



UNION COUNTY BOARD OF COUNTY COMMISSIONERS

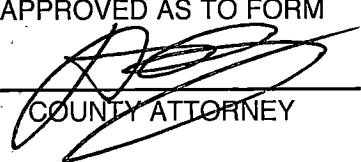

ORDINANCE NUMBER: 848-2024
DATE OF INTRODUCTION: 2/7/2024
DATE OF ADOPTION: 2/21/2024


AN ORDINANCE TO AMEND "THE LAWS OF UNION COUNTY: ADMINISTRATIVE CODE AND POLICIES AND GENERAL LEGISLATION" BY AMENDING PART I- ADMINISTRATIVE CODE: CHAPTER 1, UNION COUNTY GOVERNMENT STRUCTURE AND PART II-POLICIES AND GENERAL LEGISLATION: CHAPTER 26, BENEFITS.


BE IT ORDAINED, by the Union County Board of County Commissioners that the "Laws of Union County" are hereby amended, to be as follows:

Continue.....

INTRODUCTION				RECORD OF VOTE				FINAL ADOPTION							
COMMISSIONER	Aye	Nay	Abs	Pass	Ord.	Sec	NP	COMMISSIONER	Aye	Nay	Abs	Pass	Ord.	Sec	NP
BAKER, JR.	✓							BAKER, JR.	✓						
BODEK	✓							BODEK	✓						
DELISFORT	✓							DELISFORT							✓
GRANADOS	✓							GRANADOS	✓						
KOWALSKI	✓							KOWALSKI	✓					✓	
MIRABELLA	✓				✓			MIRABELLA	✓				✓		
WILLIAMS	✓							WILLIAMS							✓
LEON VICE CHAIRWOMAN	✓					✓		LEON VICE CHAIRWOMAN	✓						
PALMIERI-MOUDED CHAIRWOMAN	✓							PALMIERI-MOUDED CHAIRWOMAN	✓						

APPROVED AS TO FORM  COUNTY ATTORNEY	I hereby certify the above is an original ordinance adopted by the Board of County Commissioners of the County of Union on the aforementioned date.
	 CLERK

NO SUFFICIENCY OF FUNDS REQUIRED


I hereby certify the above is an original ordinance adopted by the Board of County Commissioners of the County of Union on the aforementioned date.	 CLERK
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PART I - ADMINISTRATIVE CODE

Chapter 1. UNION COUNTY GOVERNMENT STRUCTURE

ARTICLE XXIV, Department of Economic Development

The Board of County Commissioners does hereby amend previously enacted Ordinance No. 833-2021, to re-designate the section designated therein as new section 158.1 Bureau of ADA Compliance, to be Section 160 Bureau of ADA Compliance, with no changes in the language thereof.

and;

PART II - POLICIES AND GENERAL LEGISLATION

Chapter 26. BENEFITS

ARTICLE I, Noncontractual Employees & Division and Department Heads

§ 26-1. Adoption of benefit policy.

The Board of County Commissioners of the County of Union does hereby adopt the following policy regarding benefits for all noncontractual employees and division and department heads.

A. Unchanged.

B. *Annual leave: division heads and department heads.* All division heads and department heads, as herein defined, shall not be entitled to overtime or compensatory time. All such division and department heads, however, shall be entitled on an annual basis to 3 working days of paid personal leave, 15 days of paid sick leave, and a minimum of 20 days of annual paid vacation, adjusted as follows:

- (1) Persons with eight completed years to 10 years of service will be entitled to 21 working days' vacation each year.
- (2) Persons with 10 completed years to 15 years of service will be entitled to 24 working days' vacation each year.
- (3) Persons with 15 completed years to 20 years of service will be entitled to 26 working days' vacation each year.
- (4) Persons with 20 completed years to 25 years of service will be entitled to 28 working days' vacation each day.
- (5) Persons with 25 completed years or more of service will be entitled to 33 working days' vacation each year.

During the first calendar year of employment, vacation, sick and personal days shall be credited on a prorated basis, for each month of service.

Department heads retiring from service with the County shall be entitled to: a) credit of the full annual vacation days for the calendar year in which he or she retires; b) payment for any earned, unused vacation days; and c) a sick-time payout of \$15,000 if he or she has twelve (12) or more years of full-time service to the County and has a minimum of 100 earned, unused sick days at the time of retirement.

Division heads retiring from service with the County shall be entitled to: a) credit of the full annual vacation days for the calendar year in which he or she retires; b) payment for any earned, unused vacation days; and c) a sick-time payout of:

\$10,000 for 100-200 earned, unused sick days;
\$12,500 for 201-300 earned, unused sick days; or
\$15,000 for 301 or more for any earned, unused sick days

and has twenty-five (25) years or more service in a State Administered Pension Plan (Police & Firemen's Retirement System; Public Employees Retirement System; or Defined Contribution Retirement Program) or is 62 years or older with a minimum of 15 years of service in a State Administered Pension Plan (Police & Firemen's Retirement System; Public Employees Retirement System; or Defined Contribution Retirement Program).

C. Unchanged.

ARTICLE V, Retiree Health Insurance Benefits Package

§ 26-8. Retiree subsidy.

A) Unchanged.

B) Constitutional Officers, Department Directors and Division Heads

a. The County shall remove the existing cap on the retiree health benefit subsidy and reimburse Medicare premiums for all individuals holding the position of Constitutional Officer or Department Director at the time of retirement from the County and who: a) retire on a disability pension from the Police & Firemen's Retirement System or the Public Employees Retirement System; or b) retire on or after January 1, 2024 and have twelve (12) or more years of full-time service with the County of Union and minimum of five (5) years in the position of Constitutional Officer or Department Director with no age limitation.

b. The County shall remove the existing cap on the retiree health benefit subsidy and reimburse Medicare premiums for all individuals holding the position of Division Head or equivalent at the time of retirement from the County and who: a) retire on a disability pension from the Police & Firemen's Retirement System or the Public Employees Retirement System; b) retire on or after January 1, 2024 and has twenty-five (25) years or more service in a State Administered Pension Plan (Police & Firemen's Retirement System; Public Employees Retirement System; or Defined Contribution Retirement Program) or the County's 401A plan for employees not eligible to enroll in a State Administered Pension Plan with a minimum period of five (5) years in the position of Division Head; or c) retire on or after January 1, 2024 and is 62 years or older with a minimum of 15 years of service in a State Administered Pension Plan (Police & Firemen's Retirement System; Public Employees Retirement System; or Defined Contribution Retirement Program) or the County's 401A plan for employees not eligible to enroll in a State Administered Pension Plan with a minimum period of five (5) years in the position of Division Head.

C) Unchanged.

AND, BE IT FURTHER ORDAINED, in case any section, subsection, paragraph, subdivision, clause or provision of this ordinance shall be judged invalid by a court of competent jurisdiction, such order or judgment shall not affect or invalidate the remainder of any section, paragraph, subdivision, clause or provision of this ordinance, and to this end, the provisions of each section, paragraph, subdivision, clause or provision of this ordinance are hereby declared to be severable;

AND, BE IT FURTHER ORDAINED, that each section of this ordinance shall take effect at the time and in the manner provided by law, unless otherwise indicated.
