

SPECIAL COMPENSATION PLAN

<u>POSITION</u>	<u>SALARY</u>
Sheriff	\$120,240
Treasurer	\$105,686
County Clerk	\$105,686
District Attorney	\$183,000
Chairman, Board of Supervisors	\$ 25,690
Supervisors	\$18,878
Coroner	\$27,301

APPOINTED OFFICIALS

<u>POSITION</u>	<u>SALARY</u>
Commissioner of Elections	\$77,664
Coordinator of STOP D.W.I, PT	\$12,000

PROFESSIONAL MEDICAL

<u>POSITION</u>	<u>SALARY</u>
Medical Consultant, Social Services	\$ 9,000
Medical Director, Correctional Facility	\$73,865
Registered Professional Nurse Correctional Facility	\$51,487 **
Head Nurse Correctional Facility	\$55,081 ***

**Base	1st	2nd	3rd	4th	5th	7th	9th	11th	15th	18th	24th
\$51,487	\$52,314	\$53,138	\$53,973	\$54,797	\$55,607	\$56,444	\$57,268	\$58,095	\$58,917	\$59,743	\$60,712
***Base	1st	2nd	3rd	4th	5th	7th	9th	11th	15th	18th	24th
\$55,081	\$55,905	\$56,731	\$57,568	\$58,392	\$59,202	\$60,034	\$60,860	\$61,688	\$62,511	\$63,338	\$64,308

SPECIAL COMPENSATION PLAN

<u>POSITION</u>	<u>SALARY</u>
Sheriff	117,882
Treasurer	103,614
County Clerk	103,614
District Attorney	152,500
Chairman, Board of Supervisors	25,690
Supervisors	18,878
Coroner	26,766

APPOINTED OFFICIALS

<u>POSITION</u>	<u>SALARY</u>
Commissioner of Elections	76,141
Coordinator of STOP D.W.I, PT	14,210

PROFESSIONAL MEDICAL

<u>POSITION</u>	<u>SALARY</u>
Medical Director, Correctional Facility	72,417
Registered Professional Nurse Correctional Facility	50,477
Head Nurse Correctional Facility	54,001

<u>**Base</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>7th</u>	<u>9th</u>	<u>11th</u>	<u>15th</u>	<u>18th</u>	<u>24th</u>
50,477	51,288	52,096	52,915	53,723	54,517	55,337	56,145	56,956	57,762	58,572	59,522

<u>***Base</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>7th</u>	<u>9th</u>	<u>11th</u>	<u>15th</u>	<u>18th</u>	<u>24th</u>
54,001	54,809	55,619	56,439	57,247	58,041	58,857	59,667	60,478	61,285	62,096	63,047

SPECIAL COMPENSATION PLAN

<u>POSITION</u>	<u>SALARY</u>
Sheriff	115,571
Treasurer	101,582
County Clerk	101,582
District Attorney	150,975
Chairman, Board of Supervisors	25,187
Supervisors	18,508
Supervisors	26,241
Coroner	

APPOINTED OFFICIALS

Commissioner of Elections	74,648
Coordinator of STOP D.W.I, PT	13,931

PROFESSIONAL MEDICAL

<u>POSITION</u>	<u>SALARY</u>
Medical Director, Inf/HRF	40,621
Medical Director, Correctional Facility	70,997
Registered Professional Nurse Correctional Facility	49,488
Head Nurse Correctional Facility	52,942

**Base	1st	2nd	3rd	4th	5th	7th	9th	11th	15th	18th	24th
49,488	50,283	51,074	51,877	52,669	53,448	54,252	55,044	55,839	56,629	57,424	58,355
***Base	1st	2nd	3rd	4th	5th	7th	9th	11th	15th	18th	24th
52,942	53,735	54,528	55,333	56,124	56,903	57,703	58,498	59,292	60,083	60,878	61,811

2012

SPECIAL COMPENSATION PLAN

<u>POSITION</u>	<u>SALARY</u>
Sheriff	113,305
Treasurer	99,590
County Clerk	99,590
District Attorney	136,951
Chairman, Board of Supervisors	25,187
Supervisors	18,508
Coroner	25,727

