

Authorizing The Establishment Of A Salary Schedule For Those Employees Not Covered By A Collective Bargaining Agreement

Referred to: The Ways and Means Committee (Chairman Gavaris and Legislators Collins, Hansut, Kovacs, Nolan, Roberts, and Uchitelle)

Chairman of the Ways and Means Committee, John Gavaris, and Deputy Chair Kevin A. Roberts offer the following:

WHEREAS, this resolution has been submitted at the request of the County Executive on behalf of the Department of Personnel; and

WHEREAS, the Section A2-5 (a)(8) provides that the Legislature shall have the powers “to fix the compensation of all officers and employees paid from County funds or, for employees not covered by a collective bargaining agreement, to establish salary ranges within which the appointing authority shall have discretion to set the actual salary within the range. Position title(s) for all budgeted county employment positions in Ulster County government shall not be changed or otherwise modified from the position titles set forth in the adopted Ulster County budget, unless such changes or modifications are required pursuant to New York State Civil Service Law, or resolution adopted by the Ulster County Legislature”; and

WHEREAS, Resolution No. 26 dated February 15, 2022 established the Ulster County Fair Pay and Salary Equity Policy; requiring a salary compensation study prior to 2023; and

WHEREAS, such resolution stated that Ulster County shall commission a salary/compensation study performed either in-house by the Legislative Financial Analysts, Ulster County Comptroller or contracted by a third party, no less than one time every four years, as determined by and for submission and review by the Ulster County Audit Committee, with the first study completed prior to the 2023 Ulster County budget cycle; and

WHEREAS, such resolution further stated that each such study shall collect data which shall include but not be limited to; each active title, evaluation of knowledge or license required by the position, supervisory controls, complexity, physical demands, and work environment; and,

WHEREAS, such resolution further stated that each such study shall compare the salaries of all individuals with those of the same title within and throughout the county and those with similar job features within the county; same title and/or similar job features with at least three surrounding county governments that must include one north and one south of Ulster County government; and

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WHEREAS, Resolution No. 459 dated August 15, 2023 provided funding for the completion of a salary study in alignment with the Ulster County Fair Pay and Salary Equity Policy; and

WHEREAS, Resolution No. 460 dated August 15, 2023 approved a contract with Baker Tilly in the amount of \$130,090 to complete the salary study; and

WHEREAS, Baker Tilly completed the salary study, and such findings were presented to the Legislature on March 18, 2025; and

WHEREAS, the findings of the Baker Tilly salary study were used to inform negotiations for union represented employees; and

WHEREAS, for collectively bargained employees, wages are a mandatory subject of negotiations, and as such, have been negotiated separately through the collective bargaining process; and

WHEREAS, the findings of the Baker Tilly salary study were also used to evaluate the existing pay structure for non-union represented employees; and

WHEREAS, for employees that are not part of a collective bargaining union, the Legislature establishes the salary ranges of pay for such employees; and

WHEREAS, Baker Tilly developed a recommended grade and step structure for all employees; now, therefore, be it

RESOLVED, that the Ulster County Legislature hereby adopts the salary grade and step structure attached as “Exhibit A” for employees not covered by a collective bargaining agreement for 2026 and subsequent fiscal years; and, be it further

RESOLVED, advancement through steps 1 – 5 shall be annual, and advancement through steps 6 – 9 shall be every other year, with a cap at step 9; and, be it further

RESOLVED, that all employees immediately affected by this Resolution shall be placed in the appropriate step as reflected in the 2026 Ulster County Budget, and shall advance pursuant to the above-mentioned progression schedule; and, be it further

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RESOLVED, initial placement of any new employee hired after January 1, 2026 shall be between steps 1 through 3, however such placement shall be within legislative appropriations; and, be it further

RESOLVED, that the Personnel Director shall update the Ulster County Personnel Policy Manual as appropriate to reflect the salary, title, and grade schedule; and, be it further

RESOLVED, that any contractual payments required based on length of service under the existing Personnel Policy Manual shall be paid on the last payroll of the current fiscal year, and shall be removed from the Personnel Policy Manual effective January 1, 2026,

and move its adoption.

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

Passed Committee: Ways and Means on _____.

FINANCIAL IMPACT:

\$1,600,000.00 – 2026 COUNTY EXECUTIVE RECOMMENDED BUDGET
APPROPRIATION DOLLARS