

**Amending The 2025 Ulster County Budget To Increase The Salaries And Rates Of Pay For Assistant Public Defenders, The Public Defender And The Assigned Counsel Administrator As Required By The New York State Office Of Indigent Legal Services – Office Of Public Defender**

Referred to: The Law Enforcement and Public Safety Committee (Chairwoman Hansut and Legislators Clinton, Hewitt, Levine, Maloney, McCollough and Walls), and The Ways and Means Committee (Chairman Gavaris and Legislators Collins, Hansut, Kovacs, Nolan, Roberts, and Uchitelle)

Chairwoman of the Law Enforcement and Public Safety Committee, Gina Hansut, and Deputy Chair Chris Hewitt offer the following:

WHEREAS, this Resolution has been submitted at the request of the County Executive on behalf of the Public Defender's Office; and

WHEREAS, the New York State Office of Indigent Legal Services maintains caseload standards for indigent legal defense; and

WHEREAS, the high vacancy rate in the Public Defender's Office has led the State Office of Indigent Legal Services to find the County out of compliance with caseload standards; and

WHEREAS, the Office of Indigent Legal Services has worked collaboratively with the Public Defender's Office and the Assigned Counsel Administrator to develop a caseload reduction plan, utilizing the office of Assigned Counsel to reduce the overall caseload assigned to Public Defender's Office; and

WHEREAS, the Office of Indigent Legal Services has cited that the salaries for the Public Defender and the Assistant Public Defenders are out of alignment with other Public Defender's Offices statewide; and

WHEREAS, the Office of Indigent Legal Services believes that the salaries are the main factor for the high vacancy rate in the Public Defender's Office; and

WHEREAS, the Office of Indigent Legal Services has indicated that such increase in salaries and rates of pay for criminal court Assistant Public Defender and the Public Defender Ulster County will be eligible for funding through the Hurrell-Harring State grant; and

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WHEREAS, it is necessary to amend the 2025 Ulster County Budget to increase the Public Defender Office's personnel and fringe benefit lines for the purpose of enhancing recruitment and retention efforts to reduce caseload assignments; now, therefore be it

RESOLVED, that the 2025 Ulster County Personnel Listing is hereby amended as follows:

**AMEND**

<b><u>POSITION #</u></b>	<b><u>TITLE</u></b>	<b><u>AMOUNT</u></b>
1170-1100	Public Defender (Full-Time, Management)	*\$ 150,728.00
*Annual Salary Annual Benefits: \$ 71,505.00 Increase to Annual Salary: \$ 9,920.00 Increase to Annual Benefits: \$ 4,706.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 2,394.00 Increase to Benefits to Year End Starting 10/05/25: \$ 567.00 Effective October 5, 2025		
1170-1220	Chief Assistant Public Defender (Full-Time, Management)	*\$ 131,544.00
*Annual Salary Annual Benefits: \$ 62,404.00 Increase to Annual Salary: \$ 19,092.00 Increase to Annual Benefits: \$ 9,057.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 4,608.00 Increase to Benefits to Year End Starting 10/05/25: \$ 1,092.00 Effective October 5, 2025		

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<b><u>POSITION #</u></b>	<b><u>TITLE</u></b>	<b><u>AMOUNT</u></b>
1170-1221	Deputy Chief Assistant Public Defender (Full-Time, Management)	*\$ 121,953.00

\*Annual Salary  
Annual Benefits: \$ 57,855.00  
Increase to Annual Salary: \$ 17,539.00  
Increase to Annual Benefits: \$ 8,321.00  
Increase to F/T Salary to Year End Starting 10/05/25: \$ 4,234.00  
Increase to Benefits to Year End Starting 10/05/25: \$ 1,003.00  
Effective October 5, 2025

1170-1160	Assistant Public Defender (Full-Time, Management)	*\$ 120,582.00
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\*Annual Salary  
Annual Benefits: \$ 57,204.00  
Increase to Annual Salary: \$ 14,944.00  
Increase to Annual Benefits: \$ 7,089.00  
Increase to F/T Salary to Year End Starting 10/05/25: \$ 3,607.00  
Increase to Benefits to Year End Starting 10/05/25: \$ 855.00  
Effective October 5, 2025