APPOINTED OFFICIALS

Commissioner of Elections	73,184
Coordinator of STOP D.W.I, PT	13,658

PROFESSIONAL MEDICAL

<u>POSITION</u>	<u>SALARY</u>
Medical Director, Inf/HRF	39,825
Medical Director, Correctional Facility	69,605
** Registered Professional Nurse Correctional Facility	48,517
***Head Nurse Correctional Facility	51,904

**Base	1st	2nd	3rd	4th	5th	7th	9th	11th	15th	18th	24th
48,517	49,297	50,073	50,860	51,636	52,400	53,188	53,965	54,744	55,519	56,298	57,211

***Base	1st	2nd	3rd	4th	5th	7th	9th	11th	15th	18th	24th
51,904	52,681	53,459	54,248	55,024	55,787	56,571	57,351	58,130	58,905	59,684	60,599

SPECIAL COMPENSATION PLAN

<u>POSITION</u>	<u>SALARY</u>
Sheriff	113,305
Treasurer	99,590
County Clerk	99,590
District Attorney	136,951
Chairman, Board of Supervisors	25,187
Supervisors	18,508
Coroner	25,727

APPOINTED OFFICIALS

Commissioner of Elections	73,184
Coordinator of STOP D.W.I, PT	13,658

PROFESSIONAL MEDICAL

<u>POSITION</u>	<u>SALARY</u>
Psychiatrist	172,084-211,477
Medical Director, Inf/HRF	39,825
Medical Director, Correctional Facility	69,605
Registered Professional Nurse Correctional Facility	48,517
Head Nurse Correctional Facility	51,904

*Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
172,084	176,962	181,839	187,197	192,715	198,584	204,838	211,477
Base	1 yr	1 yr	3 yr	3 yr	3 yr	4 yr	

**Base	1st	2nd	3rd	4th	5th	7th	9th	11th	15th	18th	24th
48,517	49,297	50,073	50,860	51,636	52,400	53,188	53,965	54,744	55,519	56,298	57,211

***Base	1st	2nd	3rd	4th	5th	7th	9th	11th	15th	18th	24th
51,904	52,681	53,459	54,248	55,024	55,787	56,571	57,351	58,130	58,905	59,684	60,599

SPECIAL COMPENSATION PLAN

<u>POSITION</u>	<u>SALARY</u>
Sheriff	102,891
Treasurer	90,436
County Clerk	90,436
District Attorney	124,364
Chairman, Board of Supervisors	23,329
Supervisors	17,143
Coroner	23,363

APPOINTED OFFICIALS

Commissioner of Elections	66,457
Coordinator of STOP D.W.I. PT	12,403

PROFESSIONAL MEDICAL

<u>POSITION</u>	<u>SALARY</u>
Psychiatrist	156,267 - 192,039 *
Medical Director, Inf/HRF	36,164
Medical Director, Correctional Facility	63,207
Registered Professional Nurse Correctional Facility	44,058 **
Head Nurse Correctional Facility	47,133 ***

*Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
156,267	160,696	165,126	169,990	175,001	180,331	186,011	192,039
Base	1 yr	1 yr	3 yr	3 yr	3 yr	4 yr	

**Base	1st	2nd	3rd	4th	5th	7th	9th	11th	15th	18th	24th
44,058	44,765	45,471	46,185	46,890	47,584	48,289	49,005	49,713	50,416	51,123	51,953

***Base	1st	2nd	3rd	4th	5th	7th	9th	11th	15th	18th	24th
47,133	47,839	48,545	49,261	49,966	50,659	51,372	52,079	52,787	53,491	54,198	55,029

District Attorney	Hourly rate -- 1/1 through 3/31	Hourly rate -- 4/1 through 12/31
2007	\$65.82	\$68.33
2011	\$73.77	\$75.25
2012	\$75.25	\$77.09
2013	\$77.09	\$80.55
2014	\$80.55	\$83.79
2015	\$83.79	\$83.79
2016	\$83.79	\$100.55

COUNTY OF SARATOGA
LOCAL LAW 2 - 2007

A LOCAL LAW PROVIDING FOR SALARY
INCREASES FOR CERTAIN COUNTY OFFICIALS

BE IT ENACTED by the Saratoga County Board of Supervisors as follows:

SECTION 1. The 2007 compensation for the following County officials shall be increased to the following levels, effective January 1, 2007:

