



## **Sullivan County Charter Review Commission Meeting**

**July 20, 2016 at 6:00 PM**

**Present:** Paul Burckard, Bruce Ferguson, Sandra Johnson Fields (via conference call), Peg Harrison, Bill Liblick, Brian McPhillips, Larry Richardson, Sara Sprague, Norman Sutherland, Ken Walter

**Absent:** Steve Altman, Michael Levinson

**Others Present:** Nancy Buck, Gittel Avengelese, Andrew Ford

The Sullivan County Charter Review Commission Meeting was called to order by Co-Chairperson Larry Richardson at 6:00 pm.

### **APPROVAL OF MINUTES:**

Mr. Liblick made a motion to approve the July 20, 2016 minutes, seconded by Mr. Burckard, put to a vote and unanimously carried 10-0.

### **OLD BUSINESS:**

#### **June presentation by Ulster County Attorney Havranek-**

Co-Chairperson Richardson stated that they had a great presentation last month by Ulster County Attorney Havranek, he inquired if the Commission Members had any questions or comments about the presentation.

Mr. Burckard stated that he thought she made a tremendous amount of excellent points, he thought the questions were very good and the information was extremely informing. He read through the minutes again this morning and he thinks they can really take everything and put it out there, because there were so many good points. The only caveat is until they really get time to delve into their charter and their code, you have to read them simultaneously and compare it with ours, and they really are not going to know where they are going. There is a significant difference and they are not writing something new, they are a charter county, they are amending an existing charter and code. There is a huge difference than just writing something new and putting it out there.

Mr. Liblick stated that he thinks that it was very impressive what she told them and the research that they did and how they came to terms with the need for a County Executive. Also, how Ulster County excelled with a County Executive and what is important is our presence in Albany, the presence of Sullivan County the way that it used to be and the access in Albany whether that be in the Senate, Assembly or the Governor's office. It



means an awful lot when you have an elected person running the county as opposed to a manager. He thinks that they can get more for the county if they have a County Executive.

Mr. Burckard stated one other thing that came out pretty clearly, when they did their charter the Board of Supervisors strongly supported it, when they did their charter the Legislature supported it. What that really means in getting the assistance is a very significant thing that they will talk more about later but that was a critical thing for them originally and for them. She went into the various help and how it actually worked.

### **NEW BUSINESS:**

Mr. Ferguson stated that Mr. Richardson has listed on the agenda should they consider having a document that lies out why they support the Executive and he thinks it is an excellent idea. He thinks they should put it in the local papers and send to the Legislature to start a very public discussion. They should make a list of all the reasons that they should go to a County Executive, get the whole bag of them and get them together. Implementation is a whole other subject. For example, Mr. Liblick stated the presence in Albany. When we had the speaker here last month, it was stated that it was great to have someone in charge, to have someone unquestionably in charge during an emergency.

Co-Chairperson Richardson stated that was what he was getting at under New Business (B) on the agenda. That is part of the information and educational part of this thing. The few people that he has talked to about this; they all have these questions of why he says that. He thinks that Mr. Ferguson is absolutely right on that, they need to put a support document together. The question that he had was do they want to make a formal resolution and present that to the board, do they do that before they have a supporting document together with it. He had some meetings here this afternoon at the county and he had some time in between with Luis Alvarez and he started asking questions that everyone has, it would seem to him that they should take their time and get all the information they can to support their position and then give it as a package.

Mr. Liblick stated that he agrees they should have a document to present, not just say this is what we want and recommend a County Executive. They need to have a clear-cut document that people will understand and the Legislature. We have to understand what they are ultimately doing, taking away power from nine elected officials and also a County Manager. They are changing a form of government, so he thinks that they need to go through every dot here, to make sure that they have everything dotted and crossed to present a package to the Legislature. When the Legislature responds to the public once it goes for a ballot referendum, they did their research and that is the most important thing. Just remember, they have been here for over a year and a lot of people sitting around this table, in no way would support a County Executive and after research that they conducted, they changed their opinions on a County Executive and that says something. They need to present something that shows why they changed their opinion. One of the things that Mr. Burckard pointed out, if you look at the salaries of 2014 County Executives across the State, it is shocking that Sullivan is a small county and saying that we do not need a County Executive because of these reasons. If you look at the salary of Sullivan's County Manager as opposed to Albany's County Executive, look at the difference in salary. (Mr. Liblick is referring to a handout "Points for Discussion when considering an Elected County Executive", please see attached). In Albany, they are electing someone for \$118,000 a year, so that really bleeds out. Why are we paying so much for a County Manager when people claim a County Manager is not really running the government. Albany is one of the major cities in New York, so there is something to be said for the salaries that they are looking at.



## **Discuss Ulster County and Suffolk County Charters as suggested last meeting-**

Co-Chairperson Richardson stated that he is not sure if anyone had a chance to review the Ulster and Suffolk County Charters. He had a chance to review them and from what he saw, and he focused on Ulster County is because it is the most similar to Sullivan County's Charter.

Mr. Burckard stated that he thinks that they really need to look at them.

Ms. Harrison stated that she also thinks that they need to take into consideration when looking at the budgets, the populations because most of the budgets are mandates. They only have a \$54 million budget and it looks like, when they start comparing these, Ulster is probably the closest one but it might not be. They may want to look at something further and smaller.

Co-Chairperson Richardson stated that if you are comparing budgets, that is something else but the structure of the government and what he envisions for Sullivan County and what parts of Ulster County would fit.

Mr. Liblick inquired if we know what percentage of Ulster County's budget is mandated.

Ms. Harrison stated no she does not.

Mr. Liblick stated that they have a population of 181,000 and we are 76,000.

Co-Chairperson Richardson stated that if you break the counties down by population, if you look at Orange the budget works out to \$2,004.01 per person, in Ulster it works out to \$1,848 a person and in Sullivan, it is \$2,943 per person. The cost of government is considerable higher in Sullivan County then it is in the neighboring counties.

Mr. Ferguson stated that Tim Hilton has researched this and found that Sullivan County, when you take taxes relative to income is in the top 1% of the heavily taxed counties in the country. He thinks that they should be prepared in their foundational document to refute some of the arguments that they know will be made that it will be more expensive. They do not know that, they heard Ms. Havranek last week that there are efficiencies that come with an Executive that counter the added cost of a separate attorney and so on. Dr. Benjamin said the same thing that he does not believe that it is more expensive, they can have their counter arguments because they know what the arguments are going to be up front.

Co-Chairperson Richardson stated that he put together some talking points from the presentation last month, please see attached "Points for Discussion when considering an Elected County Executive". These are questions that he gets a lot when speaking about the issue. Co-Chairperson Richardson then read from the attached document.

Mr. Liblick inquired if in every county that has a County Executive, do they all do the same across the board with a Comptroller and Commissioner of Finance.

Co-Chairperson Richardson stated that in the ones that he looked at the elected Treasurer does not exist.

Mr. Burckard stated that some do Upstate but it is a different ball of wax. If they are going to put in a County Executive you cannot create a scenario, and hopefully Nancy Buck will become the Commissioner of Finance because that is what they are hoping for. You cannot be in a scenario where you have an elected official that is



not under the jurisdiction of the County Executive that handles the money. Inherently you would create everything that will flow, and that is why you eliminate it. Ms. Buck will argue why that is not a smart thing to do because you will lose all of the things that she will tell you that you will lose with your Treasurer. That is one of the major decision that you will have to make if you are going to go to a County Executive form of government.

Mr. Liblick inquired from Ms. Buck what some of the things that she would argue are.

Ms. Buck stated to her Ms. Havranek spoke last month and it is the old boys club, you heard her say that they cleaned house and fired a lot of people. If the people that they hired did not play and do what they wanted they fired them, so what does that say to them. To her, it is the old boys club, right now, they have checks and balances. The Legislature and the County Manager say they are going to go borrow and pass a resolution, she gets to make that final decision, not that they can do it but she makes the decision of when that can be done. She makes that decision after talking to financial advisors and financial lawyers, when you have the other there is no checks and balances anymore it is the old boys club. If you do not play with me, you will be fired and Ms. Havranek said that, maybe not in those ways but she told them they fired everyone when they walked in and they hired people and if they did not play the way Mike Hein had them, they fired them. That is her biggest argument the good old boys club, checks, and balances.

Mr. Liblick inquired if Ms. Buck does the job now that a Comptroller would do.

Ms. Buck stated no because that is more auditing.

Mr. Liblick stated that is more Ms. Angela Chevalier's job now. Under a County Executive, Ms. Buck's position would become an employee of the county as opposed to an elected position and Ms. Chevalier's position would turn into an elected position.

Mr. Burckard stated that Ms. Buck would make a great Finance Commissioner.

Mr. Liblick stated that is an appointed position and he thinks that with Ira Cohen and Dan Briggs being there and now, Ms. Buck there is a tremendous respect for that position amongst the people and maybe in Ulster it was done differently. There may be a mechanism to do it differently that the Treasurer is elected and there is a Comptroller and the Treasurer that work together and you combine those two forces.

Mr. Burckard stated no because that is an inherent conflict because the Comptroller is an Auditor and you cannot be subservient to yourself. You cannot have them both in the same position those are two separate distinct positions.

Mr. Walters stated that is one of the things that the Treasurer is responsible for, and he does not know who would be responsible for this moving forward with the County Executive making sure that their bond rating stays where it is. The Treasurer's Office, the past Treasurer's and the current work diligently through hard times in this county to keep it up there so our borrowing costs have been kept to a minimum. They work hard to keep the checks and balances in place, there are timing issues and how many times they go to the market that affects that. He does not know what is in place on the Executive side to make sure that they have that good stuff going forward like they have right now.





Mr. Burckard stated that basically the Executive has to get it right because they are in charge with the Finance Commissioner. They have to make sure that the operation of the government is as efficient as possible.

Mr. Walters stated that since they are going to be doing this, they want to make sure.

Mr. Ferguson stated that one of the hard sells for a County Executive at this time will be that they want to eliminate the Treasurer because the office is so highly respected because of Nancy Buck and Ira Cohen. Unless they can come up with a way of handling that which people find acceptable that is going to be a huge obstacle. They certainly do not want Ms. Buck on the other side of them, they want to find a solution that works for her and for the county as a whole. He would not want to go up against a plan that Ms. Buck was opposed to frankly.

Mr. Liblick stated that he agrees.

Ms. Buck stated these are her arguments and she does like the Executive form of government but she does not have the faith that they can get the right person to build this government the first time. Once someone comes in and builds the government properly that the impact can be in that job. She does not mean to be disrespectful but then you have the people under you that can help you. To build this government you need to have the right people and she does not have the faith and she thinks that this year's Presidential election can prove her point in that.

Mr. Liblick stated that if you look at the Legislature and you come to their meetings, the Legislators are sitting here and where does the County Manager sit, over there and he hardly says anything, so the County Manager really has no say. Everyone looks right now at Chairman Alvarez, he has been very vocal on a lot of different issues here but then again he is one vote of nine. It becomes very difficult for him to do what he would like to do as a Chairman because of the other nine people and all the administrative politics in the background scene. Every step he tries to move forward, he could be brought down three steps. If you have someone elected that is accountable to the people and voted for by the people, this is the person you are looking for to make a decision. Like the health forum that Chairman Alvarez has and the changes, he trying to make and the Dialogue2 Change and they spoke about being a partnership with the County. Everyone agrees with him but unless you have leadership right here in this room and the County Manager who should be vocal and acting out on what is needed here, it is not going to happen. The structure is not working for him, the taxpayer and the other people around.

Mr. McPhillips stated that the one thing that he has a problem with when it comes to the Treasurer is that they are taking away an elected position. They are shifting the vote to a County Executive, yes, the taxpayers have a say it is to one person as opposed to nine that is one of the changes that they are making. The other is that they do have a Treasurer's position that is elected which is another chance per say for the taxpayer. He happens to have faith that the people put the right person in the position and he has faith that people will rally around the right person for the county. He would hate to make a judgment on the potential of not having what they think is best for the county.

Mr. Burckard handed out from Sullivan County's Charter the "Powers and Duties of the County Manager," please see attached. He then read from the attached. The elected County Chairman is not the Executive of the County, he is not in charge of the County, and the County Manager is. They have to make a decision as to if they really want to put someone in who is going to have power and who is a whole other issue. Their



discussion is the form of the government and if they want to focus on what you lose and one of the toughest decisions that they will make is to eliminate the Treasurer to go to a strong County Executive. You are not going to put in a strong County Executive without that happening. That is one of the toughest decisions that they will have to make. A competent, capable, smart, knowledgeable person that is here and has the ability to run is not going to run if they are going to have a direct conflict with another elected official at the same level they are handling finances.

Mr. Liblick inquired if they can look at the Charters of the two counties that have the elected County Executives with the elected Treasurer positions to see how they are operating.

Mr. Burckard stated that they can get them, sure.

Ms. Buck stated that the one county that has it just recently went to County Executive, they were thinking of going to a Finance Officer but they kept the Treasurer during the term. They just went back to see if they were going to keep it elected or go into the Finance Officer and they decided to keep the Treasurer.

Mr. Burckard stated that it is a small Upstate county and that is the problem.

Co-Chairperson Richardson stated not to lose sight of the fact that most counties that have an Executive have an elected Comptroller and that Comptroller becomes part of the checks and balances. The Comptroller is the Auditor.

Mr. McPhillips stated that was where he was going, we lean heavily on the finance department here in the county and is a direct response in the inadequacies based on how the government is being run right now. If there was more faith in the person running the county you would not rely so heavily on a checks and balance system.

Mr. Ferguson inquired where the conflict lies in Mr. Burckard's mind?

Mr. Burckard stated that you are either running the show or you are not, if you are in charge, you are going to be making the financial decisions. That is why counties have a Finance Commissioner that works directly for the Executive otherwise you will have an elected official that the Executive cannot touch whom is the person that is handling the finances and the money. The Executive does not have the control that they need to run the government if they are going to have a strong County Executive form of government. It is an inherent conflict between two people. You can have two great people who can sit down and work together and if that is not the case, you are going to have a terrible time.

Mr. Ferguson inquired if this all goes down to budgeting.

Mr. Burckard stated no the budget is done by the Executive or the County Manager not by the Treasurer. He is talking about the handling of all the county finances are done by the Treasurer. All the various things that Ms. Buck pointed out the night that she presented to them, she has a tremendous amount to do with an awful lot of financial things.

Mr. Ferguson inquired where Mr. Burckard sees the irreconcilable conflict because Ms. Buck is not going to make the budget, that is what the County Executive would do she will be following the budget that is set by the county.



Mr. Burckard stated that she has so many other things that she is connected to even if they are different parties and difference of opinions whether or not they should put that jail contract out or not, whether the county can afford to do the bonding. Someone has to be in charge, the problem that they have in the county now is that no one is in charge. Everyone is agreeing to that.

Mr. Ferguson stated that she would not stop the contract of the jail if it was the will of the County Manager and the Legislature, so nothing has changed that is not a conflict.

Mr. Liblick stated that they will still have a Legislature that will be in existence too.

Co-Chairperson Richardson stated that the County Executive prepares the budget and presents it to the Legislature and they modify it or approve it or whatever.

Mr. Walters stated that is the same as they have right now.

Co-Chairperson Richardson stated that once that Legislature has approved that budget then the County Executive has free will on how to spend it. So it is not a question of if he needs to get any kind of nod from the Treasurer to spend money if it has been budgeted and allocated they can spend it. The Comptroller makes sure that the money was spent how it is supposed to be spent.

