

LOCAL LAW NO. 3-1980
CHAUTAUQUA COUNTY

A Local Law Establishing a Management Salary Plan for Certain County Officers and
Employees

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

SECTION 1. It is the intent of this Local Law to provide a Management Salary Plan for certain positions of employment with the County of Chautauqua for the purpose of providing the appointing authority adequate flexibility with which to recruit and retain qualified officers and employees whose positions are not included in the bargaining unit. The County Legislature finds that by granting the appointing authority the discretion to set salaries within specific ranges established by the County Legislature, the appointing authority may pay an officer or employee based upon his or her actual performance, and not necessarily on the basis of the length of time the officer or employee has been with the County of Chautauqua.

It is the further intent of the County Legislature in adopting the Management Salary Plan set forth herein that no current officer or employee whose position is covered by the Plan shall be reduced in pay as a result of the adoption of this Local Law.

SECTION 2. Upon the effective date of this Local Law, and at the intervals hereinafter set forth, the following ranges and levels of salary for the positions of employment hereinafter set forth shall be established:

CHAUTAUQUA COUNTY
MANAGEMENT SALARY PLAN

Salary Range

	Level 1	Level 2	Level 3	Level 4
1.	\$11,025	\$11,944	\$12,863	\$13,781
2.	\$12,600	\$13,650	\$14,700	\$15,750
	Deputy Director of Central Services (Office Services) Deputy Director of Central Services (Purchasing) Director, Youth Bureau			
3.	\$14,175	\$15,356	\$16,538	\$17,719
	Deputy Director of Buildings and Grounds Assistant Budget Director Deputy Director of Finance (Treasury) Director of Civil Defense Director of Veterans Services Energy Information Coordinator			
4.	\$15,750	\$16,800	\$18,275	\$19,688

	Clerk of the Legislature			
	Director, Office for the Aging			
	Executive Assistant			
5.	\$17,325	\$18,769	\$20,213	\$21,656
	Commission of Elections (2)			
	Deputy Director of Public Works (Environment)			
	Director of Central Services			
6.	\$18,900	\$20,475	\$22,050	\$23,625
	Coordinator, New Economic Process			
	Second Assistant County Attorney (3)			
	Director of Real Property Tax Services II			
	Industrial Development Director			
7.	\$20,475	\$22,181	\$23,888	\$25,594
	Deputy Director of Central Services (Data Processing)			
	Deputy Director of Planning and Development (Development)			
	Deputy Director of Public Works (Transportation and Engineering)			
	First Assistant County Attorney			
	Public Defender			
8.	\$22,050	\$23,888	\$25,725	\$27,563
9.	\$23,625	\$25,495	\$27,563	\$29,531
10.	\$25,200	\$27,300	\$29,400	\$31,500
	Commissioner of Mental Health			
	Commissioner of Social Services			
	Director of Finance			
	Director of Personnel			
	Director of Planning and Development			
	Director of Public Works			
	Probation Director I			
11.	\$30,000	\$33,333	\$36,667	\$40,000
	County Attorney			

SECTION 3. Upon the effective date of this Local Law, and at the intervals hereinafter set forth, the following salaries shall be set at a flat rate for the following positions and shall thereafter be reviewed annually:

Commissioner of Public Health	\$44,226
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SECTION 4. The appointing authority for each of the positions hereinabove set forth may, within budgetary appropriations available therefore, establish the salary for such position at any one of the four levels hereinabove set forth, provided that no officer or employee currently occupying such position shall suffer a reduction of pay. Within the budgetary appropriations available, such appointing authority may periodically adjust such salary to any level within the range hereinabove set forth in accordance with the officer's or employee's performance of his or her duties provided that no salary shall be reduced in a manner contrary to law.

SECTION 5. No later than June of each year, the County Executive shall review the Management Salary Plan hereby established and make recommendations to the County Legislature concerning adjustments and amendments to the Plan. Amendments to the Plan may be adopted by resolution except for those positions for which a change in salary requires the adoption of a local law.

SECTION 6. In the event that any provisions or part of this Local Law shall, for any reason, be adjudged invalid or unauthorized by a court of competent jurisdiction upon final determination of contested issues without substantially impairing or invalidating the remaining provisions and part of this Local Law, such judgement shall not affect, impair, or invalidate the remainder of this Local Law but shall be confined in its operation and effect to the provision or part thereof directly involved in the controversy or action in which such judgement shall have been rendered.

SECTION 7. This Local Law shall become effective forty-five (45) days after adoption or upon the approval of the qualified electors of the County of Chautauqua in the event a petition probating this Local Law shall have been filed in accordance with the provisions of the Municipal Home Rule Law.

Adopted by Legislature: 3/14/80 (R/C Vote: 13 Yes; 11 No; 1 Absent (No: Colburn, Crandall, Davies, Glenzer, Harte, Hopkins, A Johnson, Kidder, Nelson, Pratt, Spicer)
Adopted LL. 3-80 Effective 5/13/80