BUDGET, FINANCE & PERSONNEL

RESOLUTION NO. 2025226

RE: CONFIRMATION OF APPOINTMENT OF RACHEL M. KASHIMER AS COMMISSIONER OF HUMAN RESOURCES

Legislators CASWELL, TRUITT, HOUSTON, POLASEK, D'AQUANNI, FAUST, GARITO, GORMAN, HOUSE, MC HOUL, METZGER, PAOLONI, ROLISON, TRAVELPIECE, VERSACI offer the following and move its adoption:

WHEREAS, pursuant to Section 3.04 of the Dutchess County Charter, the County Executive has appointed Rachel M. Kashimer as Commissioner of Human Resources, effective January 3, 2026 for the balance of a six-year term which shall terminate on August 12, 2031, and

WHEREAS, after review of her experience and qualifications Rachel M. Kashimer is qualified to serve as Commissioner of Human Resources, and

WHEREAS, pursuant to Article XI, Section 11.01 of the Dutchess County Charter, the County Executive shall appoint the Commissioner of Human Resources subject to confirmation by the County Legislature, now therefore, be it

RESOLVED, that the appointment of Rachel M. Kashimer as Commissioner of Human Resources for the balance of a six-year term effective January 3, 2026 through August 12, 2031 is hereby confirmed.

CA-165-25
CEB/rjw
G-0175-A
11/6/2025
Fiscal Impact: See Attached.

APPROVED
Sue Serino
SUSAN J. SERINO
COUNTY EXECUTIVE
Date Dec. 10, 2025

STATE OF NEW YORK
ss:
COUNTY OF DUTCHESS

This is to certify that I, the undersigned Deputy Clerk of the Legislature of the County of Dutchess, have compared the foregoing resolution with the original resolution now on file in the office of said clerk, and which was adopted by said Legislature on the 8th day of December 2025, and that the same is a true and correct transcript of said original resolution and of the whole thereof.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of said Legislature this 8th day of December 2025.

DUTCHESS COUNTY SEAL

Laura Phillips
LAURA PHILLIPS, DEPUTY CLERK OF THE LEGISLATURE

SUE SERINO
COUNTY EXECUTIVE

22 Market Street
Poughkeepsie, NY 12601
Phone: 845-486-2000

DUTCHESS COUNTY GOVERNMENT

November 12, 2025

Mr. Bradford Kendall
Dutchess County Clerk
22 Market Street
Poughkeepsie, NY 12601

Dear County Clerk Kendall:

I hereby appoint Rachel Kashimer as Commissioner of Human Resources effective January 3, 2026.

Per the Dutchess County Charter, a resolution shall be submitted to the Dutchess County Legislature seeking confirmation of this appointment.

Rachel's track record of proven leadership and dedicated service to this government makes her an ideal candidate to serve in this capacity and I have full confidence in her ability to lead the Department of Human Resources.

Sincerely,

Sue Serino

Sue Serino
Dutchess County Executive

cc: Rachel M. Kashimer
Leigh Wager, Clerk of the Legislature

FISCAL IMPACT STATEMENT

☑ NO FISCAL IMPACT PROJECTED

APPROPRIATION RESOLUTIONS

(To be completed by requesting department)

Total Current Year Cost $ _____

Total Current Year Revenue $ _____
and Source

Source of County Funds *(check one)*: ☑ Existing Appropriations, ☐ Contingency,
☐ Transfer of Existing Appropriations, ☐ Additional Appropriations, ☐ Other *(explain)*.

Identify Line Items(s):

Related Expenses: Amount $ _____
Nature/Reason:

Anticipated Savings to County: _____

Net County Cost (this year): _____
Over Five Years: _____

Additional Comments/Explanation:
Ms Kashimer is currently serving the Department as Senior Deputy Commissioner. No change in salary is requested with her appointment to Commissioner.

