BUDGET, FINANCE & PERSONNEL

RESOLUTION NO. 2025227

RE: APPOINTMENT TO THE DUTCHESS COUNTY INDUSTRIAL DEVELOPMENT AGENCY

Legislators CASWELL, TRAVELPIECE, MC HOUL, GORMAN, D'AQUANNI, VERSACI, and JOHNSON offer the following and move its adoption:

WHEREAS, the Dutchess County Industrial Development Agency was created pursuant to Section 925 of the General Municipal Law, and

WHEREAS, Section 856(2) of the General Municipal Law provides that the members of such agency shall be appointed by the governing board of the municipality and shall serve at the pleasure of such appointing authority, and

WHEREAS, a vacancy exists on the Dutchess County Industrial Development Agency due to the resignation of Timothy Dean, and

WHEREAS, Laine Belmonte expressed an interest in being appointed to such vacancy, now, therefore, be it

RESOLVED, that the Dutchess County Legislature does hereby appoint Laine Belmonte to replace Timothy Dean as a member of the Dutchess County Industrial Agency:

APPOINTMENT
Laine Belmonte
Hopewell Junction, NY 12533
(Filling the unexpired term of Timothy Dean)

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.

Laura Phillips
LAURA PHILLIPS, DEPUTY CLERK OF THE LEGISLATURE

LAINE BELMONTE, MBA

Hopewell Junction, NY 12533 -- (914) 260-4355
laineb17@gmail.com -- LInkedIn.com/in/laine-belmonte

HUMAN RESOURCES DIRECTOR/BUSINESS PARTNER

Highly motivated, approachable, and results driven HR business partner able to translate business vision into HR initiatives that improve performance, profitability, growth, and employee engagement. History of leading HR functions in various industries. Proven success executing HR initiatives associated with start-ups, expansion, business reorganization, downsizing, and mergers and acquisitions.

Key HR Qualifications

HR Leadership	**Change Management**	**Employee Relations**
M&A Strategies and Due Diligence	**Employee Performance Improvement**	**Talent Management**
Organizational Development	**Management & Staff Coaching**	**Workforce Planning**
Benefits and Leave Management	**Compensation Planning**	

PROFESSIONAL EXPERIENCE

PREMIER MEDICAL GROUP - Poughkeepsie, NY – *Multi-specialty medical group* **March 2012 – Present**

Director of Human Resources

- Leading a team of four, direct all HR operations for 550 employees, including talent acquisition, learning and organizational development, performance management, benefits and leave administration, compensation, employee relations, regulatory compliance, policy and procedure development, and HR systems.
- Led the HR integration of multiple medical practice acquisitions, as well as orchestrated the HR components for offboarding two divisions.
- Developed employment policies and procedures and established a corporate compliance program, leading to increased consistency, compliance with regulatory standards and reduced liability.
- Spearheaded employee engagement initiatives, contributing to a reduction in staff turnover by 24%.
- Initiated a Learning & Development function, leading to an expanded new hire onboarding program, robust healthcare and compliance training modules, and a 97% compliance rate with required annual training.
- Partnered with Dutchess County Workforce Development and Dutchess Community College to implement a Leadership Development Program and a Certified Medical Assistant (CMA) Training Program. The CMA program achieved a 100% placement rate, with all participants advancing into higher-level roles upon completion.
- Conducted annual compensation reviews, including market analyses, proposals to senior leadership, counsel to managers and preparation of final compensation materials.
- Advised and counselled management on employee relations issues, conducted investigations and executed appropriate corrective actions.

- Facilitated the creation of the organization's mission, vision and core value statements and associated peer to peer recognition program.
- Implemented the organization's HRIS and ATS systems, as well as background check and drug screening processes.
- Implemented the organization's first Employee Engagement Survey, resulting in quarterly town halls, expanded paid time off, a compensation survey and structure, regular department meetings, spot rewards, and team activities.