Ms. Harrison stated that it is more about the initiatives, the County Executive can put into the budget initiatives that the County Manager cannot because the Legislature is more about the initiatives. He has to get the Legislature on board.

Mr. Burckard stated that he can if he is doing what he has the power to do.

Mr. McPhillips stated that Ms. Buck has the final say when the money comes through.

Ms. Buck stated to borrow money.

Mr. McPhillips stated but let us say that it is not someone that is not as trustworthy as her and they are trying to get something done and it comes across the Treasurer's office and they decide they do not want to do that. Now you have the Treasurer more powerful than your Legislature. Just playing devil's advocate that can be a bad side too.

Co-Chairperson Richardson stated if they go back to the presentation by Mr. Benjamin, he stressed the point that they cannot get hung up on the personalities, if they do, they will never get anywhere. They have to create a form of government that is the best form of government that they think they can come up with that will be efficient and get around properly. They may get good people and they may get bad people in there but if you are going to get hung up on personalities, they are going to be that squirrel in the middle of the road.

Mr. Walters inquired how do they know when they have leadership and what are the signs that there are leadership? Once they come up with those two answers then they develop a government to fit that too because if they think changing government is going to change leadership, it is not. The whole process is political to start with. As far as having someone to blame, under the Executive and no Treasurer, it is the budget they can spend it type of philosophy but the person in the Treasurer's office knows how much cash there is and the cash flow and how they are going to even that out to get things done over the course of time. So, who is going to be responsible and who is going to irresponsible in that situation. As far as initiatives, most of that comes from



public input to the elected officials. It is not going to be some man or woman who is going to be the County Executive and say let us go this way.

Mr. Liblick stated that he is wrong because when you look at the dysfunction of Congress and the US Senate and lack of leadership and partisan politics and the White House. If you look at the State of New York and governments, when you look at Monticello or Liberty you are looking at the Mayor, you are not looking at the city council or board of trustees, you are looking at leadership. When you look at a town, you are looking at the Supervisor and then the board that comes under that. So, we are looking at the decision power and making power and where the leadership comes and it comes from an elected official that the people put their trust in. Whether that they want that person there or not they will learn very quickly and they will kick them out of office. They have done that repeatedly since the constitution. So, when you are looking at Sullivan County, do you feel that Josh Potosek, right now or anyone before him has true leadership. Does Luis Alvarez have true leadership in the title of Chairman, to people out there when they look at the Chairman of the Legislature, in their mind Luis Alvarez is the one in charge. The paper that Mr. Burckard just read to them, they have Josh Potosek in charge, so if they are convinced right now that the County Manager in the public's eye is in charge of Sullivan County than you are living in a different county than I am.

Mr. Walters stated that the position of County Manager used to be a super majority to eliminate that person in that position, they moved it down to five so they undercut the power. When you put a person in charge ...

Mr. Liblick stated no, no no that was not why that was done.

Co-Chairperson Richardson stated that they can make that argument or not whether government should run as a business or not and he looks to see it as a business. He has been in business all his life and either he worked for a boss that told them what they were going to do or he was the boss that said this is what they are going to do. It was not a decision of let us get a bunch in a room and see if they can get a majority of them to do something and he thinks the government needs to run the same way. You have to have someone who can make the decisions and the buck stops there. If you do not do it right in four years, you will be looking for a new job.

Mr. Ferguson stated that based on a lot of testimony from a lot of people including Luis Alvarez and Sam Yasgur and some of the current and former Legislators they have a dysfunctional system, they know it does not work. Last month they decided to work on a County Executive form of government to explore what might work better for them and what it might entail. He does not think they should reargue that discussion, they have been here for over a year if that is what they are discussing; let us figure out how it is going to work instead of re-debating and backing all the way up. They are beyond that to him, let us keep the discussion moving forward and not back up six or eight or ten months.

Mr. Walters stated that they never really had a discussion and said let us look at A and look at B. They had a lot of input and oh that looks good because it is a County Executive no one sat down as a group with the ones who felt that they should stick with what they have and sat down and had a discussion. It still comes down to how you know that you are going to have leadership and when do you see that leadership and how do you measure it. If you think that you are going to change the form of government and all of a sudden, your leadership is going to change, it is not going to change, you just changed forces.

Mr. Burckard stated that he would like to answer the two questions that Mr. Walters asked. The County Manager should have walked into Scott Samuelson and walked into Luis Alvarez's office and said, you are not





going to the Pattern for Progress breakfast with Drapkin over in Poughkeepsie, I am. I am the Chief Executive Officer of this county, I am in charge that is my job. The Executives are there and I go as the Manager. They never should have gone, that is not their place, it is the County Manager's place, either you are in charge Mr. Walters or you are not. If people do not get this than frankly, they just do not get it.

Co-Chairperson Richardson stated that Mr. Ferguson made a really good point, they voted last month that they were going to support this County Executive and he thinks that they need to start putting together their argument. That was the purpose of the meeting tonight and part of the education process is the change in responsibilities. Who answers to whom, new role of the Legislators, who controls the tax dollars, the commission agreed no term limits for legislators, what about the County Executive (Ulster County has 3, 4 year terms), checks and balances within county government, who makes appointments, costs of having a County Executive form of government. Ms. Havranek stated that their budget did go down with the Executive, which was in part because of the sale of the nursing home. These are some of the things that they need to have when they go to the public to make their argument.

Ms. Buck stated that her argument for that would be they used to have more revenues, when you go to Kingston and Middletown, what do you see, you see nice stores, stores and stores. Just as an outsider that would be the argument, revenue.

Mr. McPhillips stated that the argument to that is the chicken and the egg, what comes first. Is it like that, because they have a government that operates like a business and makes that county lucrative to those types of businesses, it is all how you look at that conversation. He could easily say that if there was an Executive form of government here 10 years ago, they could have two casinos in this area.

Co-Chairperson Richardson stated that those of them that were in the meeting where they heard from the Commissioner of Planning and the discussion came up about where do you go if you are a new business and they saw very clearly that there is no one person to go to. There are a number of organizations within the county but if you are that person where do you go.

Mr. Ferguson stated that if they look at the taxes why they would ever come here in the first place.

Mr. Liblick stated there is no business retention or someone picking up a phone and saying, hey come to Sullivan County, they have a Planning Commissioner, Partnership for Economic Development and the IDA and does one hand know what the other is doing.

Co-Chairperson Richardson stated that there is a Chamber of Commerce and a half a dozen organizations.

Mr. Liblick stated that everyone should just read the last paragraph of the editorial that Mr. Burckard handed out to everyone. That paragraph says it all. Mr. Liblick then read the last paragraph of the editorial (please see attached).

Mr. Burckard stated that the difficulty in Sullivan County is that you have a Treasurer that is exceptionally good and works very hard and to make the change that they are talking about, you have to, you are not supposed to but it is impossible if you are a human being to not think about the incumbent. If we had a terrible Treasurer, we would not be having this conversation but we do not.



Mr. Ferguson stated that he thinks that they need to find a way to get Ms. Buck on board with it. This is why he is not convinced because Mr. Burckard did not say anything specifically of where the conflict is, she handles the money she does not set the budget. The budget will be handled by the County Executive and a Comptroller will make sure that everything is done to audit. He then inquired from Ms. Buck if she sees an inherent conflict with her position with the County Executive.

Ms. Buck stated that she does not and Mr. Ferguson agreed.

Mr. Liblick stated that he would like to look at those two other counties he then inquired if they did keep the Treasurer would they still need to add a Comptroller or would it be the Treasurer/Comptroller.

Mr. Burckard stated no that is an inherent conflict, the Comptroller is the auditor.

Co-Chairperson Richardson stated that the Comptroller watches the Treasurer.

Mr. McPhillips stated again they said do not look at the person, look at the form. Ms. Buck is great, he brought it up and he was told not to mention by name, it was by department. Ms. Buck could maybe not get reelected they just revamped an Executive form of government with the caveat of keeping the person that they like that does a good job that could go away next election.

Mr. Ferguson stated that the fact is that the constitution addressed slavery by making by making slaves 3/5 of a person, this is going to be a political decision, whether they like it or not, they have a highly popular figure in a highly respected office like this and he thinks they would be foolish to pretend that it does not exist. He knows what they are trying to say about personalities but this is a political reality. He thinks that they have to find a way to make a persuasive case to either bring Ms. Buck along with them; he does not see why they cannot have a Treasurer quite frankly.

Mr. Liblick stated that you could also make the Comptroller part of the Legislature or part of the Executive so that you have your checks and balances.

Co-Chairperson Richardson stated that he understands that JJ Hanson maybe interested in coming back and he would be a very good one to address that issue because he was in the budget office down there and a Deputy County Executive.

Ms. Harrison stated that they could transition the position in the charter like they have a 10-year review of their charter. They can put that in there about transitioned the Treasurer's office from an elected position into the Legislature, there is modifications when you look at the two charters they made modifications all along so there is no reason that cannot be done. The other part of this that they are talking about is, something to really consider is they really want a County Executive that understands the revenues as much as the person holding the Treasurer's position and that is where the duplication is. It is not the management of the cash flow because that is a talent in itself and she is not undermining that, it is understanding where the revenue is coming from. If the County Executive is relying on the Treasurer that is how you get into your problems.

Mr. Walters stated that the 2016 budget for the County Executive's office in Ulster is \$1.7 million that is how expensive that office is, which includes Assistant Deputy to the County Executive, two Confidential Secretaries, County Executive and Deputy County Executive. Whatever form of government that we are going to have they are still going to have a County Manager type of person in that government. Someone has to be totally familiar



with the all the rules and regulations and changing landscape that goes on with the state and federal level and who knows all that stuff. They are not going to find someone on the street to elect to an office to do that so that position is still going to exist at no matter what cost that is going to be.

Co-Chairperson Richardson stated absolutely and they have some very good people that are going to transfer their job. He thinks that they need to separate right now the emotion involved with the Treasurer thing. They need to look at it as if they are advocating for a County Executive, they are advocating for a County Executive. The Treasurer should be addressed separately.

Commission members stated that is fair enough.

Mr. McPhillips stated that they may have a million dollar budget but again the math was shown that the per person expense is less. He disagrees that they will not find someone off the street, when he first came on he purposely did not run for Legislature because the salary was \$23,000 and he would have to give up his full-time employment. You have no idea what business that is within this county that would be willing to step into a position like this and run it like a proper business. For \$23,000 and a meeting at 10am and maybe one at 11am, they are not going to give up their life for that type of position.

Co-Chairperson Richardson stated that we think of a businessperson stepping into that position and it might not be, if you know how to run something and organize you do not have to; there is an awful lot of parts of business that he never understood but he had people that did that for him. Do not get hung up on someone having to be knowledgeable all the way down the line.

Mr. Walters then read from a handout on the salaries of Orange County (please see attached). He stated that they are not going to be able to eliminate the cost of the Legislature so they will not be able to save money there. If they are going to look at a County Executive, there will not be any savings.

Mr. McPhillips stated that when he says the savings, he is thinking more along the lines of the efficiencies that run government to the revenues that are created by a better run establishment will null and void the increase in a County Executive.

### **Enumerating the Benefits for a County Executive:**

Mr. Ferguson stated that he feels that they should list the benefits, so far what has come up are the presence in Albany, obviously eliminating dissention in county government, clarifying the chain of command, greater efficiencies that could be brought to bear with having an executive form of government. He stated that he feels that they should be enumerating the benefits and somehow they never stick to the agenda.

Mr. Liblick stated that he has a good point and let us take each area of county government and discuss it the different areas and see where to start with. They have had so many Commissioners come here and talk about how their departments could run better if with a County Executive and go from there. He thinks if they are going to do a presentation, they have to start planning.

Co-Chairperson Richardson stated that in part of the presentation from County Attorney Havranek, she makes a point that he can eliminate by having that person in charge, he can eliminate the conflicts that might develop between this commissioner and this commissioner. She made a point of saying if the money is budgeted and the County Executive says that they want this done, he tells the Chairman, and the department heads get it done.



You get it done or you do not work for him. That is a big deal. It is not now, this person goes to a couple of Legislators and say this is what he wants to do and they do not think it is a good idea and all of a sudden here you go with this discussion. It goes back to one person is in charge and one person lays out the plan and one person gets it done.

Mr. Burckard stated that when Ms. Buck and Ms. Chevalier were here giving their presentation they both felt that we needed to have a stronger entity running the county. He inquired if you hypothetically amended the charter so that you could create a very strong county manager by specifically amending the charter so that the County Manager could not be taken out except for a super super majority, then the Legislature cannot do what Mr. Walters keeps pointing out, does Ms. Buck think that would be considered if that was presented.

Ms. Buck stated that he asked this last time and her answer was yes and she would say yes again. She stated that she has not talked to every Legislator but she has talked to half of them and she does not know that the vote is there to go to a County Executive.

Mr. Burckard stated that he has heard the same thing.

Ms. Harrison stated that she would agree with that.

Mr. Burckard stated that he was going to suggest that instead of making a presentation that they could have a meeting with the Legislature around this table and discuss if they are going to support it or not. If they are not it is a whole different world but if the alternative was doing what he said by putting what could be put into place and they could not do what they have done now you have a person who can step up and take control and run the show. They would have a very powerful County Manager never as powerful as an Executive but extremely powerful.

Mr. Ford inquired with that structure the term would still be what the term is correct, they would still have a term so would that also require a super super majority?

Mr. Burckard stated that the term would stay the same in regards to the appointment because that is all a contractual thing between the Legislature and the County Manager. If you read, the Charter there is all kinds of flexibility in that.

Mr. Ford stated that he was curious if the vote would be the same on that side, it sounds like this is something that was discussed before.

Mr. Burckard stated that they have discussed two things that could be done one being that they could have the County Manager make all the appointments without the Legislature approving any of them, with the excision of having a super majority voting to not confirm, and secondly that it takes a super super majority to take him out. Once the County Manager is there, if he decides to leave on his own that is one thing but cannot be terminated without a super super majority to take him out. If the Legislature votes to do it, now the Legislature cannot change it.

Mr. Ford inquired that the County Manager would still have a term, so how many votes would be needed to reappoint him.

Mr. Burckard stated with a simple majority.





Co-Chairperson Richardson stated that he understands that there may not be a lot of sentiment on the Legislature, it was not unanimous in Ulster County either but he is looking from his point of view. He has come 180 degrees on this thing so he thinks that until you are prepared to present your case, what has convinced him over this year and a half, you have to be prepared to present that to the Legislature.

Mr. Liblick stated that he would just like to point out that this Legislative body that they are looking at here, there are only three incumbents, they have only been in office since January. They are not even familiar with the research that this Charter Review has conducted a lot of them in all honestly probably have not followed through with the charter and the amendments and understand it completely. It is our job to come up with a document to present to the Legislature, power point presentation of all the minutes that they have with the people that they have interviewed and had here and come up with a great selling tool. That would not only convince the Legislature but will convince the public. In the worst scenario if the Legislature does not like their final report, there are still some people that would like to organize and take this to the average voter to get an amendment on the ballot, you need some signatures to let the people decide. We may want a County Executive, some want it, and some do not want it but let the people of Sullivan County decide if that is ultimately, what they want. So, the people that are for it will come out and say why they are for it and the people that are against it and they will say why they are against it, but let the people decide that is democracy.