Carol Holley, Director of Real Property Tax Services	\$ 84,454
Robert Christopher, Commissioner of Social Services	\$114,060
Mark Rider, County Attorney	\$125,852
John Murray, County Auditor	\$ 80,387
John Ciulla, Public Defender	\$131,619

ELECTED OFFICIALS:

James Murphy, District Attorney	\$124,364
James Bowen, Sheriff	\$102,891
Thomas Salvadore, Coroner	\$ 23,363
John DeMartino, Coroner	\$ 23,363

APPOINTED OFFICIALS

Diane Wade, Commissioner of Elections	\$ 66,457
William Fruci, Commissioner of Elections	\$ 66,457

SECTION 2. This Local Law is subject to a permissive referendum as provided in Municipal Home Rule Law §24.

SECTION 3. This Local Law shall become effective as provided in Municipal Home Rule Law §27.

1/22/07

RESOLUTION 26 - 07

Introduced by Supervisors Hargrave, Gutheil, A. Johnson, M. Johnson, Peck, Thompson and Wood

ADOPTING A LOCAL LAW IDENTIFIED AS INTRODUCTORY
NO. 4-06, PRINT NO. 1, RELATIVE TO AMENDING THE
COMPENSATION SCHEDULE BY INCREASING THE
COMPENSATION BY A COST-OF-LIVING INCREASE
FOR CERTAIN COUNTY OFFICIALS, AND SETTING
A DATE FOR A PUBLIC HEARING

WHEREAS, Resolution 248-06 introduced and presented a proposed Local Law identified as Introductory No. 4-06, Print No. 1 to this Board of Supervisors and scheduled a public hearing thereon for January 10, 2007 at 4:45 P.M. in the Meeting Room of the Saratoga County Board of Supervisors at 40 McMaster Street, Ballston Spa, New York; and

WHEREAS, notice of that public hearing was duly published and posted as required by law; and

WHEREAS, the scheduled public hearing was held and all persons appearing or desiring to be heard have been heard by this Board; now, therefore, be it

RESOLVED, that this Board of Supervisors, on this 22nd day of January, 2007 hereby adopts a Local Law identified as Introductory No. 4-06, Print No. 1 as set forth in annexed Schedule A.

BUDGET IMPACT STATEMENT: No budget impact

INTRODUCTORY NO. 6

PRINT NO. 2

INTRODUCED BY: Supervisors A. Johnson, Peck, Collyer, Daly, Hargrave,
Richardson and Rowland

COUNTY OF SARATOGA
LOCAL LAW 3 - 2011

A LOCAL LAW PROVIDING FOR SALARY
INCREASES FOR CERTAIN COUNTY OFFICIALS

BE IT ENACTED by the Saratoga County Board of Supervisors as follows:

SECTION 1. The 2011 compensation for the following County officials shall be increased to the following levels, effective January 1, 2011:

ELECTED OFFICIALS:

James Bowen, Sheriff	\$113,305
James Murphy, District Attorney	\$136,951
John DeMartino, County Coroner	\$ 25,727
Thomas Salvadore, County Coroner	\$ 25,727

APPOINTED OFFICIALS

Roger Schiera Commissioner of Elections	\$ 73,184
William Fruci, Commissioner of Elections	\$ 73,184
John Kalinkewicz, Personnel Director	\$100,913
John Ciulla, Public Defender	\$144,941
Stephen M. Dorsey, County Attorney	\$115,303
Joanne Bosley, Director Real Property II	\$ 76,139
Brian O'Connor, County Auditor	\$ 71,219

SECTION 2. The sum of \$600 shall be paid to the following individuals:

County Attorney, Mark Rider
Real Property Tax Service II Director, Carol Holley
County Auditor, John Murray
County Clerk, Kathleen Marchione
County Treasurer, Samuel Pitcheralle
District Attorney, James A. Murphy, III
Sheriff James D. Bowen
Public Defender, John H. Ciulla, Jr.
Commissioner of Public Works, Joseph C. Ritchey

Personnel Director, John J. Kalinkewicz
Coroner, Thomas Salvadore
Coroner, John DeMartino
Election Commissioner, Roger J. Schiera
Election Commissioner, William Fruci

SECTION 3. This Local Law is subject to a permissive referendum as provided in Municipal Home Rule Law §24.

