

# Ulster County Pay Dashboard

The Comptroller's Office promotes transparency and openness with the public in all possible areas. The intent behind the Public Pay Dashboard is to provide greater insight into county personnel costs. Certain pay codes were aggregated to protect private personnel information. Public facing data provides a deeper understanding of local government operations and enables policy makers and community partners to make informed decisions.

[You can access the PUBLIC PAY DASHBOARD HERE](#)

The Ulster County pay dashboard was created using payroll data from January 1, 2022 to December 31, 2023. All data was pulled from MUNIS, the county's financial system. This dashboard is a work in progress and will be updated periodically.

The highest paid and department dashboards total the sum of all payments made to each employee for 2022 and 2023. The position dashboard averages out the pay per each position based on the sum of payments and the number of individuals in the role.

Payments were collated in buckets based on the pay code. These buckets are Base Pay, Overtime Pay, Personnel Benefits, and Other Pay. They are listed below.

Departments were collapsed into each other following the county website listing of departments for ease of use. A list of departments is provided after the pay code section.

## Included Pay Codes

Below is the listing of Pay Codes included in the dashboard and their definitions. They are broken down into the buckets they were collated in.

<b>Pay Code</b>	<b>Definition</b>
<b><u>Included in Base Pay</u></b>	
207C NON TAXABLE	Pay to Sheriff officers who is injured in the performance of duty the full amount of his or her regular salary or wages until the disability ceases
BLOOD DONATION	
ADMINISTRATIVE LEAVE	Temporary leave from a job with pay and benefits intact.
BEREAVEMENT	PTO for employees for the death of an immediate family member.
COMP TIME EARNED & PAID	Additional compensation earned by employees with regular hours 35, 37.5 up to 40 hours or in lieu of earning overtime over 40 hours in a pay period.
COMP TIME PAY OUT	Additional pay earned and saved by an employee that was paid out upon separation from the County.
COMP TIME USED	Additional compensation earned by employees with regular hours 35, 37.5 up to 40 hours or in lieu of earning overtime over 40 hours
COVID19	Employees paid to achieve density mandates.

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EMERGENCY CLOSING	Compensation to employees for their regular work day while the County offices have been closed due to an emergency.
FLOATING HOL NOT WORKED 1.0	Sheriff employees get paid for the holiday whether they're scheduled to work it or not. When a named holiday falls on a scheduled day off, the employee shall receive that day's pay at straight time.
FLOATING HOLIDAY 1 USED	Floating Holidays are typically a fixed number of personal days that employees may use at any time during the year over and above any vacation, sick or other paid time off ("PTO")
FLOATING HOLIDAY 2 USED	Floating Holidays are typically a fixed number of personal days that employees may use at any time during the year over and above any vacation, sick or other paid time off ("PTO")
FLOATING HOLIDAY 1 PAYOUT	
FLOATING HOLIDAY 2 PAYOUT	
FLOATING HOLIDAY 3 PAYOUT	
FLOATING HOLIDAY 3 USED	Floating Holidays are typically a fixed number of personal days that employees may use at any time during the year over and above any vacation, sick or other paid time off ("PTO")
LEAVE WITH PAY	
MILITARY, ACTIVE DUTY	
PAY ADJUSTMENT	
PERIOD SALARY	Quarterly compensation to Arson Task Force employees.
PERSONAL USED	A form of employee benefit that employers offer in addition to sick days, PTO and vacation days
QUARANTINED WITH PAY	Newly created due to COVID-19. Compensation to employees that must isolate due to exposure of contracting the coronavirus.
RATE ADJUSTMENT	Adjustments to employee rate for correction purposes.
REGULAR PART-TIME	
REGULAR HOURLY	Employees normal pay rate
RESERVES	Compensation paid to employees that are called to active duty.
RETRO CURRENT YEAR	Compensation that makes up for a pay shortfall in a previous pay period, usually due from Union contracts expiration
SHIFT DIFF	Additional pay to employees for hours routinely worked outside the hours of 8:00 am to 5:00 pm
SHIFT DIFF 2 %	Additional compensation for employees who work outside their normal work hours
SHIFT DIFF 5 %	Additional pay to employees for hours routinely worked outside the hours of 8:00 am to 5:00 pm
SICK PAYOUT	
SICK USED	Paid days off. Employees earn a sick day at the rate of one working day per month of continuous service.

