

ULSTER COUNTY PERIODIC COMPENSATION REVIEW COMMITTEE

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

The 2019 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 Comptroller, the Sheriff, and all 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 Michael Shaughnessy. Other members were Alex Danon, Leon “Butch” Dener, Lou Klein, and Diane Eynon. The Committee was supported by staff 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 (40%). In fact, out of conformance with this Committee's recommendations, such a large percentage increase for its own members was the chosen path of the legislature in 2016.

The Committee met on April 22, 2019, May 28, 2019, and June 12, 2019. 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 held on June 18, 2019, and arrangement for comments via email were made through PCRC@co.ulster.ny.us. There was 1 speaker and written comments were received.

The Committee reestablished that, this year as in past years, it was not engaged in a performance review. Its purpose was to focus was 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 Executive's Office which included information gathered from the County's Personnel Finance Department and 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 met with the Committee. The other officials did not respond.

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.

Members of the Committee proceeded mindful that its review process was advisory to the County Legislature and County Executive; its recommendations have no direct force of law.

II. Results of Review

A. County Clerk

A salary increase of \$3,681.00 was proposed by a unanimous vote of the Committee.

The Committee determined that the County Clerk has an incredible office and Ulster County has one of the best County Clerks who goes above and beyond to help the public through her department and is also in charge of the County's archives. There has not been a raise for the County Clerk position for 15 years.

B. County Comptroller

No salary increase recommended at this time.

The Committee recommended that the County Comptroller's salary remain the same.

C. County Sheriff

A salary increase salary of Ulster County Sheriff to \$110,000 was proposed by a unanimous vote of the Committee.

The Sheriff met with the Committee and provided materials to show that the Sheriff's position had not received a pay increase for ten years, and that his deputies were compensated at a higher level than he is. Similar arguments were made in previous years. The Committee views an increase in compensation for this position as justified to assure that it remains attractive to the most qualified persons in the county who may seek it in the future.

D. County Executive

No salary increase recommended at this time.

The Committee recommended that the County Executive's salary remain the same.

Compared to the pay for elected executives in other jurisdictions similar in size and scope of county government activities, the current level of compensation for the Ulster County Executive, these minority members think, is equitable and should remain unchanged.

E. County Legislature and Legislative Leadership

No change is recommended.

The legislature gave its members a \$4,000 annual increase in compensation in 2016 (40% increase), and legislative leaders received more.

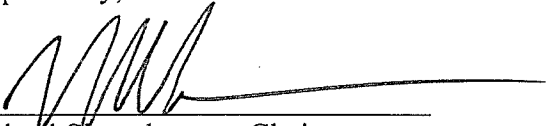
Conclusion

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

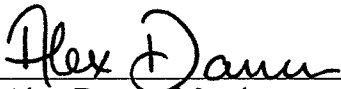
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Dated: June 18, 2019

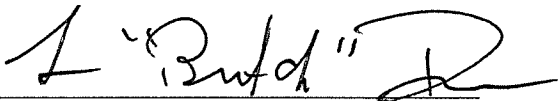
Respectfully,



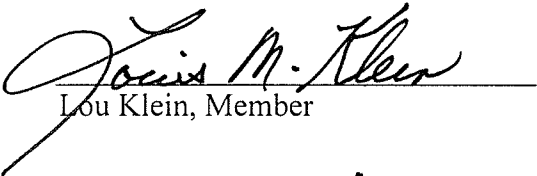
Michael Shaughnessy, Chairperson



Alex Danon, Member



Leon "Butch" Dener, Member



Lou Klein, Member



Diane Eynon, Member