SECTION 4. This Local Law shall become effective as provided in Municipal Home Rule Law §27.

3/15/11

RESOLUTION 53 - 11

Introduced by Supervisor A. Johnson, Peck, Collyer, Daly, Hargrave, Richardson and Rowland

ADOPTING A LOCAL LAW RELATIVE TO AMENDING
THE COMPENSATION SCHEDULE BY INCREASING
THE COMPENSATION BY A COST-OF-LIVING
INCREASE FOR CERTAIN COUNTY OFFICIALS

WHEREAS, Resolution 40-11 introduced and presented a proposed Local Law identified as Introductory No. 6 of 2010, Print No. 2 to this Board of Supervisors and scheduled a public hearing thereon for March 9, 2011 at 4:50 P.M. in the Meeting Room of the Saratoga County Board of Supervisors at 40 McMaster Street, Ballston Spa, New York; and

WHEREAS, notice of that public hearing was duly published and posted as required by law; and

WHEREAS, the scheduled public hearing was held and all persons appearing or desiring to be heard have been heard by this Board; now, therefore, be it

RESOLVED, that this Board of Supervisors, on this 15th day of March, 2011 hereby adopts a Local Law identified as Introductory No. 6 of 2010, Print No. 2, as set forth in annexed Schedule A.

BUDGET IMPACT STATEMENT: No budget impact.

SCHEDULE A

COUNTY OF SARATOGA
LOCAL LAW 1 - 2014

A LOCAL LAW AMENDING THE 2014 COUNTY COMPENSATION
SCHEDULE TO PROVIDE A COST-OF-LIVING INCREASE
FOR CERTAIN COUNTY OFFICIALS

BE IT ENACTED by the Saratoga County Board of Supervisors as follows:

SECTION 1. The 2014 compensation for the following County officials shall be increased to the following levels, effective January 1, 2014:

ELECTED OFFICIALS:

Thomas Salvadore, County Coroner	\$ 26,241
Samuel Pitcherale, County Treasurer	\$101,582

APPOINTED OFFICIALS

John Kalinkewicz, Personnel Director	\$105,631
Roger Schiera Commissioner of Elections	\$ 74,648
William Fruci, Commissioner of Elections	\$ 74,648
Keith R. Manz, Commissioner of DPW	\$111,592
Tina Potter, Commissioner of DSS	\$109,602
Joanne Bosley, Director Real Property II	\$ 83,109

SECTION 3. This Local Law is subject to a permissive referendum as provided in Municipal Home Rule Law §24.

SECTION 4. This Local Law shall become effective as provided in Municipal Home Rule Law §27.



SARATOGA COUNTY BOARD OF SUPERVISORS

RESOLUTION 33 - 14

Introduced by Supervisors Daly, Barrett, Grattidge, Lawler, Lucia, Peck and Wright

ADOPTING A LOCAL LAW IDENTIFIED AS INTRODUCTORY NO. 3,
PRINT NO. 1 OF 2013, AMENDING THE 2014 COUNTY COMPENSATION
SCHEDULE TO PROVIDE A COST-OF-LIVING INCREASE
FOR CERTAIN COUNTY OFFICIALS

WHEREAS, Resolution 229-13 introduced and presented a proposed Local Law identified as Introductory No. 3, Print No. 1 of 2013, to this Board of Supervisors and scheduled a public hearing thereon for January 15, 2014 at 4:55 P.M. in the Meeting Room of the Saratoga County Board of Supervisors, 40 McMaster Street, Ballston Spa, New York; and

WHEREAS, notice of that public hearing was duly published and posted as required by law; and

WHEREAS, the scheduled public hearing was held and all persons appearing or desiring to be heard have been heard by this Board; now, therefore, be it

RESOLVED, that this Board of Supervisors, on this 21st day of January, 2014 hereby adopts a Local Law identified as Introductory No. 3, Print No. 1 of 2013, as set forth in the annexed Schedule A.

BUDGET IMPACT STATEMENT: No budget impact.

