

*Enrolled*      *158-151*  
PROPOSED ORDINANCE 158-156

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2  
3                    MODIFY BENEFITS FOR EMPLOYEES ACTIVATED  
4                    TO ACTIVE MILITARY SERVICE  
5

6    WHEREAS Waukesha County employs individuals who are members of the Armed Forces  
7    Reserves and National Guard, and

8  
9    WHEREAS these employees may be called to active military duty for periods exceeding one (1)  
10   year, and

11  
12   WHEREAS current County policy allows for the payout of unused vacation at the end of the  
13   calendar year for employees who are still on leave, which can result in employees returning to  
14   work from military leave with reduced or no vacation benefits, and

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16   WHEREAS the county wishes to allow these employees the opportunity to carryover this unused  
17   vacation until their active duty is completed, and

18  
19   WHEREAS employees on unpaid military leave may experience reduced or no earnings in a  
20   calendar year, which can result in a reduced life insurance benefit, or no life insurance benefit  
21   upon return to work.

22  
23   THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES  
24   ORDAIN that employees on long-term active military leave exceeding 30 days will have the  
25   option to either receive a payout of their unused vacation or elect to carryover their unused  
26   vacation into the year they return to work for Waukesha County and/or into the following year  
27   after they return to work.

28  
29   BE IT FURTHER ORDAINED that employees who would experience a reduction in their life  
30   insurance benefit upon return to work from military leave will have the amount of their life  
31   insurance benefit remain at the level that was in effect prior to the commencement of their  
32   military leave.

MODIFY BENEFITS FOR EMPLOYEES ACTIVATED  
TO ACTIVE MILITARY SERVICE

Presented by:  
Personnel Committee

  
Duane E. Paulson, Chair

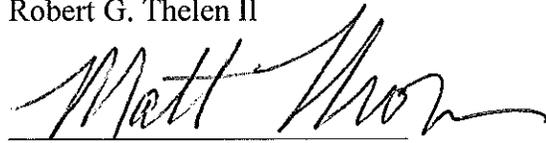
  
Donald M. Broesch

  
Peter Gundrum

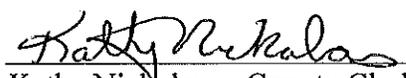
  
Jeff Morris

  
Carl H. Seltz

  
Robert G. Thelen II

  
Matt Thomas

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 3/26/04,   
Kathy Nickolaus, County Clerk

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved:  \_\_\_\_\_  
Vetoed:  \_\_\_\_\_

Date: 3-29-04,   
Daniel M. Finley, County Executive

## FISCAL NOTE

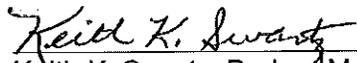
### MODIFY BENEFITS FOR EMPLOYEES ACTIVATED TO ACTIVE MILITARY SERVICE

This ordinance authorizes County employees on long-term active military leave exceeding 30 days to have the option to either receive a payout of their unused vacation or elect to carryover their unused vacation into the year they return to work for the County and/or into the following year. Currently, Waukesha County has 3 employees on military leave (2 from the Sheriff Dept.; 1 from Corporation Counsel). Under this ordinance, if any of these employees requested vacation payouts, the payout costs will be covered from Personnel Cost appropriations in the department's budget or Non Departmental budget (if under 30 employees in a department) just as it is now. If the employee elects to carryover vacation to when they return, Human Resources will administratively reserve their eligible vacation.

For 2004, the combined estimated vacation payout amounts for these individuals on military leave, including related benefits costs totals approximately \$3,200.

The life insurance provision will have minimal impact.

No additional budget appropriation authority is being requested at this time.

  
\_\_\_\_\_  
Keith K. Swartz, Budget Manager  
2/16/2004

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-03/23/04

(ORD) NUMBER-1580146

- 1 K. HERRO.....AYE
- 3 D. STAMSTA.....AYE
- 5 J. MARCHESE.....AYE
- 7 J. JESKEWITZ.....AYE
- 9 P. HAUKOHL.....AYE
- 11 K. HARENDA.....
- 13 J. MORRIS.....AYE
- 15 D. SWAN.....AYE
- 17 J. BEHREND.....AYE
- 19 W. MITCHELL.....AYE
- 21 W. KOLB.....
- 23 P. PRONOLD.....
- 25 K. CUMMINGS.....AYE
- 27 D. PAULSON.....AYE
- 29 M. THOMAS.....AYE
- 31 V. STROUD.....AYE
- 33 D. PAVELKO.....AYE
- 35 C. SEITZ.....AYE

- 2 R. THELEN.....AYE
- 4 H. CARLSON.....AYE
- 6 D. BROESCH.....AYE
- 8 J. DWYER.....AYE
- 10 S. WOLFF.....AYE
- 12 J. GRIFFIN.....AYE
- 14 J. LA PORTE.....
- 16 R. MANKE.....AYE
- 18 B. MORRIS.....AYE
- 20 M. KIPP.....
- 22 G. BRUCE.....AYE
- 24 A. SILVA.....AYE
- 26 S. KLEIN.....AYE
- 28 P. JASKE.....AYE
- 30 K. NILSON.....AYE
- 32 P. GUNDRUM.....AYE
- 34 R. SINGERT.....AYE

TOTAL AYES-30

TOTAL NAYS-00

CARRIED \_\_\_\_\_

DEFEATED \_\_\_\_\_

UNANIMOUS X

TOTAL VOTES-30