The County Legislature of the County of Steuben convened in Special Session in the Legislative Chambers in Bath, NY on the 12th day of November, 2021 at 10:00 a.m. and was called to order by the Chairman of the Legislature, Scott J. Van Etten.

Roll Call and all members present except Legislators Horton, Lattimer, Schu and Van Caeseele.

Mrs. Ferratella provided the Invocation and the Pledge of Allegiance was led by Mr. Potter.

Mr. Wheeler, County Manager provided the following 2022 Budget:

PRESENTATION OF BUDGET MESSAGE

The development of the county budget is an annual effort of a very talented and dedicated team, and many individuals deserve recognition for their roles:

- All Legislators, Specifically the Finance Committee:
  - Gary Swackhamer, Finance Chairman
  - Kelly Fitzpatrick, Vice Chairman
  - John V. Malter
  - Robert V. Nichols
  - Jeffrey P. Horton
- Scott J. Van Etten, Legislative Chairman
- Robin K. Lattimer, Legislative Vice Chair
- Finance Department:
  - Tammy Hurd-Harvey, Commissioner
  - Mitch Alger, Deputy Commissioner
- Chris Brewer, Deputy County Manager
- All Department Heads

In addition to these elected and appointed officials, it is always important to highlight the tremendous work of our Steuben County staff members that are responsible for implementing these spending plans. They remain committed to providing critical services in a cost-effective manner for our taxpayers.

EXECUTIVE SUMMARY

Steuben County has faced extremely challenging times in 2021, with the continued response to the COVID-19 pandemic, historically devastating flooding, and heightened demand for services from residents and stakeholders. However, during this year, avenues of fiscal relief have materialized. At this time last year, the County was faced with steep declines in sales tax and room tax revenue, coupled with the projected reduction of 20% in state aid. Thankfully, once the COVID shutdown of the winter and spring of 2020 ended, our sales tax revenue quickly bounced back, and earlier this year, the federal government enacted the American Rescue Plan Act (ARPA), which provided state and local governments with funding to supplant loses from the pandemic. With these factors in mind, we have been able to develop a fiscally responsible 2022 county budget that maintains programs and service levels.

We are able to forecast a decrease in our NYS Retirement System contribution rates due to strength and earnings of these plans, as administered by the NYS Comptroller, which provides needed relief to this budget. In addition, our sales tax collections remain very strong, exceeding year-to-date figures even prior to the pandemic. The early retirement incentive program this Legislature enacted continues to provide
savings to the organization, and while some needed positions have been added back into this budget, our overall savings of the program continue. Finally, ARPA have provided this Legislature with the ability to fund critical capital projects that would otherwise would have to be built into this and future year budgets. Taken together, these major changes allow the proposed budget to absorb escalating costs in other areas for 2022.

This proposed budget also includes notable necessary cost increases. First, the cost of employee health insurance has risen dramatically in the past year. Being self-funded for employee health insurance, Steuben County pays the actual cost of claims, plus fees for administration of this program by Excellus. Over the past decade, we have been successful in keeping our plans very fiscally stable, a benefit to both the county and our staff. However, in the past year and a half, we have experienced well over double the average number of high-cost claims (those in excess of $50,000 each), in addition to ever-increasing costs of specialty pharmaceuticals. As a result, this budget includes an 11% increase in health insurance expense, which coincides with a like increase in the employees’ premium share. In addition, two of our three bargaining units have contracts that either have expired or will expire by the end of this year. As a result, the 2022 budget also anticipates an increased cost of wages for staff.

In all, this Legislature, our department heads, and staff members have done a tremendous job developing a fair and responsible county budget for 2022. With a tax levy increase of 0.97% and a tax rate decrease of -1.89%, we believe this budget to be an effective spending plan for the coming year.

TOTAL BUDGET
The total proposed expense for 2022 is $221,043,320, representing an increase of $27,197,420 or 14.03%. Projected revenues have also increased for 2022, totaling $169,520,891, an increase of $26,701,726 or 18.69%.

At first glance, these figures seem like striking increases; however, it is important to note that $13,171,274 of both the change in expense and revenue are attributed to the Landfill Enterprise Fund activities, specifically the construction of a new cell at the Bath Landfill.

