

**ULSTER COUNTY**  
**PERIODIC COMPENSATION REVIEW COMMITTEE**

244 Fair St., P.O. Box 1800, Kingston, New York 12402

Telephone: 845-340-3800

Fax: 845-334-5724

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



Periodic Compensation Review Committee

Minutes for June 3, 2024 Meeting

Held at 5:45pm: Community Room at Golden View, 52 Domenica Lane, Highland

Committee Members Present:

Richard Gerentine  
Leon "Butch" Dener  
Sarah Fassett  
Kathleen Mihm

Excused:

Anthony Marmo

Other participants:

Vanessa Shea - Confidential Secretary, Office of the County Executive

Chair Gerentine asked for a motion to call the meeting to order. Mr. Dener motioned and Ms. Fassett seconded the motion. With no one opposed, the meeting was called to order at 5:49 PM.

Chair Gerentine asked for a motion to approve the minutes from the May 22, 2024 meeting. Ms. Mihm motioned and Mr. Dener seconded the motion. With no one opposed, the minutes were adopted.

Chair Gerentine discussed the meeting materials, including information requested by Mr. Marmo regarding county jails. For comparison, Mr. Marmo wanted to know if Schenectady and Rensselaer Counties had county jails. Ms. Shea provided notes showing that the counties do have jails of similar sizes.

Chair Gerentine reviewed the chart of proposed salaries that were discussed in the previous meeting. He stated that in the recommendation, the committee can add a section noting that there is an on-going salary study for all county employees, and that the report is expected at the end of July. Mr. Dener asked how much the salary study cost; Ms. Shea responded that there was an RFP and that she will find the information on cost for him. Ms. Mihm stated that the committee can note in the report that, if possible, they will reconvene after the salary study report is released to adjust salary recommendations if needed. Ms. Shea stated that she will ask the County Attorney if a revision is possible after the committee submits their recommendations (due June 31, 2024 per Ulster County Charter Chapter C-110). Discussion ensued.

Ms. Mihm stated that she would like to discuss the option of increasing salaries for the proposed amount for each of the next two years (versus one increase that sets the salary for the next two years). Mr. Dener noted that he does not support that proposal for legislators, but supports it for the full-time positions (Clerk, Comptroller, Sheriff, Executive). Ms. Mihm noted that she supports the two-year increase for all titles being considered. Ms. Fassett also supported increases for each of the two years for all titles, noting that it would be beneficial in attracting people to serve in these roles. Chair Gerentine called Mr. Marmo on the telephone to ask his opinion of the proposal. Mr. Marmo stated that he is in agreement with the increases each year, noting that he supports bringing the salaries more in line with surrounding/comparable counties.

Chair Gerentine computed the proposed salaries with the increase happening each of the next two years:

| <b>Title</b>                          | <b>Current Salary</b> | <b>Proposed Salary for 2025</b> | <b>Proposed Salary for 2026</b> |
|---------------------------------------|-----------------------|---------------------------------|---------------------------------|
| Legislator                            | \$16,000              | \$18,000                        | \$20,000                        |
| Legislative Majority/Minority Leaders | \$18,000              | \$20,000                        | \$22,000                        |
| Legislative Chair                     | \$26,000              | \$28,500                        | \$31,000                        |
| Comptroller/Clerk/Sheriff             | \$116,709             | \$120,000                       | \$123,600                       |
| Executive                             | \$148,752             | \$153,000                       | \$157,500                       |

Chair Gerentine put the proposed salary increases up for a vote. Members voted as follows:

**Legislator**

| <i>AYES</i>       | <i>NOES</i> |
|-------------------|-------------|
| Richard Gerentine | Butch Dener |
| Sarah Fassett     |             |
| Kathy Mihm        |             |

**Legislative Majority/Minority Leaders**

| <i>AYES</i>       | <i>NOES</i> |
|-------------------|-------------|
| Richard Gerentine | Butch Dener |
| Sarah Fassett     |             |
| Kathy Mihm        |             |

**Legislative Chair**

| <i>AYES</i>       | <i>NOES</i> |
|-------------------|-------------|
| Richard Gerentine | Butch Dener |
| Sarah Fassett     |             |
| Kathy Mihm        |             |

**Comptroller/Clerk/Sheriff**

| <i>AYES</i>       | <i>NOES</i> |
|-------------------|-------------|
| Butch Dener       |             |
| Richard Gerentine |             |
| Sarah Fassett     |             |
| Kathy Mihm        |             |

**Executive**

| <i>AYES</i>       | <i>NOES</i> |
|-------------------|-------------|
| Butch Dener       |             |
| Richard Gerentine |             |
| Sarah Fassett     |             |
| Kathy Mihm        |             |

Chair Gerentine stated that with the majority of members voting in favor of the proposed salary increases, this will be the recommendation that they put forward. He again noted that the committee will ask for the option to adjust their recommendation after the salary study report is released. Chair Gerentine asked members if they were in support. All members were in favor of this approach.

Discussion ensued regarding next steps, including the draft recommendation and the public hearing. Ms. Shea will work with the County Attorney's Office to schedule the hearing. Chair Gerentine noted that he would run the meeting. Ms. Mihm noted that all public comments would be considered and changes would be made to the Committee's recommendation if deemed necessary.

Chair Gerentine asked for a motion to adjourn. Ms. Fassett motioned and Mr. Dener seconded the motion. With all in favor, the meeting was adjourned at 6:18 PM.