ALTERNATIVE RESOURCES -- Hopewell Junction, NY – *HR consulting firm* **2000 to 2012**

HR Consultant

Across multiple industries, provided HR consulting services including talent acquisition, benefit administration, policy development, performance management, acquisition management, compliance, compensation analyses, training, and management coaching. Companies included Mid-Hudson Medical Group, Reader's Digest, Fujifilm, Evonyx, Humanitees, Cendant Mobility, Marlene Weber Salon and Day Spa, and Premier National Bank.

CAREER NOTE

Additional tenure as HR Manager at Cendant Mobility Services, Inc. (Danbury, CT), Director of Employee Relations at Zurich Reinsurance Centre, Inc. (Stamford, CT), and HR Manager at Sunburst Communications, Inc. (Pleasantville, NY).

EDUCATION

MBA - Pace University, Lubin Graduate School of Business
BA – Psychology - State University of New York at Buffalo

AFFILIATIONS

Society of Human Resource Management (SHRM) - Member
Dutchess County Workforce Investment Board (DCWIB) – Board member
LUGPA - *Practice Management for Urology Groups: LUGPA's Guidebook* – Contributing author
Lucky Orphans Horse Rescue - Volunteer

IDA/LDC Appointment Qualification Form

Name: Laine Belmonte

Address: 17 Pondview Drive, Hopewell Junction, NY 12533

Phone: 914-260-4355

Email: lbelmonte@premiermedicalhv.com or laineb17@gmail.com

The following items are not allowable pursuant to the qualifications of a member of the Dutchess County Industrial Development Agency or the Dutchess County Local Development Corporation. Selecting 'Yes' will result in your application being pulled from consideration. Check the box that applies:

Yes	No	
☐	☒	Are you, or in in the past two (2) years have you been, employed by the Corporation or another corporate body having the same ownership and control of the Corporation in an executive capacity such as the DCIDA, DCLDC, or the Office of the Dutchess County Executive, or the Office of the Dutchess County Legislature?
☐	☒	Are you, or in the past two (2) years have you been, employed by an entity that received remuneration valued at more than fifteen thousand dollars ($15,000.00) for goods and services provided to the Corporation or received any other form of financial assistance valued at more than fifteen thousand dollars ($15,000.00) from the Corporation? Pertinent entities are listed on the attached appendix.
☐	☒	Are you a relative of an executive officer or employee in an executive position of the Corporation or another corporate body having the same ownership and control of the Corporation, such as the DCIDA, DCLDC, or the Office of the Dutchess County Executive, or the Office of the Dutchess County Legislature?
☐	☒	Are you, or in the past two (2) years have you been, a lobbyist registered under a state or local law and paid by a client to influence the management decisions, contract awards, rate determinations or any other similar actions of the Corporation or another corporate body having the same ownership and control of the Corporation, such as the DCIDA, DCLDC, or the Office of the Dutchess County Executive, or the Office of the Dutchess County Legislature?

I do hereby attest that the information above is, to the best of my knowledge and belief, truthful and accurate.

Laine Belmonte
Signature

11/24/25
Date

Budget, Finance, and Personnel Committee Roll Call

District	*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 2 - LaGrange, Pleasant Valley & Town of Poughkeepsie	Travelpiece (VC)		
District 5 - Town of Poughkeepsie	D'Aquanni		
District 8 - City and Town of Poughkeepsie	Brendli		
District 10 - City of Poughkeepsie	Johnson	Absent	
District 12 - East Fishkill	Metzger		
District 17 - Town and Village of Fishkill	McHoul		
District 21 - East Fishkill	Caswell (C)		

Present:	11	**Resolution:**	✓	**Total :**	11	0
Absent:	1	**Motion:**			**Yes**	**No**
Vacant:	0			**Abstentions:**	0	

2025227 APPOINTMENT TO THE DUTCHESS COUNTY INDUSTRIAL DEVELOPMENT AGENCY

DECEMBER 4, 2025

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	absent	
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:	24	**Resolution:**	✓	**Total :**	24	0
Absent:	1	**Motion:**			Yes	No
Vacant:	0			**Abstentions:**	0	

2025227 APPOINTMENT TO THE DUTCHESS COUNTY INDUSTRIAL DEVELOPMENT AGENCY

DECEMBER 8, 2025