

(Use this form to file a local law with the Secretary of State.)

Text of law should be given as amended. Do not include matter being eliminated and do not use italics or underlining to indicate new matter.

County  
City of Orleans, New York  
~~Town~~  
~~Village~~

Local Law No. 2 of the year 2008.

A local law Providing for Cash Payments in Lieu of Health Insurance  
(Insert Title)

Be it enacted by the Orleans County Legislature of the  
(Name of Legislative Body)

County  
City of Orleans, New York as follows:  
~~Town~~  
~~Village~~

**A Local Law Providing for Cash Payments in Lieu of Health Insurance**

SECTION 1: STATUTORY AUTHORITY

This local law is adopted pursuant to the provisions of the Municipal Home Rule Law § 10 (1) (ii) (a) (1).

SECTION 2: PURPOSE

The purpose of this local law is to authorize spousal buy back programs as a fringe benefit which programs shall provide for cash payments in lieu of health insurance coverage to officers and employees in an amount not to exceed the County’s cost of providing such coverage to eligible officers and employees electing to receive the cash payment.

SECTION 3: SPOUSAL BUY BACK PROGRAMS

This local law hereby authorizes the establishment and implementation of programs to be known as Spousal Buy Back Programs to provide for a cash payment in lieu of health coverage which would constitute a fringe benefit to eligible officers and employees. The provisions of the Spousal Buy Back Programs and eligibility therefore shall be determined from time to time by resolution duly adopted by the Orleans County Legislature.

(a) Any employee wishing to participate in this program must initiate the process by requesting the release from the Personnel Office, completing and returning same to the Personnel Office. The Personnel Office shall be responsible for administration of spousal buy back programs and shall promulgate rules and regulations pertaining to the programs.

(b) Spousal Buy Back Programs are not available to retirees, employees excluded by statute for this payment, employees whose spouse is employed by Orleans County and part time employees eligible for Orleans County Medical Plan.

#### SECTION 4. COLLECTIVE BARGAINING AGREEMENTS EXCLUDED

The provisions of this local law do not apply to collective bargaining agreements (CSEA - OCSEA – OCDSA), and there is no prohibition against negotiating and including cash payment programs in collective bargaining agreements with recognized bargaining units.

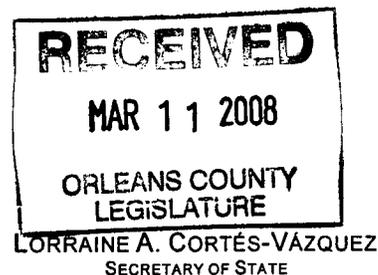
#### SECTION 5. EFFECTIVE DATE

This local law shall take effect immediately upon filing with the Department of State.



STATE OF NEW YORK  
**DEPARTMENT OF STATE**  
ONE COMMERCE PLAZA  
99 WASHINGTON AVENUE  
ALBANY, NY 12231-0001

ELIOT SPITZER  
GOVERNOR



March 10, 2008

Nadine P. Hanlon  
Clerk  
3 South Main Street  
Albion NY 14411-1495

**RE: County of Orleans, Local Law No. 2, 2008, filed on March 3, 2008.**

Dear Sir/Madam:

The above referenced material was received and filed by this office as indicated. Additional local law filing forms can be obtained from our website: [www.dos.state.ny.us/corp/misc.html](http://www.dos.state.ny.us/corp/misc.html) .

Effective 1/22/08, the Department of State, State Records and Law Bureau's new address is: NYS Department of State, State Records and Law Bureau, Suite 600, 99 Washington Avenue (1 Commerce Plaza), Albany, NY 12231.

Sincerely,  
Linda Lasch  
Principal Clerk  
State Records and Law Bureau  
(518) 474-2755