If these Enterprise Fund projects were excluded, total expenses for 2022 would be $207,872,046, or an increase of 7.24% from 2021. Similarly, total revenue would be $156,349,617, or an increase of 9.47%.

The following table details the five-year history of total budget figures:

<table>
<thead>
<tr>
<th>YEAR</th>
<th>EXPENSES</th>
<th>REVENUES</th>
<th>TAX LEVY</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>$190,847,579</td>
<td>$140,899,667</td>
<td>$49,997,912</td>
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<tr>
<td>2019</td>
<td>$191,841,355</td>
<td>$141,052,240</td>
<td>$49,989,115</td>
</tr>
<tr>
<td>2020</td>
<td>$197,310,584</td>
<td>$146,685,245</td>
<td>$50,523,339</td>
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<tr>
<td>2021</td>
<td>$193,645,908</td>
<td>$142,819,165</td>
<td>$51,024,735</td>
</tr>
<tr>
<td>2022</td>
<td><strong>$221,043,320</strong></td>
<td><strong>$169,520,891</strong></td>
<td><strong>$51,522,429</strong></td>
</tr>
</tbody>
</table>

BUDGET COMPARISON BY CATEGORY
For 2022, we are projecting changes in the net (county) cost by operational category. The following chart displays the anticipated cost differentials in comparison to 2021, in descending order by change in net cost. One note on the interactive graph below - the total expense figure in OpenGov is approximately $2.7 million higher than in budget books. This is due to our Workers Compensation Plan budget being included in OpenGov for tracking purposes with offsetting revenue, which does not impact the bottom line of the county budget.

A more detailed narrative of significant changes is provided here:
Transportation is the largest discretionary category of Steuben County's budget. As such, due to dire forecasts of sales tax collections and state aid, the 2021 budget reduced the Transportation category by $1,407,149 or -5.52%. The Department of Public Works, which represents nearly all of this cost category, has done a fantastic job maintaining our public infrastructure during this year of reduction.

Thankfully, with improving financial conditions, the proposed 2022 budget increases the Transportation category by $1,659,209 or 6.90%, which is in line with pre-pandemic levels. During budget development, the Finance Committee has supported a draft budget that fills eight vacancies in the department that were zero-based last year, along with an investment of $2 million for major equipment, which will significantly benefit the department's efforts.

The Public Works Committee, this Legislature, and the entire Public Works staff deserve credit for proactively managing our roads, bridges, and solid waste facilities. The fact that we remain ahead of our five-year road lifecycle analysis translates into some of the best public infrastructure in the state of New York. It's obvious that credit must also be given to Commissioner Spagnoletti, who has recently retired. He will be sorely missed, but his knowledge and dedication has left the department on excellent footing.

For 2022, the Public Safety category continues to be an area where additional investment is made by the county, increasing by $423,235 or 2.07%. In the four most recent county budgets, this has been the largest growing cost category when measured by percent change, only topped by Transportation in this proposed budget. This cost category has grown on average $845,930 or 4.81% per year since 2017, as demonstrated in the graph below.
2022 projects to be a much more fiscally stable year, due to assurances from the state that drastic reductions in aid for Social Services programs will not take place. As a result, the 2022 budget shows the Economic Assistance category with only a slight increase of $160,523 or 0.46% in county cost. The largest drivers of this growth are Medicaid, as we are now budgeting the approximate cost of our statutory cap payment, representing an increase of $375,000 or 1.90%, and the Detention Center, with a $165,152 or 122.18% county cost increase. The Human Services, Health, and Education Committee has recently authorized the Department of Social Services to issue an RFP for operational services for the Detention Center, and these additional funds have been budgeted to account for what we anticipate to be higher cost of staffing for vendors.

**MAJOR BUDGET CHANGES FOR 2022**

**Health Insurance**
As previously mentioned, with a self-funded health insurance plan, actual claims of our members directly drives costs. We've been fortunate to have been able to maintain a health insurance budget that remained relatively flat over the previous five years. However, with our high-cost claims doubling in 2021, along with the rising costs of specialty pharmaceuticals, this budget line necessitates an increase of approximately 11% for 2022.