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SWE DIFF	
UNION	Compensation paid to officers and employees conducting union work on county time
VACATION USED	Paid days off. Employees earn vacation days based on time served and Union to which they belong.
VOLUNTEER FIREFIGHTER	
<b>Included in Overtime Pay</b>	
HOLIDAY OT .5	Overtime paid during holiday worked.
HOLIDAY WORKED 1.5	Employees that work a scheduled holidays get regular hours plus time and a half pay.
OVERTIME 1.5	Paid to employees that work in excess of 40 hours a week, regardless if Holiday or Paid Time off are used.
OVERTIME 2.5	Overtime paid at 2.5 times the employees salary rate.
SHIFT DIFF OT	Additional pay to employees for overtime hours routinely worked outside the hours of 8:00 am to 5:00 pm
SHIFT DIFF OT 2 %	Additional pay to employees for overtime hours routinely worked outside the hours of 8:00 am to 5:00 pm
SHIFT DIFF OT 5%	Additional pay to employees for overtime hours routinely worked outside the hours of 8:00 am to 5:00 pm
OVERTIME 1.0	
OVERTIME DWI	
SHIFT DIFF OT2.5 2 %	
SHIFT DIFF OT2.5 5%	
OT .5	
<b>Included in Other Pay</b>	
HAZARDOUS DUTY	Additional compensation for higher risk jobs that could cause significant physical hardship.
HEALTH INS BUYOUT	A financial incentive offered to employees to decline group health coverage from the County.
HOLIDAY COMP PAID	Additional compensation to employees that work a holiday beyond their scheduled hours 35, 37.5 or over 40 in lieu of overtime.
HOLIDAY NOT WORKED 1.0	Sheriff employees get paid for the holiday whether they're scheduled to work it or not. When a named holiday falls on a scheduled day off, the employee shall receive that day's pay at straight time.
HOLIDAY USED	Holiday worked by an employee therefore earning them time to be used at a later date.
JURY DUTY	
LINEUP PAY	Compensation to UCSEA employees when they get their status, marching order at the start of their shift
MEALS TAXABLE	
MEALS TAXABLE - DPW	An allowance paid to DPW workers for time worked in which they may have had to skip a meal break.
MGT LONGEVITY LUMP SUM	A contractual agreement with management by which employees receives compensation according to seniority.

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PARKING STIPEND	
ON CALL	Compensation due to an employee whose time off has been restricted by the employer, as their services may be required at short notice.
OUT OF TITLE	Additional compensation to employees that take on additional responsibilities temporarily.
SEVERENCE	
SHOES TAXABLE	An allowance paid to employees that are required to wear a uniform when performing their duties.
SICK LEAVE BUYBACK	Eligible employees may receive payment at their regular salary rate in exchange for unused sick time.
SICK LEAVE BUYBACK SUPPLEMENTL	Pay an employee that is entitled to and receives a sick buyback that is paid out under a supplemental tax table
SICK PAYOUT	Unused accrued paid time off paid out to employee at separation.
SICK PAYOUT DEFERRED	An employee's accrued sick time that they choose to defer until a specified date, usually retirement.
STIPEND	An additional pre-determine amount paid to specific titles within the county.
TUITION REIMBURSEMENT	An employee benefit that pays for a pre-determined amount of college course credits.
UNIFORM ALLOWANCE	An allowance paid to employees that are required to wear a uniform when performing their duties.
VAC LEAVE BUYBACK	Management or UCSA employee that is entitled to and receives a vacation buyback that is paid out under the regular tax table
VAC LEAVE BUYBACK SUPPLEMENTL	Management or UCSA employee that is entitled to and receives a vacation buyback that is paid out under a supplemental tax table
VACATION PAY OUT DEFERRED	An employee's accrued vacation time that they choose to defer until a specified date, usually retirement.
VACATION TIME PAY OUT	Unused accrued paid time off paid out to employee.
VEHICLE	An allowance for employees that must routinely use their vehicle in the course of performing their duties.

### Pay Codes that were masked:

**207C Non-Taxable:** to avoid releasing health information. Masked with Regular Pay. The pay rate is not different from their regular pay.

**Covid19 Pay:** to avoid releasing health information. Masked with Regular Pay. The pay rate is not different from their regular pay.

**Leave with Pay:** to avoid releasing health information. Masked with Regular Pay. The pay rate is not different from their regular pay.

