

**ULSTER COUNTY
PERIODIC COMPENSATION REVIEW
COMMITTEE**

244 Fair St., P.O. Box 1800, Kingston, New York 12402
Telephone: 845-340-3800

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.

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 is scheduled for June 20, 2024, and arrangement for comments via email are 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.

Position	Current	2025 Recommended	2026 Recommended
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.

Position	Current	2025 Recommended	2026 Recommended
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.

Position	Current	2025 Recommended	2026 Recommended
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 7, 2024

Respectfully submitted,

/Richard A. Gerentine/, Chairperson

/Leon “Butch” Dener/, Member

/Sarah Fassett /, Member

/Anthony Marmo/, Member

/Kathleen Mihm/, Member

County	Population	2024 Operating Budget	Chair of Legislature	Majority Leader	Minority Leader	Legislator	Comptroller	County Clerk	County Executive	Sheriff	Notes
Ulster	176k	412 M	\$26,000.00	\$18,000.00	\$18,000.00	\$16,000.00	\$116,709.00	\$116,709.00	\$148,752.00	\$116,709.00	
Dutchess	294k	601 M	\$54,500.00	\$45,500.00	\$45,000.00	\$27,500.00	\$115,854.00	\$150,000.00	\$185,500.00	\$145,679.00	
Albany	317k	819 M	\$47,836.00	\$37,405.00	\$34,114.00	\$29,175.00	\$149,539.00	\$138,088.00	\$181,406.00	\$166,049.00	
Erie	950k	2.2 B	\$52,588.00	\$45,500.00	\$45,500.00	\$27,500.00	\$107,160.00	\$90,129.00	\$139,932.00	\$101,811.00	
Orange	387k	924 M	NL	NL	NL	NL	X	\$122,441.00	\$193,802.00	\$170,500.00	
Westchester	990k	2.4 B	NL	NL	NL	\$75,000.00		\$213,150.00	\$160,760.00	\$245,940.00	
Rockland	326k	870 M	\$84,500.00	\$79,500.00	\$79,500.00	\$64,500.00	\$171,105.00	\$170,520.00	\$211,000.00	\$201,000.00	max thresholds not actuals
Sullivan	75k	291 M	\$43,600.00	\$37,100.00	\$37,100.00	\$34,600.00	\$116,473.00	\$102,000.00	\$177,853.00	\$120,000.00	*COUNTY AUDITOR **COUNTY MANAGER
Rensselaer	159k	406 M	\$30,000.00	\$25,000.00	\$25,000.00	\$20,000.00	\$81,652.00	\$112,000.00	\$142,000.00	\$125,000.00	*COUNTY AUDITOR **COUNTY MANAGER
Schenectady	160k	402 M	\$21,406.00	\$20,406.00	\$20,406.00	\$19,000.00	\$128,891	\$104,510.00	\$190,058.00	\$119,972.00	*HAS A COUNTY AUDITOR **COUNTY MANAGER
Montgomery	49k	150 M	\$15,000.00	X	X	\$10,000.00	X	\$86,400.00	\$110,000.00	\$113,400.00	

Ulster County Elected Official Salaries	2022	2023	2024
Chair of Leg	\$23,500	\$26,000	\$26,000
Majority Leader	\$16,000	\$18,000	\$18,000
Minority Leader	\$16,000	\$18,000	\$18,000
Legislator	\$14,000	\$16,000	\$16,000
County Executive	\$133,570	\$148,572	\$148,572
Clerk	\$101,720	\$116,709	\$116,709
Comptroller	\$101,720	\$116,709	\$116,709
Sheriff	\$101,720	\$116,709	\$116,709

MEMORANDUM FROM THE

ULSTER COUNTY OFFICE OF THE COMPTROLLER

March S. Gallagher, Esq.
Comptroller

Charles Dinstuhl, CPA
Deputy Comptroller



MEMORANDUM

TO: Periodic Compensation Review Committee
 FROM: Comptroller March Gallagher
 RE: Elected Official Benefits Review
 DATE: May 22, 2024

Comparisons of benefits for elected officials with other jurisdictions is not a simple exercise because benefit packages are complex. Keeping this in mind, the Comptroller's Office offers the following materials for your consideration.

Ulster County offers a lower monthly buyout than City of Kingston, Orange County and Dutchess County for family coverage.