Ms. Harrison stated that they should move October meeting to the Town of Thompson or Rock Hill and have their meeting there. They can prepare in September at the board of the Town of Thompson and see who they get that is interested because those are major voters.

Co-Chairperson Richardson stated that if they are going anywhere, he would like to go west because he has talked to people out there and they are expecting them. Where they go first does not matter. What he thinks is that whether they meet here or meet somewhere else next month that every member bring in at least one supporting argument, this is the direction that they decided to go last month if they are going to rescind this then they rescind this but if not they are on board promoting an elected County Executive. With that, everyone does some homework and brings in at least one argument and they can have 12 or 13 arguments on the table.

Mr. Liblick inquired if there was anyone in the room that was not in favor of a County Executive?

Mr. Walters stated that he is not sold on the idea.

Co-Chairperson Richardson stated that Mr. Walters did state last month that he would work to make sure that it was done right.

Mr. Liblick inquired what Mr. Walters thinks that they have to do to do it right?

Mr. Walters stated that they have a brief brouhaha just about overriding the tax cap and you are looking at a 1-2% increase in taxes just to have a "County Executive". There is something that really bothers him that JJ Hanson mentioned, it bothers him that the County Executive decide to have their own little elite group on the state level to talk, forget the County chairmen. Either all the counties are in this together or they are not, so they set themselves up as an elite group above county chairmen. The other thing that bothered him was when JJ Hanson said that if you go up there as an executive, you get to floor two but if you go up there as a chairman you get the floor 3. Why the hell, they get up there because we the people pay them to be there are



discriminating against our choice of government. Either they are all on floor two or they are all on floor three, there should be no differentiation of who represents the county and so forth.

Co-Chairperson Richardson stated that is another topic though.

Mr. Ferguson stated that they are not in the business of reforming Albany but god knows it needs to be reformed. They are in the business of benefiting our county and if that is the ballgame that is being played in Albany, let us play the game to win. He does not care if it is unfair up there, let us work with what we have to work with and do the best for our county. That is our job.

Mr. Walters stated and how much of our tax dollars.

Mr. Ferguson stated that he does not think that it will be more expensive, they have heard that from Dr. Benjamin and the Ulster County Attorney. That is one thing to do is look at the cost savings and where the extra expenditures are, he thinks that they need to do that before they can present it.

Mr. Burckard inquired if everyone is in favor of a County Executive, which form, strong?

The Commission members responded strong.

Mr. Burckard stated that you cannot have a strong form of a County Executive and still have the Treasurer position.

Mr. Ferguson stated that Mr. Burckard says that but he has shown why.

Co-Chairperson Richardson stated that you take power away from him and he will never get anything done.

Mr. Ferguson stated that he does not feel that the power of the Treasurer would be taking power from the County Executive.

Co-Chairperson Richardson stated that they will come back to that discussion.

### **August 17<sup>th</sup> Meeting-**

The Commission had discussions about what they will need to do to get a presentation together to present to the Legislature before bringing the Legislature in for a discussion. They all agree on County Executive and now they need to come up with the list of "whys".

Co-Chairperson Richardson stated that was the very question that the Cohecton Supervisor asked him the other night, he knew that he was not in favor of County Executive in the beginning so why is he now. They have to be prepared for that.

Mr. Walters stated that he thinks that three or four people should get together and look at one county and three or four people get together and look at another county because it will take time to walk through those things and see where they fit and do not fit and things they already have. One thing that works well for Orange may not work well for Ulster but may work for us. They need to work with some examples because they are unique.



Mr. Ferguson stated that they may want to speak with some of the commission members from the last charter revision because it may be interesting to know that they were in favor of a County Executive and it would be interesting to hear.

Mr. Liblick mentioned Robert Green. Mr. Ferguson mentioned David Calavito, Dick Riseling, Sean Rieber. Mr. Burckard stated Robert Green was the Chair.

Mr. Liblick felt that they should ask Robert Green to come to the next meeting.

Mr. Burckard stated that he feels that everyone should come to the next meeting with their list of why they are in favor of County Executive and then they can see how many things are the same on everyone's list. That is an easy way to do it and have a list to work with.

Co-Chairperson Richardson stated if they can do that, then they would be in a position to invite the Legislature in for a discussion about this.

Mr. Burckard stated that Robert Green and Dick Riseling were both Chairs so if we invite one we should invite both.

Co-Chairperson Richardson stated that they should try to focus the discussion though, they do not need a wide review.

Mr. Liblick stated that he thinks that they should also find out if they reviewed the Treasurer and Comptrollers offices as well and if they made a recommendation and how they came to that recommendation.

Mr. Burckard stated that if the Legislature agreed to go to a County Executive then you start the process of doing the work to create the language that is necessary to effectuate the change. The thing that is being missed because he went through this before, you cannot work with your existing charter and code and you have to do the charter and code both at the same time because you will be amending an existing charter. That is going to take a hell of a lot of time and you will need professional assistance. The county will have to hire someone to come in, maybe out of Benjamin's office to come over to give them a hand, etc., etc. That gets them to the point of where they will start going out and in conjunction with them to sell it. Finally, scheduling a vote and then finally going out for another vote to elect their Executive. So, if they started tomorrow morning and you had an Executive in four years that would be a miracle. If they say no, the majority says that they are not going to support them what happens? You have no support, they do not exist anymore, no County Attorney is going to be here, no one is going to help them now you are totally on your own as a group of people that have no official capacity at all to start to do all of this work to write this thing. It is an enormous challenge unless you have someone with a hell of a lot of money that is going to go out and hire someone; you have just compounded your problem enormously and now you have to go out there and sell it. One of the things that they faced years ago, you will go to every Rotary, every Lions Club, every town board, every press, you are going to give up your life for a couple of years if the Legislature is not going to support you, it is critical. If they say no and they are going to lobby against it, where are you?

Mr. Ferguson stated that he does not know that they will. He thinks that it is very clear that something does not work. He then stated that Chairman Alvarez came in here and said he does not know who is in charge but he wants someone to be. He knows that there are people on the Legislature that would like to see a functional government here and they know that they do not have one.



Mr. Burckard stated that if you had a very powerful, capable, I am running the show County Manager we would not be sitting here having this conversation.

Mr. Ferguson stated that is correct.

Co-Chairperson Richardson stated that he would also make note of Ms. Havranek's presentation when she talks about that issue of who is going to do what. If they are going to proceed with an elected County Executive position, the way Ulster did it was the Legislature formed a committee and some of the Commission members were on it. They did not toss it back to the Commission and say, you write it.

Mr. Burckard stated that the Commission does the framework and then the county does all the work.

Mr. Ferguson stated that County Attorney McCausland stated very clearly to them that if they make prospective amendments to the charter then her office to make the code conform to the amended charter.

Mr. Burckard stated that is technically correct but he thinks she was referring to certain technical issues. If you are going to do a major thing like an Executive now you are talking about very significant amendments, things may possible be repealed, enormous changes to the charter and the code. That is going to be a tremendous amount of work.

Mr. Ferguson stated that the County Attorney is going to play a major role in that.

Mr. Burckard stated if the Legislature agrees to make the change, like Ulster County had and if they say no you are done.

Mr. Liblick stated that the last Charter Review Commission made the recommendation and they ignored it, they did not even discuss it. Then the new Legislature came in and it was ignored like it never existed. He thinks that they duty and responsibility is to make sure that their recommendation and what they are going to discuss is not ignored and they will take them seriously. He thinks that they are already taking them seriously because they have already went before the Legislature and made an excellent presentation on staggered terms, they agreed to it and said that they would work on it. That is a tremendous change that they have had an impact as a Charter Review Commission, so they are looking at them, they are meeting and taking it seriously. The next election they will have staggered terms and then after that, they can have a referendum, it may take three or four years because they have to have a referendum and elect someone.

Mr. Ferguson stated that he thinks that their chances of having this entertained seriously, there was strength in presenting the staggered terms as a standalone item, it was not buried in a list of stuff. If they take this as a standalone item, what it entails is more, but a simple proposition he thinks it will be entertained much more seriously than if it was buried in a list of items.

Co-Chairperson Richardson stated that Ms. Havranek stated that it was a simple resolution that went out.

Mr. Liblick stated yes.

Mr. Burckard stated that there needs to be a finished production when it goes to vote.





Mr. Ferguson stated that they need to together a powerful opinion piece to distribute simultaneously to the papers and the Legislature with why they are doing this and make it a topic of conversation that cannot be ignored.

Mr. Burckard inquired if they have already agreed to not have term limits?

Mr. Liblick stated yes.

Mr. Burckard stated that someone asked if term limits should apply to the County Executive, so let us ask that so we can resolve that.

Co-Chairperson Richardson stated that all of the charters that he has looked at there is a term limit. He believes that Ulster and Suffolk are both 12 years. He then stated that in his opinion he thinks so because there is that fear that you are going to get a king in there, in that position he would be willing to put the term limit whether it is 12 or 16 years or something reasonable.

Mr. Burckard stated that he is conflicted because if you have an excellent person doing the job you would not want a term limit and if they are screwing up then vote them out. However, what Mr. Richardson said is a real possibility. Years ago they had an Upstate Urban County that had an Executive and the County Attorney backed the Executive and basically out of control and it got to be a very serious situation and it took them and a lot of other people almost 3 years to get them out and what went on was unbelievable. Some people were hurt very badly and he knew them personally and they would never recover so that is the other side that you always have in the back of your mind.

Mr. Ferguson stated that he would be happy to go either way, if they can sell a County Executive he does not care if there are term limits or not quite frankly.

Mr. Liblick and Mr. McPhillips stated that they think the voter decides.

The Commission then went around the table to take a vote on term limits for the County Executive:

Co-Chairperson Richardson stated that he is in favor of no more than 3 terms.

Mr. Walters stated that he is in favor of 3 terms.

Mr. McPhillips stated no.

Mr. Sutherland stated three, 4-year terms.

Mr. Burckard stated that he is in favor of the terms too.

Mr. Liblick stated that he would prefer no terms but it will not be a hold up selling tool for him.

Ms. Sprague stated that no term limits.

Ms. Harrison stated term limits.

Mr. Ferguson stated term limits to make it more comfortable to support it.

Mr. Johnson Fields stated that she is not for term limits but the people should be able to vote for it.



Mr. McPhillips inquired if there is a way to put something in the charter that would prevent what Mr. Burckard is fearful of rather than put a term limit?

Mr. Burckard stated that what was happening was that the County Executive was out of control and the County Attorney was backing him with opinions that were absolutely contrary to law and they went so far to even bring the State Councils Office in. It got bad in a lot of ways, not only with their involvement but with some of the others, it took 2 ½ years and they got them both out of there.

Ms. Harrison stated that the reason why she would vote for term limits is because three towns vote all on County positions and she thinks that it would help spread it out a little if they knew that they only get three terms.

Mr. Burckard stated that when the County Manager presented to them, he gave them a list of suggested changes to the Charter and the Code, some were technical and some were language changes and some were nuance, they need to go back and take a look at those. He asked them to take a look at those and in fairness in doing the job that the Charter Review is charged with they should take a look at what the County Manager asked them to and see if they agree. If they do, they can send them on and make recommended changes and then it is up to the Legislature and the County Attorney's Office to do it.

Mr. Ferguson stated they were smaller issues and he does not think that they should go to the Legislature with smaller items now.

Mr. Burckard stated that he is not talking about now, at the end.

Co-Chairperson Richardson stated that he has been meeting all day, first with the Healthy Sullivan and if everyone remembers the Chairman asked that a representative attend those meetings, he thought it was interesting because the issue came up again about filling vacant positions and they heard that from a few presenters. There is frustration from some of these departments that the money is budgeted and the position is vacant and they cannot get authorization and they have to go to the Legislature to get authorization. What he is hearing is that some of these department heads feel that they can do better if they could get those positions filled but they cannot get them filled. Hypothetically, if you had a County Executive you would not have that problem.

Mr. Walters said that he thinks it goes back to when they hit a rough patch economically and they wanted to stop the hiring of people because the economy was going bad and they adopted a policy that they had to bring every vacancy before the board. He made a suggestion that they should rescind it and it should be attached to sales tax. When the sales tax is not, there it becomes a trigger to start to look at a hiring freeze. The process is very frustrating for a lot of these positions and nasty and bad that the Sheriff and anyone else needs to come in and say, "may I".

Co-Chairperson Richardson stated that the examples that he has heard is that the money is in the budget and still they have to get permission to fill it. He thinks at some point in time they may need to address that as well. It was suggested to them that if the money was budgeted for that position and the department head determines that they need that position, in his opinion they should have the authority to hire. If money is an issue than do not budget for that position.



Mr. Burckard stated that the only caveat is the department head and the County Manager, he has to be in on that too.

Mr. Walters stated that is the County Manager's job to fill the position, the County Manager should make that decision with the budget and the department head it should not have to go to the Legislature.

Mr. Burckard stated for the next meeting he will try to get Robert Green and Dick Riseling to come. He then asked for everyone to come to the next meeting with why they feel we should go to a County Executive and from that, they can make up a master list. He then stated that each person at this table needs to be intimately familiar with our charter and our code. It gets very difficult to have these discussions because that is the document that they will amend. Ms. Harrison made the point a few meetings ago that the Legislature is required to do the audit every year. There are reports that have to be submitted every year, there are all kinds of stuff.

Mr. McPhillips stated that he thinks that is another plus for a County Executive, if the Legislature was not busy running the government they would have the time to practice the policies and procedures that are set forth in the charter.

Ms. Buck stated that she loves their discussion on the vacancies because it is such a process that they have to go through. Sometimes there are not people to fill the positions too. We have Ed McAndrew that does not have a Deputy because the salaries are too low, there are people that work for DPW making overtime that would make much more money. Janet Young cannot find a Deputy because of the salary and has interviewed quite a few people. She has a position open and has only had three people apply for it. She then stated that they really need to beef up their workforce right now because they are going to lose a lot of people when these casinos open. She is afraid of losing fiscal people, they have really good fiscal people, especially people that are in tier 6. Any little thing that they can do to help with the vacancies would help.

Mr. Burckard stated that they can add into the charter that once the money is budgeted then it is up to the department head and the County Manager to approve.

Ms. Harrison stated that you cannot do that. The problem is the County Manager has to be responsible for that revenue number and he takes it into consideration.

Mr. Burckard stated that is part of his job.

Ms. Buck stated she is talking about positions that are already budgeted not creating new ones.

Mr. Walters stated that the process that they are using now is a policy process, so when someone complains all they have to do is get five votes and they can change the policy.

They continued a brief discussion about the vacancy policy of the Legislature and the process that was previously discussed before.

Mr. Burckard spoke to the reporter in the room and said that he hopes when she sits down and writes her story she takes into consideration that this whole process is extremely complex. She just heard the very tip of the iceberg of the process of running the government and the other thing that she needs to be aware of is that some of the departments are state and they have operations that have to get done because the state is superior,



mandates that are on it. There is much more complexity in county government than there is in the town government. It is two different worlds.

Ms. Avengelese stated that she is aware. Someone had made that comment that the enormity of the task at hand is mind-boggling. It is not something that even if everyone was in agreement and had a list; it is in her opinion six years out minimum. She then inquired if the Legislature's buy-in is not critical.

Mr. Ferguson stated yes because with the Legislature they do not need a referendum. A referendum is mandated by law only if the Legislature is against it and then they have to go out and petition for the referendum to be on the ballot.

Mr. Burckard stated that they then need to have their stuff together to answer all the questions to get the signatures to force it on the ballot.