The adjoining graph displays the five year budget history of health insurance costs. Even with the increased projected cost in 2022, the average budgeted increase of this span is $452,908.40 or 3.78%, which is drastically lower than fully-insured plans.

**Retirement Costs**
The NYS Comptroller has recently released the updated cost for each retirement plan. The vast majority of our staff are in the Employee Retirement System (ERS), and the rates have dropped from 16.2% of payroll in 2021 to 11.6% for the coming year. This reduction creates a savings of approximately $1,880,760 for 2022.

As our Finance Committee has mentioned, it is critical that the Comptroller manage the plan with a long-term strategy in mind. We are thankful that the plans are well-funded and investments are performing at a
high level. However, we have seen in past decades when former Comptrollers have reduced the employer share to zero in strong markets, only to then implement massive increases when a downturn occurs. Stability in this plan is crucial for all and very important to our annual budget.

<table>
<thead>
<tr>
<th>Category</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Safety</td>
<td>$1,292,125.67</td>
</tr>
<tr>
<td>Economic Assistance &amp; Operf...</td>
<td>$1,172,044.35</td>
</tr>
<tr>
<td>General Government</td>
<td>$970,701.79</td>
</tr>
<tr>
<td>Transportation</td>
<td>$931,792.07</td>
</tr>
<tr>
<td>Health</td>
<td>$563,568.02</td>
</tr>
<tr>
<td>Other</td>
<td>$196,476.03</td>
</tr>
</tbody>
</table>

**Staffing Levels**

It is always important to note that county staff remains our most vital asset. Their creativity, flexibility, and hard work may not always be known to each member of the public, but it is recognized by this Legislature and greatly appreciated.

The early retirement incentive implemented last year reduced the overall headcount, providing us with needed savings, while avoiding layoffs. For 2022, we have increased a limited number of staff, specifically in areas where service demands dictate. Eight positions have been added back in Public Works to ensure the Bridge Crew and other shops can effectively operate. In addition, five positions have been added under Social Services for Raise the Age activities, but these are fully offset by state revenue.

**Sheriff / Jail**

The 2022 budget continues the trend of investment in Public Safety, specifically in the Sheriff’s Department and the Jail. The budget for the Road Patrol has slightly decreased -$42,386 or -1.30%. This budget keeps staffing in this department flat, with 1.5 FTE remaining zero-based. The Sheriff was successful in contracting with Hornell and Arkport schools for School Resource Officer services, which increases revenue in this budget by $110,000. There are discussions of contracts with other schools for these services, which may necessitate the funding of an additional Sheriff Deputy position, with corresponding revenue during 2022.

For the Jail, costs have again increased, driven by inmate population and the medical needs of these individuals. To meet state staffing requirements and specialized circumstances that occur (such as the need for constant watch of an inmate), overtime is routinely required. To budget appropriately, the Finance Committee has increased the overtime budget by $100,000. In addition, the medical needs of inmates have markedly risen in 2021, whether it is for treatment at a hospital or the need for specialty
pharmaceutical drugs. Also, we anticipate Medication-Assisted Treatment for substance use disorders to be implemented in the Jail in 2022. With these factors, the medical cost has been increased by $300,000. In all, the county cost of the Jail has increased $492,263 or 5.45%.

**Public Works**
The 2022 proposed budget returns Public Works funding to pre-pandemic levels. As previously mentioned, eight positions have been added back to this budget to ensure quality operations, while budgeted cost of materials and maintenance have also be restored.

Notable changes are restoration to prior year funding levels for Maintenance of Bridges, an increase of $647,500. Contractual costs within the General Repairs budget have also been increased by $235,442, with adjustments in a number of line items, including pavement striping, which was largely deferred in 2021.

In recommendation of the Commissioner of Public Works, the Finance Committee agreed to utilize $800,000 of Consolidated Local Street and Highway Improvement Program (CHIPS) funding to aid in the purchase of addition major equipment, raising this funding level to $2 million for 2022. While this is the first year in recent memory CHIPS funds have been partially used for equipment, the county still retains $3,629,818 of these funds for county road repairs and improvements.

**Capital Projects and Equipment**
To ensure that critical equipment is maintained and replaced on a reasonable schedule, the 2022 budget continues the sizeable allocation to capital expenditures. The draft budget includes a County cost of $262,627 for Minor/Small Equipment (less than $3,000) per item, with significant portions allocated to the Sheriff’s Department ($132,586), the Jail ($52,448), and Public Works ($22,073).

