

ULSTER COUNTY PERIODIC COMPENSATION REVIEW COMMITTEE

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



Minutes for May 15, 2024 Meeting

Held at 12:00pm: Karen L. Binder Library, County Office Building, 244 Fair Street, Kingston

Committee Members present:

Richard Gerentine
Leon "Butch" Dener
Sarah Fassett
Anthony Marmo
Kathleen Mihm

Other participants:

Laura Nordstrom - Director of Research and Operational Programs, Office of the County Executive

Vanessa Shea - Confidential Secretary, Office of the County Executive

March Gallagher - Ulster County Comptroller

The meeting was called to order at 12:04 by Laura Nordstrom.

Committee members introduced themselves

Ms. Nordstrom asked Ms. Shea to outline the purpose of the committee. Ms. Shea noted that the purpose of the committee is to review the salaries of Ulster County elected officials (Executive, Comptroller, Clerk, Sheriff, Legislative Chair, Legislative Majority Leader, Legislative Minority Leader, Legislators). Ms. Mihm noted that the District Attorney is excluded from this process and that salary is set by the state. Ms. Shea thanked the three returning committee members and noted that their expertise would be valuable for the work of this committee.

Ms. Nordstrom noted the first order of business is to nominate a Chair of the committee. Ms. Mihm motioned to nominate Richard Gerentine. Mr. Dener seconded the motion. With all members in favor, Mr. Gerentine was appointed Chair.

Ms. Nordstrom asked Victoria Reid, Deputy Budget Director, to speak about the County's current salary study. Ms. Reid informed the committee of the County's current salary study including background and timing for the report. She noted that the report is expected at the end of July. Discussion ensued.

Chair Gerentine asked about the deadline for the committee's recommendation. Ms. Shea responded that the deadline is June 30th per the Ulster County's Charter. Mr. Gerentine asked what information the committee will receive from the study. Ms. Reid informed the committee that she put together a chart of elected official salaries in comparable areas. Ms. Shea noted that she would send the chart electronically. Ms. Reid said she would print the chart for distribution.

Mr. Marmo asked about the chart included in the packet. Ms. Shea responded that the chart includes the salaries of Ulster County elected officials for the past three years (2022, 2023, 2024). She also noted that the final recommendation from the 2022 Periodic Compensation Review Committee is included as well. Discussion ensued.

Chair Gerentine asked that a communication be sent to the elected officials in the scope, soliciting feedback/comments. He noted that this information would be sent to Ms. Shea and then shared out to the committee. Discussion about the process

Discussion ensued about the previous committee recommendation and the salary changes that were enacted. Comptroller Gallagher noted that the County Clerk had not had a raise since 2005 and other electeds had not had a raise since the inception of the charter in 2009. She also noted that the Executive chose to donate the increase in her salary. Comptroller Gallagher told the committee that she could offer assistance from her office if needed.

Mr. Marmo asked about the benefit packages of elected officials. Discussion ensued. Comptroller Gallagher noted that she could provide a summary of the benefit packages.

Chair Gerentine requested that future meetings be held via Zoom. Ms. Shea noted that the rules for public meetings have changed since the pandemic, and that an in-person quorum must be present (three of the five members). Discussion ensued regarding scheduling.

Discussion ensued regarding the scheduling of the next meeting. Ms. Shea noted that the committee must also hold a Public Hearing to hear comments from the community and stakeholders. Chair Gerentine recommended holding the meeting before June Legislative Session (6/18/24) and recommended having the draft recommendation complete prior to the Public Meeting.

Ms. Mihm suggested holding the next meeting on 5/22 after the committee has had time to review documents/data. The committee agreed. Ms. Shea noted that she will schedule the meeting and send necessary documents, including the 2023 NYSAC Salary Report.

The committee discussed the demographics of neighboring and comparable counties, including population size.

Ms. Shea noted that committee members need to complete an Oath of Office. She noted that

With no further business for the committee to discuss, Ms. Mihm made a motion to adjourn. Mr. Dener seconded the motion. With all members in favor the meeting was adjourned at 12:30pm.