Mr. Liblick stated that is why they should have the supervisors here to get them on board so they support it.

Mr. Burckard stated that if they can get their list together by the next meeting, they may want to look at meeting with the supervisors at the following meeting before they even go to the Legislature.

Ms. Harrison stated that what she would suggest is they meet with the Legislature and the Supervisors before they formally present it. She thinks if they get the Supervisors behind them, she can appreciate what they want to do with the Legislature but she thinks that they need to have a meeting with them first. She does not think they can just distribute it and have a meeting.

Mr. Liblick stated that he thinks that they first need to speak to the towns.

Ms. Harrison agreed.

Mr. Liblick stated that they should do Robert Green and Dick Riseling and then after that meeting do some Supervisors. Then at Mr. Richardson's next meeting discuss with the Legislature.

Mr. McPhillips stated that he also thinks that it is important to give off the impression that they are looking to work with the Legislature rather than, oh, by the way regardless of your thoughts this is what we want to do.

Mr. Ferguson stated that maybe we can ask them to submit their comments on it to feel them out.

Mr. Liblick stated that he does not think that they have any research on it.

Co-Chairperson Richardson stated that they have to have their ducks lined up first to have those discussions.

Mr. McPhillips stated that they may want to look to them at some point to get their comments.

Co-Chairperson Richardson stated that would come later after they have had a discussion with them.

**PUBLIC COMMENT: None**

**NEXT MEETING ANNOUNCEMENT:**

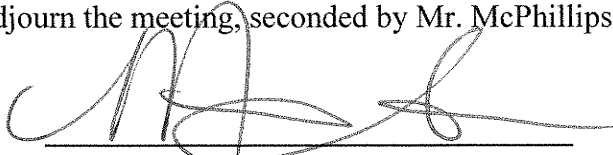
August 17, 2016 at 6:00 PM \*Legislative Hearing Room\*





**ADJOURNMENT:**

Mr. Ferguson made a motion to adjourn the meeting, seconded by Mr. McPhillips, meeting adjourned at 7:53 pm.



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**Michelle Huck, Secretary**



The County Manager shall become a qualified elector of the County of Sullivan within six months of appointment, and remain so throughout the term of employment.

### § C3.05. Annual performance review.

[Amended 9-8-1994 by L.L. No. 6-1994]

The Executive Committee of the County Legislature shall prepare and present an annual written evaluation of the performance of the County Manager which shall become a permanent part of the County Manager's employment record. The County Manager may respond, in writing, and the response shall become a part of the employment record.

### § C3.06. Powers and duties.

[Amended 9-8-1994 by L.L. No. 6-1994]

The County Manager shall be responsible to the County Legislature for the administration of county affairs. In addition to such other powers and duties provided for in this Charter or in the Administrative Code, the County Manager shall:

- A. Be the Chief Executive Officer and Administrative Head of county government.
- B. Be the Chief Budget Officer of the county and be responsible for the preparation of the operating and capital budgets of the county.
- C. Administer the enforcement of all local laws, legalizing acts, ordinance or resolutions of the County Legislature, and all other laws required to be enforced through the County Legislature or other county officers subject to the County Manager's control.
- D. Have all necessary incidental powers to perform and exercise any of the duties and functions specified in this section or lawfully delegated to the County Manager.
- E. Perform such other duties and have such other powers as may be prescribed by New York State law, this Charter or the Administrative Code of the County of Sullivan, or as may be prescribed by the County Legislature.
- F. Attend meetings of the County Legislature and committee meetings of the County Legislature, recommending any measures deemed expedient or necessary for consideration by the Legislators.
- G. Appoint to serve at his or her pleasure the heads of all divisions, subject to confirmation by the County Legislature.

[Amended 11-9-1995 by L.L. No. 10-1995]

H. Exercise supervision and control of all administrative units through the heads of departments, and prescribe the internal organization and duties of such departments, ~~except as otherwise provided by New York State law~~, this Charter or the County Legislature.

- I. Provide for adequate insurance and surety bond coverage protecting the county from reasonable risks of loss or damage, subject to the authorization of the County Legislature.
- J. Make, sign and implement all contracts authorized by the County Legislature on behalf of the county within the terms and appropriations approved by the County Legislature.

- K. Present an annual comprehensive written report of the administrative units of the county to the County Legislature at the close of the fiscal year or as soon thereafter as practicable. The County Legislature may direct the preparation of interim reports.
- L. Develop comprehensive information from and inclusive of all County divisions, offices, agencies, and contracted services, and make recommendations regarding the strategic plan to the County Legislature or an appropriate committee of the Legislature, by the first day of April of each year in which the Legislature is to review the strategic plan. [Added 10-18-2007 by L.L. No. 13-2007]
- M. Collaborate with the County Treasurer and the Commissioner of Management and Budget, regarding the annual estimate of revenues available in developing the succeeding fiscal year budget. In the event that the County Manager and the County Treasurer do not agree on the annual estimate of revenues, then the County Legislature shall determine the estimate of revenues, at a public hearing conducted for that purpose, after receiving information from the County Manager, County Treasurer, and Commissioner of Management and Budget. [Added 10-18-2007 by L.L. No. 13-2007]

8  
N.

Cause all County divisions, offices, agencies, and contracted services to develop requests for projects to be included in the six-year capital plan to be submitted to Commissioner of Management and Budget, and thereafter transmitted to the Capital Planning and Budgeting Committee by the first day of June of each year. [Added 10-18-2007 by L.L. No. 13-2007]

Handwritten mark resembling a stylized asterisk or star.

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O.

Be required to cause a certificate of availability of funds to be issued, prior to the submission of any resolution that appropriates funds, or authorizes a contract to be executed that requires an expenditure of funds. [Added 10-18-2007 by L.L. No. 13-2007]

See Page 7

### § C3.07. Acting County Manager.

[Amended 9-8-1994 by L.L. No. 6-1994]

- A. Within 30 days of taking office, the County Manager shall designate, in writing, one or more appointive department or executive office heads to perform the duties of the County Manager during the latter's temporary inability to perform the duties of the office by reason of disability or absence from the county as determined by the County Legislature. Such designation, with the order of succession specified, shall be filed with the Clerk of the County Legislature. Any such designation may be revoked by the County Manager at any time by filing a notice of revocation with the Clerk to the County Legislature. If a vacancy occurs in the office of the County Manager, the Acting County Manager shall serve until the vacancy is filled by the County Legislature pursuant to the provisions of this Charter.
- B. In the event that no Acting County Manager has been designated, or is able to serve, the County Legislature shall designate an appointive department or executive office head to perform the duties of the office during the disability or absence of the County Manager.

## Article IV. County Attorney

How do you know when you have leadership?

What are the signs that there is leadership?

PEPANNRES: Annual Estimates

2015 Population Estimates

Geography	April 1, 2010		Population Estimate (as of July 1)					Total							
	Census	Estimates	2010	2011	2012	2013	2014			2015					
United States	308,745,538	308,758,105	309,346,863	311,718,857	314,102,623	316,427,395	318,907,401	321,418,820	12,660,715						
Median income (dollars)	53,482		588,758	2,371,994	2,383,766	2,324,772	2,480,006	2,511,419	4,101%						
			0.191%	0.767%	0.765%	0.740%	0.784%	0.788%							
New York															
Median income (dollars)	58,687		19,378,102	19,378,087	19,402,920	19,523,202	19,606,981	19,691,032	19,748,858	19,795,791	417,704				
			24,833	120,282	83,779	84,051	57,826	46,933	0.128%	0.620%	0.429%	0.429%	0.294%	0.238%	2.156%
Sullivan County, New York	77,547	77,541	77,433	77,116	76,956	76,929	75,770	74,877	(108)	(317)	(160)	(27)	(1,159)	(893)	(2,664)
Median income (dollars)	49,388								-0.139%	-0.409%	-0.207%	-0.035%	-1.507%	-1.179%	-3.436%
Orange County, New York	372,813	372,782	373,428	374,293	374,026	374,958	375,994	377,647	646	865	(267)	932	1,036	1,653	4,865
Median income (dollars)	70,794								0.173%	0.232%	-0.071%	0.249%	0.276%	0.440%	1.305%
Ulster County, New York	182,493	182,531	182,421	182,676	181,839	181,054	180,787	180,143	(110)	255	(837)	(785)	(267)	(644)	(2,388)
Median income (dollars)	58,592								-0.060%	0.140%	-0.458%	-0.432%	-0.147%	-0.356%	-1.308%
Delaware County, New York	47,980	47,989	47,886	47,658	47,322	46,876	46,597	46,053	(103)	(228)	(336)	(446)	(279)	(544)	(1,936)
Median income (dollars)	44,183								-0.215%	-0.476%	-0.705%	-0.942%	-0.595%	-1.167%	-4.034%
Dutchess County, New York	297,488	297,448	297,745	298,274	297,270	296,963	296,380	295,754	297	529	(1,004)	(307)	(583)	(626)	(1,694)
Median income (dollars)	72,471								0.100%	0.178%	-0.337%	-0.103%	-0.196%	-0.211%	-0.570%

**Notes:**

The estimates are based on the 2010 Census and reflect changes to the April 1, 2010 population due to the Count Question Resolution program and geographic program revisions. See Geographic Terms and Definitions at <http://www.census.gov/popest/about/geo/terms.html> for a list of the states that are included in each region and division. All geographic boundaries for the 2015 population estimates series except statistical area delineations are as of January 1, 2015. The Office of Management and Budget's statistical area delineations for metropolitan, micropolitan, and combined statistical areas, as well as metropolitan divisions, are those issued by that agency in February 2013 <http://www.whitehouse.gov/sites/default/files/omb/bulletins/2013/b13-01.pdf>. An "(X)" in the 2010 Census field indicates a locality that was formed or incorporated after the 2010 Census. Additional information on these localities can be found in the Geographic Boundary Change Notes (see <http://www.census.gov/geo/reference/boundary-changes.html>). For population estimates methodology statements, see <http://www.census.gov/popest/methodology/index.html>.

The 6,222 people in Bedford city, Virginia, which was an independent city as of the 2010 Census, are not included in the April 1, 2010 Census enumerated population presented in the county estimates. In July 2013, the legal status of Bedford changed from a city to a town and it became dependent within (or part of) Bedford County, Virginia. This population of Bedford town is now included in the April 1, 2010 estimates base and all July 1 estimates for Bedford County. Because it is no longer an independent city, Bedford town is not listed in this table. As a result, the sum of the April 1, 2010 census values for Virginia counties and independent cities does not equal the 2010 Census count for Virginia, and the sum of April 1, 2010 census values for all counties and independent cities in the United States does not equal the 2010 Census count for the United States. Substantial geographic changes to counties can be found on the Census Bureau website at <http://www.census.gov/geo/reference/county-changes.html>.

**Suggested Citation:**

Annual Estimates of the Resident

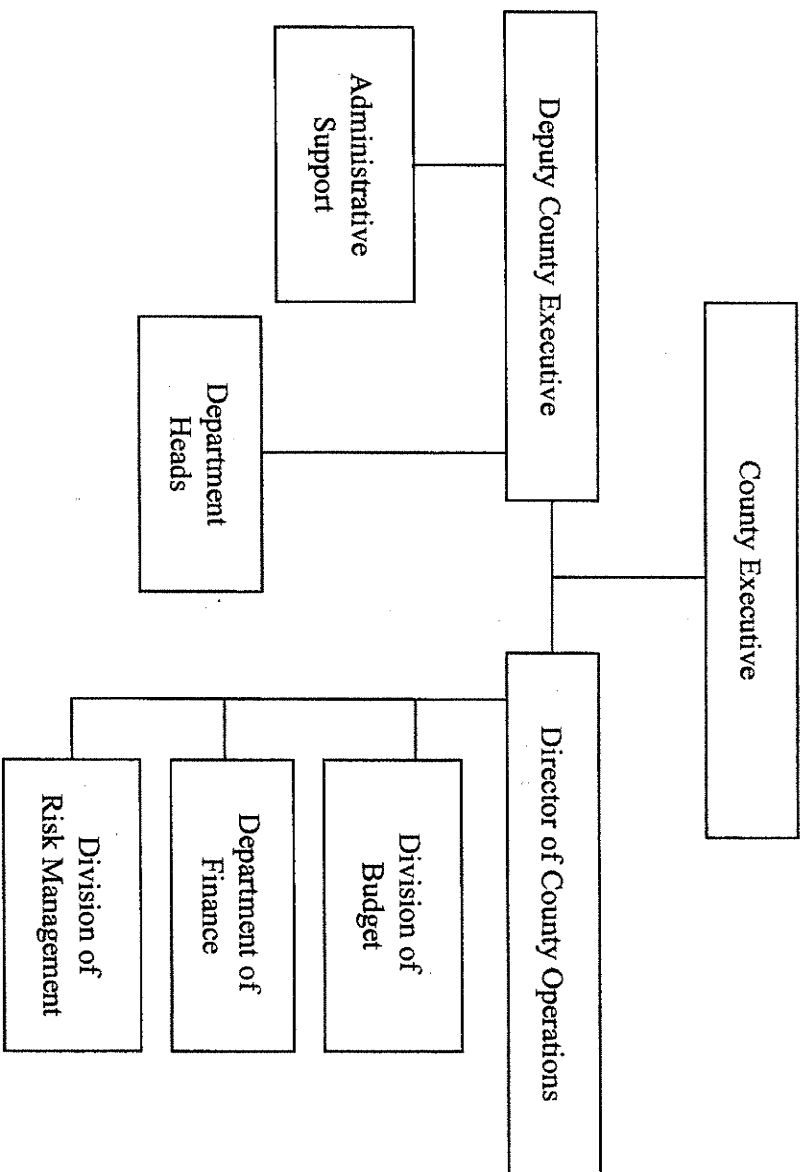
Population: April 1, 2010 to July 1, 2015

Source: U.S. Census Bureau, Population Division

Release Dates: For the United States, regions, divisions, states, and Puerto Rico Commonwealth, December 2015. For counties, municipios, metropolitan statistical areas, micropolitan statistical areas, metropolitan divisions, and combined statistical areas, March 2016. For Cities and Towns (Incorporated Places and Minor Civil Divisions), May 2016.

# ORANGE COUNTY

## COUNTY EXECUTIVE





**DEPARTMENT:** County Executive

**MISSION STATEMENT**

Provide management and leadership to over 43 Executive Branch Departments and agencies, to carry out such other duties as prescribed in the Orange County Charter and to insure the safety and well being of all Orange County residents.

**POPULATION SERVED:**

**2013 ACTUAL**

**2014 BUDGETED**

**2015 PLAN**

**CHANGE**

**OBJECTIVES**

The County Executive and staff work with the Legislature, County Departments, Agencies, Advisory Boards and the general public to provide services to county residents as defined in Federal, State and County Laws and regulations. The main goal of the Executive Office is to enhance public safety, strengthen the economy and improve the quality of life for all Orange County residents.