With improving fiscal conditions, Major Equipment funding has been increased in comparison to previous years. Total county cost for Major Equipment in 2022 is $1,588,645, with the majority of funds going to Public Works ($1,200,000 net county cost after $800,000 of CHIPS funding is applied), the Sheriff’s Department ($102,700), and the Jail ($100,370).
The 2022 budget also includes $598,096 in general fund capital projects. This is an area where ARPA funding is able to provide budgetary flexibility and assistance, as the Finance Committee has recommended the purchase of $405,000 of IT equipment utilizing these federal funds. Laptops, docking stations, and monitors will be procured to better enable remote work, an allowable expense of restricted ARPA funds. Without this option, this equipment cost would need to be absorbed within the county budget.

This budget also includes $200,000 of capital project costs within Public Works, specifically for fuel system upgrades and the local cost of bridge replacements.

COUNTY REVENUES

Sales Tax
Sales tax remains one of the most critical components of our annual budget, which not only helps fund local services that our residents depend upon, but also assists in limiting the tax burden of those services.

Thankfully, we have seen a dramatic turnaround in economic activity and sales tax collections since the COVID shutdowns of 2020. Specifically, year-to-date sales tax collections through the end of October are up $8,506,922 or 19.88% compared to last year. This picture is further promising considering these year-to-date figures are $6,935,001 or 15.63% higher than the same time period during 2019, prior to the pandemic. While it is uncertain whether this massive increase will be sustained, it does provide the budgetary assurance to reasonably increase our sales tax appropriation estimate by $1.7 million for 2022.

While discussing sales tax, it is important to note that we must keep our attention focused on Albany, with their recent history of diverting local sales tax to pay for state programs. Whether it be to pay a portion of Aid and Incentives to Municipalities (AIM) payments or to restore cuts the state made for fiscally distressed hospitals, this trend of interception is alarming, and results in $351,825 held from Steuben’s sales tax to pay for state programs. It is vital that we continue to work with the New York State Association of Counties and our elected state representatives to push back against further actions that strip us of our sales tax dollars.
**Fund Balance**
The tentative budget includes a General Fund appropriation of fund balance of $7.1 million for 2022 and a County Road Fund appropriation of $620,000. The sum of fund balance appropriations in the 2021 budget was $7.7 million. There is a Landfill Fund appropriation of fund balance of $13.2M that will be used for the construction of new cells at the Bath Landfill. General Fund appropriated reserves total $178,000 for 2022 compared to $361,000 in the 2021 budget. All of these appropriations are reasonable and assist in the overall management of funds.

**Interest Earnings**
With lingering financial implications of the COVID-19 pandemic and economic shutdown, interest earnings remain lower than what we experienced in 2019 and prior. As a result, we have left General Fund interest earnings flat at $827,000 for 2022.

**Property Tax Levy & Rate**
With careful examination and keen guidance by the Finance Committee and the Legislature, coupled with excellent work by our department heads and staff, the 2022 budget carries a minimal tax levy increase of $495,694 or 0.97%, which is well within the state-prescribed property tax cap limit.

In addition, for the ninth consecutive year, the proposed budget shows a decrease in the average full value tax rate. The average rate for 2022 is estimated at $7.78 per thousand, representing a decrease of -1.89% from 2021 levels.

The property tax collections and average full value rate for the last five years are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Property Tax Levy</th>
<th>Average Rate Per Thousand</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>$49,997,512</td>
<td>$8.44</td>
</tr>
<tr>
<td>2019</td>
<td>$49,989,115</td>
<td>$8.25</td>
</tr>
<tr>
<td>2020</td>
<td>$50,525,339</td>
<td>$8.07</td>
</tr>
<tr>
<td>2021</td>
<td>$51,026,735</td>
<td>$7.93</td>
</tr>
<tr>
<td>2022</td>
<td>$51,522,130</td>
<td>$7.78</td>
</tr>
</tbody>
</table>

**Room Tax**
Like other economic activity, we are thankful that tourism has quickly rebounded in 2021. Our tourism promotion partners, most notably the Steuben County Conference and Visitors Bureau, are funded completely with room tax dollars. With year-to-date room tax collections returning to pre-pandemic levels, these agencies are better-positioned for increased levels of funding compared to 2021.

