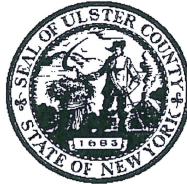


ULSTER COUNTY PERIODIC COMPENSATION REVIEW COMMITTEE

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

Richard A. Gerentine, Chair
Leon "Butch" Dener
Louis Klein
Kathleen Mihm



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

The 2021 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 Richard A. Gerentine. Other members were Leon "Butch" Dener, Louis Klein, and Kathleen Mihm. 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 December 8, 2021, January 19, 2022, February 16, 2022, and February 24, 2022. 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 on March 14, 2022, 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 Comptroller's Office which included information gathered from the County's Personnel Finance Department. 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 Comptroller, the County Clerk and the Sherriff submitted written materials for the Committee's consideration, and each also met with the Committee. Written material was also provided by four Ulster County Legislators, one of whom also met with the Committee.

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 respectfully requests that the Legislature review Resolution #72 (March 2018). The intent of that resolution is to address the inequality amongst employees regarding continuous service and should allow the existing personnel in that office at the time of March 20, 2018 to be able to have their existing years of service counted.

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

B. County Comptroller

C. County Clerk

D. County Sheriff

As set forth below, the Periodic Compensation Review Committee recommends a \$15,000.00/annum salary increase for each of the above four elected officials to be paid out over two years: \$7500.00 in 2022 and \$7500.00 in 2023.

Position	Current	2022 Recommended	2023 Recommended
County Executive	\$133,572.00	\$141,072.00	\$148,572.00
County Comptroller	\$101,709.00	\$109,209.00	\$116,709.00
County Clerk	\$101,709.00	\$109,209.00	\$116,709.00
County Sheriff	\$101,709.00	\$109,209.00	\$116,709.00

E. County Legislature and Legislative Leadership

The Legislature gave its members a \$4,000.00/annum increase in compensation in 2016 (40% increase), and legislative leaders received an additional increase. As set forth below, the Periodic Compensation Review Committee recommends a \$2000.00/annum salary increase for each of the Legislators (excluding the Legislative Chair) to be paid out over two years: \$1000.00 in 2022 and \$1000.00 in 2023. It is recommended that the Legislative Chair receive a \$2500.00/annum salary increase to be paid out over two years: \$1250.00 in 2022 and \$1250.00 in 2023.

Position	Current	2022 Recommended	2023 Recommended
Legislative Chair	\$23,500.00	\$24,750.00	\$26,000.00
Legislative Majority	\$16,000.00	\$17,000.00	\$18,000.00
Legislative Minority	\$16,000.00	\$17,000.00	\$18,000.00
Legislative Member	\$14,000.00	\$15,000.00	\$16,000.00

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
February 24, 2022

Respectfully submitted,

/Richard A. Gerentine/, Chairperson

/Leon "Butch" Dener/, Member

/Louis Klein/, Member

/Kathleen Mihm/, Member

DRAFT

Ulster County	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Legislator (Chair)	\$19,500	\$19,500	\$19,500	\$19,500	\$19,500	\$19,500	\$19,500	\$23,500	\$23,500	\$23,500	\$23,500	\$23,500	\$23,500	\$23,500
Legislator (Min/Maj)	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000
Legislator	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000
Executive	\$133,572	\$133,572	\$133,060	\$133,572	\$133,572	\$133,572	\$133,572	\$133,572	\$133,572	\$133,572	\$133,572	\$133,570	\$133,572	\$133,572
Comptroller	\$101,709	\$101,709	\$101,319	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,714	\$101,709	\$101,709
Clerk	\$101,709	\$101,709	\$101,319	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,714	\$101,709	\$101,709
Sheriff	\$101,706	\$101,706	\$101,317	\$101,706	\$101,706	\$101,706	\$101,706	\$101,706	\$101,706	\$101,706	\$101,706	\$101,719	\$101,727	\$101,727
DA *	\$131,398	\$131,398	\$131,404	\$131,398	\$160,600	\$167,300	\$167,298	\$167,298	\$183,492	\$184,198	\$200,002	\$202,804	\$202,797	\$202,797