1170-1188	Assistant Public Defender (Full-Time, Management)	*\$ 109,620.00
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\*Annual Salary  
Annual Benefits: \$ 52,004.00  
Increase to Annual Salary: \$ 5,206.00  
Increase to Annual Benefits: \$ 2,470.00  
Increase to F/T Salary to Year End Starting 10/05/25: \$ 1,257.00  
Increase to Benefits to Year End Starting 10/05/25: \$ 298.00  
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<b><u>POSITION #</u></b>	<b><u>TITLE</u></b>	<b><u>AMOUNT</u></b>
1170-1231	Assistant Public Defender (Full-Time, Management)	*\$ 108,670.00

\*Annual Salary  
Annual Benefits: \$ 51,553.00  
Increase to Annual Salary: \$ 10,231.00  
Increase to Annual Benefits: \$ 4,854.00  
Increase to F/T Salary to Year End Starting 10/05/25: \$ 2,470.00  
Increase to Benefits to Year End Starting 10/05/25: \$ 585.00  
Effective October 5, 2025

1170-1229	Assistant Public Defender (Full-Time, Management)	*\$ 107,154.00
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\*Annual Salary  
Annual Benefits: \$ 50,834.00  
Increase to Annual Salary: \$ 26,985.00  
Increase to Annual Benefits: \$ 12,802.00  
Increase to F/T Salary to Year End Starting 10/05/25: \$ 6,514.00  
Increase to Benefits to Year End Starting 10/05/25: \$ 1,544.00  
Effective October 5, 2025

1170-1240	Assistant Public Defender (Full-Time, Management)	*\$ 106,880.00
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\*Annual Salary  
Annual Benefits: \$ 50,704.00  
Increase to Annual Salary: \$ 10,049.00  
Increase to Annual Benefits: \$ 4,767.00  
Increase to F/T Salary to Year End Starting 10/05/25: \$ 2,426.00  
Increase to Benefits to Year End Starting 10/05/25: \$ 575.00  
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<b><u>POSITION #</u></b>	<b><u>TITLE</u></b>	<b><u>AMOUNT</u></b>
1170-1170	Assistant Public Defender (Full-Time, Management)	*\$ 105,985.00
*Annual Salary Annual Benefits: \$ 50,279.00 Increase to Annual Salary: \$ 10,597.00 Increase to Annual Benefits: \$ 5,027.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 2,558.00 Increase to Benefits to Year End Starting 10/05/25: \$ 606.00 Effective October 5, 2025		
1170-1171	Assistant Public Defender (Full-Time, Management)	*\$ 100,485.00
*Annual Salary Annual Benefits: \$ 47,670.00 Increase to Annual Salary: \$ 5,097.00 Increase to Annual Benefits: \$ 2,418.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 1,230.00 Increase to Benefits to Year End Starting 10/05/25: \$ 292.00 Effective October 5, 2025		
1170-1242	Assistant Public Defender (Full-Time, Management)	*\$ 96,831.00
*Annual Salary Annual Benefits: \$ 45,937.00 Increase to Annual Salary: \$ 7,216.00 Increase to Annual Benefits: \$ 3,423.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 1,742.00 Increase to Benefits to Year End Starting 10/05/25: \$ 413.00 Effective October 5, 2025		

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1170-1232	Assistant Public Defender (Full-Time, Management)	*\$ 96,831.00
*Annual Salary Annual Benefits: \$ 45,937.00 Increase to Annual Salary: \$ 16,662.00 Increase to Annual Benefits: \$ 7,904.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 4,022.00 Increase to Benefits to Year End Starting 10/05/25: \$ 953.00 Effective October 5, 2025		
1170-1230	Assistant Public Defender (Full-Time, Management)	*\$ 89,523.00
*Annual Salary Annual Benefits: \$ 42,470.00 Increase to Annual Salary: \$ 9,354.00 Increase to Annual Benefits: \$ 4,438.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 2,258.00 Increase to Benefits to Year End Starting 10/05/25: \$ 535.00 Effective October 5, 2025		
1170-1172	Assistant Public Defender (Part-Time, Management)	*\$ 72,624.00
*Annual Salary Annual Benefits: \$ 34,453.00 Increase to Annual Salary: \$ 4,385.00 Increase to Annual Benefits: \$ 2,080.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 1,058.00 Increase to Benefits to Year End Starting 10/05/25: \$ 251.00 Effective October 5, 2025		

