

LOCAL LAW NO. 7-97
CHAUTAUQUA COUNTY

A LOCAL LAW AMENDING LOCAL LAW 1-83 PROVIDING FRINGE BENEFITS FOR
MANAGERIAL EMPLOYEES

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

Section 1. Section 2(K) of Local Law 1-83, as amended, is further amended to read as follows:

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 supervisory; payment upon successful completion of the course; any other educational allowance paid by the government shall be deducted from the County allowance.] College Tuition Reimbursement – In accordance with a duly adopted resolution of the County Legislature, to be paid upon the successful completion of job-related college courses approved in advance by the Department Head within budget appropriations. Such resolution shall provide minimum grade requirements and tuition repayment in the event of an early voluntary termination. This section does not apply to continuing education requirements, training requirements by state or federal regulations, training required y Department Heads, and routine seminars.

Section 2. Section 2(L) of Local Law 1-83, as amended, is further amended to read as follows:

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 development by the County Executive to govern] Paid time off will be given at the discretion of the County Executive. Whenever [administrative guidelines entitle] a manager is entitled to four (4) or five (5) weeks of paid time off, the manager many, at his option, sell back to the County the fourth and fifth weeks of such paid leave. A manager may, at his option, carry over to the following year one (1) week of unused vacation, and such one (1) week carryover may be counted towards the sell back option in the following year, if applicable.

Section 3. Section 2(M) of Local Law 1-83, as amended, is further amended to read as follows:

M. Paid Health Insurance at Retirement – A retiring manager will receive paid health insurance coverage after retirement at the rate of three months for each full year of service as a manager. An employee of a County bargaining unit who becomes a manager shall receive at retirement a credit for retirement health insurance benefits earned as a bargaining unit employee. Paid health insurance at retirement shall be secondary to any other policies covering the former employee.

Notwithstanding the amendment to Section 2(M) set forth above, County managers employed prior to the effective date of this local law shall be entitled to retirement health insurance benefits for year of service as a County employee, as previously provided by Local Law 5-87.

Section 4. Section 2 of Local Law 1-83, as amended, is further amended to add a new Section 2(N), as follows:

N. Paid Health Insurance after Involuntary Severance Without Cause – In the case of involuntary severance without cause, any manager who has accrued a minimum of ten years of service as a manager will receive paid health insurance coverage at the rate of three months for each full year of service as a manager. Paid health insurance after involuntary severance without cause shall: (1) be secondary to any other policies covering the former employee; (2) not apply if the manager is also eligible for paid health insurance at retirement; 3) not apply to elected officials; and (4) take effect upon the manager's retirement, except that a manager may elect to receive up to eighteen months of earned severance health insurance immediately after severance.

Section 5. For purposes of Section 3 and 4 of this local law, "retirement" shall mean either (a) eligible to draw a pension from the New York State Employees' Retirement System or equivalent; or (b) eligible to qualify for Social Security retirement benefits and who has proof of entitlement for Social Security retirement benefits, as shown by Form SS-L30-C1 or its equivalent.

Section 6. Local Law 1-83, as amended, is further amended to add a new Section 2(O), as follows:

License Fees – the cost of licenses for management employees required for the performance of their job may be paid by the County, subject to approval by the Department Head within budgetary appropriations. Managers who are employed on less than a full-time basis shall be reimbursed proportionately based upon their percentage of time service.

Section 7. This local law shall become effective upon filing with the Secretary of State.

Introduced: 5/28/1997

Adopted: 5/28/1997 R/C Vote: 13 Yes; 11 No – (No's: Bargar, Beightol, Fagerstrom, Goll, Kindberg, Lus, Szot, Tarnowski, Taylor, Teresi, Trusso)

Public Hearing: 6/23/1997

Adopted as Local Law 7-97