Municipality	% of Premium for Electeds/Management	Single Buyout	Family Buyout
Ulster County	20% if hired after 1/2020 for electeds	\$ 2,000	\$ 2,000
City of Kingston	10% with max cap of \$2,750 single, \$3,350 family	\$ 3,000	\$ 3,000
Dutchess County	15% until 10 yrs of service, then 10%	\$ 1,250	\$ 2,500
Orange County	12% of the premium	\$ 4,000	\$ 4,000

Ulster County has the highest percentage of premium charged to elected officials compared to City of Kingston, Orange County and Dutchess County.

Ulster County elected officials pay more than City of Kingston and Orange County for every type of coverage. Ulster County's self-insurance plan allows employees to cover themselves plus one child, which is a coverage not offered by NYSHIP. We still have not received premium data for Dutchess County.

	Annual			Annual Employee Portion	
	Indiv. Premium	Adult & 1 child Premium	Family Premium	Individual Cost	Family Cost
Ulster County PPO 20	\$15,483.00	\$29,586.60	\$47,962.80	\$3,096.60	\$9,592.56
Ulster County POS 20	\$10,885.20	\$20,850.60	\$33,709.20	\$2,177.04	\$6,741.84
Ulster County PPO 25	\$9,833.40	\$18,852.60	\$30,448.80	\$1,966.68	\$6,089.76
City of Kingston NYSHIP	\$17,347.92		\$40,405.08	\$1,734.79	\$4,040.51
Dutchess County	No Data Yet	No Data Yet	No Data Yet	No Data Yet	No Data Yet
Orange County NYSHIP	\$17,347.92		\$40,405.08	\$2,081.75	\$4,848.61

In conclusion, Ulster County elected officials' benefits are not more generous than neighboring jurisdictions and, in some cases, lag significantly.



Office of the

SHERIFF

Ulster County

Anthony Maggio
Superintendent of Corrections

Vincent V. Altieri
Captain of Police Services

Melissa Donaldson
Chief Civil Administrator

John L. Mason, Esq.
Chief Investigator, Professional Standards

Juanita Hotchkiss, LMSW
Director, Community & Incarcerated Services

Juan Figueroa
Sheriff

James A. Mullen
Undersheriff

Ulster County Law Enforcement Center
380 Boulevard, Kingston, NY 12401

www.ulstercountyny.gov/sheriff

Facebook: @UlsterSheriff

Twitter: @UlsterCoSheriff

Instagram: @UlsterSheriff

Area Code 845

Administration	340-3802
Criminal Division	338-3640
Corrections Division	340-3644
Civil Division	340-3643
Pistol Permits	340-3639
Crime Tips Hotline	340-3599

May 31, 2024

To: The Honorable members of the Periodic Compensation Review Committee,

Pursuant to Section to C-110 of the Ulster County Charter and Section A34-3 of the Ulster County Administrative Code regarding salaries of elected Officials I state the following;

The Ulster County Sheriff is conservator of the peace, protector of individual rights / properties and the Chief Law Enforcement Officer in the County. The Sheriff is responsible for an estimated 180,000 residents (20) towns, (3) Villages and (1) City. The majority of the towns have part time law enforcement agencies or no law enforcement agencies. Full-time agencies are found in the City of Kingston, New Paltz, Saugerties, Ulster, Woodstock, Lloyd and the Village of Ellenville. All of these agencies utilize the shared assets of the Sheriff's Office.

The Sheriff is responsible for a 44-Million-dollar budget, the Criminal Division (road patrol, Detective Division) Corrections Division (The Ulster County Jail), Civil Division and the Urgent Task force (Guns, gangs and narcotics). There are 280 sworn members, Corrections Officers and supporting Civilian staff. The average number of incarcerated individuals is approximately 200. The Operation of the Jail includes a Medical department, commercial kitchen, Correction Emergency Response Team (CERT), and the transport of all inmates to and from court, to the hospital for medical emergencies and State prisons for those sentenced. The Civil Division is responsible for pistol permits, income executions, civil subpoenas and court ordered evictions.