SCHEDULE A

COUNTY OF SARATOGA
LOCAL LAW 1 - 2015

A LOCAL LAW AMENDING THE 2015 COUNTY COMPENSATION
SCHEDULE TO PROVIDE A COST-OF-LIVING INCREASE
FOR CERTAIN COUNTY OFFICIALS

BE IT ENACTED by the Saratoga County Board of Supervisors as follows:

SECTION 1. The 2015 compensation for the following County officials shall be increased to the following levels, effective January 1, 2015:

ELECTED OFFICIALS:

Thomas Salvadore, County Coroner	\$ 26,766
Susan Hayes-Masa, County Coroner	\$ 26,766
Michael H. Zurlo, County Sheriff	\$117,882
Craig Hayner, County Clerk	\$103,614

APPOINTED OFFICIALS

Roger Schiera Commissioner of Elections	\$ 76,141
William Fruci, Commissioner of Elections	\$ 76,141
Tina Potter, Commissioner of DSS	\$111,794
Joanne Bosley, Director Real Property II	\$ 84,771
Stephen M. Dorsey, County Attorney	\$128,770
Brian O'Connor, County Auditor	\$ 79,238
Oscar L. Schreiber, Public Defender	\$124,375

SECTION 3. This Local Law is subject to a permissive referendum as provided in Municipal Home Rule Law §24.

SECTION 4. This Local Law shall become effective as provided in Municipal Home Rule Law §27.



SARATOGA COUNTY BOARD OF SUPERVISORS

RESOLUTION 18 - 2015

Introduced by Supervisors Daly, Grattidge, Johnson, Lucia, Peck, Sausville and Wright

**ADOPTING A LOCAL LAW IDENTIFIED AS INTRODUCTORY NO. 2,
PRINT NO. 1 OF 2014, AMENDING THE 2015 COUNTY COMPENSATION
SCHEDULE TO PROVIDE A COST-OF-LIVING INCREASE
FOR CERTAIN COUNTY OFFICIALS**

WHEREAS, Resolution 242-2014 introduced and presented a proposed Local Law identified as Introductory No. 2, Print No. 1 of 2014, to this Board of Supervisors and scheduled a public hearing thereon for January 14, 2015 at 4:55 P.M. in the Meeting Room of the Saratoga County Board of Supervisors, 40 McMaster Street, Ballston Spa, New York; and

WHEREAS, notice of that public hearing was duly published and posted as required by law; and

WHEREAS, the scheduled public hearing was held and all persons appearing or desiring to be heard have been heard by this Board; now, therefore, be it

RESOLVED, that this Board of Supervisors, on this 20th day of January, 2015 hereby adopts a Local Law identified as Introductory No. 2, Print No. 1 of 2014, as set forth in the annexed Schedule A.

BUDGET IMPACT STATEMENT: No budget impact.

SCHEDULE A

COUNTY OF SARATOGA
LOCAL LAW 3 - 2016

A LOCAL LAW AMENDING THE 2016 COUNTY COMPENSATION
SCHEDULE TO PROVIDE A COST-OF-LIVING INCREASE
FOR CERTAIN COUNTY OFFICIALS

BE IT ENACTED by the Saratoga County Board of Supervisors as follows:

SECTION 1. The 2016 compensation for the following County officials shall be increased to the following levels, effective January 1, 2016:

ELECTED OFFICIALS:

Susan Hayes-Masa, County Coroner	\$ 27,301
Michael H. Zurlo, County Sheriff	\$120,240
Craig Hayner, County Clerk	\$105,686
Andrew Jarosh, Treasurer	\$105,686

APPOINTED OFFICIALS

William Fruci, Commissioner of Elections	\$ 77,664
Roger Schiera Commissioner of Elections	\$ 77,664
Joanne Bosley, Director Real Property II	\$ 86,466
Keith Manz, Commissioner of Public Works	\$122,343
Margaret McNamara, Director of Personnel	\$100,980
Tina Potter, Commissioner of DSS	\$114,030

SECTION 2. This Local Law is subject to a permissive referendum as provided in Municipal Home Rule Law §24.

SECTION 3. This Local Law shall become effective as provided in Municipal Home Rule Law §27.