**RESULTS/WORKLOAD MEASURES:**

**2013 ACTUAL**

**2014 BUDGETED**

**2015 PLAN**

**CHANGE**

**STAFFING ANALYSIS:**

	2013		2014		2015		2015	
	ADOPTED BUDGET	DEPT REQUEST	ADOPTED BUDGET	DEPT REQUEST	EXECUTIVE ADJ	EXECUTIVE TOTAL	LEGISLATIVE ADOPTED	
County Executive	1230	4	4	4	0	4	4	4

**2015**  
**Orange County Government**  
**Legislative Adopted Budget**

1230 County Executive	2013	2014	2015	2015	2015	2015	2015	\$	%
	Yr-End Actual	Adopted Budget	Department Request	Executive Total	Legislative Adjustment	Legislative Adopted	Increase (Decrease)		
County Taxation	607,285	601,656	601,055	583,455	0	583,455	-18,201	-3.03%	
Other Revenues	115,000	104,000	107,000	107,000	0	107,000	3,000	2.88%	
<b>REVENUE- Totals</b>	<b>722,285</b>	<b>705,656</b>	<b>708,055</b>	<b>690,455</b>	<b>0</b>	<b>690,455</b>	<b>-15,201</b>	<b>-2.15%</b>	
Personal Services	392,336	350,997	364,117	361,212	0	361,212	10,215	2.91%	
Equipment	0	0	0	0	0	0	0	0.00%	
Contractual	71,107	96,656	101,122	91,122	0	91,122	-5,534	-5.73%	
Employee Benefits	235,959	258,003	242,816	238,121	0	238,121	-19,882	-7.71%	
<b>EXPENSE- Totals</b>	<b>699,402</b>	<b>705,656</b>	<b>708,055</b>	<b>690,455</b>	<b>0</b>	<b>690,455</b>	<b>-15,201</b>	<b>-2.15%</b>	

## 2015 Orange County Government Legislative Adopted Budget

	2013	2014	2015	2015	2015	2015	2015	Increase (\$)	Increase %
	Yr-End Actual	Adopted Budget	Department Request	Executive Total	Legislative Adjustment	Legislative Adopted			
<b>1230 County Executive</b>									
410011 Real property taxes	607,285	601,656	601,055	583,455	0	583,455	-18,201	-3.03%	
County Taxation	607,285	601,656	601,055	583,455	0	583,455	-18,201	-3.03%	
426801 Insurance Recoveries	0	0	0	0	0	0	0	0.00%	
427701 Other Unclass Rev	0	0	0	0	0	0	0	0.00%	
428011 Interfund Revenue	115,000	104,000	107,000	107,000	0	107,000	3,000	2.88%	
Other Revenues	115,000	104,000	107,000	107,000	0	107,000	3,000	2.88%	
<b>REVENUE- Totals</b>	<b>722,285</b>	<b>705,656</b>	<b>708,055</b>	<b>690,455</b>	<b>0</b>	<b>690,455</b>	<b>-15,201</b>	<b>-2.15%</b>	
560240 Insurance Payout	4,967	0	0	0	0	0	0	0.00%	
560310 Salary & Wage Adj. Per. Ser.	3,462	3,943	7,325	4,420	0	4,420	477	12.10%	
560350 Wage Accrual	-593	662	540	540	0	540	-122	-18.43%	
560360 Vacation Accrual	10,484	362	686	686	0	686	324	89.50%	
560880 Asst to Co Ex	82,159	66,488	80,000	80,000	0	80,000	13,512	20.32%	
561380 Clerk I	0	0	0	0	0	0	0	0.00%	
562000 Conf Sec Co Ex	60,520	48,112	44,136	44,136	0	44,136	-3,976	-8.26%	
563610 Edz Director	0	0	0	0	0	0	0	0.00%	
565970 Sec/Adm Asst I	49,160	49,253	49,253	49,253	0	49,253	0	0.00%	
569770 County Executive	182,177	182,177	182,177	182,177	0	182,177	0	0.00%	
Personal Services	392,336	350,997	364,117	361,212	0	361,212	10,215	2.91%	
584100 Audio/Visual Equip (<\$500)	0	0	0	0	0	0	0	0.00%	
Equipment	0	0	0	0	0	0	0	0.00%	
571820 Consult Serv (Non-Medical/Health)	28,732	50,000	50,000	40,000	0	40,000	-10,000	-20.00%	
573100 Office Supplies	1,593	2,500	2,500	2,500	0	2,500	0	0.00%	
573120 Paper Purchases	409	0	0	0	0	0	0	0.00%	
573130 Books/Subscriptions	728	500	500	500	0	500	0	0.00%	
573140 Postage	928	1,000	1,000	1,000	0	1,000	0	0.00%	
573160 Photo/Microfilm/Tapes	0	0	0	0	0	0	0	0.00%	

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**2015  
Orange County Government  
Legislative Adopted Budget**

1230 County Executive	2013	2014	2015	2015	2015	2015	2015	\$	%
	Yr. End Actual	Adopted Budget	Department Request	Executive Total	Legislative Adjustment	Legislative Adopted	Increase (Decrease)		
573200 Food Items/Groceries for Preparat	192	150	150	150	0	150	0	0	0.00%
573211 MISC FOOD	32	0	0	0	0	0	0	0	0.00%
573630 Cleaning Products	0	0	0	0	0	0	0	0	0.00%
573820 Specialty Materials	0	1,500	1,500	1,500	0	1,500	0	0	0.00%
575140 Postage Meter Rental	0	300	300	300	0	300	0	0	0.00%
575400 Radio/Pager/Mobile Communications	350	0	0	0	0	0	0	0	0.00%
575630 Maint Contract Chbk	0	0	629	629	0	629	629	100.00%	100.00%
575750 MV Cty Pool	0	0	10,700	10,700	0	10,700	0	0	0.00%
576330 Cable TV & Other Pay TV Svcs	0	0	0	0	0	0	0	0	0.00%
576340 Telephone	8,785	14,000	14,000	14,000	0	14,000	0	0	0.00%
576460 Admin Cost	1,476	3,180	1,596	1,596	0	1,596	-1,584	-49.81%	0.00%
576640 Advertising	500	800	800	800	0	800	0	0	0.00%
576760 Mileage Reimb-County Employee	248	100	100	100	0	100	0	0	0.00%
576770 Spec Travel County Employee	563	0	0	0	0	0	0	0	0.00%
576810 Repro (Copying) Services	100	500	500	500	0	500	0	0	0.00%
576820 Specialty Payments	5,267	0	0	0	0	0	0	0	0.00%
577080 Printing	65	1,500	1,500	1,500	0	1,500	0	0	0.00%
577110 Maint Repair SM Equip	0	500	500	500	0	500	0	0	0.00%
578150 Public Office Liability Ins.	0	508	508	508	0	508	0	0	0.00%
578300 Liability Insurance	12,026	8,511	14,305	14,305	0	14,305	5,794	68.08%	68.08%
578350 Excess Liability	0	407	34	34	0	34	-373	-91.65%	-91.65%
<b>Contractual</b>	<b>71,107</b>	<b>96,656</b>	<b>101,122</b>	<b>91,122</b>	<b>0</b>	<b>91,122</b>	<b>-5,534</b>	<b>-5.73%</b>	<b>-5.73%</b>
586100 ERS	75,847	72,013	69,912	66,079	0	66,079	-5,934	-8.24%	-8.24%
586101 ERS (Budget Only)	0	0	0	0	0	0	0	0	0.00%
586120 ERS - Year End Adjustment	574	0	0	0	0	0	0	0	0.00%
586300 Social Security	24,517	26,472	27,201	27,201	0	27,201	729	2.75%	2.75%
586400 WK Comp.	4,145	3,802	3,969	3,969	0	3,969	167	4.39%	4.39%
586500 Unemployment Insurance	758	692	711	711	0	711	19	2.75%	2.75%
586600 Hospital Insurance	60,792	83,637	69,375	69,375	0	69,375	-14,262	-17.05%	-17.05%
586610 Retiree Hospital Insurance	62,086	67,045	66,628	66,628	0	66,628	-417	-0.62%	-0.62%
586650 Dental Insurance	2,486	2,032	2,032	2,032	0	2,032	0	0.00%	0.00%

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**2015**  
**Orange County Government**  
**Legislative Adopted Budget**

	2013	2014	2015	2015	2015	2015	\$	%
	Yr End Actual	Adopted Budget	Department Request	Executive Total	Legislative Adjustment	Legislative Adopted		
<b>1230 County Executive</b>								
586660 Vision Insurance	184	188	188	188	0	188	0	0.00%
586700 Employer Disability Contribution	206	309	309	309	0	309	0	0.00%
586720 Employer Mgmt Disability Contribu	90	95	95	95	0	95	0	0.00%
586800 EAP Charges	68	52	52	52	0	52	0	0.00%
586890 Accrual Fringe Benefits	3,214	536	295	295	0	295	-241	-44.96%
586900 Salary & Wage Adj.	992	1,130	2,049	1,187	0	1,187	57	5.04%
Employee Benefits	235,959	258,003	242,816	238,121	0	238,121	-19,882	-7.71%
<b>EXPENSE- Totals</b>	<b>699,402</b>	<b>705,656</b>	<b>708,055</b>	<b>690,455</b>	<b>0</b>	<b>690,455</b>	<b>-15,201</b>	<b>-2.15%</b>

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**Orange County Government  
2015 Legislative Adopted Budget  
Staffing Count: By Account**

	2013 Adopted Budget	2014 Adopted Budget	2015 Department Request	2015 Executive Total	2015 Legislative Adopted	2015 Staffing Inc/(Dec)
1230 County Executive						
Asst to Co Ex	1	1	1	1	1	0
Conf Sec Co Ex	1	1	1	1	1	0
Sec/Adm Asst I	1	1	1	1	1	0
County Executive	1	1	1	1	1	0
	4	4	4	4	4	0

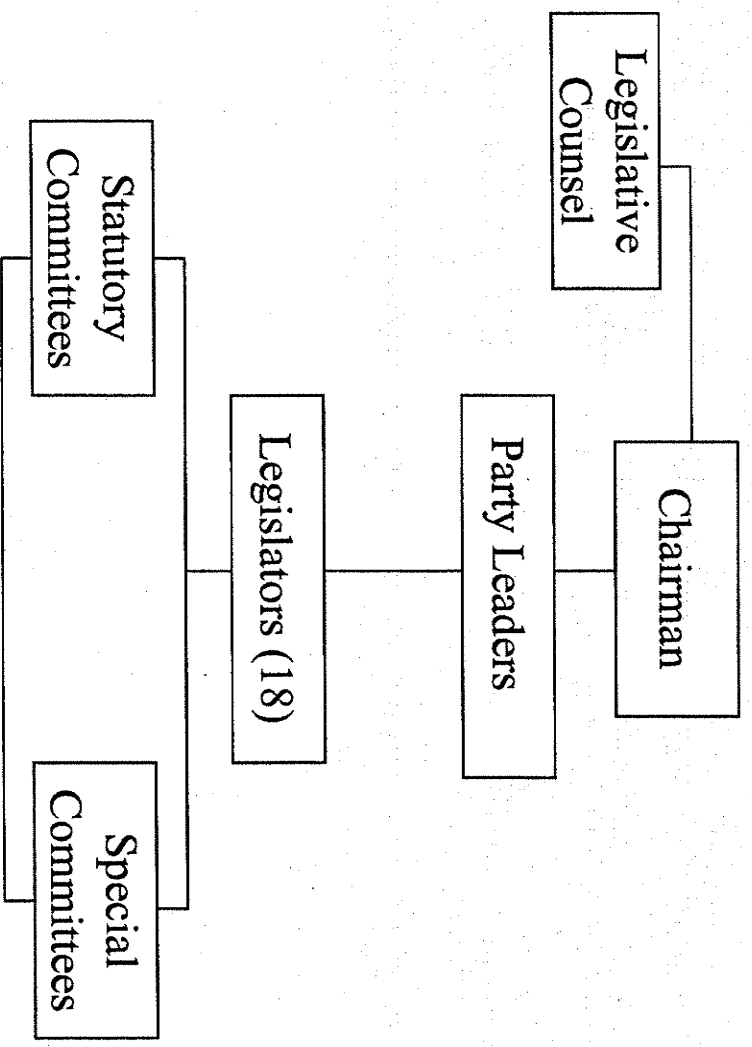
# 2015 Legislative Adopted Budget

## Supplementary Statement

### 2015 Budgeted Fixed Salaries

<u>Elected Position</u>	<u>2015 Annual Salary</u>
Chairperson of the Legislature	\$49,684
Chairs of Committees of the Legislature	\$33,124
County Clerk	\$107,650
County Executive	\$182,177
District Attorney	\$159,900
Legislators	\$29,811
Majority & Minority Party Leaders	\$36,436
Sheriff	\$119,988

# LEGISLATURE





# Ulster County GENERAL FUND

Department 1230 Municipal Executive  
Division 1072 County Executive

## EXPENSES

Account	2014 Actual	2015 Adopted Budget	2015 Amended Budget	2016 Executive Recommendation	2016 Adopted Budget
1300 - Regular Pay	670,533	683,791	683,791	694,808	694,808
1420 - Contractual Pays	22,000	20,250	20,250	23,000	23,000
4000 - Supplies	2,475	2,500	2,500	2,500	2,500
4300 - Professional Services	-	-	-	-	-
4580 - Conference Expenses	316	3,500	3,500	2,000	2,000
4590 - Travel	852	1,000	1,000	1,500	1,500
4600 - Misc Contractual Expense	6,937	8,500	8,500	8,250	8,250
8000 - Retirement	132,498	135,777	135,777	120,212	120,212
8010 - Social Security/FICA	49,625	53,859	53,859	54,912	54,912
8020 - Health Insurance	121,420	96,562	96,562	99,987	99,987
<b>Division Total</b>	<b>1,006,656</b>	<b>1,005,739</b>	<b>1,005,739</b>	<b>1,007,169</b>	<b>1,007,169</b>

## REVENUES

Account	2014 Actual	2015 Adopted Budget	2015 Amended Budget	2016 Executive Recommendation	2016 Adopted Budget
3280 - Misc Local Sources	-	-	-	-	-
<b>Division Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Department Expense Total</b>	<b>1,006,656</b>	<b>1,005,739</b>	<b>1,005,739</b>	<b>1,007,169</b>	<b>1,007,169</b>
<b>Department Revenue Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## DEPARTMENT POSITION SUMMARY

Title	# of Positions	Total Salary
AST DEP TO THE COUNTY EXECUTIVE	2	150,690
CONF SECRETARY COUNTY EXEC	1	53,294
COUNTY EXECUTIVE	1	133,572
DEPUTY COUNTY EXECUTIVE	3	357,252
<b>Total Benefited Positions</b>	<b>7</b>	<b>694,808</b>

## 2016 Authorized Positions

	2015				2016				
	GR	FTE	Amount	Modified FTE	GR	FTE	Amount	Approved FTE	Approved Amount
<b>A.1230 - General Fund, County Executive</b>									
AST CNTY EXEC	MI	1.00	91,426	1.00	MI	1.00	99,935	1.00	103,456
AST CNTY EXEC ECON DEV		0.00	0	0.00	MI	0.00	0	0.00	0
COMMS SPCLST		0.00	0	0.00	MC	0.00	0	0.00	0
COMMS DIR	MF	1.00	73,990	1.00	MF	1.00	80,914	1.00	82,888
COUNTY EXECUTIVE	E	1.00	139,870	1.00	E	1.00	139,869	1.00	139,869
DPTY CNTY EXEC	MJ	1.00	110,221	1.00	MJ	1.00	121,660	1.00	126,129
EXEC SECY	MC	1.00	53,868	1.00	MC	1.00	58,879	1.00	60,318
<b>A.1230 - General Fund, County Executive</b>		<b>5.00</b>	<b>469,375</b>	<b>5.00</b>		<b>5.00</b>	<b>501,257</b>	<b>5.00</b>	<b>512,660</b>
								<b>8.00</b>	<b>759,014</b>

