

LOCAL LAW NO. 1-1983  
CHAUTAUQUA COUNTY

Establishing Fringe Benefits for Managerial Employees

BE IT ENACTED, by the County Legislature of the County of Chautauqua, New York as follows:

SECTION 1. This Local Law is intended to provide Managerial Employees of the County of Chautauqua County with a benefit package designed to attract and retain quality personnel in municipal employment and to set forth and establish fringe benefits for the management-class of employees not covered in various bargaining units wherein fringe benefits are specifically established for other County employees.

SECTION 2. Managerial Employees are defined as those employees of the County of Chautauqua named in Local Law 6-82 as presently in effect and as may be hereafter amended.

SECTION 3. The following benefits are hereby extended to Managerial Employees:

- A. Holidays – As set forth in any current contract between the County and the Civil Service Employees' Association.
- B. Mileage Reimbursement – Same as provided in any current CSEA contract.
- C. Travel Advance – Same as provided to other employees by Legislative action.
- D. Health Insurance – Same as provided in any current CSEA contract.
- E. Longevity Increments – Same as provided in any current CSEA contract.
- F. Leave of Absence – Granted in accordance with Civil Service Law and Rules, for personal, medical, military or educational purposes under guidelines established by the County Executive, or the appointing authority.
- G. Judicial Obligations – Full pay at daily rate, less juror's or witnesses' allowances, excluding mileage, if called to jury duty or subpoenaed to attend Court.
- H. Volunteer Firefighters/Emergency Workers – May answer calls without loss of pay.
- I. Physical Examination – A complete health-maintenance type physical examination for each managerial employee, scheduled in accordance with an age guideline as established by the Department of Personnel as follows:

<u>AGE</u>	<u>FREQUENCY</u>
40 and under	every 4 years
41-50	every 3 years
51-59	every 2 years
60-60+	annually

J. Life Insurance – In blocks of \$5,000.00 to the closest equivalent of current salary; employees may elect to increase coverage at their own cost for additional coverage

K. Tuition Reimbursement - \$400.00 per year, per employee, non-cumulative; course must be taken from recognized institution and must be job-related, as determined by immediate supervisor; payment upon successful completion of the course; any other educational allowance paid by the government shall be deducted from the County allowance.

L. Work Schedule – Management employees will not be required to sign in or out to keep track of exact hours worked; no vacation, sick leave or personal time will accrue to management employees, but administrative guidelines will be developed by the County Executive to govern paid time off.

M. Paid Health Insurance at Retirement – A retiring manager will receive paid health insurance coverage after retirement at the rate of one month for each full year of service.

SECTION 4. The benefits set forth above will be applicable to all full-time employees in the management salary plan, and elected officials who serve on a full-time basis. Managerial employees who work on a percentage basis more than 50% but less than 90% of full-time will be eligible for health insurance and the physical examination, but will receive other benefits on a pro-rated basis. Legislators, Coroners, and the County Historian are excluded from coverage under this benefit package.

SECTION 5. If any provision of this Local Law shall be adjudged by any Court of competent jurisdiction to be invalid, such adjudgment shall not affect, impair, or invalidate the remainder thereof.

SECTION 6. This Local Law shall take effect immediately upon filing in the Office of the Secretary of State.

Adopted by Legislature: 1/7/83

Public Hearing: 1/24/83

Adopted as Local Law 1-83