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<b><u>POSITION #</u></b>	<b><u>TITLE</u></b>	<b><u>AMOUNT</u></b>
1170-1155	Assistant Public Defender (Part-Time, Management)	*\$ 62,473.00
*Annual Salary Annual Benefits: \$ 29,637.00 Increase to Annual Salary: \$ 8,211.00 Increase to Annual Benefits: \$ 3,895.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 1,982.00 Increase to Benefits to Year End Starting 10/05/25: \$ 470.00 Effective October 5, 2025		
1170-1187	Assistant Public Defender (Part-Time, Management)	*\$ 53,714.00
*Annual Salary Annual Benefits: \$ 25,482.00 Increase to Annual Salary: \$ 4,680.00 Increase to Annual Benefits: \$ 2,220.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 1,130.00 Increase to Benefits to Year End Starting 10/05/25: \$ 268.00 Effective October 5, 2025		
1170-1186	Assistant Public Defender (Part-Time, Management)	*\$ 53,714.00
*Annual Salary Annual Benefits: \$ 25,482.00 Increase to Annual Salary: \$ 7,498.00 Increase to Annual Benefits: \$ 3,557.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 1,810.00 Increase to Benefits to Year End Starting 10/05/25: \$ 429.00 Effective October 5, 2025		

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1170-1151	Assistant Public Defender (Part-Time, Management)	*\$ 53,714.00
*Annual Salary Annual Benefits: \$ 25,482.00 Increase to Annual Salary: \$ 7,498.00 Increase to Annual Benefits: \$ 3,557.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 1,810.00 Increase to Benefits to Year End Starting 10/05/25: \$ 429.00 Effective October 5, 2025		
1170-1156	Assistant Public Defender (Part-Time, Management)	*\$ 53,714.00
*Annual Salary Annual Benefits: \$ 25,482.00 Increase to Annual Salary: \$ 7,498.00 Increase to Annual Benefits: \$ 3,557.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 1,810.00 Increase to Benefits to Year End Starting 10/05/25: \$ 429.00 Effective October 5, 2025		
1170-1158	Assistant Public Defender (Part-Time, Management)	*\$ 53,714.00
*Annual Salary Annual Benefits: \$ 25,482.00 Increase to Annual Salary: \$ 7,498.00 Increase to Annual Benefits: \$ 3,557.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 1,810.00 Increase to Benefits to Year End Starting 10/05/25: \$ 429.00 Effective October 5, 2025		



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1170-1159	Assistant Public Defender (Part-Time, Management)	*\$ 53,714.00
*Annual Salary Annual Benefits: \$ 25,482.00 Increase to Annual Salary: \$ 8,419.00 Increase to Annual Benefits: \$ 3,994.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 2,032.00 Increase to Benefits to Year End Starting 10/05/25: \$ 482.00 Effective October 5, 2025		
1170-1150	Assistant Public Defender (Part-Time, Management)	*\$ 53,714.00
*Annual Salary Annual Benefits: \$ 25,482.00 Increase to Annual Salary: \$ 8,419.00 Increase to Annual Benefits: \$ 3,994.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 2,032.00 Increase to Benefits to Year End Starting 10/05/25: \$ 482.00 Effective October 5, 2025		
1170-1161	Assistant Public Defender (Part-Time, Management)	*\$ 53,714.00
*Annual Salary Annual Benefits: \$ 25,482.00 Increase to Annual Salary: \$ 8,419.00 Increase to Annual Benefits: \$ 3,994.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 2,032.00 Increase to Benefits to Year End Starting 10/05/25: \$ 482.00 Effective October 5, 2025		

