

# MEMORANDUM FROM THE ULSTER COUNTY OFFICE OF THE COMPTROLLER

March S. Gallagher, Esq.  
Comptroller



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Deputy Comptroller

## MEMORANDUM

TO: Periodic Compensation Review Committee  
FROM: Comptroller March Gallagher  
RE: Salary Pays Detail for Compression Analysis  
DATE: January 21, 2021

Thank you for the opportunity to share additional information on the various types of pay that has been received by specific titles. When a management employee logs their time, some of that time may be logged as vacation, personal or sick time. Management employees can receive a payout for unused vacation and sick time within certain parameters. Elected officials do not have any specific amount of vacation, sick or personal time and do not receive a payout for unused time.

Management employees can accrue and use compensatory time. Unused compensatory time may be paid out to management employees in certain circumstances. Elected officials do not earn compensatory time. Management employees are also eligible for a longevity payment each year that increases over the length of their service capping out at \$11,000 for the most senior employees. Elected officials are not eligible for longevity pay. In the Sheriff's Office employees may also earn overtime, on call pay and uniform allowances.

These figures are provided here solely for the purpose of demonstrating the additional spread between elected officials and management employees. The compression caused by salary comparisons shows only part of the difference, when all pay is included, the spread between top management and elected officials is significant. **In the Sheriff's Office there is a more than \$53,000 difference between the Sheriff's pay and the pay of the Captain.** Presented below are all the 2021 pays for senior management employees in the Sheriff's and Clerk's Offices compared to the Sheriff and the Clerk. Comptroller Deputy pay is not a compression issue with the Comptroller and is not presented here but we do share two other department heads to demonstrate the difference between management department heads and elected officials.

**SHERIFF'S OFFICE**

<b>Deputy Sheriff - Captain</b>	
<b>Pay Description</b>	<b>Amount</b>
HOLIDAY WORKED 1.5 Total	\$ 8,512.20
ON CALL Total	\$ 23,750.00
OVERTIME 1.5 Total	\$ 3,320.25
PERSONAL USED Total	\$ 2,622.24
REGULAR HOURLY Total	\$ 99,794.44
SICK LEAVE BUYBACK Total	\$ 2,188.40
SICK USED Total	\$ 1,313.04
UNIFORM ALLOWANCE Total	\$ 1,475.00
VAC LEAVE BUYBACK Total	\$ 2,188.40
VACATION USED Total	\$ 9,820.92
<b>Grand Total - Deputy Sheriff</b>	<b>\$ 154,984.89</b>
<b>2021 SALARY</b>	<b>\$ 114,234.48</b>
<b>ALL PAYS- SALARY DIFFERENCE</b>	<b>\$ 40,750.41</b>
<b>Sheriff's Salary</b>	<b>\$ 101,727</b>
<b>Deputy -Sheriff's Pay Difference</b>	<b>\$ 53,257.89</b>

<b>Deputy Sheriff Detective Lieutenant</b>	
<b>Pay Description</b>	<b>Amount</b>
COMP TIME USED Total	\$ 7,173.60
ON CALL Total	\$ 16,750.00
OVERTIME 1.5 Total	\$ 15,333.57
OVERTIME DWI 1.5 Total	\$ 576.45
PERSONAL USED Total	\$ 3,484.32
REGULAR HOURLY Total	\$ 88,747.68
SICK USED Total	\$ 2,459.52
UNIFORM ALLOWANCE Total	\$ 1,475.00
VAC LEAVE BUYBACK Total	\$ 6,148.80
VACATION USED Total	\$ 4,714.08
<b>Grand Total - Deputy Sheriff</b>	<b>\$ 146,863.02</b>
<b>2021 SALARY</b>	<b>\$ 107,399.04</b>
<b>ALL PAYS- SALARY DIFFERENCE</b>	<b>\$ 39,463.98</b>
<b>Sheriff's Salary</b>	<b>\$ 101,727.00</b>
<b>Deputy -Sheriff's Pay Difference</b>	<b>\$ 45,136.02</b>