For 2022, we are projecting $899,700 in room tax collections, an increase of $282,500 or 45.77%. The adjoining graph displays room tax funding allocations for our partner tourism promotion agencies.
Every year, it is important to highlight the local impact of State mandates. As well documented by the New York State Association of Counties, the nine largest State mandates account for approximately 88% of Steuben County’s property tax levy. When factoring in our costs for Community Colleges, it equates to 95% of the 2022 tax levy.

It is notable that over the past three years, the cost of these largest state mandates has cumulatively decreased, with a 4% drop for 2022 alone. The largest drivers of this relief are decreased pension costs, along with stabilization of Medicaid and Safety Net expenses. While this is clearly welcomed news, we must always be mindful of the potential for new mandates or cost-shifts from Albany, as exemplified by the recent trend of sales tax interception.

New York State relies upon local sources of revenue to fill their budget gap every year; at a massively disproportionate rate in comparison to other States across the country. So when the Governor and Legislature bemoan the property tax burden in New York, it can be directly attributed to their reliance upon local government to help fund state operations through property taxes.

CONCLUSION
With a slight increase in the tax levy and a reduction in the average tax rate, the 2022 Steuben County Budget is compliant with the NYS Tax Cap and is a responsible fiscal blueprint for the coming year. Thankfully, with the influx of federal funds that stabilized the state's financial position, counties do not face the immediate threat of massive reductions in aid. In addition, with millions of dollars in federal funds allocated to local governments through ARPA, we have the flexibility to fund capital expenditures without placing that burden on local taxpayers.

We must always monitor new or changing initiatives from Albany, as the actions of the Governor and State Legislature remain the largest threat to our local spending plans and priorities. We will continue to work closely with our elected state representatives, the NYS Association of Counties, and our contacts in state government to ensure that our voices are heard during the development of the state budget. With a thoughtful and engaged Legislature, talented and dedicated department heads, and high-quality staff, Steuben County remains positioned to be very successful in 2022.

REQUIRED REPORTS
BUDGET WORKSHOP

Chairman Van Etten opened the Budget Workshop for questions and discussion. He stated he would like to thank Mr. Wheeler, Mr. Brewer, Mrs. Hurd-Harvey, Mr. Alger and all the department heads. I know we appreciate the quick turn around and the clear answers you provide us going through this process.

Mr. Swackhamer asked how does the State come up with the amount they withhold from sales tax? Is there a percentage or do they just tell us? Mr. Wheeler replied with AIM it was dollar for dollar. When they proposed to cut AIM in the State budget they made it whole and took that exact dollar amount. For the fiscally distressed hospitals in our area they determined what they owed and took that amount, so it is just dollar for dollar.

Mrs. Lando stated I appreciate and would like to thank the department heads, the Finance Department, Mr. Wheeler, Mr. Brewer and certainly the Finance Committee for all the work they have done.

Mrs. Ferratella asked have online sales taxes made a dramatic change to our sales tax? Mr. Wheeler replied it certainly has. It is tough to get insight into what impact that has had, but I would say 10 percent easily. That has been the big infusion and we started to see it last year. Last year it would have been far worse than it was if it were not for the online sales tax. Yes, it has had a dramatic impact. Mr. Potter commented with the online sales tax that the towns receive, they received more in sales tax revenue last year than they had previously.

Mr. Hanna stated you had mentioned staffing needs in Public Works and the Sheriff’s Office. Are there any other areas that have those needs? Mr. Wheeler replied our staff is doing a tremendous job keeping everything going. Each department would probably tell you that they have additional needs, but they are...
Special Legislative Meeting – Presentation of Budget
Friday, November 12, 2021

getting things done. The Public Works staff reduction resulted in a reduction in services. Mr. Van Etten stated Mr. Hanna’s question has merit, but because we did the early retirement last year, we only wanted to add back positions where it was absolutely needed. We don’t want to just make up for the 47 retirements. Mr. Hanna commented long-term we have to be careful that we don’t shortchange the department heads.