County Executive  
Sub Area: General Gov't Support

2016 Budget For Dutchess County  
January 11, 2016

Account		2013	2014	2015	2015	2015	%EXP	2015	2016	2016	2016
Line	Description	Expended	Expended	Orig Approp	Mod Approp	EXP YTD		Original	Recommend	Approved	
Fund: A General Fund											
Department: A.1230 County Executive											
1010	Positions	468,891	470,848	469,375	491,594	483,314	98.3	501,257	512,660	759,014	
Total Salaries and Wages		468,891	470,848	469,375	491,594	483,314	98.3	501,257	512,660	759,014	
8200	Pymts to State Soc Sec	33,844	34,195	34,494	36,195	34,940	96.5	36,830	37,425	46,548	
8355	Long-Term Disability	2,599	2,599	2,600	2,683	2,682	100.0	2,692	2,707	2,707	
8400	Hospital, Med&Surg Ins	72,677	74,596	77,597	90,611	86,835	95.8	97,022	95,243	110,561	
8450	Optical Insurance	1,084	1,095	995	1,104	1,012	91.7	1,105	1,105	1,329	
8500	Dental Insurance	4,836	5,242	6,075	6,071	5,818	95.8	6,788	6,740	8,002	
8800	Life Ins & Acc Death & Dismemb	1,663	1,663	1,665	1,718	1,718	100.0	1,724	1,731	1,731	
8850	ACC Death & Dismemb	151	151	153	157	156	99.5	158	158	158	
Total Employee Benefits		116,854	119,541	123,579	138,539	133,161	96.1	146,319	145,109	171,036	
8100	Pymts to Retire System	73,949	87,685	87,867	89,394	89,394	100.0	81,502	81,502	81,502	
Total Benefits		73,949	87,685	87,867	89,394	89,394	100.0	81,502	81,502	81,502	
Total Personal Services		659,693	678,074	680,821	719,527	705,869	98.1	729,078	739,271	1,011,552	
4620.72	Employee Travel & Exp Travel	647	1,717	1,700	1,700	319	18.8	1,700	1,700	1,700	
4620.73	Employee Travel & Exp Reimb	0	0	2,000	1,550	0	0.0	1,500	1,500	1,500	
4631	Training Seminars/Conf	0	530	1,250	1,200	360	30.0	1,250	1,250	1,250	
4670.95	Subscriptions Subscr	12	0	250	0	0	0.0	250	250	250	
Total Employee Travel, Training, & Education		659	2,247	5,200	4,450	679	15.3	4,700	4,700	4,700	
4160	Office Supplies	2,448	3,070	3,000	3,428	3,415	99.6	2,750	2,750	2,750	
Total Supplies		2,448	3,070	3,000	3,428	3,415	99.6	2,750	2,750	2,750	
4628.51	Interdept Exp Land Lines	1,941	1,992	1,992	1,992	1,992	100.0	1,992	1,992	1,992	
4628.52	Interdept Exp Cell Phones	471	0	500	500	0	0.0	500	500	500	
4628.77	Interdept Exp Postage	2,516	2,084	1,500	1,048	700	66.8	1,500	1,500	1,500	
4628.78	Interdept Exp Copier Program	1,494	2,263	2,263	2,263	2,263	100.0	2,263	2,263	2,263	
4628.79	Interdept Exp Printing	325	160	300	300	485	161.7	300	300	300	
Total Interdepartment Svcs (Svcs by Dept for Dept)		6,747	6,498	6,555	6,103	5,439	89.1	6,555	6,555	6,555	
Total Interdepartmental Programs & Services		6,747	6,498	6,555	6,103	5,439	89.1	6,555	6,555	6,555	
4460	Comm Printing	0	0	150	150	0	0.0	400	400	400	
Total Contracted Services		0	0	150	150	0	0.0	400	400	400	
4570.63	Rent/Use - Equip Long T	15	9	12	12	3	24.5	12	12	12	
4610.71	Advertising Legal	554	401	600	600	298	49.7	600	600	600	

# Dutchess County

2016 Budget For Dutchess County  
January 11, 2016

County Executive  
Sub Area: General Gov't Support

## 2016 Authorized Positions

	2015			2016		
	Approved FTE	Amount	Modified FTE	Request FTE	Recommended FTE	Approved FTE
<b>A.1230 - General Fund,County Executive</b>						
AST CNTY EXEC	MI 1.00	91,426	MI 1.00	MI 1.00	MI 1.00	MI 1.00
AST CNTY EXEC ECON DEV	0.00	0	0.00	MI 0.00	0	MI 1.00
CMMS SPCLST	0.00	0	0.00	MC 0.00	0	2.00
CMMS DIR	MF 1.00	73,990	MF 1.00	MF 1.00	80,914	1.00
COUNTY EXECUTIVE	E 1.00	139,870	1.00	E 1.00	139,869	1.00
DPTY CNTY EXEC	MJ 1.00	110,221	1.00	MJ 1.00	121,660	1.00
EXEC SECY	MC 1.00	53,868	1.00	MC 1.00	58,879	1.00
<b>A.1230 - General Fund,County Executive</b>	<b>5.00</b>	<b>469,375</b>	<b>5.00</b>	<b>5.00</b>	<b>501,257</b>	<b>5.00</b>
					<b>512,660</b>	<b>8.00</b>
						<b>759,014</b>

County Executive  
Sub Area: General Gov't Support

2016 Budget For Dutchess County  
January 11, 2016

Account		2013	2014	2015	2015	%EXP	2015	2016	2016	2016
Line	Description	Expended	Expended	Orig Approp	Mod Approp		EXP YTD	Original	Recommend	Approved
Fund: A General Fund										
Department: A.1230 County Executive										
1010	Positions	468,891	470,848	469,375	491,594	98.3	483,314	501,257	512,660	759,014
Total Salaries and Wages		468,891	470,848	469,375	491,594	98.3	483,314	501,257	512,660	759,014
8200	Pymts to State Soc Sec	33,844	34,195	34,494	36,195	96.5	34,940	36,830	37,425	46,548
8355	Long-Term Disability	2,599	2,599	2,600	2,683	100.0	2,682	2,692	2,707	2,707
8400	Hospital,Med&Surg Ins	72,677	74,596	77,597	90,611	95.8	86,835	97,022	95,243	110,561
8450	Optical Insurance	1,084	1,095	995	1,104	91.7	1,012	1,105	1,105	1,329
8500	Dental Insurance	4,836	5,242	6,075	6,071	95.8	5,818	6,788	6,740	8,002
8800	Life Ins & Acc Death & Dismemb	1,663	1,663	1,665	1,718	100.0	1,718	1,724	1,731	1,731
8850	ACC Death & Dismemb	151	151	153	157	99.5	156	158	158	158
Total Employee Benefits		116,854	119,541	123,579	138,539	96.1	133,161	146,319	145,109	171,036
8100	Pymts to Retire System	73,949	87,685	87,867	89,394	100.0	89,394	81,502	81,502	81,502
Total Benefits		73,949	87,685	87,867	89,394	100.0	89,394	81,502	81,502	81,502
Total Personal Services		659,693	678,074	680,821	719,527	98.1	705,869	729,078	739,271	1,011,552
4620.72	Employee Travel & Exp Travel	647	1,717	1,700	1,700	18.8	319	1,700	1,700	1,700
4620.73	Employee Travel & Exp Reimb	0	0	2,000	1,550	0.0	0	1,500	1,500	1,500
4631	Training Seminars/Conf	0	530	1,250	1,200	30.0	360	1,250	1,250	1,250
4670.95	Subscriptions Subscr	12	0	250	0	0.0	0	250	250	250
Total Employee Travel, Training, & Education		659	2,247	5,200	4,450	15.3	679	4,700	4,700	4,700
4160	Office Supplies	2,448	3,070	3,000	3,428	99.6	3,415	2,750	2,750	2,750
Total Supplies		2,448	3,070	3,000	3,428	99.6	3,415	2,750	2,750	2,750
4628.51	Interdept Exp Land Lines	1,941	1,992	1,992	1,992	100.0	1,992	1,992	1,992	1,992
4628.52	Interdept Exp Call Phones	471	0	500	500	0.0	0	500	500	500
4628.77	Interdept Exp Postage	2,516	2,084	1,500	1,048	66.8	700	1,500	1,500	1,500
4628.78	Interdept Exp Copier Program	1,494	2,263	2,263	2,263	100.0	2,263	2,263	2,263	2,263
4628.79	Interdept Exp Printing	325	160	300	300	161.7	485	300	300	300
Total Interdepartment Svcs (Svcs by Dept for Dept)		6,747	6,498	6,555	6,103	89.1	5,439	6,555	6,555	6,555
Total Interdepartmental Programs & Services		6,747	6,498	6,555	6,103	89.1	5,439	6,555	6,555	6,555
4460	Comm Printing	0	0	150	150	0.0	0	400	400	400
Total Contracted Services		0	0	150	150	0.0	0	400	400	400
4570.63	Rent/Use - Equip Long T	15	9	12	12	24.5	3	12	12	12
4610.71	Advertising Legal	554	401	600	600	49.7	298	600	600	600

County Executive  
 Sub Area: General Gov't Support

2016 Budget For Dutchess County  
 January 11, 2016

Account		2013	2014	2015	2015	%EXP	2015	2016	2016	2016
Line	Description	Expended	Expended	Orig Approp	Mod Approp		EXP YTD	Original	Recommend	Approved
4650	External Postage	63	402	100	874	95.0	831	600	600	600
	Total Operations	632	812	712	1,486	76.2	1,132	1,212	1,212	1,212
	Total A.1230 - County Executive	670,179	690,701	696,438	735,144	97.5	716,534	744,695	754,888	1,027,169

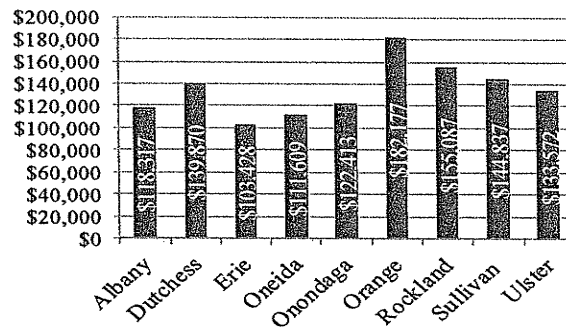
Albany, Dutchess, Erie, Onondaga, Rockland, and Ulster's highest paid officials, of those surveyed, are the Commissioners of Health. This is assumed to be attributable to these individuals being PhD's.

### Comparison of Salaries to Specific Job Titles

#### County Executive

The following graph illustrates the salaries earned by the County Executive. Orange County's Executive earns \$182,177, which is \$78,749 more than the lowest (Erie). As mentioned, Erie County's elected officials' salaries are set by their charter, which has not been revised since 1996. The average Executive salary is \$134,590, Ulster County's Executive earns \$1,018 below the average but is the median salary for the counties surveyed.

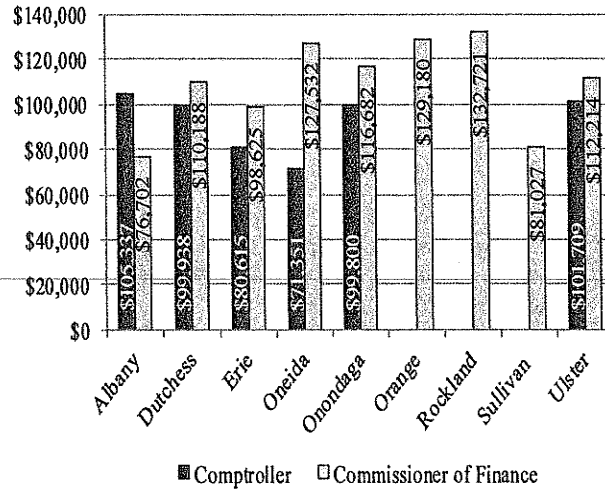
#### 2014 Executive Salary



#### County Comptroller/Commissioner of Finance

Orange and Rockland County do not have a Comptroller. They have a Commissioner of Finance who is responsible for both operations. Sullivan County has a County Auditor who performs the audit and control function of government.

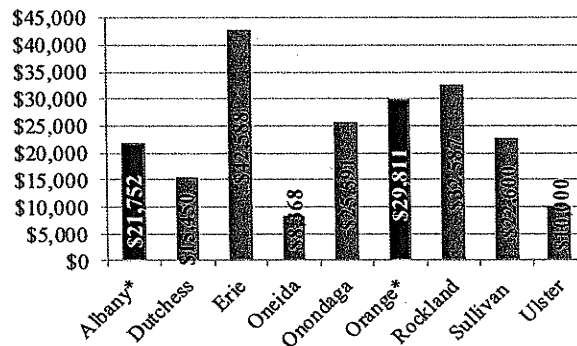
### 2014 Comptroller & Commissioner of Finance Salaries



### County Legislators

The salaries for County Legislators are very inconsistent and fluctuate somewhat significantly regardless of the cost of living or demographics of the region. For instance, Erie County's legislators are both part-time and full time employees that earn \$42,588 regardless of their full or part-time status, while the salaries of our Ulster County Legislators, who are exclusively part-time, are \$10,000<sup>1</sup>, which is also approximately \$13,000 below the average. It is important to mention that in Albany and Orange County, their legislators are considered full time, while in the other six counties, legislators serve in a part-time capacity. Even in comparison with these exclusively part-time legislative counties, the comparably paid Ulster and Oneida legislators are paid between approximately \$5,500 and \$32,600 less.

### 2014 Legislators Salaries



\*Albany & Orange County Legislators are considered Full Time employees

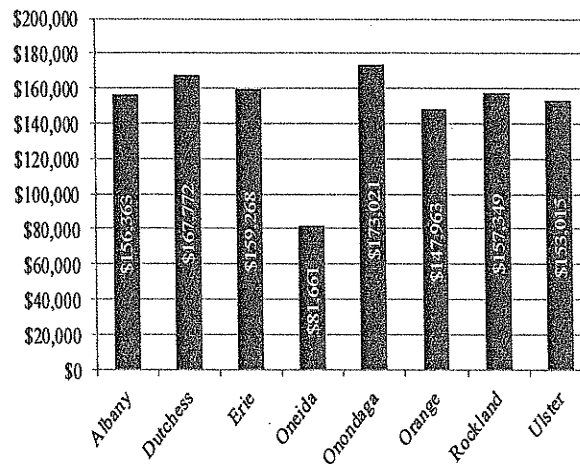
<sup>1</sup> This data does not include those amounts paid to Majority and Minority Leader Legislators. In six of the 8 Counties surveyed, Majority and Minority leaders earn anywhere from about \$1,600 to \$8,200 more.



## Commissioner of Health

The Commissioner of Health is one of the highest paid positions in the nine counties surveyed with the highest being Onondaga and the lowest Oneida. With the outlier removed, Ulster County falls to second lowest salary for this position at approximately \$6,000 under the average.

**2014 Salaries of the Health Commissioners**



## **General Overview**

**Table 3** illustrates all the positions surveyed and where Ulster County salaries are in relation to the other counties' responses. Only four Ulster positions earn a salary that is above the County average: Comptroller, Clerk, Commissioner of Health<sup>2</sup>, and Commissioner of Finance. The remaining 16 positions are below the average salary including the Legislative Chair, County Attorney, and Deputy Comptroller. Lastly, the table demonstrates that in no position is Ulster County the highest paid.