* State sets salary

2021 Budget	Ulster	Dutchess	Albany	Orange	Greene
Legislator (Chair)	\$ 23,500	\$ 34,967	\$ 41,053	\$ 49,684	\$ 21,752
Legislator (Min/Maj)	\$ 16,000	\$ 25,133	\$ 29,276	\$ 36,436	\$ 16,000
Legislator	\$ 14,000	\$ 16,391	\$ 25,037	\$ 29,811	\$ 15,000
Executive	\$ 133,572	\$ 148,387	\$ 155,679	\$ 182,177	\$ 155,312
Comptroller	\$ 101,709	\$ 106,023	\$ 128,332	\$ 133,900	\$ 108,855
Clerk	\$ 101,709	\$ 112,480	\$ 119,041	\$ 107,650	\$ 101,070
Sheriff	\$ 101,727	\$ 133,317	\$ 142,501	\$ 162,871	\$ 100,500
DA*	\$ 202,797	\$ 200,400	\$ 202,800	\$ 208,000	\$ 197,000

no comptroller, salary presented is Finance Commissioner
no comptroller, salary presented is Treasurer
no executive, salary presented is for County Administrator
includes additional salary from NYS as Commissioner of Jurors

2022 Budget	Ulster	Dutchess	Albany*	Orange	Greene
Population	181,851	295,911	314,848	401,310	47,931
2022 Budget	\$ 351,077,189	\$ 528,430,854	\$ 753,876,452	\$ 830,112,947	\$ 100,945,949
Legislator (Chair)	\$ 23,500	\$ 34,967	\$ 41,053	\$ 53,659	\$ 21,752
Legislator (Min/Maj)	\$ 16,000	\$ 25,133	\$ 29,276	\$ 39,351	\$ 16,000
Legislator	\$ 14,000	\$ 16,391	\$ 25,037	\$ 34,239	\$ 15,000
Executive	\$ 133,572	\$ 152,839	\$ 155,679	\$ 186,276	\$ 159,979
Comptroller	\$ 101,709	\$ 109,204	\$ 128,332	\$ 133,900	\$ 108,855
Clerk	\$ 101,709	\$ 115,854	\$ 119,041	\$ 116,262	\$ 101,070
Sheriff	\$ 101,727	\$ 137,316	\$ 142,501	\$ 167,769	\$ 100,500
DA*	\$ 202,797	\$ 200,401	\$ 202,800	\$ 212,160	\$ 197,000

*Albany is 2021 adopted budget data

Heath Insurance Elected % Contribution	
Ulster	20%
Dutchess	15%
Albany	Not available at this time
Orange	12%
Greene	20% for hires after 1/1/2013, 15% prior

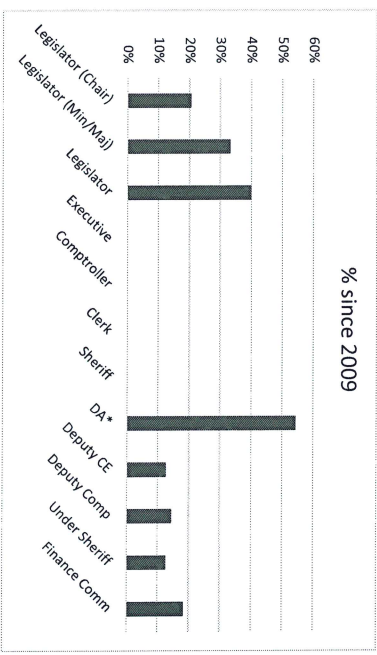
Position	Size of Force	2021	2022
Ulster County Sheriff	285 members	\$ 101,727	
City of Kingston Chief	80 members	\$ 158,059	
Town of Ulster PD	24 members	\$ 119,799	
Town of New Paltz	20 members	\$ 112,020	
Town of Saugerties	22 members	\$ 109,836	(\$9,000 raise for 2022)
State Police Zone 3 Commander	125 members	\$ 159,900	

	2021	2022
Deputy County Execs	\$126,374	\$ 129,675
	\$126,374	\$ 129,675
	\$126,374	\$ 129,675
Deputy Comptroller	\$84,466	\$ 86,853
Deputy Clerk	\$84,408	\$ 98,987
Sheriff's Road Patrol	\$105,945	\$ 114,234
Undersheriff	\$113,232	\$ 114,008
Sheriff's Warden	\$105,903	\$ 111,009

