

**PERSONNEL AND COMPENSATION COMMITTEE
MINUTES**

**MONDAY, SEPTEMBER 17, 2018
3:30 P.M.**

PRESENT: John S. Vero, Chairman,
Leigh J. Benton, Thomas J. Faggione, Paul Ruskiewicz,
Rob Sassi, Joel Sierra, Kathy A. Stegenga

ALSO

PRESENT: L. Stephen Brescia, Chairman
Katie Bonelli, Majority Leader
Michael D. Paduch, Minority Leader
Barry J. Cheney, Legislator
Antoinette Reed, Legislative Counsel
Steven M. Gross, Commissioner of Human Resources
Donna McCarey, Deputy Commissioner of Human Resources
Alison Tyack, Director of Personnel Management, Human Resources
Carl E. DuBois, Sheriff
Kenneth T. Jones, Undersheriff

Mr. Vero called the meeting to order at 3:30 p.m. and asked everyone to stand for a moment of silence to remember two members of the Orange County Sheriff's Office who passed away, Officer Alecks S. Elia and Lieutenant Frank A. Maiorino, followed by the Pledge of Allegiance to the Flag. All members were present with the exception of Ms. Tautel who was absent and Mr. Ruskiewicz who arrived at 3:36 p.m.

Mr. Faggione moved the request to amend
Local Law No. 1 of 2016, fixing the compensation
for the Sheriff of Orange County, seconded by
Ms. Stegenga.

Commissioner Gross explained that in June the Legislature took action to change the management pay structure for command managers in the Sheriff's Office and Corrections with respect to them being able to earn more than the people they oversee. This was a result of the collective bargaining agreement that was passed. The Legislature voted to make the Undersheriff, Assistant Undersheriff, Chief, Deputy Sheriff and the Captain all at 3% higher than the next grade they would supervise. What has happened as a result of that, the Sheriff, as the top law enforcement official in the County has now fallen behind the staff that he supervises. To correct this, they request to set the Sheriff's salary at 3% over the Undersheriff salary. He added that the Sheriff is up for re-election this year, they need to set the salary for the next four year term: 2019 to 2022. In 2019 the Undersheriff's salary will be \$147,528 and 3% over that is \$4,425. The proposed salary for the Sheriff for 2019 is \$151,954, for 2020 \$158,392, for 2021 \$162,871 and for 2022 is \$167,769.

Ms. Reed commented that they would adopt a local law fixing the salary from 2019 to 2022 but in 2022 they would need to revisit it to set the salary for the new term.

Sheriff DuBois asked if it was under the County Charter or the New York State who dictates the procedure.

Ms. Reed explained that they are only setting the salary for four years as required by state law. The local law sets forth a formula that the Legislature used in determining the salary, but the formula itself does not establish the salary going forward. The Legislature will have to revisit and establish the Sheriff's salary for the following term of office.

Mr. Benton stated that four years ago the Sheriff's salary was set after petitions already started and someone who was interested in running for the position had the opportunity to decide if they would run or not. He would have thought that the Legislature would have learned a lesson from that. He was disappointed that the Legislature did not address this earlier in January through May. Hopefully in the future, with all elected positions, this should be addressed before the ensuing term.

Chairman Vero agreed with Legislator Benton and he should have pushed for this to be on the agenda before May but they are doing it now. Hopefully in the future it will be done before petitions are circulated.

Motion carried. All in favor.

On the motion of Ms. Stegenga, seconded by Mr. Sassi, the meeting adjourned at 3:39 p.m.