It may be a hallmark of fiscal responsibility that Ulster is not the highest paid salary in any category. It may be equally noteworthy, however, from a standpoint of attracting and retaining a highly trained and motivated professional workforce, that Ulster is below the average salary in all but 4 of 20 positions surveyed.

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<sup>2</sup> Ulster County is above average when Oneida County is inclusive in the data; however, it falls below with that deviation excluded from the calculation.

**Table 3: Where Ulster County Salaries stand in relation to the other surveyed counties**

Title*	Ulster Salaries	Average Salaries	Above/ (Below)	Lowest Salary	Above Lowest	Highest Salary	Above/ (Below)
County Executive	\$ 133,572	\$ 134,590	\$ (1,018)	\$ 103,428	\$ 30,144	\$ 182,177	\$ (48,605)
County Executive Deputy	112,214	116,644	(4,430)	93,720	18,494	146,047	(33,833)
County Legislators	10,000	23,194	(13,194)	8,368	1,632	42,588	(32,588)
Legislative Chair	19,500	36,861	(17,361)	19,500	-	52,588	(33,088)
Legislative Majority Leader	12,000	26,316	(14,316)	10,038	1,962	47,588	(35,588)
Legislative Minority Leader	12,000	25,202	(13,202)	10,038	1,962	47,588	(35,588)
County Legislative Counsel	50,000	77,236	(27,236)	40,000	10,000	115,000	(65,000)
Legislative Clerk	73,351	76,454	(3,103)	42,038	31,313	104,400	(31,049)
County Attorney	101,709	131,353	(29,644)	101,709	-	149,119	(47,410)
County Comptroller	101,709	92,375	9,334	71,351	30,358	105,337	(3,628)
Comptroller Deputy	79,991	92,853	(12,862)	79,991	-	112,677	(32,686)
County Clerk	101,709	94,531	7,178	67,952	33,757	132,037	(30,328)
Commissioner of Election	77,869	81,203	(3,334)	62,784	15,085	106,877	(29,008)
Sheriff	101,706	108,014	(6,308)	79,092	22,614	143,322	(41,616)
Undersheriff	94,023	103,332	(9,309)	69,592	24,431	128,100	(34,077)
Commissioner of Social Services	103,743	116,413	(12,670)	86,000	17,743	149,182	(45,439)
Commissioner of Health	153,015	149,552	3,464	81,661	71,354	173,021	(20,006)
Commissioner of Department of Public Works	94,748	110,982	(16,234)	85,786	8,962	131,800	(37,052)
Director of Personnel	91,053	102,098	(11,045)	89,706	1,347	127,900	(36,847)
Commissioner of Finance and/or Treasurer	112,214	109,430	2,784	76,702	35,512	132,721	(20,507)

## POINTS FOR DISCUSSION WHEN CONSIDERING AN ELECTED COUNTY EXECUTIVE

Ulster County (County Attny Bea Havranek):

1. Why did Ulster County decide to explore a County Executive form of government?

*The County of Ulster had got to a point where it needed to be run as a business. "...the County was in the midst of building a new jail because they were being forced to build a new jail. The jail almost doubled in costs..".*

*They had an elected Comptroller and an elected Executive. The Treasurer's position which was an elected position was eliminated in the Charter and the Auditing Department was eliminated in the Charter. Instead, now they have the Comptroller who is the Chief Auditing Officer of the County and a Commissioner of Finance who is the Chief Fiscal Officer of the County. Most duties that went to the Treasurer went to the Commissioner of Finance. The one thing that is really important to remember about an Executive form of government is there is this one phrase under the Executive that defines his duties and it is the part that is "to supervise, direct and control departments." It is important because that is how your county operates, it no longer operates on a committee basis, it is operated by a CEO a County Executive. The other important thing to remember is the County Executive, although he could appoint and those appointments were subject to confirmation by the Legislature, the department heads, not the other elected officials because they control their own offices to a certain point but the department heads serve at the pleasure of the County Executive. So, if the job is not being done, he always has the opportunity to dismiss someone and put someone else at the head of that department so that the work of the county can get done.*

2. Who actually drafted the Charter for them?

*Ms. Havranek stated that the Commission drafted the portion of the Charter with their major ideas and how they wanted it to run and then the Legislature with the County Attorney's office worked with a special committee that the Legislature created of Legislators to actually draft the Charter.*

3. Was there any real opposition publically as they were going through this process on a County Executive form?

*There were a few Legislators that did not vote for the Charter but the super majority of the Legislators at that time were in favor of the Charter. The beauty of having an Executive is that they can say that this project needs the Department of Public Works, the Department of Environment and the County Attorney's office, I am directing all of you to get together and figure this out and do it now and I want it done by a certain date. Previously, it would go through two or three committee meetings and there would be discussion and it would take so much time to come to a conclusion that yes, they need to rebuild this bridge. The only emergency that they have ever had in this county has been Hurricane Irene and that was important because it also showed that having leadership of one person to make decisions when you're in the middle of a major catastrophe that was never seen before in this county and was so important.*

4. If Sullivan County decided to transition to a County Executive structure would they need to eliminate the elected Treasurer position? *Having the Commissioner of Finance rather than a Treasurer has made a big difference in our county because he is not independent he has to conform and work with the County Executive in order to get things done. County taxes have not risen since they have had an Executive form of government and last year their budget was reduced. They eliminated many positions, they are about 2/3 smaller than they were when they started out.*

5. How has the Executive form of government been most helpful to Ulster County?

*Ms. Havranek stated that they have one face that represents the county and that is important. It is not 33 or 23 faces that may or may not agree with each other you have one person who takes responsibility.*

6. With the administration of County Executive Hein, what do you think the greatest successes have been for the people of the county?

*He believes that the people of Ulster County come first and that the taxpayers of Ulster County come first and that this government should be as transparent as possible. He hires department heads that qualify for the position, they are not someone's friend or relative or something else. Prior to his leadership, department heads were predominately men at this stage 52% of the department heads that have come under his jurisdiction are women, not because they are women because he feels that they are the most qualified for the position. The Department of Public Works Commissioner hired last year was the first woman to hold that title. He believes in the environment, he recently created electric charging stations on all of the facilities. They have seen a tourism increase because of it, it is something that they are all proud of.*

7. Many argue that it will increase the cost of government by adding another layer, had that been the case in Ulster County?

*Ms. Havranek stated no they reduced the cost of government. Efficiency and economy comes by having one face and one person in charge and one person responsible to make decisions and have the courage to move the county forward.*

8. Has Ulster County improved financial management, budgeting and property taxes?

*Ms. Havranek stated yes, absolutely, the Commissioner employs professionals when he needs them.*

9. How has the County Executive form of government altered Ulster County's relationship with other forms of government.

*Ms. Havranek stated that the County Executive has a working relationship with the Governor, like I said there is one face so if the County Executive needs something or the Governor needs something and they agree on it you know it is likely to happen.*

**Follow-up discussion after the pre-submitted questions: (for complete response refer to recorded minutes)**

Mr. Burckard inquired seeing how their government operates at this point, if you are looking at your Charter and your Code, do you think you are better served by having a shorter Charter and putting more of the mechanics or operations in the Code because it is easier to amend the Code when necessary, or do you feel that you are better served by putting a lot more into the Charter initially?

*Ms. Havranek stated that the Code is always going to be bigger because it encompasses your local laws and a bunch of things that are necessary for the operation of the Code. However, she would say that the Charter should be smaller, you really need to be careful in the Charter by defining the powers and the duties of the elected officials and the separate branches of government. You really need to concentrate on that Charter and make sure that those basic decisions about who is responsible for what and what their duties and responsibilities are and if they are clear. It is something that cannot be changed without going for a referendum on it. They put a clause in their Charter that if in fact there is any effort to curtail or transfer the powers of one elected official to another, it needs to go to a mandatory referendum. It is so important that the Executive have the authority as the Chief Executive Officer to do what he or she has to do to keep the county running efficiently.*

Mr. Ferguson inquired if Ms. Havranek can clarify the scale of government employees before and after County Executive?

*Ms. Havranek stated that she does not have the number of employees in front of her but she thinks that they have something like 1800 employees to begin with and it is around 1300 now.*

*Mr. Hanson added when he was there before they sold Golden Hill the budget was \$363 million and before he left it was around \$331 million, which is a \$30 million drop. The decrease in employees was from the sale of the home and through attrition. They reorganized departments and what the departments did was done strategically over four or five years to lower the size of the government.*

Mr. Liblick inquired if in Albany, she feels that there is more attention in Ulster County right now pre County Executive?

*Ms. Havranek stated absolutely, County Executive Mike Hein and Ulster County is well known because of him.*

Mr. Liblick inquired what Executive Mike Heins restrictions were when he was an Administrator as opposed to the County Executive. What clear differences do you see in his performance?

*Ms. Havranek stated he served at the pleasure of the Legislature; he could not be autonomous to make decisions without a committee or the Legislature and everyone putting their ideas forward. For instance, when they finally went to the Charter, January 1st came along, weeks before January, the Legislature being the only form of government that they had, argued for weeks about where the County Executive office was going to be. January 1st the County Executive came in and said this is where it is going to be and this is where you are going to be. They were not happy about it but that is the kind of decision making the County Executive has.*

July 20, 2016



Elliott Auerbach, Comptroller  
244 Fair Street  
Kingston, NY 12401  
845-340-3529

## Office of The Ulster County Comptroller

### COUNTY SALARY COMPARISON

June 23, 2014

Payroll is one of the largest cost centers for most government units. The broad nature of the services provided to taxpayers in the operation of a County, which range from public safety and law enforcement, to street and infrastructure maintenance, to health and human services, mandate that salaried employees and officers should represent a large segment of the overall cost of government operation. Such is the case in Ulster County.

It is also important to recognize that the raw numbers associated with that expenditure should not be understood in isolation; the public sector salary marketplace is as dynamic, if not typically as lucrative, as that of the private sector. Although public service is its own reward, pay rates and fixed salaries at every level are a major factor in the recruitment, retention, and longevity of qualified employees in these critical areas of service delivery. And, maintaining a certain level of salary equity for elected officials is also in the public interest as it impacts the pool of qualified individuals willing to run for office and serve with unfettered and uncompromised attention to their duties. In this context, the efficacy of studying comparisons to private sector equivalencies in job skills and duties may be debated, but it is certainly prudent to be mindful of comparative payroll structures in regional counties. Such review and analysis should assist the Executive and the Legislature in balancing the fiscal constraints dictated by good financial stewardship with the need to ensure that the County can attract and retain qualified individuals to serve its constituents.

This report summarizes the salaries of specific positions of local County Government for nine New York State Counties in 2014. The collected information was gathered from a survey conducted by our Office to the specific Counties, for which have closely relatable geographical locations and/or government structures to ours. The counties surveyed were: Albany, Dutchess, Erie, Oneida, Onondaga, Orange, Rockland, Sullivan and Ulster County.

The data allows for meaningful general comparisons between regional organizations. Because every County's framework varies, these numbers do not take into account significant factors that may limit the ability to make direct comparisons between positions. Some of the factors that require consideration include:

- Size and population of the County; (**Table 1**)
- How closely do the duties and responsibilities of the other jurisdictions' positions align themselves with Ulster County positions?
- Are the positions part-time or full-time?
- How many employees does the position have direct managerial control and responsibility over?
- How do the jurisdictions' benefit packages compare?

- How do the economic conditions of the surveyed jurisdictions match up to Ulster County?
- How do quality of life factors affect the market prices for top officials?

Notwithstanding the factors which must be weighed in making comparisons, the data has been vetted sufficiently to allow for valuable insights and the prompting of further research and analysis should the administration or the legislature desire such follow up.

**Table 1: Size, Population and Adopted Budget for the Counties Surveyed**

	Area (Sq. Mi.)	Population	2014 Adopted Budget
Albany	533	305,455	\$ 628,000,000
Dutchess	825	297,322	439,000,000
Erie	1,227	919,086	1,611,000,000
Oneida	1,213	233,556	376,000,000
Onondaga	806	466,852	1,214,000,000
Orange	839	374,512	763,000,000
Rockland	199	317,757	753,000,000
Sullivan	997	76,793	226,000,000
Ulster	1,161	181,791	336,000,000

**Table 2** (set forth on the final page of the Report) illustrates the responses from the respective Counties. It is important to recognize the following variables and assumptions with regard to the structure and/or titles held of each County:

- **Albany County** refers to their Commissioner of Finance as “Director of Management & Budget” this salary is included in the Commissioner of Finance category.
- **Erie County** refers to their Director of Personnel as “Commissioner of Personnel” and their Commissioner of Finance is known as the “Commissioner/Director of Real Property.” The salaries of the elected officials are set by the Charter and have not been approved for salary increases by an amendment. There are two deputy positions under the Comptroller; Deputy Comptroller of Accounting whose responsibilities are similar to a County Treasurer and the Deputy Comptroller for Internal Audit who is responsible for the oversight of County activity.
- **Oneida County** does not have a separate attorney for the legislature; their County Attorney is responsible for their legal matters. Their County Comptroller, by law, is also the Public Administrator for intestate/decedents. The County Comptroller receives statutory commissions on these estates, where applicable.
- **Rockland County** does not refer to their Deputy Executives as such, and therefore the salary for this title reflects the salary of their “Chief of Staff.” This County does not have a Comptroller, and it also does not title their Commissioner of Department of Public Works, Director of Personnel and Commissioner of Finance in accordance with the titles we used for our salary comparison. Instead, this County titles these positions “Superintendent of Highways,” “Commissioner of Personnel,” and “Director of Fiscal Operations.”

- **Sullivan County** does not have a County Executive, instead they have a County Manager; this salary is included in the County Executive category. This County also does not use the same titles as we have listed for our surveying purposes; they title their Commissioner of Social Services as the Director of Health & Family Services.