Salaries if Electeds Had Received Management Increases						
Year	%	Clerk/Sheriff/ Comptroller	County Executive	Leg. Chair	Leg Maj. /Min.	Legislator
01/01/2009	-	\$ 101,709	\$133,572	\$ 19,500	\$ 12,000	\$ 10,000
01/01/2014	2.0%	\$ 103,743	\$136,243	\$ 19,890	\$ 12,240	\$ 10,200
01/01/2015	2.0%	\$ 105,818	\$138,968	\$ 20,288	\$ 12,485	\$ 10,404
01/01/2016	2.0%	\$ 107,929	\$141,741	\$ 20,693	\$ 12,734	\$ 10,612
01/01/2018	2.0%	\$ 110,095	\$144,585	\$ 21,108	\$ 12,989	\$ 10,825
01/01/2019	2.0%	\$ 112,297	\$147,478	\$ 21,530	\$ 13,249	\$ 11,041
01/01/2020	2.0%	\$ 114,543	\$150,427	\$ 21,961	\$ 13,514	\$ 11,262
01/01/2022	3.0%	\$ 117,980	\$154,940	\$ 22,619	\$ 13,920	\$ 11,600
Current		\$ 101,709	\$ 133,572	\$ 23,500	\$ 16,000	\$ 14,000
Difference		\$ 16,271	\$ 21,368	\$ (881)	\$ (2,080)	\$ (2,400)

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Legislator (Chair)	\$19,500	\$19,500	\$19,500	\$19,500	\$19,500	\$19,500	\$19,500	\$23,500	\$23,500	\$23,500	\$23,500	\$23,500	\$23,500
Legislator (Min/Maj)	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000
Legislator	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000
Executive	\$133,572	\$133,572	\$133,060	\$133,572	\$133,572	\$133,572	\$133,572	\$133,572	\$133,572	\$133,572	\$133,572	\$133,570	\$133,572
Comptroller	\$101,709	\$101,709	\$101,319	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,714	\$101,709
Clerk	\$101,709	\$101,709	\$101,319	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,714	\$101,709
Sheriff	\$101,706	\$101,706	\$101,317	\$101,706	\$101,706	\$101,706	\$101,706	\$101,706	\$101,706	\$101,706	\$101,706	\$101,719	\$101,727
DA *	\$131,398	\$131,398	\$131,404	\$131,398	\$160,600	\$167,300	\$167,298	\$167,298	\$183,492	\$184,198	\$200,002	\$202,804	\$202,797
Deputy CE	\$112,207	\$112,214	\$111,784	\$112,214	\$112,214	\$116,745	\$119,084	\$119,084	\$119,084	\$122,459	\$123,889	\$126,585	\$126,374
Deputy Comp	\$73,736	\$73,738	\$69,724	\$79,991	\$79,991	\$78,026	\$79,572	\$79,592	\$81,178	\$82,802	\$84,790	\$84,466	\$84,466
Under Sheriff	\$94,023	\$94,023	\$93,662	\$94,023	\$94,023	\$97,823	\$99,786	\$99,786	\$99,786	\$101,790	\$103,836	\$106,309	\$105,903
Finance Comm	\$101,709	\$101,709	\$101,319	\$101,709	\$101,709	\$101,709	\$111,283	\$113,512	\$113,512	\$115,777	\$118,097	\$120,916	\$120,454

2009-2021	% since 2009
\$4,000	21%
\$4,000	33%
\$4,000	40%
\$0	0%
\$0	0%
\$0	0%
\$21	0%
\$71,399	54%
\$14,167	13%
\$10,730	15%
\$11,880	13%
\$18,745	18%



Elected

Department	2021
DA*	\$ 202,797
DOH	\$ 168,943
Executive	\$ 133,572
DSS	\$ 128,349
County Attorney	\$ 120,454
Finance	\$ 120,454
Planning	\$ 114,973
IS	\$ 111,849
DPW	\$ 106,715
Sheriff	\$ 101,727
Comptroller	\$ 101,709
Clerk	\$ 101,709
Probation	\$ 101,038
Emergency Mgmt	\$ 100,955
Personnel	\$ 100,558
Economic Development	\$ 97,014
Mental Health (DOH Deputy)	\$ 95,315
Clerk of Legislature	\$ 88,518
Public Defender	\$ 87,000
Elections	\$ 85,973
Aging	\$ 82,708
Veterans	\$ 82,708
Real Property	\$ 82,398
Purchasing	\$ 82,398
UCAT	\$ 82,032
Tourism	\$ 79,913
OET	\$ 76,405
Safety	\$ 76,113
Environment	\$ 74,907
Human Rights	\$ 73,573
Youth Bureau	\$ 73,573
Weights and Measures	\$ 69,389
Insurance	\$ 69,389

