

LOCAL LAW NO. 1-07
CHAUTAUQUA COUNTY

A LOCAL LAW AMENDING LOCAL LAW 1-83 PROVIDING FOR A
MANAGEMENT BENEFITS PLAN FOR COUNTY OFFICERS AND EMPLOYEES

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

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

J. Life Insurance – \$70,000. For managers whose salary exceeds \$70,000, in blocks of \$5,000 to the closest equivalent exceeding current salary; employees may at their own cost purchase additional coverage.

Section 2. Section 2(M) of Local Law 1-83, as amended, is hereby 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, however, effective January 1, 2002, at the rate of three and one-fourth 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. County managers with a minimum of five years of service in a management position shall be entitled to retirement health insurance benefits for each year of service as a County employee as if the employee were a manager for the entire period of service. Managers shall have the same options regarding use of these benefits, including, but not limited to, permanently opting out of the health plan and flattening premiums as is provided to CSEA members.

Section 3. Section 2 of Local Law 1-83, as amended, is further amended to add a new Section 2(Q), as follows:

Q. Paid Health Insurance after Involuntary Severance Without Cause – In the case of involuntary severance without cause, any manager who has accrued a minimum of fifteen years of service as a manager will receive paid health insurance coverage at the rate of three and one-fourth 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 immediately upon the manager's involuntary severance without cause, except that a manager may elect to permanently exit the County sponsored health insurance plan and receive annual payments in lieu of the accrued paid health insurance, to be calculated based on premium rates at the time of involuntary severance and other guidelines established by the County Executive.

Section 4. For purposes of Sections 2 and 3 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.

Section 5. This local law shall become effective upon filing with the Secretary of State.

Mailed: 12/1/06

Adopted: 12/13/06

Public Hearing: 1/5/07

Sent to State: 1/9/07

ADOPTED AS LOCAL LAW 1-07