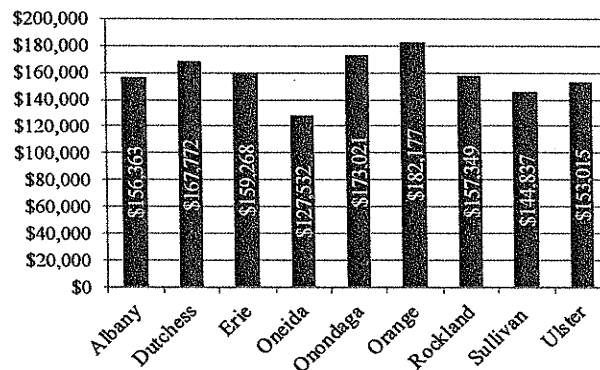
**Table 2: Salaries of Surveyed County Positions**

Title*	County									Average
	Albany	Dutchess	Erie	Oneida	Onondaga	Orange	Rockland	Sullivan	Ulster	
County Executive	\$ 118,317	\$ 139,870	\$ 103,428	\$ 111,609	\$ 122,413	\$ 182,177	\$ 155,087	\$ 144,837	\$ 133,572	\$ 134,590
County Executive Deputy	106,869	108,059	126,608	93,720	133,734	146,047	105,900	-	112,214	116,644
County Legislators	21,752	15,450	42,388	8,368	25,591	29,811	32,587	22,600	10,000	23,194
Legislative Chair	36,257	32,952	52,388	21,747	46,615	49,684	40,805	31,600	19,500	36,861
Legislative Majority Leader	28,148	23,688	47,388	10,038	-	36,436	-	-	12,000	26,316
Legislative Minority Leader	25,590	19,560	47,388	10,038	-	36,436	-	-	12,000	25,202
County Legislative Counsel	115,000	50,000	-	-	40,000	110,018	98,400	-	50,000	77,236
Legislative Clerk	42,038	84,747	86,690	-	84,176	-	104,400	59,774	73,351	76,454
County Attorney	110,726	132,500	136,779	120,327	149,119	147,416	143,600	140,000	101,709	131,353
County Comptroller	105,337	99,938	80,615	71,351	99,800	-	-	87,873	101,709	92,375
Comptroller Deputy	87,239	81,395	112,677	90,196	105,622	-	-	-	79,991	92,853
County Clerk	99,665	106,023	79,092	67,952	78,654	107,650	132,037	78,000	101,709	94,531
Commissioner of Election	83,232	75,000	106,877	66,352	90,609	-	86,901	62,784	77,869	81,203
Sheriff	107,764	125,664	79,092	99,037	110,120	116,493	143,322	88,928	101,706	108,014
Undersheriff	100,885	104,015	111,595	69,592	119,409	125,671	128,100	76,694	94,023	103,332
Commissioner of Social Services	103,738	132,826	118,857	115,639	120,884	116,845	149,182	86,000	103,743	116,413
Commissioner of Health	156,363	167,772	159,268	81,661	173,021	147,963	157,349	-	153,015	149,552
Commissioner of Department of Public Works	85,786	122,500	118,857	105,356	-	125,382	131,800	103,426	94,748	98,651
Director of Personnel	89,706	101,725	105,206	94,703	105,616	110,976	127,900	92,000	91,053	102,098
Commissioner of Finance and/or Treasurer	76,702	110,188	98,625	127,532	116,682	129,180	132,721	81,027	112,214	109,430

\*Titles may be different based on the County's framework.

The data shows that of the categories surveyed, six of the Counties highest paid officials hold the position of Commissioner of Health, who earns on average, \$161,131. Oneida, Orange and Sullivan are the three Counties where their Commissioner of Finance (Oneida) and their Executive (Orange and Sullivan) earn the greatest salaries; \$127,532, \$182,177 and \$144,837 respectively.

### 2014 Top Salaries





said I don't necessarily have to Skype in, I can listen to the tape as long as everyone speaks clearly. Discussion ensued on whether an absent member will be allowed to vote if they Skype into a meeting. Co-Chair Rajszt said according to Robert Freeman (Open Meetings Law) yes but we need to create a policy. Bill Liblick said if it is this room we can do conference call and we can do either/or. Lorne informed members that conference calls could be in the big room as well, as long as it is in this building. Legislator Benson said I would advise caution with a conference call because you don't know who is seating there, just caution. Paul Burckard asked if the agenda and minutes could be posted on the website? Lorne said they are already there, meeting schedule, agendas, and minutes. Co-Chair Rajszt thanked Lorne Green.

Co-Chair Rajszt informed members that Larry Richardson prepared a resolution to authorize long distance electronic participation.

**Resolution # 4-2015**

**Sullivan County Charter Review Commission Resolution dated April 15, 2015**

**Resolution to Authorize Long Distance Electronic Participation at Sullivan County Charter Revisions Commission Meetings.**

**Whereas**, the duly appointed members of the Sullivan County Charter Review Commission has voted to operate under the provisions of Roberts Rules, and

**Whereas**, Roberts Rules does not provide for long distance electronic participation at scheduled meetings, and

**Whereas**, from time to time a duly appointed commission member may be out of the area at the time of the scheduled meeting but wishes to participate and has the electronic capability available to do so, and

**Whereas**, it is very important that members progress through the review procedure background presentation available to all.

**Now, Therefore, Be It Resolved**, that long distance participation by a duly appointed commission member via electronic means when verified, shall count as being in attendance and such participation shall have all the privileges of an attending member.

**Motion moved by Sandra Johnson Fields, seconded by Steve Altman, discussion to have the wording sent to each member, motion carried unanimously, all ayes, no nays.**

Co-Chair Rajszt introduced Sam Yasgur, County Attorney.

Sam Yasgur, County Attorney said I would like to start off by asking the members a couple of questions. This is my second period of services as a County Attorney. I served as County Attorney in Westchester County for ten years. It is much different then serving here. It has an elected County Executive, very different. I told Nadia today, Westchester County is the only



EDITORIAL

## A county executive could help Sullivan

The idea is nothing more than a whisper, the familiar refrain that perhaps it is time for Sullivan County to jettison its traditional form of government and switch to the prevailing one in the surrounding region — a county executive.

There is bound to be reluctance for all the usual reasons. It might cost more to have a full-time manager paid according to the going rate. It would concentrate power in the hands of an individual, because no matter how many checks and balances the county builds in, you know that there are many decisions that have to be made in the office of the chief executive, decisions that over time add up to control.

Then there is the fear that even if you like the idea in the abstract, even if you understand that no business — and aren't we always talking about running governments more like the businesses they are? — runs well when it is run by committee, you still might get the wrong person in the job.

Sullivan County should not get too hung up about who is in office. You can have a great group or a dysfunctional one, just as you can hire a good county executive or one who is not up to the task.

The county faces formidable challenges, including its continuing rank as the second least healthy county in the state and the construction of an expensive new jail. Right now, it is hard to see how it can meet all of its financial obligations and still keep taxes in check. It also has formidable opportunities with the upcoming opening of

a new casino and other resorts, opportunities that could return more with more professional management.

The whisper is likely to be spoken out loud next month, when the county Charter Review Commission issues its report. Larry Richardson, a co-chair of the commission, said that at the last meeting all who attended “expressed the conclusion after many months of testimony, that the county would be better served if an elected county executive were in place.” Any proposal will have to go to a public vote.

For now, while this is just something to think about, it helps to bring in some advice from an acknowledged expert on the subject, advice just waiting for the chance to be applied. It comes from a respected public servant in Sullivan County who not only did what he was supposed to do and did it well, but also managed to do it in his own individual way.

When Ira Cohen, longtime county treasurer, died in the fall of 2014, tributes poured in. In his long career, which included stints as a public defender and the county attorney, he was a student of both government and Sullivan County government. He did not hesitate to point out that the two were not necessarily the same.

Asked a while ago if the county needed a county executive, he said it did and it does:

“All you have here is a small clique who works in cahoots with the county manager, and a majority of the Legislature who complains that they can't get any answers.”

ANOTHER

LEWIS

YOUR LETTER

### Why voting makes sense

In her Monday line Liu wrote the Education Secretary with a new report on local school. It's Score.

Does anyone believe that a government can't even take care of a school? Based on

Let's relate this Brexit vote for school taking their course have a choice; being governed. difference? When as the British people get mandates from bureaucrats (John force their will on us, and in this dren. There is often can do to fight it. is to be able to participate process and determine through the will of We may not always but at least we go conscience.



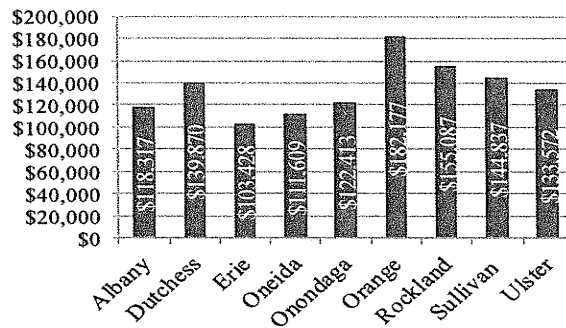
Albany, Dutchess, Erie, Onondaga, Rockland, and Ulster’s highest paid officials, of those surveyed, are the Commissioners of Health. This is assumed to be attributable to these individuals being PhD’s.

### Comparison of Salaries to Specific Job Titles

#### County Executive

The following graph illustrates the salaries earned by the County Executive. Orange County’s Executive earns \$182,177, which is \$78,749 more than the lowest (Erie). As mentioned, Erie County’s elected officials’ salaries are set by their charter, which has not been revised since 1996. The average Executive salary is \$134,590, Ulster County’s Executive earns \$1,018 below the average but is the median salary for the counties surveyed.

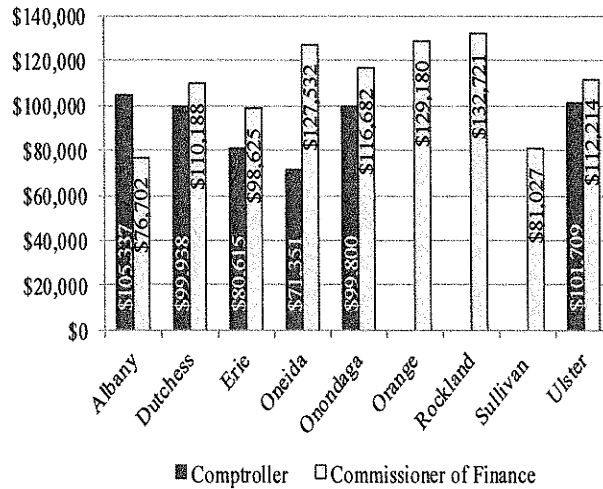
#### 2014 Executive Salary



#### County Comptroller/Commissioner of Finance

Orange and Rockland County do not have a Comptroller. They have a Commissioner of Finance who is responsible for both operations. Sullivan County has a County Auditor who performs the audit and control function of government.

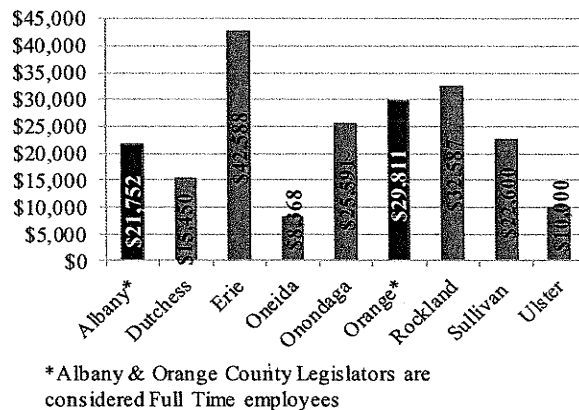
### 2014 Comptroller & Commissioner of Finance Salaries



### County Legislators

The salaries for County Legislators are very inconsistent and fluctuate somewhat significantly regardless of the cost of living or demographics of the region. For instance, Erie County's legislators are both part-time and full time employees that earn \$42,588 regardless of their full or part-time status, while the salaries of our Ulster County Legislators, who are exclusively part-time, are \$10,000<sup>1</sup>, which is also approximately \$13,000 below the average. It is important to mention that in Albany and Orange County, their legislators are considered full time, while in the other six counties, legislators serve in a part-time capacity. Even in comparison with these exclusively part-time legislative counties, the comparably paid Ulster and Oneida legislators are paid between approximately \$5,500 and \$32,600 less.

### 2014 Legislators Salaries

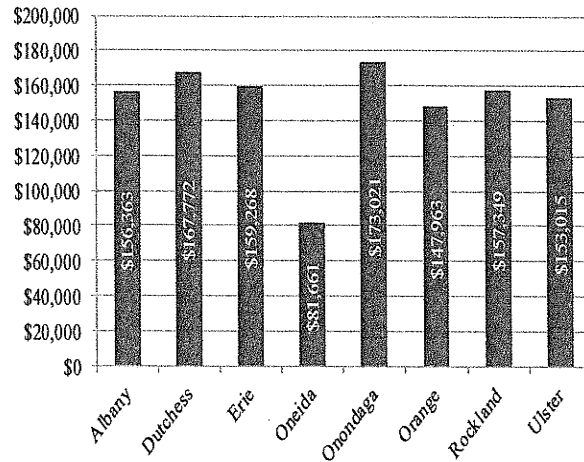


<sup>1</sup> This data does not include those amounts paid to Majority and Minority Leader Legislators. In six of the 8 Counties surveyed, Majority and Minority leaders earn anywhere from about \$1,600 to \$8,200 more.

## Commissioner of Health

The Commissioner of Health is one of the highest paid positions in the nine counties surveyed with the highest being Onondaga and the lowest Oneida. With the outlier removed, Ulster County falls to second lowest salary for this position at approximately \$6,000 under the average.

**2014 Salaries of the Health Commissioners**



## **General Overview**

**Table 3** illustrates all the positions surveyed and where Ulster County salaries are in relation to the other counties' responses. Only four Ulster positions earn a salary that is above the County average: Comptroller, Clerk, Commissioner of Health<sup>2</sup>, and Commissioner of Finance. The remaining 16 positions are below the average salary including the Legislative Chair, County Attorney, and Deputy Comptroller. Lastly, the table demonstrates that in no position is Ulster County the highest paid.

It may be a hallmark of fiscal responsibility that Ulster is not the highest paid salary in any category. It may be equally noteworthy, however, from a standpoint of attracting and retaining a highly trained and motivated professional workforce, that Ulster is below the average salary in all but 4 of 20 positions surveyed.

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<sup>2</sup> Ulster County is above average when Oneida County is inclusive in the data; however, it falls below with that deviation excluded from the calculation.

**Table 3: Where Ulster County Salaries stand in relation to the other surveyed counties**

<b>Title*</b>	<b>Ulster Salaries</b>	<b>Average Salaries</b>	<b>Above/ (Below)</b>	<b>Lowest Salary</b>	<b>Above Lowest</b>	<b>Highest Salary</b>	<b>Above/ (Below)</b>
County Executive	\$ 133,572	\$ 134,590	\$ (1,018)	\$ 103,428	\$ 30,144	\$ 182,177	\$ (48,605)
County Executive Deputy	112,214	116,644	(4,430)	93,720	18,494	146,047	(33,833)
County Legislators	10,000	23,194	(13,194)	8,368	1,632	42,588	(32,588)
Legislative Chair	19,500	36,861	(17,361)	19,500	-	52,588	(33,088)
Legislative Majority Leader	12,000	26,316	(14,316)	10,038	1,962	47,588	(35,588)
Legislative Minority Leader	12,000	25,202	(13,202)	10,038	1,962	47,588	(35,588)
County Legislative Counsel	50,000	77,236	(27,236)	40,000	10,000	115,000	(65,000)
Legislative Clerk	73,351	76,454	(3,103)	42,038	31,313	104,400	(31,049)
County Attorney	101,709	131,353	(29,644)	101,709	-	149,119	(47,410)
County Comptroller	101,709	92,375	9,334	71,351	30,358	105,337	(3,628)
Comptroller Deputy	79,991	92,853	(12,862)	79,991	-	112,677	(32,686)
County Clerk	101,709	94,531	7,178	67,952	33,757	132,037	(30,328)
Commissioner of Election	77,869	81,203	(3,334)	62,784	15,085	106,877	(29,008)
Sheriff	101,706	108,014	(6,308)	79,092	22,614	143,322	(41,616)
Undersheriff	94,023	103,332	(9,309)	69,592	24,431	128,100	(34,077)
Commissioner of Social Services	103,743	116,413	(12,670)	86,000	17,743	149,182	(45,439)
Commissioner of Health	153,015	149,552	3,464	81,661	71,354	173,021	(20,006)
Commissioner of Department of Public Works	94,748	110,982	(16,234)	85,786	8,962	131,800	(37,052)
Director of Personnel	91,053	102,098	(11,045)	89,706	1,347	127,900	(36,847)
Commissioner of Finance and/or Treasurer	112,214	109,430	2,784	76,702	35,512	132,721	(20,507)