MEMORANDUM FROM THE ULSTER COUNTY OFFICE OF THE COMPTROLLER



March S. Gallagher, Esq.
Comptroller

Alicia DeMarco, CPA
Deputy Comptroller

MEMORANDUM

TO: Periodic Compensation Review Committee
FROM: Comptroller March Gallagher
RE: Elected Official Salary Review
DATE: January 12, 2022

The Office of the Comptroller routinely reviews budgetary information from neighboring similar counties. We have assembled salary information that we hope will assist in your work. Our analysis demonstrates that the salaries for Ulster County elected officials are not competitive with surrounding counties, nor have they kept pace with normal cost-of-living increases as demonstrated below and attached as a separate spreadsheet. It is important to note that the County Court Judge and District Attorney position salaries are both set by state law, and the County Court Judge's salary is paid by the Office of Court Administration.

Failure to raise salaries commensurate with cost-of-living adjustments has resulted in a variety of management issues within departments, including significant salary compression issues for some offices. Competent candidates may be dissuaded from running for elected office because the salary is not competitive even within its own organization. Waiting a decade or more to raise salaries results in larger necessary increases which are harder to absorb. Fortunately, Ulster County closed 2020 with a \$11.6 million surplus adding to fund balance and will close out 2021 with a large surplus as well making it an appropriate time to adjust these salaries so that future Periodic Compensation Review Committees and Legislatures are not trying to make up the difference in lean budget cycles.

- 1) Countywide elected Executive, Clerk, Sheriff, and Comptroller positions have not had an increase since 2009, the inception of the Charter form of government. Moreover, the Clerk's salary has been stagnant since 2005. Legislative elected positions received a single increase in 2016.

Ulster County	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Legislator (Chair)	\$19,500	\$19,500	\$19,500	\$19,500	\$19,500	\$19,500	\$19,500	\$23,500	\$23,500	\$23,500	\$23,500	\$23,500	\$23,500	\$23,500
Legislator (Min/Maj)	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000
Legislator	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000
Executive	\$133,572	\$133,572	\$133,060	\$133,572	\$133,572	\$133,572	\$133,572	\$133,572	\$133,572	\$133,572	\$133,572	\$133,570	\$133,572	\$133,572
Comptroller	\$101,709	\$101,709	\$101,319	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,714	\$101,709	\$101,709
Clerk	\$101,709	\$101,709	\$101,319	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,709	\$101,714	\$101,709	\$101,709
Sheriff	\$101,706	\$101,706	\$101,317	\$101,706	\$101,706	\$101,706	\$101,706	\$101,706	\$101,706	\$101,706	\$101,706	\$101,719	\$101,727	\$101,727
DA*	\$131,398	\$131,398	\$131,404	\$131,398	\$160,600	\$167,300	\$167,298	\$167,298	\$183,492	\$184,198	\$200,002	\$202,804	\$202,797	\$202,797

- 2) Ulster County union and management positions have received several increases over the last 13 years, including recent increases that impact the 2022 budget. If countywide elected positions had been given increases comparable to the rest of management staff, salaries would be significantly higher, demonstrated in the following chart. Sheriff, Clerk, and Comptroller would be at \$117,980 and County Executive would be at \$154,940.

Salaries if Electeds Had Received Management Increases						
Year	%	Clerk/Sheriff / Comptroller	County Executive	Leg. Chair	Leg Maj. /Min.	Legislator
01/01/2009	-	\$ 101,709	\$133,572	\$ 19,500	\$ 12,000	\$ 10,000
01/01/2014	2.0%	\$ 103,743	\$136,243	\$ 19,890	\$ 12,240	\$ 10,200
01/01/2015	2.0%	\$ 105,818	\$138,968	\$ 20,288	\$ 12,485	\$ 10,404
01/01/2016	2.0%	\$ 107,929	\$141,741	\$ 20,693	\$ 12,734	\$ 10,612
01/01/2018	2.0%	\$ 110,095	\$144,585	\$ 21,108	\$ 12,989	\$ 10,825
01/01/2019	2.0%	\$ 112,297	\$147,478	\$ 21,530	\$ 13,249	\$ 11,041
01/01/2020	2.0%	\$ 114,543	\$150,427	\$ 21,961	\$ 13,514	\$ 11,262
01/01/2022	3.0%	\$ 117,980	\$154,940	\$ 22,619	\$ 13,920	\$ 11,600
Current		\$ 101,709	\$133,572	\$ 23,500	\$ 16,000	\$ 14,000
Difference		\$ 16,271	\$ 21,368	\$ (881)	\$ (2,080)	\$ (2,400)

- 3) Countywide elected officials earn substantially less than their nearby county counterparts in Dutchess, Orange, Greene, and Albany Counties.