Prepared by: Susan Doyle, Human Resources, 845-486-2183 Prepared On: 10/22/25

RACHEL KASHIMER

(845) 486-2174
rkashimer@dutchessny.gov

EDUCATION

Master of Business Administration

May 2020
Marist College
Poughkeepsie NY
Concentration - Financial Management

Bachelor of Science

Public Affairs with Honors
May 2012
Indiana University
School of Public and Environmental Affairs
Bloomington IN

Business Foundations Certificate
May 2011
Kelley School of Business

SKILLS

Advanced knowledge of Microsoft Word, Excel, Teams, and PowerPoint, Adobe Acrobat and Keynote

INTERESTS

Water skiing, baking, hiking and snow skiing

EXPERIENCE

Senior Deputy Commissioner of Human Resources

Dutchess County Dept. Human Resources | Poughkeepsie NY | Aug 2025 – Present

- Supervision of the Department of Human Resources under the direction of the Commissioner, including oversight of civil service administration, labor relations issues, and employee policies
- Investigative and supervisory role in Discrimination and Harassment complaints and employee disciplinary issues
- Creating and implementing strategic plan for expanded outreach and recruitment to support County departments
- Oversight of Risk Management unit, including benefit administration, leave management, workers' compensation, etc.
- Project management for special projects including Corporate Compliance, Justice and Transition Center Staffing Analysis, eGov Roster Card transition and more

Deputy County Executive

Dutchess County Executive's Office | Poughkeepsie NY | Jan 2023 – Aug 2025

- Supervised County Executive senior staff members and county department heads, as chief of staff to over 1,800 employees
- Supported development of County's $600M+ operating budget and multi-million dollar 5-Year Capital Plan
- Served under two County Executives, supporting two administrative transitions in two years
- Project management support for key capital projects
- Recruitment, interviewing and appointment of multiple department heads
- Oversight and project management for priority county projects including:
    - Homeless and housing projects
    - Youth grants and community center
    - Emergency Medical Services
    - Departmental reorganization
    - Migrant placement emergency
    - Justice and Transition Center
    - Labor relations and contract negotiations

EXPERIENCE CONT.

Senior/Assistant County Executive

Dutchess County Executive's Office| Poughkeepsie NY | May 2022 – Jan 2022

- Supervised various county departments and department heads, including the Department of Behavioral and Community Health and Emergency Response
- Served as liaison to County Executive's Office for various county departments, including District Attorney's office and Dutchess County Jail
- Developed publications and presentations, including State of the County presentation, county-wide mailers, town hall presentations, budget documents, budget in briefs, website updates, and more
- Supported creation of the County's $560 million 2023 Executive Budget and 5-Year Capital Plan
- Oversight and project management for priority county projects, including youth development projects, labor relations and human resource issues, public safety initiatives and behavioral health and public health initiatives

Assistant County Executive – COVID Operations

Dutchess County Executive's Office | Poughkeepsie NY | Mar 2021– May 2022

- Supervised the Department of Behavioral and Community Health and all operations related to the COVID-19 pandemic and response
- Served as the community liaison regarding COVID-19 for municipal officials, educational leaders, business owners, healthcare network executives and more
- Led rollout of COVID-19 vaccination activities including booster operations
- Managed distribution tens of thousands of COVID-19 test kits and masks to the public and targeted community organizations
- Oversaw collection drives for Ukraine Humanitarian Aid and Infant Formula

Senior Research Analyst

Dutchess County Budget Office | Poughkeepsie NY | Jan 2016– Feb 2021

- Supported development of $500+ million annual operating budget and multi million-dollar five-year capital plan and oversight and fiscal management of complex departmental budgets

Research Analyst

Dutchess County Budget Office | Poughkeepsie NY | Jan 2013– Jan 2016

- Conducted extensive fiscal impact analysis of multi-million-dollar projects and provided oversight and fiscal management County Departments' budgets

Budget Assistant

Dutchess County Budget Office | Poughkeepsie NY | May 2012– Dec 2012

- Provided clerical support for the Dutchess County Budget Office by maintaining databases and budget indicators, processing contracts, personnel requests and resolutions and by engaging in extensive constituent interaction

Majority Leader Houston, duly seconded by Assistant Majority Leader Polasek, moved the foregoing resolution. Discussion on Resolution No. 2025226 CONFIRMATION OF APPOINTMENT OF RACHEL M. KASHIMER AS COMMISSIONER OF HUMAN RESOURCES, proceeded as follows:

On motion by Legislator Munn, seconded by Assistant Minority Leader Atkins, moved to table to foregoing resolution to a date certain of January 20, 2026.