SARATOGA COUNTY BOARD OF SUPERVISORS

RESOLUTION 19 - 2016

Introduced by Supervisors Wood, Collyer, Grattidge, Kinowski, Lewza, Lucia, and Peck

**ADOPTING A LOCAL LAW IDENTIFIED AS INTRODUCTORY NO. 2,
PRINT NO. 1 OF 2015, AMENDING THE 2016 COUNTY COMPENSATION
SCHEDULE TO PROVIDE A COST-OF-LIVING INCREASE
FOR CERTAIN COUNTY OFFICIALS**

WHEREAS, Resolution 233-2015 introduced and presented a proposed Local Law identified as Introductory No. 2, Print No. 1 of 2015, to this Board of Supervisors and scheduled a public hearing thereon for January 13, 2016 at 4:25 P.M. in the Meeting Room of the Saratoga County Board of Supervisors, 40 McMaster Street, Ballston Spa, New York; and

WHEREAS, notice of that public hearing was duly published and posted as required by law; and

WHEREAS, the scheduled public hearing was held and all persons appearing or desiring to be heard have been heard by this Board; now, therefore, be it

RESOLVED, that this Board of Supervisors, on this 19th day of January, 2016 hereby adopts a Local Law identified as Introductory No. 2, Print No. 1 of 2015, as set forth in the annexed Schedule A.

BUDGET IMPACT STATEMENT: No budget impact.

Chapter 4
Section F
Page 1
Date 5/13/80
Opr Personnel
Revised: 5/17/16
Resol: 121-2016

RETIREMENT

All employees of Saratoga County are eligible for Retirement benefits.

All permanent, full time employees are required to join the New York State Retirement System. There is the traditional Tier system or the Voluntary Defined Contribution Program for those limited employees who meet certain criteria. .

Membership is optional for the following individuals:

1. Temporary or provisional positions (under Civil Service Law); or
2. Employment of less than 30 hours per week, or less than the standard number of hours for full-time employment as established by the employer for this position;
or
3. Duration of employment for less than one year, or employment on less than a 12-month per year basis; or
4. Annual compensation less than the State's minimum hourly wage multiplied by 2,000 hours.

An employee with any type of previous employment or military service may be eligible for additional credit. The employee should submit a written request into the New York State Retirement System.

An employee's retirement benefit is based upon years of service, age at retirement and the salary earned when an active member.

Specific retirement details should be obtained directly from the New York State Retirement System.

Individuals who leave County employment prior to retirement should contact the New York State Retirement System to determine eligibility for a refund of their contributions made into the system.

Employees who are retiring are required to submit a resignation/retirement letter to their department head preferably giving two weeks' notice of the upcoming retirement.

HEALTH INSURANCE

The following employees of the County are eligible to join the County Health Insurance Plan:

- a. a regularly scheduled full-time employee who works a minimum of thirty- five (35) hours per week;
- b. an elected official of the county;
- c. a part-time employee who averages thirty (30) hours per week in the previous 12 months.

All persons are eligible for coverage on the first day of the month after completion of 60 days of continuous employment with the County. For example, if an employee starts on March 15th and is still employed on May 15th, the health insurance coverage would be effective on June 1st. It is the employee's responsibility to notify the Saratoga County Personnel Department of any changes in dependent coverage within 30 days of the qualifying event.

There are special enrollment periods due to qualifying events (including but not limited to marriage or birth of a child) where the coverage effective date is the same date as the qualifying event. The County's Employee Benefit Plan Document and Summary Plan Description provides Special Enrollment details.

Disenrollment qualifying events include but are not limited to the following: dependent reaching maximum age as defined through the Affordable Care Act, and divorce.

Upon the death of an active employee, Saratoga County will continue health insurance for dependents covered under the employee's policy for the remainder of the month of death plus one month. For example, the date of death is March 15th, coverage will continue through April 30th. The surviving dependents will be offered coverage under

Chapter 4
Section E
Page 2
Opr: Personnel
Date 9/27/94
Rev: 9/19/06
Res: 212-06
Revised: 3/15/16
Res: 74-2016

COBRA at 102%. The County's Employee Benefit Plan Document and Summary Plan Description provides disenrollment details.

Any employee who already has adequate health insurance coverage under another plan, and who is otherwise eligible may participate in the "in lieu of payment plan". This program provides \$ a monthly dollar amount to employees who elect not to participate in coverage under the County Health Insurance Plan. The employee must complete the "in lieu of payment plan" which is located in the County Personnel Department, on the County's Intranet site and also in the iNvagator. The employee shall receive these funds so accumulated by December 15th of each year or upon termination from the County if prior to that date.