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<b><u>POSITION #</u></b>	<b><u>TITLE</u></b>	<b><u>AMOUNT</u></b>
1170-1189	Assistant Public Defender (Full-Time, Management)	*\$ 109,620.00
*Annual Salary		
Annual Benefits: \$ 52,004.00		
Increase to Annual Salary: \$ 5,206.00		
Increase to Annual Benefits: \$ 2,470.00		
Increase to F/T Salary to Year End Starting 10/05/25: \$ 1,257.00		
Increase to Benefits to Year End Starting 10/05/25: \$ 298.00		
Effective October 5, 2025		
1170-1185	Assistant Public Defender (Full-Time, Management)	*\$ 100,485.00
*Annual Salary		
Annual Benefits: \$ 47,670.00		
Increase to Annual Salary: \$ 18,726.00		
Increase to Annual Benefits: \$ 8,884.00		
Increase to F/T Salary to Year End Starting 10/05/25: \$ 4,520.00		
Increase to Benefits to Year End Starting 10/05/25: \$ 1,071.00		
Effective October 5, 2025		
1170-1215	Assistant Public Defender (Full-Time, Management)	*\$ 91,424.00
*Annual Salary		
Annual Benefits: \$ 43,372.00		
Increase to Annual Salary: \$ 16,188.00		
Increase to Annual Benefits: \$ 7,680.00		
Increase to F/T Salary to Year End Starting 10/05/25: \$ 3,907.00		
Increase to Benefits to Year End Starting 10/05/25: \$ 926.00		
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<b><u>POSITION #</u></b>	<b><u>TITLE</u></b>	<b><u>AMOUNT</u></b>
1170-1153	Assistant Public Defender (Full-Time, Management)	*\$ 91,424.00
*Annual Salary Annual Benefits: \$ 43,372.00 Increase to Annual Salary: \$ 14,397.00 Increase to Annual Benefits: \$ 6,830.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 3,475.00 Increase to Benefits to Year End Starting 10/05/25: \$ 824.00 Effective October 5, 2025		
1170-1154	Assistant Public Defender (Part-Time, Management)	*\$ 54,854.00
*Annual Salary Annual Benefits: \$ 26,023.00 Increase to Annual Salary: \$ 592.00 Increase to Annual Benefits: \$ 281.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 143.00 Increase to Benefits to Year End Starting 10/05/25: \$ 34.00 Effective October 5, 2025		
1175-1225	Assigned Counsel Administrator (Full-Time, Management)	*\$ 150,728.00
*Annual Salary Annual Benefits: \$ 71,505.00 Increase to Annual Salary: \$ 37,983.00 Increase to Annual Benefits: \$ 18,019.00 Increase to F/T Salary to Year End Starting 10/05/25: \$ 9,168.00 Increase to Benefits to Year End Starting 10/05/25: \$ 2,173.00 Effective October 5, 2025		

and, be it further,

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RESOLVED, that the 2025 Ulster County Operating Budget is hereby amended as follows:

	<u><b>INCREASE</b></u>	<u><b>AMOUNT</b></u>
AA.1170.1800-1300.1300 (App.#)	Regular Pay	\$ 79,295.00
AA.1170.1800 -8000.8000 (App.#)	Retirement	\$ 12,727.00
AA.1170.1800-8010.8010 (App.#)	Social Security	\$ 6,066.00
AA.1170.1048-3300.3025 (Rev.#)	State Aid Indigent Legal Services	\$ 85,475.00
AA.9900.9900-3700.9990 (Rev.#),	Appropriated Fund Balance	\$ 12,613.00

and moves its adoption.

ADOPTED BY THE FOLLOWING VOTE:

AYES: 22              NOES: 0  
(Absent: Legislator Maloney)

Passed Committee: Law Enforcement and Public Safety on September 3, 2025

Passed Committee: Ways and Means on September 10, 2025

**FINANCIAL IMPACT:**

\$ 98,088.00 – INCREASE TO 2025 APPROPRIATION DOLLARS

\$ 85,475.00 – INCREASE TO 2025 STATE REVENUE DOLLARS

\$ 12,613.00 – INCREASE TO 2025 APPROPRIATED FUND BALANCE

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STATE OF NEW YORK

ss:

COUNTY OF ULSTER

I, the undersigned Clerk of the Legislature of the County of Ulster, hereby certify that the foregoing resolution is the original resolution adopted by the Ulster County Legislature on the 19<sup>th</sup> Day of September in the year Two Thousand Twenty-Five, and said resolution shall remain on file in the office of said clerk.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of the County of Ulster this 19<sup>th</sup> Day of September in the year Two Thousand Twenty-Five.

[s] Victoria A. Fabella  
Victoria A. Fabella, Clerk  
Ulster County Legislature

Submitted to the County Executive this  
19<sup>th</sup> Day of September 2025.

Approved by the County Executive this  
25<sup>th</sup> Day of September 2025.

[s] Victoria A. Fabella  
Victoria A. Fabella, Clerk  
Ulster County Legislature

[s] Jen Metzger  
Jen Metzger, County Executive