

**ADOPT PROPOSED LOCAL LAW NO. 2 FOR THE YEAR 2012**

**A LOCAL LAW TO INCREASE THE SALARY OF COUNTY OFFICERS ELECTED OR APPOINTED FOR A FIXED TERM DURING THE TERM OF OFFICE**

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

**SECTION I.**  
**LEGISLATIVE INTENT**

The County Legislature hereby states the intent of this local law is to preserve the integrity of the Management Compensation Plan, the goal of which is to treat all employees equally by maintaining grade level salary increments attached to years of service to the county. It is the Legislature's intention to extend the same increase in salary for those County officers elected or appointed for a fixed term, in compliance with New York State County Law §201, as has been previously adopted pursuant to the amended Grade and Step Schedule for Management / Management Confidential Employees through Cortland County Local Law Number 4 of 2011.

**SECTION II.**

The Employment Policy Manual for Department Heads, Management and Management / Confidential Employees includes a Grade and Step Schedule, with salary increments tied to grade levels and years of service. Certain officers are excluded as Local Law 4 of 2011 and New York State County Law §201 does not permit any new or amended Grade and Step Schedule to increase the salary of any officer elected or appointed for a fixed term during the term of office, except by Local Law, subject to permissive referendum (Municipal Home Rule Law §24(2)(h)).

This Local Law shall function to increase the salary of the following officers elected or appointed for a fixed term, during their term of office:

Commissioner of Social Services  
Superintendent of Highways  
Director of Real Property Tax Services

Public Health Director  
Personnel Officer

The same rate of annual salary increase for fiscal year 2012 extended to Cortland County Management and Management / Confidential Employees through the modification of the Grade and Step Schedule shall be provided to those officers elected or appointed for a fixed term, during their term of office. The annual salary of said officers elected or appointed for a fixed term, during their term of office, is to be adjusted and paid over the balance of the 2012 calendar year, upon the effective date of this local law.

**SECTION III.**  
**EFFECTIVE DATE**

This local law is subject to permissive referendum and shall not take effect until at least forty five (45) days after its adoption as provided by Section 24 of the Municipal Home Rule Law.

**STATE OF NEW YORK ) SS:  
COUNTY OF CORTLAND )**

This is to certify that I, the undersigned, Clerk of the Cortland County Legislature, have compared the foregoing copy with the original now on file in this office, and that the above actions were passed by the Cortland County Legislature on the 26<sup>th</sup> day of January, 2012 and that the same is a correct and true transcript of such actions taken:

IN WITNESS WHEREOF I have hereunto set my hand  
and the official seal of the CORTLAND COUNTY  
LEGISLATURE, this 27<sup>th</sup> day of January, 2012.



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Jeremy D. Boylan, Clerk of the Legislature  
Cortland County