2022 Budget	Ulster	Dutchess	Albany*	Orange	Greene
Legislator (Chair)	\$ 23,500	\$ 34,967	\$ 41,053	53,659	\$ 21,752
Legislator (Min/Maj)	\$ 16,000	\$ 25,133	\$ 29,276	39,351	\$ 16,000
Legislator	\$ 14,000	\$ 16,391	\$ 25,037	\$34,239	\$ 15,000
Executive	\$ 133,572	\$ 152,839	\$ 155,679	186,276	\$ 159,979
Comptroller	\$ 101,709	\$ 109,204	\$ 128,332	\$133,900	\$ 108,855
Clerk	\$ 101,709	\$ 115,854	\$ 119,041	116,262	\$ 101,070
Sheriff	\$ 101,727	\$ 137,316	\$ 142,501	167,769	\$ 100,500
DA*	\$ 202,797	\$ 200,401	\$ 202,800	\$212,160	\$ 197,000

no comptroller, salary presented is Finance Commissioner
no comptroller, salary presented is Treasurer
no executive, salary presented is for County Administrator
includes additional salary from NYS as Commissioner of Jurors

- 4) Lack of increases to elected salaries is causing unworkable salary compression issues in the Sheriff's Office where current Sheriff's deputies and the Undersheriff earn substantially more than the elected Sheriff who is responsible for their oversight. Furthermore, the lower salaries in the Clerk and Comptroller's Office create downward pressure in the management positions in those offices, where the difference between the elected Clerk and Comptroller and their deputies appears substantial but results in uncompetitive management salaries potentially impairing recruitment of qualified staff.

	2021	2022
Deputy County Execs	\$126,374	\$129,675
	\$126,374	\$129,675
	\$126,374	\$129,675
Deputy Comptroller	\$84,466	\$ 86,853
Deputy Clerk	\$84,408	\$ 98,987
Sheriff's Road Patrol	\$105,945	\$114,234
Undersheriff	\$113,232	\$114,008
Sheriff's Warden	\$105,903	\$111,009

- 5) The Sheriff's salary is substantially less than other municipal law enforcement municipal officials in Ulster County. As a result, a serious impact to consider is that top law enforcement officials might not seek to run for the Office of Sheriff because they earn more in their current positions.

Position	Size of Force	2021
Ulster County Sheriff	285 members	\$ 101,727
City of Kingston Chief	80 members	\$ 158,059
Town of Ulster PD	24 members	\$ 119,799
Town of New Paltz	20 members	\$ 112,020
Town of Saugerties	22members	\$ 109,836
State Police Zone 3 Commander	125 members	\$ 159,900

- 6) Countywide elected officials have salaries lower than other department heads. The County Executive earns less than the District Attorney and Health Commissioner. The Sheriff, Clerk, and Comptroller earn less than the DA, Health Commissioner, DSS Commissioner, County Attorney, Director of Finance, Director of Planning, Director of Information Services, and the Commissioner of Public Works. The newly created Director of Innovation and Budget will earn \$114,000 in the 2022 budget, more than the Sheriff, Clerk or Comptroller.

Department	2021
DA*	\$ 202,797
DOH	\$ 168,943
Executive	\$ 133,572
DSS	\$ 128,349
County Attorney	\$ 120,454
Finance	\$ 120,454
Planning	\$ 114,973
IS	\$ 111,849
DPW	\$ 106,715
Sheriff	\$ 101,727
Comptroller	\$ 101,709
Clerk	\$ 101,709

- 7) The employee share of health insurance costs, which is now 20% for all elected officials sworn after 1/1/2020, has resulted in a net pay cut for the Ulster County Clerk, Sheriff, County Executive, and any County Legislator elected prior to January 1, 2020, all of whom started their employment at a lower employee share. Other surrounding counties have similar or lower employee shares for health insurance effectively widening the wage gap between Ulster’s elected officials and those of other counties.

