the Ulster County website.

The Committee met on May 15, May 22, and June 3, 2024. All meetings were open to the public. In accord with a charter requirement that "the Committee shall hold at least one public hearing and shall otherwise provide ample opportunity for public comment" (County Charter, Article XXXIV, §C-110), a public hearing was properly noticed and conducted on June 20, 2024, and arrangement for comments via email were made through PCRC@co.ulster.ny.us.

The Committee reestablished that, this year as in past years, it was not engaged in a performance review. Its purpose was to focus upon equitable compensation for each elected position within its purview, and not on the record of any current incumbent in each position.

For comparative purposes, in the course of its work the Committee considered salaries for offices with the same or similar titles and duties in counties within the Mid-Hudson region and

others in New York State with similar population and/workforce size and geographic expanse. The Committee also looked at the elapsed time since the last salary adjustment; negotiated contractual increases provided county employees since that time and the effects of inflation on buying power. Data for Ulster County was obtained through the Ulster County Budget Office and the Ulster County Comptroller's Office. The Committee also reviewed data compiled by the New York State Association of Counties (NYSAC).

Public officials holding offices for which compensation was under review were sent correspondence inviting them to address the Committee in person or submit written information or opinions regarding their position and current salary to the Committee, as well as to provide any comparisons, including compensation and duties performed, with counterparts in other counties. The Sherriff submitted written materials for the Committee's consideration. Written material was also provided by two Ulster County Legislators.

All information upon which the Committee based its recommendations is available in the files of the Committee, provided as attachments to this report and available on the Ulster County website and through the Offices of the County Executive and/or the County Legislature. Detailed minutes provide background on the use of this data in the deliberations of the Committee, and support for its recommendations.

The Committee notes that there is an ongoing salary study being conducted by a contracted outside organization, separate from this Committee, for all Ulster County Government employees. The results of the study will provide recommendations for salaries that will be released after the Ulster County Charter mandated deadline for this Committee's recommendations herein. As such, the Committee will review the findings and reconvene to update their recommendations should it be deemed necessary.

Members of the Committee are mindful that the review process is advisory to the County Legislature and County Executive; the Committee's recommendations have no direct force of law.

II. Results of Review

A. County Executive

As set forth below, the Periodic Compensation Review Committee recommends a \$8,748.00/annum salary increase for the County Executive to be paid out over two years: \$4,248.00 in 2025 and \$4,500.00 in 2026.

<u>Position</u>	<u>Current</u>	<u>2025 Recommended</u>	<u>2026 Recommended</u>
County Executive	\$148,752	\$153,000	\$157,500

B. County Comptroller

C. County Clerk

D. County Sheriff

As set forth below, the Periodic Compensation Review Committee recommends a \$6,891.00/annum salary increase for each of the above three elected officials to be paid out over two years: \$3,291.00 in 2025 and \$3,600.00 in 2026.

<u>Position</u>	<u>Current</u>	<u>2025 Recommended</u>	<u>2026 Recommended</u>
County Comptroller	\$116,709	\$120,000	\$123,600
County Clerk	\$116,709	\$120,000	\$123,600
County Sheriff	\$116,709	\$120,000	\$123,600

E. County Legislature and Legislative Leadership

As set forth below, the Periodic Compensation Review Committee recommends a \$4,000.00/annum salary increase for each of the Legislators (excluding the Legislative Chair) to be paid out over two years: \$2,000.00 in 2025 and \$2,000.00 in 2026. It is recommended that

the Legislative Chair receive a \$5,000.00/annum salary increase to be paid out over two years:
\$2,500.00 in 2025 and \$2,500.00 in 2026.

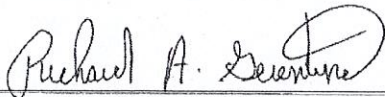
<u>Position</u>	<u>Current</u>	<u>2025 Recommended</u>	<u>2026 Recommended</u>
Legislative Chair	\$26,000	\$28,500	\$31,000
Legislative Majority	\$18,000	\$20,000	\$22,000
Legislative Minority	\$18,000	\$20,000	\$22,000
Legislative Member	\$16,000	\$18,000	\$20,000

Conclusion

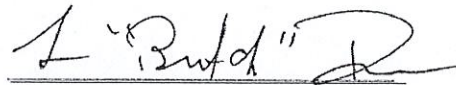
All members of the Periodic Compensation Review Committee are honored and pleased to have been given the opportunity to work on a matter of such importance to the people and the Government of Ulster County. The Committee is available to further inform the County Executive and the Legislature as they deliberate on these recommendations.

Dated: Kingston, New York
June 28, 2024

Respectfully submitted,



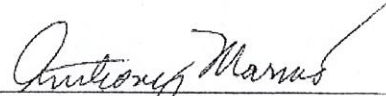
/Richard A. Gerentine/, Chairperson



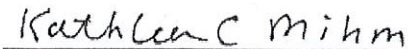
/Leon "Butch" Dener/, Member



/Sarah Fassett /, Member



/Anthony Marano/, Member



/Kathleen Mihm/, Member