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The Sheriff also is responsible for the following;

- In water rescue , Dive team (most teams made up with local Law enforcement)
- URGENT drug task force
- CISM team (Critical Incident Stress management)
- School resource managers
- K-9 Police Dogs
- Professional Standards
- EEOC equal employment opportunity and compliance
- Hostage negotiators

The Sheriff's Office is a paramilitary organization that requires attention to detail, training and discipline. The Office trains with the county's local law enforcement agencies, bordering County Sheriff agencies, State Police and Federal agencies in order to share resources.

The following salary comparisons are submitted;

Orange County Sheriff annual salary 172,392.00
Dutchess County Sheriff annual salary \$145,000.00
Albany County Sheriff Annual Salary \$166,049.00





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The following City/ Town Police Department Chiefs make the following salaries;

City of Kingston \$158,059 (80 members)

Town of New Paltz\$ 112,020 (20 Members)

Town of Ulster \$119,799.00 (24 members)

Town of Saugerties 109,836 (approved \$9,000 raise 2022)

The Ulster County Sheriff Captain of patrol makes \$108,743.00 annually (154,000 w/overtime, incentive pay)

The UC Undersheriff makes \$119,836.00 annually

The Sheriff's annual Salary is **\$116,727.00**

The Sheriff is answerable to the citizens of Ulster County and the County legislature has oversight of the Office. The Sheriff is the only Law Enforcement executive that is elected directly by the people.

The Sheriff is an active member in the following organizations;

National Sheriff's Association Vice Chairman of the NSA Drug Enforcement committee

NY State Sheriff's Association, Third Vice President NYSSA

NYS Emergency interoperable 911 board (appointed by NY Senate)

NYS association of Counties (NYSAC) Vice Chair Public safety committee

Board member Hudson valley crime analysis center (DCJS)





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The annual salary makes it almost impossible for an active member of this office to consider running for public office because that individual would be taking a large pay cut with more duties and responsibilities. Salary compression has become an issue as collective bargaining agreements are settled with the unions and members of the Office, assuring that the head of the agency will make less than the supervisors and employees the Sheriff is responsible for. In the annual budget, there are County deputy county executives and department heads not elected by the people who make a higher annual salary than the elected Sheriff, who has many more responsibilities in a 24/7 job. It is time to review the salary of this office and the enormous responsibilities it holds.


 Juan L. Figueroa
 Sheriff
 Ulster County



Compensation Review

Richard T Walls <Richard.Walls@co.ulster.ny.us>

Mon 5/20/2024 3:31 PM

To: Periodic Compensation Review Committee <pcrc@co.ulster.ny.us>

Dear Chair Gerentene & Committee Members,

Thank you for taking your time and volunteering to be a part of this committee!

In brief, I would not support an increase in Legislator salaries unless it was under a COLA provision. Presently in our society inflation is taking a high toll on many county residents and increasing Legislator salaries above and beyond a COLA will only add fuel to the inflation fire. Additionally, I believe there is an element of "Public Service" to being an elected official and "reasonableness" in elected officials salaries should be pursued.

Thanks again for your time and allowing me to share my thoughts on the subject.

Sincerely

Rich Walls
Legislator District 13

Legislative Compensation

Jeff Collins <Jeff.Collins@co.ulster.ny.us>

Tue 5/21/2024 2:38 PM

To:Periodic Compensation Review Committee <pcrc@co.ulster.ny.us>

Cc:Victoria Ann Fabella <vfab@co.ulster.ny.us>

Members of the Periodic Compensation Review Committee,

I believe that the Ulster County Legislature members are underpaid with respect to other County Legislators in New York. I have done some research and found the following regarding comparative salaries:

County	Chair	Vice Chair	Majority Leader	Minority Leader	Party Whip	Legislator
Ulster	\$26,000	\$16,000	\$18,000	\$18,000	\$16,000	\$16,000
Dutchess	\$54,000	\$27,500	\$45,600	\$45,600	\$36,500	\$27,500
Albany	\$47,836	\$29,175	\$37,405	\$34,114	\$29,175	\$29,175
Rensselaer	\$30,000	\$20,000	\$25,000	\$25,000	\$20,000	\$20,000
Rockland	\$84,500	\$74,500	\$79,500	\$79,500	\$64,500	\$64,500

Thank you for your attention and for the work that you are putting in to ensure that Ulster County wages are competitive with the surrounding area.

Jeff

Jeff Collins (he/him)

Ulster County Legislator, District 23

244 Fair St. Kingston, NY 12401

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