Mr. Mullen stated in looking at the Enterprise Fund for the Landfill you show how the revenues and expenditures are affected. Do you have a similar breakdown for the ARPA funds? Mr. Wheeler replied largely we have not included ARPA in the expense or revenue as we have done that as an off budget activity. ARPA is accounted for, but separately in your budget process. It does have an impact, but not necessarily on the budget. Mr. Van Etten commented I think because you have a three-year timeframe to spend the money it would really sway a budget looking at it from a year over year comparison.

Mr. Mullen stated there is quite a bit of revenue and expenditure increase relative to ARPA. How much of that is related to increasing staffing? Do you have a total number of what that is to get the staffing back up to where it was? Mr. Wheeler replied a rough guess would be $700,000. You are not necessarily seeing our share of ARPA, but you are seeing increased State aid in other areas. If you look at Mental Health the county cost has remained relatively flat, but there is an infusion of Federal funds for services. So we are getting additional State aid from that standpoint. To your point, it is not necessarily our share of ARPA, but it is impacted on pass through funds from the State. Mr. Mullen asked have you projected expenses for these? Mr. Wheeler replied yes.

Ms. Fitzpatrick stated we have worked hard to keep the tax levy at an even dollar amount and that shows the importance sales tax. We need to remind our constituents that every dollar spent in the county brings sales tax dollars to the county.

Mr. Nichols commented the Landfill has increased costs, but that does not affect property taxes. The expansion of the Landfill is needed to keep the operation going. He noted Public Works cut their bridge crew due to early retirements and they went from having two crews down one crew. Now we have a budget to get them back up to two crews as one crew will not be able to keep up with the work.

Mr. Malter stated I would like to talk about sales tax. The State is taking money to supplement AIM and now the hospitals. There was legislation passed to allow us to collect the 4 percent and the additional sales tax. I don’t understand from a legal standpoint, how they can do that by just taking it when the legislation has already been passed. Has somebody looked into that from a legal aspect? Mr. Wheeler stated that is a good point. I am not sure if that supersedes what they had previously allocated in the budget. Not that the $300,000 is insignificant, but it is a small portion of your sales tax. I think the ire is growing and we can absolutely engage with NYSAC about taking action. Mr. Malter stated I am just looking at this for the long-term.

Chairman Van Etten commented the final page of the presentation speaks volumes. We have a $223 million annual operation and $400,000 in debt payments. We are a very healthy operation. We do not have to go to get bonding for everything like many other counties do. What we do and how we build our budget is we are conservative on our revenue estimates and we hold back on spending. That is a good formula and we need to continue doing it that way.

There being no further questions or comments, Chairman Van Etten declared the Budget Workshop closed.
RESOLUTION NO. 216-21

Presented by G. Swackhamer. Seconded by J. Malter.


WHEREAS, pursuant to the Steuben County Management Evaluation and Salary Plan, as revised, Management employees, with the exception of elected positions, had performance evaluations conducted; and

WHEREAS, pursuant to the Plan, all salary adjustments for Management employees are based upon the reviews conducted pursuant to said Plan; and

WHEREAS, the Administration Committee has approved salaries for all Management employees, except Legislators, based upon performance evaluations; and

WHEREAS, the Administration Committee has reviewed and studied the evaluations pursuant to the Plan concerning the salaries of certain elected or appointed officials of the County of Steuben who have a fixed term of office for the Fiscal Year 2022, which individuals are presently serving mid-term; and

WHEREAS, said Administration Committee has recommended County of Steuben Local Law Tentatively No. Seven for the Year 2021, establishing the annual salaries of such appointed officials for the Fiscal Year 2022.

NOW THEREFORE, BE IT

RESOLVED, there is hereby presented to each member of this Steuben County Legislature Local Law Tentatively No. Seven for the Year 2021, Establishing the Annual Salaries of Certain Elected or Appointed Officials and Department Heads of the County of Steuben who have a Fixed Term of Office for the Fiscal Year 2022, as follows:

COUNTY OF STEUBEN
LOCAL LAW TENTATIVELY NO. SEVEN FOR THE YEAR 2021

A LOCAL LAW, Establishing the Annual Salaries of Certain Elected or Appointed Officials and Department Heads of the County of Steuben who have a Fixed Term of Office for the Fiscal Year 2022.