<b>Undersheriff</b>	
<b>Pay Description</b>	<b>Amount</b>
MEALS NON TAXABLE Total	\$ 55.00
MGT LONGEVITY LUMP SUM Total	\$ 1,500.00
PERSONAL USED Total	\$ 1,217.28
REGULAR HOURLY Total	\$ 104,280.32
UNIFORM ALLOWANCE Total	\$ 1,475.00
VAC LEAVE BUYBACK Total	\$ 6,086.40
<b>Grand Total - Undersheriff</b>	<b>\$ 114,614.00</b>
<b>2021 SALARY</b>	<b>\$ 106,309.00</b>
<b>ALL PAYS- SALARY DIFFERENCE</b>	<b>\$ 8,305.00</b>
<b>Sheriff's Salary</b>	<b>\$ 101,727.00</b>
<b>Deputy -Sheriff's pay</b>	<b>\$ 12,887.00</b>

**CLERK'S OFFICE**

<b>Deputy Clerk</b>	
<b>Pay Description</b>	<b>Amount</b>
COMP TIME USED Total	\$ 92.40
EMERGENCY CLOSING Total	\$ 508.20
FLOATING HOLIDAY 1 EARNED Total	\$ -
FLOATING HOLIDAY 1 USED Total	\$ 693.00
FLOATING HOLIDAY 2 USED Total	\$ 323.40
FLOATING HOLIDAY 3 EARNED Total	\$ -
FLOATING HOLIDAY 3 USED Total	\$ 369.60
MGT LONGEVITY LUMP SUM Total	\$ 11,000.00
PERSONAL USED Total	\$ 1,848.00
REGULAR HOURLY Total	\$ 85,978.20
VAC LEAVE BUYBACK SUPPLEMENTL Total	\$ 5,544.00
VACATION USED Total	\$ 6,283.20
<b>Grand Total - Deputy Clerk</b>	<b>\$ 112,640.00</b>
<b>2021 SALARY</b>	<b>\$ 84,408.00</b>
<b>ALL PAYS- SALARY DIFFERENCE</b>	<b>\$ 28,232.00</b>
<b>Clerk's Salary</b>	<b>\$ 101,709.00</b>
<b>Deputy -Clerk's Pay Difference</b>	<b>\$ 10,931.00</b>

**OTHER DEPARTMENT HEADS- advance degree/certification not required**

<b>Commissioner of Finance</b>		<b>Commissioner of Planning</b>	
<b>Pay Description</b>	<b>Amount</b>	<b>Pay Description</b>	<b>Amount</b>
COMP TIME USED Total	\$ 197.79	EMERGENCY CLOSING Total	\$ 440.51
EMERGENCY CLOSING Total	\$ 527.44	HOLIDAY NOT WORKED 1.0 Total	\$ 4,845.61
FLOATING HOLIDAY 1 USED Total	\$ 461.51	MGT LONGEVITY LUMP SUM Total	\$ 11,000.00
FLOATING HOLIDAY 2 USED Total	\$ 642.82	REGULAR HOURLY Total	\$ 107,924.95
FLOATING HOLIDAY 3 USED Total	\$ 461.52	SICK LEAVE BUYBACK Total	\$ 2,202.55
HOLIDAY NOT WORKED 1.0 Total	\$ 5,933.70	SICK USED Total	\$ 881.02
MGT LONGEVITY LUMP SUM Total	\$ 8,000.00	VAC LEAVE BUYBACK Total	\$ 4,405.10
PERSONAL USED Total	\$ 1,994.39	VACATION USED Total	\$ 440.51
REGULAR HOURLY Total	\$ 112,081.01		
VAC LEAVE BUYBACK SUPPLEMENTL Total	\$ 6,922.65	<b>Grand Total</b>	<b>\$ 132,140.25</b>
VACATION USED Total	\$ 2,966.86	<b>2021 SALARY</b>	<b>\$ 114,973.00</b>
<b>Grand Total</b>	<b>\$ 140,189.69</b>	<b>ALL PAYS- SALARY DIFFERENCE</b>	<b>\$ 17,167.25</b>
<b>2021 SALARY</b>	<b>\$ 120,454.00</b>		
<b>ALL PAYS- SALARY DIFFERENCE</b>	<b>\$ 8,305.00</b>		