Heath Insurance Elected % Contribution	
Ulster	20%
Dutchess	15%
Albany	Not available at this time
Orange	12%
Greene	20% for hires after 1/1/2013, 15% prior

I appreciate the opportunity to share this important information with the Committee and will supplement this memo and spreadsheet if additional information becomes available, such as Albany County’s health insurance rate, budgeted 2022 elected salaries, and budgeted 2022 salaries from Ulster County municipal law enforcement agencies. Please do not hesitate to reach out if there are any questions regarding these materials.

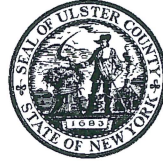
ALICE LAWLIS
Chief Deputy County Clerk

NANCY DeGASPERIS
Deputy County Clerk
Motor Vehicle

LAURIE HANCOCK
Deputy County Clerk
Records Management

ULSTER COUNTY CLERK'S OFFICE

NINA POSTUPACK, ULSTER COUNTY CLERK
P.O. BOX 1800
KINGSTON, NEW YORK 12402-1800



TELEPHONE:
Registrar (845) 340-3288
Motor Vehicle (845) 340-3700
Records Management (845) 340-3415

FAX:
Registrar (845) 340-3299
Motor Vehicle (845) 340-3318
Records Management (845) 340-3418

January 5, 2022

Periodic Compensation Committee
Richard Gerentine, Chairman
Leon "Butch" Dener, Member
Katheen Mihm, Member
Louis Klein, Member

Dear Committee Members,

I am in receipt of your letter of December 22, 2021 requesting information regarding the position and salary of the Ulster County Clerk. I know each of you have been in the County Clerk's Office and are familiar with our operation. As background, The County Clerk is a Constitutional Officer. The position was established by the New York State Constitution Article 13 section 13.

Responsibilities:

The County Clerk, serves in many capacities as:

1. The Clerk of the Supreme and County Courts
2. Agent for the Commissioner of Motor Vehicles
3. Agent for the Commissioner of Taxation & Finance
4. Records Manager for the County of Ulster

The three departments of the County Clerk's Office are: (1) Recording Department which is responsible for the recording and filing of all land records, court records, judgements, liens, business records, issuance of passports, presiding over Naturalization Ceremonies pursuant to New York State & Federal statute. (2) The Department of Motor Vehicles which is responsible for all registration and licensing transactions which are processed pursuant to NYS Vehicle and Traffic Law and the Commissioner's Rules and Regulations. (3) The Records Management Program which oversees the records disposition and retention requirements for the county including the archives pursuant to Local Law #5 of 1987.

The Ulster County Clerk's Office is governed by the following: New York State Statutes, NYS Office of Court Administration Rules, Chief Administrative Judge Rules of the Supreme and County Courts, NYS Commissioner of Motor Vehicles Rules & Regulations, New York State Retention and Disposition Schedules, Rules of the NYS Comptroller's Office for Cash Management and Accounting, US Passport Services Procedures and Guidelines.

Additional Responsibilities for Ulster County Clerk:

1. * Records Manager for the County of Ulster -pursuant to Local Law #5 of 1987 includes the following responsibilities:
 - a. Overseeing the Ulster County Hall of Records a state of the art temperate and humidity-controlled facility which houses 40,000 feet of cubic records.
 - b. Maintaining all County Records stored in office and in our off-site storage facility at the Hall of Records.
 - c. Maintaining a Records Retention and Disposition Schedule for over 5000 Records Series throughout the County.
 - d. Overseeing over 6,000 records request and retrievals each year.
 - e. Maintaining the Archival Vault which is an actual building within a building storing over 3500 cubic feet of Archival Records.
 - f. Maintaining a database and website of over hundreds of records for archival research.
 - g. Overseeing a Imaging and Micrographics Department that produces over 2,000,000 images per year for local governments and the County of Ulster.
 - h. Overseeing the Persen House, a Cultural Gateway and County Museum that has had over 27,000 visitors from all 50 states and 33 countries.
 - i. Oversees an Archival Program:
 - i. That has created a permanent exhibit space on the 2nd floor of the County Office Building,
 - ii. Developed document-based curriculum guides and activity booklets
 - iii. Created the Ulster County Clerk's Records Donation Program,
 - iv. Partnered with local historical societies, libraries, town historians to further historical tourism in Ulster County,
 - v. Presented to Bard College, Lifespring Learning, Ulster County Chamber of Commerce and various civic groups on the many different moments in Ulster County's History.
 - vi. Obtained Grant Funding for Conservation of the Old Dutch Records
2. Oversees the operation of the DMV Mobile Unit which travels to 6 towns throughout Ulster County and is unique to Ulster County. There are other Counties throughout the state that offer mobile services but not full-service processing that is offered in our County.

