

LOCAL LAW NO. 19-91
CHAUTAUQUA COUNTY

CHAUTAUQUA COUNTY EMPLOYEE SUGGESTION INCENTIVE PROGRAM

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

Section 1. There is hereby created an Employee Incentive Suggestion Program (hereafter "Program").

Section 2. Purpose. The Program is designated to encourage and reward unusual and meritorious suggestions by Chautauqua County employees that reduce costs and promotes efficiency and improves services in the operation of the County of Chautauqua. The Program, while recognizing employees, will also increase opportunities for employee participation in shaping programs.

Section 3. Eligibility. All County employees shall be eligible to participate in the Program, and to receive awards thereunder, except, no employee may receive an award for a suggestion:

- (i) that relates to his or her duties where such duties involved planning or research;
- (ii) where, as part of his or her duties, such employee is assigned a particular problem to solve and the suggestion contributes to the solution of such problem;
- (iii) where such employee serves on a special committee and the suggestion falls within the scope of this committee's assignment.

Section 4. Committee. The Employee Suggestion incentive Program Committee shall review suggestions. The Committee shall consist of the County Executive or representative; two (2) Legislators (representing caucuses and appointed by them); Budget Director; Personnel Director or his representative; Union President or her representative; County Attorney or her representative; and two (2) Department Heads (appointed by County Executive).

Section 5. Awards. The Committee shall propose an appropriate award for each suggestion.

- (a) Each person who submits a suggestion shall receive a Certificate of Merit.
- (b) Where the committee determines that implementation of a suggestion will produce or has produced significant benefits to the County, the person submitting such suggestion also shall receive a U.S. Savings Bond.

Such awards shall be fixed in amounts established annually by the Committee. The total amount of such awards shall not exceed the amount appropriated annually in the County budget for this purpose.

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

Introduced: 9/11/91

Adopted by Legislature: 9/25/91

R/C Vote: 25 Yes

Public Hearing: 10/9/91

Adopted as LL 19-91