**Quarantined with pay:** to avoid releasing health information. Masked with Regular Pay. The pay rate is not different from their regular pay.

### Pay Codes removed:

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**Admin Leave without Pay:** No monetary value associated with transactions.

**Comp Time Earned:** No monetary value associated with transactions.

**Deceased Cmp/Hol Same Year:** Employee is no longer with the county when this code is used.

**Deceased Disability Same Year:** Employee is no longer with the county when this code is used.

**Deceased Pay Out Next Year:** Employee is no longer with the county when this code is used.

**Deceased Personal Same Year:** Employee is no longer with the county when this code is used.

**Deceased Regular Same Year:** Employee is no longer with the county when this code is used.

**Deceased Sick Same Year:** Employee is no longer with the county when this code is used.

**Deceased Vac Same Year:** Employee is no longer with the county when this code is used.

**Disability:** Removed as it does not reflect the standard pay rate and to not divulge health information.

**DWOP:** No monetary value associated with transactions.

**Election milage:** Election related codes were removed as most election workers are not regular county employees.

**Election Non-cash:** Election related codes were removed as most election workers are not regular county employees.

**Election work FICA:** Election related codes were removed as most election workers are not regular county employees.

**Elections no FICA:** Election related codes were removed as most election workers are not regular county employees.

**Floating Holiday 1 Earned:** No monetary value associated with transactions.

**Floating Holiday 2 Earned:** No monetary value associated with transactions.

**Floating Holiday 3 Earned:** No monetary value associated with transactions.

**FSA Reimbursement:** Removed since the money is being taken out of the employees pay and then issued back to them.

**FSAD Reimbursement:** Removed since the money is being taken out of the employees pay and then issued back to them.

**Leave without Pay:** No monetary value associated with transactions.

**Maternity Disability:** Removed as it does not reflect the standard pay and to not divulge health information.

**Mileage non taxable:** Mileage reimbursed to employees.

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**Miscellaneous non taxable:** Non-taxable employee reimbursements and net amounts due to employee for adjustments to previous payrolls.

**POD volunteer pay:** POD volunteer pay were removed as most POD workers were not regular county employees.

**Refund Miscellaneous:** Health insurance related refunds.

**Retiree HI Buyout:** Retirees no longer employed by county, and they only receive the buy out if they opted in during the time of employment.

**Settlement taxable:** Encompasses legal proceedings.

**Travel Non-Taxable:**

## Department listing

Below is the listing of departments included in the dashboard. If a department was collapsed into another, it is listed in the second column.

<b><u>Department</u></b>	<b><u>Collapsed into</u></b>
ARSON TASK FORCE	Emergency Communications
ASSESSMENT (REAL PROPERTY)	Finance
ASSIGNED COUNSEL	Finance
BUDGET	
BUILDINGS	Public Works
BUS OPERATIONS(UCAT)	
CENTRAL AUTO	Public Works
CENTRAL DATA PROC (I/S)	
CLERK	
COMPTROLLER	
DISTRICT ATTORNEY	
DRUG INVESTIGATION	Sheriff
ECONOMIC DEVELOPMENT	
ELECTIONS	
ENGINEERING	
ENVIRONMENT	
EXECUTIVE	
FINANCE	

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FIRE PROTECTION	Emergency Communications
HIGHWAY	Public Works
HOSP & MED INS	Personnel
HUMAN RIGHTS COMM.	
JAIL	Sheriff
LAW (COUNTY ATTORNEY)	
LEGISLATURE	
MACHINERY	Public Works
MED EX AND CORONERS	Public Health
MENTAL HEALTH ADMIN	Mental Health
MENTAL HEALTH PROG	Mental Health
EMPLOYMENT AND TRAINING	
OFFICE FOR THE AGING	
OFF STREET PARKING	Public Works
PARKS	Public Works
PERSONNEL	
PLANNING	
PROBATION	
PUBLIC DEFENDER	
PUBLIC HEALTH	
EMERGENCY COMMUNICATIONS	
PURCHASING	
PUBLIC WORKS	
REHAB. SERVICES	Probation
ROADS & BRIDGES	Public Works
SAFETY	
SHERIFF	
SOCIAL SERVICES	
TOURISM	
UNALLOC. INS.	Insurance
VETERANS	
W/C ADMIN(SELF-INS)	Insurance
WIC	Public Health

# Ulster County Pay Dashboard

WEIGHTS AND MEASURES	
YOUTH	