*This program is unique to Ulster County. There are only 4 Counties in the state that have Records Centers. Our Archives Division is unique to Ulster County. There is no other County in NYS that has the comprehensive program. Our Microfilming and Imaging Department is the only County Department within New York State that offers complete imaging and micrographic services.

3. Creation of a FAVOR program for veterans throughout Ulster County offering discounts from local businesses to our veteran community. Not all Counties offer this program.
4. Conducting Naturalization Ceremonies 4 times a year in Ulster County. Not all Counties perform these services.
5. Prior to the pandemic offering Passport nights in town halls. This program is unique to Ulster County.

STATISTICAL DATA 2020:

Revenue:

Total Revenue Received 2020: \$28,466,747.58
 Total County Revenue 2020: \$4,245,559.54
 Total Mtg Tax Distributed to Towns: \$5,459,184.80

Transactions:

Total Transactions processed 2020: 168,676
 Total Images Scanned & Microfilmed: 1,498,088

Grants:

NYS Records Management Improvement Fund Grant
 From 1990 to present: 26 Grants totaling \$816,652.00 for enhancements to our Records Management Program

NYS SAM Grant: \$250,000.00 for purchase of a new Motor Vehicle Bus

Staffing Levels in 2022

Staffing: 51 Full Time Employees
 9 Part Time Employees

Salary History:

Salary: 2005 – present: \$101,000.00

Benefits: Pursuant to Resolution #72 of March 30, 1980 Health Insurance Contribution will increase from 10% to 20%. The impact is \$197.40 reduction per month or a yearly decrease in salary of \$2,368.80.

2021 Budget	Putnam	Ulster	Dutchess	Albany	Orange	Greene
Clerk	\$137,449	\$101,709	\$112,480	\$119,041	\$107,650	\$71,070

The Greene County Clerk receives an additional stipend of \$30,000.00 per year.

As you can see from the above data the position of County Clerk in Ulster County has not seen a salary increase since 2005. The salary for 2022 will be \$98,631.20 reflecting the additional insurance contribution of \$2,368.80. The lowest paid salary in our region.

The only County in the above chart that has a Hall of Records is Albany County but Albany County does not oversee a Motor Vehicle Department.

None of the above Counties have a Records Management Program the size and scope that exists in Ulster County. In addition, these counties do not have an Archival Program, a Hall of Records storage facility or a County Museum that they oversee.

Only Dutchess and Orange have 2 additional DMV offices. We have 6 offices that are mobile and travel throughout Ulster County.

All of the above should be taken into consideration when reviewing the salary of the position of County Clerk in Ulster County.

Thank you for your time and consideration in this matter.

Sincerely,



Nina Postupack
Ulster County Clerk



OFFICE OF THE
SHERIFF
ULSTER COUNTY



Vincent V. Altieri
Captain /Criminal Division

Evelyn P. Mallard
Superintendent / Corrections Division

Jarrid E. Blades
Chief Civil Administrator

Juan Figueroa
Sheriff

Eric V. Benjamin
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	340-3590
Criminal Division	338-3640
Corrections Division	340-3644
Civil Division	340-3643
Pistol Permits	340-3639
Crime Tips Hotline	340-3599

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 36 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 inmates per month is 170. 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.

The Sheriff also is responsible for the following;

- In Water Rescue teams
- Emergency Response team (with local PD's)
- Marine Patrol
- Crisis Negotiators
- Critical Incident Stress Management Teams
- School Resource Officer (SRO)
- Police Dog K-9
- ORACLE - Opioid Response As County Law Enforcement
- Professional Standards Division
- EEOC Equal Employment Opportunity and Compliance
- AVERT - Anti Violence Effort Response Team





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- CIT/ EAP - Critical Incident and Employee Assistance
- North Hudson Task Force
- NY State Sheriff's Association (Sergeant at Arms)
- National Sheriff's Association (Drug Enforcement Committee)
- Hudson Valley Crime analysis center
- NYS Emergency 911 Interoperable Executive Board
- Zone 14 Counter Terrorism Board