Roll call on the foregoing motion resulted as follows:

AYES:	9	Atkins, Brendli, Drago, Kaul, Kearney, Lawler, Munn, Page, and Valdés Smith
NAYS:	15	Caswell, D'Aquanni, Faust, Garito, Gorman, House, Houston, McHoul, Metzger, Paoloni, Polasek, Rolison, Travelpiece, Truitt, and Versaci
ABSENT:	1	Johnson

Motion defeated.

At this time, Chairman Truitt entertained a motion from the floor, which was seconded and carried, for a Republican Caucus.

At this time, Chairman Truitt entertained a motion from the floor, which was seconded and carried, to resume the regular order of business.

On motion by Assistant Minority Leader Atkins, seconded by Legislator Kearney, moved to table to foregoing resolution to a date certain of January 20, 2026.

Legislator Metzger called point of order because you can not motion to table a resolution twice if the first attempt to table failed.

The point of order was recognized by Chairman Truitt who pointed the point of order to Legislative Attorney Lindars.

Legislative Attorney Lindars stated that is true and the rules do not permit successive and routine over and over tabling.

Roll call on the foregoing resolution resulted as follows:

AYES:	15	Caswell, D'Aquanni, Faust, Garito, Gorman, House, Houston, McHoul, Metzger, Paoloni, Polasek, Rolison, Travelpiece, Truitt, and Versaci
NAYS:	9	Atkins, Brendli, Drago, Kaul, Kearney, Lawler, Munn, Page, and Valdés Smith
ABSENT:	1	Johnson

Resolution adopted.

Budget, Finance, and Personnel Committee Roll Call

District	*Name*	*Yes*	*No*
District 7 - Hyde Park and Pleasant Valley	Truitt*	1	
District 25 - Amenia, Washington, Pleasant Valley & Millbrook	Houston*	2	
District 3 - LaGrange	Polasek*	3	
District 16 - Fishkill and Beacon	Valdés Smith*		1
District 9 - City of Poughkeepsie	Atkins*		2
District 2 - LaGrange, Pleasant Valley & Town of Poughkeepsie	Travelpiece (VC)	4	
District 5 - Town of Poughkeepsie	D'Aquanni	5	
District 8 - City and Town of Poughkeepsie	Brendli		3
District 10 - City of Poughkeepsie	Johnson	Absent	
District 12 - East Fishkill	Metzger	6	
District 17 - Town and Village of Fishkill	McHoul	7	
District 21 - East Fishkill	Caswell (C)	8	

Present: 11 **Absent:** 1 **Vacant:** 0

Resolution: ✓ **Motion:** ___

Total : 8 (Yes) 3 (No)

Abstentions: 0

2025226 CONFIRMATION OF APPOINTMENT OF RACHEL M. KASHIMER AS COMMISSIONER OF HUMAN RESOURCES

DECEMBER 4, 2025

Roll Call Sheets

District	Last Name	YES	NO
District 7 - Hyde Park and Pleasant Valley	Truitt		1
District 25 - Amenia, Washington, Pleasant Valley & Millbrook	Houston		2
District 3 - LaGrange	Polasek		15
District 16 - Fishkill and Beacon	Valdés Smith	1	
District 9 - City of Poughkeepsie	Atkins	2	
District 1 - Town of Poughkeepsie	Gorman		3
District 2 - LaGrange, Pleasant Valley & Town of Poughkeepsie	Travelpiece		4
District 4 - Hyde Park and Town of Poughkeepsie	Lawler	3	
District 5 - Town of Poughkeepsie	D'Aquanni		5
District 6 - Town of Poughkeepsie	Kaul	4	
District 8 - City and Town of Poughkeepsie	Brendli	5	
District 10 - City of Poughkeepsie	Johnson	ab.	
District 11 - Clinton, Pleasant Valley, and Rhinebeck	Kearney	6	
District 12 - East Fishkill	Metzger		6
District 13 - East Fishkill and Wappinger	Paoloni		7
District 14 - Wappinger and Town of Poughkeepsie	Versaci		8
District 15 - Wappinger	Faust		9
District 17 - Town and Village of Fishkill	McHoul		10
District 18 - City of Beacon and Fishkill	Page	7	
District 19 - North East, Stanford, Pine Plains, Milan & Red Hook	Drago	8	
District 20 - Red Hook, Tivoli, and Rhinebeck	Munn	9	
District 21 - East Fishkill	Caswell		11
District 22 - Beekman and Union Vale	Garito		12
District 23 - Pawling, Beekman and East Fishkill	Rolison		13
District 24 - Dover and Pawling	House		14

