

ENROLLED ORDINANCE 163-31

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2009

WHEREAS there may be positions abolished or unfunded in the County's 2009 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, and

WHEREAS the funding necessary to cover the costs associated with this ordinance will be provided for in the 2009 non-departmental budget, and the tuition assistance in the 2009 Department of Administration budget.

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 2009 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 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.

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2009

Presented by:
Personnel Committee

Approved by:
Finance Committee

Thomas J. Schellinger
Thomas J. Schellinger, Chair

Patricia A. Haukohl
Patricia A. Haukohl, Chair

absent
James R. Behrend

James A. Heinrich - NO
James A. Heinrich

Dave Falstad
Dave Falstad

Robert Hutton (NO)
Robert Hutton

Peter Gundrum
Peter Gundrum

absent
Pamela Meyer

James A. Heinrich
James A. Heinrich

Jean Tortomasi
Jean Tortomasi

absent
Ted Rolfs

Steven C. Wimmer
Steven C. Wimmer

Steven C. Wimmer
Steven C. Wimmer

William J. Zaborowski - NO
William J. Zaborowski

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

Date: 9/29/08, Kathy Nickolaus
Kathy Nickolaus, County Clerk

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

Approved: X
Vetoed: _____

Daniel P. Vrakas

Date: 9-2-08, Daniel P. Vrakas
Daniel P. Vrakas, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-08/26/08

(ORD) NUMBER-1630032

1 D. FALSTAD.....AYE
 3 R. HUTTON.....NAY
 5 J. JESKEWITZ.....AYE
 7 P. HAUKOHL.....AYE
 9 J. HEINRICH.....AYE
 11 F. RUF.....
 13 J. BEHREND.....AYE
 15 P. MEYERS.....AYE
 17 J. TORTOMASI.....AYE
 19 S. WIMMER.....AYE
 21 W. ZABOROWSKI.....NAY
 23 J. PLEDL.....NAY
 25 G. YERKE.....NAY

2 T. ROLFS.....AYE
 4 J. DWYER.....AYE
 6 J. BRANDTJEN.....NAY
 8 T. SCHELLINGER....AYE
 10 D. SWAN.....AYE
 12 P. WOLFF.....AYE
 14 B. MORRIS.....AYE
 16 D. PAULSON.....AYE
 18 K. CUMMINGS.....NAY
 20 P. JASKE.....NAY
 22 P. GUNDRUM.....
 24 W. KOLB.....NAY

TOTAL AYES-15

TOTAL NAYS-08

CARRIED ✓

DEFEATED _____

UNANIMOUS _____

TOTAL VOTES-23