The Sheriff's Office is a paramilitary organization that requires attention to detail, training and discipline. The Office trains with the counties 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 \$158,392.00
Dutchess County Sheriff annual salary \$133,317.00
Albany County Sheriff Annual Salary \$142,501

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 \$105,836.00 annually (adjusted in the 2022 budget to 114,700)
The Sheriff's annual Salary is \$101,727.00





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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 Office of Sheriff of Ulster County has not had a pay increase since 2009. 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 be make less than the supervisors. In the annual budget, there are County department heads 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



Re: Periodic Compensation Review Committee / Invitation to Provide Information

Thomas Corcoran <Thomas.Corcoran@co.ulster.ny.us>

Mon 12/27/2021 4:55 PM

Thank You for the attached correspondence.

I apologize for the delay since I was away last week.

Since I am a new Legislator (2 Years) I am not really sure when the last raise was given but it looks like a Ulster County Legislator is the least paid in the three local counties.

This is what I find

Legislators are paid \$16,391 annually in Dutchess and \$14,000 in Ulster and Feb 6th 2020 the Orange County Legislature approved a pay increase (to go into effect January 2021) to \$35,585 annually for Orange County Legislators.

With that said,

I realize our duties are considered "part time" positions but I know I work it as a full time job. (as do many legislators)

A legislator is never off the clock.

Calls at home, calls on cell , countless emails and in Marlborough every store or market I walk in (and this is just from local residents)

Add the committee meetings, countless resolutions, caucus, public hearings, emails , phone calls and legislative session and you have a full time job.

I love the job , because I love my community , but calling it a part time position is not a accurate description of the position at all.

Just my two cents.

Hope you had a wonderful Holiday and wishing you and your family a Happy, healthy New Year

Thomas Corcoran Jr
UC Legislator - District 11
Marlborough

RE: Periodic Compensation Review Committee / Invitation to Provide Information

Laura Petit <Laura.Petit@co.ulster.ny.us>

Thu 1/6/2022 2:46 PM

Thank you for the reminder. I don't see an email for Rich Gerentine so I will forward my opinion via text. As a legislator, I believe I am being fairly compensated for the public work I do. (Opinion – If the legislative body opts for full time salary compensation, then the size of the body should be significantly reduced and monthly time sheets required.) Laura Petit

Re: *SPAM*** Periodic Compensation Review Committee / Invitation to Provide Information**

Philip M Erner <pme@riseup.net>

Thu 1/6/2022 10:12 PM

Dear Periodic Compensation Review Committee:

As a first-time elected officer in Ulster County I note that a pay rate of about \$14,000 in a year could not by itself sustain most County residents. If we assume that the job requires 20 hours of work a week for 50 weeks a year, our wage equals about \$14 an hour, which is less than the legislature approved last year as a minimum wage for its contractors such as Family of Woodstock. If legislators worked much more than half-time, we would go below the State minimum wage.

In order to make it possible for more poor and working-class folks - - disproportionately being people of Color, immigrants, non-cisgender, non-males, the disabled and the formerly incarcerated, for example - - to run for office & serve in their own interests, we need to pay legislators more. But I would first want to raise the wages of the bulk of county workers who lack that power. For example, I have heard from drivers at Ulster County Area Transit they they earn a starting pay between \$17 to \$18 an hour, less than in Dutchess County. Further information about salaries in Dutchess: <https://www.glassdoor.com/Salary/Dutchess-County-NY-Salaries-E512712.htm>

Would the Committee help do further research on the matter, and ultimately draft a proposal for the Legislature to consider, to bring any low salaries in line with the prevailing wages of the area as well as what the workers expect of us?

Sincerely,

Phil Erner



Richard Gerentine, Chairman
Ulster County Periodic Compensation Review Committee

January 8, 2022

Chairman Gerentine and Committee:

I am writing to affirm that I have served as Ulster County Legislator, representing District 19, the Town of Rosendale and part of Marletown for four 2-year terms. During my tenure the stipend for Legislators was increased from \$11,000 to \$14,000 per year. It had been many years since the members were paid an increase. That was done to ensure equity. I believe that goal was accomplished and I support the current stipend, and the medical and other benefits that accrue, as I begin my fifth term of office. Please let me know if the Committee requests any additional information. Thank you all for your service.

On a personal note: I hope you and your family are well and wish you all a Happy and Healthy year in 2022 and beyond.

Many thanks,

Manna Jo Greene

Manna Jo Greene
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Cottekill, NY 12419
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