Be it enacted by the Legislature of the County of Steuben as follows:

SECTION 1: Except where inconsistent by operation of law due to prohibitions of increases of compensation during a fixed term of office for County officers and employees as provided in County Law §201 and Municipal Home Rule Law §24(2)(h), the “Steuben County Management Evaluation and Salary Plan”, Administrative Code of the County of Steuben Part XV be, and the same hereby is, applicable to officers and employees having a fixed term of office, whether elected or appointed, as are any and all resolutions of the Steuben County Legislature relative to rights and entitlements of County executive and management personnel.
SECTION 2: Effective with the first county payroll for the County Fiscal Year 2022, the annual salaries of the certain elected or appointed officials and department heads of the County of Steuben who have a fixed term of office are hereby established for the Fiscal Year 2022 as follows, to wit:

<table>
<thead>
<tr>
<th>TITLE</th>
<th>2020 SALARY</th>
<th>2022 SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commissioner, Social Services</td>
<td>$115,821</td>
<td>$122,150</td>
</tr>
<tr>
<td>Commissioners of Elections</td>
<td>$ 56,003</td>
<td>$ 60,009</td>
</tr>
<tr>
<td>Clerk of Legislature</td>
<td>$ 73,879</td>
<td>$ 77,811</td>
</tr>
<tr>
<td>County Attorney</td>
<td>$134,380</td>
<td>$141,347</td>
</tr>
<tr>
<td>Director of Real Property</td>
<td>$ 72,739</td>
<td>$ 77,492</td>
</tr>
<tr>
<td>Sheriff</td>
<td>$ 93,774</td>
<td>$ 99,532</td>
</tr>
<tr>
<td>Commissioner of Finance</td>
<td>$ 99,999</td>
<td>$106,328</td>
</tr>
<tr>
<td>County Clerk</td>
<td>$ 70,797</td>
<td>$ 75,116</td>
</tr>
</tbody>
</table>

SECTION 3: Should any of the above positions become vacant and subsequently filled by one other than the present incumbent, the salary shall in that instance be set by the Legislature prior to filling said vacancy.

SECTION 4: If any part of this Local Law shall be adjudged by any court of competent jurisdiction to be invalid, such judgment shall not affect, impair or invalidate the remainder thereof, but shall be confined in its operation to the part thereof directly involved in the controversy in which such judgment shall have been rendered.

SECTION 5: This Local Law shall become effective, subject to a permissive referendum, forty-five (45) days after the date of its final adoption and on the date it is duly filed in the Office of the Secretary of State of the State of New York and in accordance with the provisions of the Municipal Home Rule Law of the State of New York.

BE IT FURTHER RESOLVED, before said Local Law is adopted by the Steuben County Legislature, a Public Hearing shall be held at the Special Legislative Meeting on November 22, 2021, at 11:30 A.M. or such other date and time that may be adjourned, at Steuben County Offices, 3 East Pulteney Square, Bath, New York 14810, and the Local Law is subject to a permissive referendum of the qualified electors of the County of Steuben by filing of a legal petition within forty-five (45) days after its final adoption, with the Clerk of the Legislature of the County of Steuben protesting such Local Law; and be it further

RESOLVED, the Clerk of the Legislature shall cause a notice of said Public Hearing to be posted at the Courthouse in the municipality of Bath, Corning City Hall, and the DMV office in Hornell, have said notice published for one insertion in the two official newspapers of the County, and shall cause such posting and publication to be completed at least five (5) days prior to the date heretofore set forth for the Public Hearing, with proof of posting and publication to be filed in the Office of the Clerk of the Legislature; and be it further

RESOLVED, certified copies of this resolution shall be forwarded to the Commissioner of Finance, Personnel Officer, and all appointed and elected officials mentioned above.

Vote: Acclamation – Adopted.

Chairman Van Etten announced we will have a small gathering after the November 22nd Public Hearing on the Budget to honor our outgoing Legislators. For the new legislator-elects on the call, I have spoken
to each of you and would welcome you to that gathering as well as to any future meetings for the remainder of the year.

Motion to Adjourn made by Mr. Swackhamer, seconded by Mr. Potter and duly carried.