A GUIDE TO DISABILITY BENEFITS

**Employee Benefits for Injuries and
Illnesses that Occur off the Job in
New York State**



New York State Workers' Compensation Board
www.WCB.NY.Gov
1-800-353-3092

Privacy Statement

Any and all documents that you file with the Board, or that are filed with the Board in conjunction with your claim for benefits, are protected from disclosure, pursuant to Workers' Compensation Law §110-a.

Workers' Compensation Law §110-a prohibits the release of any of the information in your case file except to those who are party to your claim (including your employer, its disability insurance carrier, their attorney and your attorney), anyone to whom you have given written permission to access your claim information, or anyone who has obtained a court-order authorizing them to access your claim information. Your information may be shared with other government entities in order for them to process claims for benefits or investigate fraud. Finally, your health care providers may have access to portions of your claim file, in order that they may ascertain payment for services.

The law also prohibits anyone from re-disclosing your information to anyone who is not authorized to have access to it.

You can authorize another person or entity to access to your claim file information in two ways:

By submitting an original Form OC-110A, Claimant's Authorization to Disclose Workers' Compensation Records; or

By submitting an original notarized letter or form indicating your authorization that a particular person or entity may have access to your claim information.

You may submit your authorization at any time during the course of your compensation claim. Providing a copy of the authorization to the person to whom you have granted authorization will always help that person obtain access. Some people choose to submit an OC-110A form when they initially file for benefits, authorizing their spouse or child to access their case file information on their behalf.

Prospective employers may not ask you for information about disability claims before hiring you.

The Workers' Compensation Board does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or sexual preference, in employment or the provision of service.

What Are Disability Benefits?

Disability benefits are temporary cash benefits paid to an eligible wage earner, when that person is disabled by an off-the-job injury or illness. The Disability Benefits Law provides weekly cash benefits to replace, in part, wages lost due to injuries or illnesses that do not arise out of or in the course of employment. Disability benefits are also paid to an unemployed worker to replace unemployment insurance benefits lost because of illness or injury.

An employer is allowed, but not required, to collect contributions from its employees to offset the cost of providing benefits. An employee's contribution is computed at the rate of one-half of one percent of wages, but no more than sixty cents a week.

If an employee has more than one job at the same time, with combined wages of more than \$120 per week, the employee may request each employer to adjust the contributions in proportion to the earnings of each employment. The combined contributions may not exceed 60 cents per week. The request should be made as soon as the employee enters a second job.

Disability benefits include cash payments only. Medical care is the responsibility of the claimant. It is not paid for by the employer or insurance carrier.

DISABILITY BENEFITS PLANS

Employers may provide benefits under a Disability Benefits Plan, or one negotiated by agreement and accepted by the Chair of the Workers' Compensation Board, under the Disability Benefits Law. Benefits (rate, duration and waiting period) are payable as provided by the plan. The employer may pay the entire cost of the plan. In some plans, employees are required to contribute more than 60 cents per week, but only by agreement and provided the employees' contributions are reasonably related to the value of the benefits. If employees must contribute, the employer must contribute the balance of the cost of the insurance.

Who is Covered?

- Employees or recent employees of a "covered" employer, who have worked at least four consecutive weeks. (An employer of one or more persons on each of 30 days in any calendar year becomes a "covered" employer four weeks after the 30th day of such employment.)
- Employees of an employer who elects to provide benefits by filing an Application for Voluntary Coverage.
- Employees who change jobs from one "covered" employer to another "covered" employer are protected from the first day on the new job. Generally, eligible employees do not lose protection during the first 26 weeks of unemployment, provided they are eligible for and claiming unemployment insurance benefits.
- Domestic or personal employees who work 40 or more hours per week for one employer.

Who is Not Covered?

- A minor child of the employer.
- Government, railroad, maritime or farm workers.
- Ministers, priests, rabbis, members of religious orders, sextons, Christian Science readers.
- Corporate officers and persons engaged in a professional or teaching capacity in or for a religious, charitable, or educational institution of a "non-profit" character, and persons receiving rehabilitation services in a sheltered workshop operated by such institutions under a certificate issued by the U.S. Department of Labor.
- Persons receiving aid from a religious or charitable institution, who perform work in return for such aid.
- One or two corporate officers who either singly or jointly own all of the stock and hold all of the offices of a corporation that employs no other employees.
- Golf caddies.
- Daytime students in elementary or secondary school, who work part-time during the school year or their regular vacation period.
- Employees who change to jobs in an exempt employment or with a "non-covered" employer, and work in such employment for more than four weeks, lose protection until they work four consecutive weeks for a "covered" employer.

