

ENROLLED ORDINANCE 162-51

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2008

WHEREAS there may be several positions abolished or unfunded in the County's 2008 budget, and

WHEREAS the County has assisted employees in a transition process in the past by providing a retention/severance program, and

WHEREAS the prior programs have been based on an employee's length of service and include the County's share of the health insurance benefits for a specified period of time.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN that employees who are laid off from employment following the effective date of this ordinance through the 2008 calendar year will be eligible for the following retention/severance program:

1. Regular full-time employees, who have completed their probationary periods and have less than three (3) years of service, will be eligible for three (3) weeks of pay. Employees with more than three (3) years of service but less than ten (10) years of service will be eligible to receive six (6) weeks of pay. Employees with ten (10) or more years of service will be eligible to receive nine (9) weeks of pay.
2. Regular part-time employees will be eligible for one-half (1/2) the retention/severance benefit.
3. Regular full-time and regular part-time employees will be eligible for up to three (3) months of the County's contribution toward the health insurance plan they are enrolled in at the time of layoff.
4. Employees will be eligible to participate in the Tuition Assistance program for a one-year period from the date of their layoff.

BE IT FURTHER ORDAINED THAT the employees must meet the following requirements to be eligible for the retention/severance program:

1. Individuals who leave employment prior to the layoff, or who accept employment in another position with the County will not be eligible for the retention/severance plan.
2. Employees will have their retention/severance payments reduced for any sick leave used from the effective date of this ordinance until the date of layoff unless the absences are substantiated with a medical certification.

BE IT FURTHER ORDAINED that the funding necessary to cover the costs associated with this ordinance are provided for in the 2008 non-departmental budget, and the tuition assistance in the 2008 DOA budget.

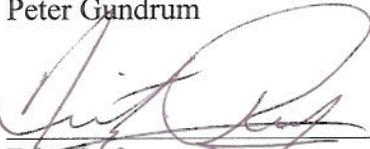
EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2008

Presented by:
Personnel Committee


Duane E. Paulson, Chair


Thomas Bullermann

absent
Peter Gundrum

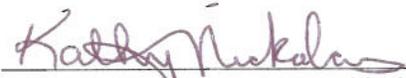

Fritz Ruf


Thomas J. Schellinger


Robert G. Thelen II


Joseph A. Vitale

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

Date: 9-28-07, 
Kathy Nickolaus, County Clerk

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

Approved:
Vetoed:

Date: 10-2-07, 
Daniel P. Vrakas, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-09/25/07

(ORD) NUMBER-1620046

- 1 K. HERRO.....AYE
- 3 T. ROLFS.....AYE
- 5 J. MARCHESE.....AYE
- 7 J. JESKEWITZ.....AYE
- 9 P. HAUKOHL.....AYE
- 11 K. HARENDA.....AYE
- 13 J. MORRIS.....
- 15 D. SWAN.....AYE
- 17 J. BEHREND.....AYE
- 19 W. MITCHELL.....AYE
- 21 W. KOLB.....AYE
- 23 J. TORTOMASI.....AYE
- 25 K. CUMMINGS.....AYE
- 27 D. PAULSON.....AYE
- 29 T. BULLERMANN.....AYE
- 31 V. STROUD.....
- 33 K. HAMMITT.....AYE
- 35 P. MEYER.....AYE

- 2 R. THELEN.....
- 4 R. HUTTON.....NAY
- 6 D. BROESCH.....AYE
- 8 J. DWYER.....AYE
- 10 S. WOLFF.....AYE
- 12 T. SCHELLINGER....AYE
- 14 S. WIMMER.....AYE
- 16 R. STEVENS.....AYE
- 18 B. MORRIS.....AYE
- 20 P. WOLFF.....AYE
- 22 G. BRUCE.....AYE
- 24 J. VITALE.....AYE
- 26 F. RUF.....AYE
- 28 P. JASKE.....AYE
- 30 K. NILSON.....AYE
- 32 P. GUNDRUM.....AYE
- 34 R. SINGERT.....AYE

TOTAL AYES-31

TOTAL NAYS-01

CARRIED X

DEFEATED

UNANIMOUS

TOTAL VOTES-32