Present: 24 Resolution: ___ Total : 9 15
Absent: 1 Motion: V Yes No
Vacant: 0 Abstentions: 0

2025226
12/8/2025 KM/BA
motion to table to Jun. 20, 2025
Defeated

Roll Call Sheets

District	Last Name	YES	NO
District 7 - Hyde Park and Pleasant Valley	Truitt		
District 25 - Amenia, Washington, Pleasant Valley & Millbrook	Houston		
District 3 - LaGrange	Polasek		
District 16 - Fishkill and Beacon	Valdés Smith		
District 9 - City of Poughkeepsie	Atkins		
District 1 - Town of Poughkeepsie	Gorman		
District 2 - LaGrange, Pleasant Valley & Town of Poughkeepsie	Travelpiece		
District 4 - Hyde Park and Town of Poughkeepsie	Lawler		
District 5 - Town of Poughkeepsie	D'Aquanni		
District 6 - Town of Poughkeepsie	Kaul		
District 8 - City and Town of Poughkeepsie	Brendli		
District 10 - City of Poughkeepsie	Johnson		
District 11 - Clinton, Pleasant Valley, and Rhinebeck	Kearney		
District 12 - East Fishkill	Metzger		
District 13 - East Fishkill and Wappinger	Paoloni		
District 14 - Wappinger and Town of Poughkeepsie	Versaci		
District 15 - Wappinger	Faust		
District 17 - Town and Village of Fishkill	McHoul		
District 18 - City of Beacon and Fishkill	Page		
District 19 - North East, Stanford, Pine Plains, Milan & Red Hook	Drago		
District 20 - Red Hook, Tivoli, and Rhinebeck	Munn		
District 21 - East Fishkill	Caswell		
District 22 - Beekman and Union Vale	Garito		
District 23 - Pawling, Beekman and East Fishkill	Rolison		
District 24 - Dover and Pawling	House		

Present: ____ **Resolution:** ____ **Total :** _____ _____

Absent: ____ **Motion:** ____ **Yes** **No**

Vacant: ____ **Abstentions:** ____

2025226 BA/BK motion to table
12/8/2025

Ruled out of order - no successive motions to table

Roll Call Sheets

District	Last Name	YES	NO
District 7 - Hyde Park and Pleasant Valley	Truitt	1	
District 25 - Amenia, Washington, Pleasant Valley & Millbrook	Houston	2	
District 3 - LaGrange	Polasek	3	
District 16 - Fishkill and Beacon	Valdés Smith		1
District 9 - City of Poughkeepsie	Atkins		2
District 1 - Town of Poughkeepsie	Gorman	4	
District 2 - LaGrange, Pleasant Valley & Town of Poughkeepsie	Travelpiece	5	
District 4 - Hyde Park and Town of Poughkeepsie	Lawler		3
District 5 - Town of Poughkeepsie	D'Aquanni	6	
District 6 - Town of Poughkeepsie	Kaul		4
District 8 - City and Town of Poughkeepsie	Brendli		5
District 10 - City of Poughkeepsie	Johnson	Absent	
District 11 - Clinton, Pleasant Valley, and Rhinebeck	Kearney		6
District 12 - East Fishkill	Metzger	7	
District 13 - East Fishkill and Wappinger	Paoloni	8	
District 14 - Wappinger and Town of Poughkeepsie	Versaci	9	
District 15 - Wappinger	Faust	10	
District 17 - Town and Village of Fishkill	McHoul	11	
District 18 - City of Beacon and Fishkill	Page		7
District 19 - North East, Stanford, Pine Plains, Milan & Red Hook	Drago		8
District 20 - Red Hook, Tivoli, and Rhinebeck	Munn		9
District 21 - East Fishkill	Caswell	12	
District 22 - Beekman and Union Vale	Garito	13	
District 23 - Pawling, Beekman and East Fishkill	Rolison	14	
District 24 - Dover and Pawling	House	15	

Present: 24 **Resolution:** ✓ **Total :** 15 9

Absent: 1 **Motion:** ___ Yes No

Vacant: 0 **Abstentions:** 0

2025226 CONFIRMATION OF APPOINTMENT OF RACHEL M. KASHIMER AS COMMISSIONER OF HUMAN RESOURCES

DECEMBER 8, 2025