Note: A "noncovered" employer may elect at any time to provide disability coverage by filing an Application for Voluntary Coverage with the Chairman of the Workers' Compensation Board.

STATE OF NEW YORK
WORKERS' COMPENSATION BOARD
 DISABILITY BENEFITS BUREAU
 100 BROADWAY - MENANDS
 ALBANY, NY 12241-0005

THIS AGENCY EMPLOYS AND SERVES
 PEOPLE WITH DISABILITIES WITHOUT
 DISCRIMINATION.

**EMPLOYER'S APPLICATION FOR VOLUNTARY COVERAGE FOR CLASS OF
 EMPLOYEES FOR WHOM DISABILITY BENEFITS ARE NOT REQUIRED BY LAW
 (Employee Contribution Required)**

TO THE CHAIR, WORKERS' COMPENSATION BOARD:

County of Saratoga(herein called the EMPLOYER)
 Name of Employer

.....
 Name Under Which Business is Conducted
 50 McMaster Street, Balston Spa, NY 12020 (518) 885-2225
 Address Telephone No.

Federal Employer's Identification Number (if Sole Proprietor, give Social Security Number) 14-6002571

U. I. Employer Registration Number..... Total Number of employees 1,447

Number of employees in class or classes for whom Disability Benefits are not required by law 1,447

A. The EMPLOYER represents that he/she is is not a covered employer within the definition thereof in Section 202 of the New York State Disability Benefits Law.

B. The EMPLOYER hereby gives notice of his/her election, under Section 212 of Law, to provide benefits to the extent and in the manner described below.

1.EMPLOYEES COVERED	<input type="checkbox"/> All employees engaged in a professional capacity. <input type="checkbox"/> All employees engaged in a teaching capacity. <input type="checkbox"/> Executive Officer(s). <input checked="" type="checkbox"/> All employees in New York State employment for whom Disability Benefits are not required by law. <input type="checkbox"/> Class or classes of employees at the place or places of employment as follows:
2. BENEFITS TO BE PROVIDED	<input checked="" type="checkbox"/> As provided by a Plan to be filed under Section 211. <input type="checkbox"/> As provided under Section 204, if there is no Plan for such employees.
3. METHOD OF PROVIDING BENEFITS	<input checked="" type="checkbox"/> Insurance. Certificate to be filed as required. <input type="checkbox"/> Self-Insurance, subject to approval of the Chair.

C. The EMPLOYER agrees that:

1. Payment of benefits will be provided for a period of at least one year, and thereafter unless and until terminated as provided in item C-2.
2. At least (90) ninety days prior written notice that the Employer wishes to discontinue coverage will be given to the Chair and to the covered employees; and provision will be made for the payment of obligations incurred on and prior to the effective termination date, including a rateable part of assessments for the current period, all subject to approval of the Chair.

PLEASE COMPLETE REQUIRED INFORMATION ON REVERSE

D. The EMPLOYER hereby certifies that:

1. More than one-half of employees for the class herein for whom benefits are to be provided have agreed to contribute to the cost of providing the benefits.
2. The agreement of such employees was made in writing or by election held on 12/8/14
3. The contribution of each employee is at the rate of .60 and the maximum contribution of any employee of \$.60 per week

The undersigned hereby affirms, under the penalties of perjury, that he/she is of the above named EMPLOYER; that he/she has carefully read the foregoing application, including attachments, and that the facts therein stated are true.

Date Signed 12/10/14

X

Signature of Owner, Partner or Authorized Official

Tel. Number.....

Title.....

CERTIFICATE OF EMPLOYEE REPRESENTATIVE(S)

The undersigned authorized representative(s) of employees covered by this application hereby certifies (certify) that more than one-half of such employees have duly agreed to contribute to the cost of Benefits as described herein.

Date Signed.....

Signature of Employee Representative

Tel. Number.....

Title.....

Name of Association of Employee or Union

Date Signed.....

Signature of Employee Representative

Tel. Number.....

Title.....

Name of Association of Employee or Union