

ENROLLED ORDINANCE 166-114

APPROVE CHANGES TO THE DISABILITY PAY PROGRAM AND  
OTHER BENEFITS AND POLICIES FOR COUNTY EMPLOYEES

WHEREAS, the passage of Act 11 and Act 32 changed how the County will address policies and procedures on wages, hours, and other conditions of employment that were previously addressed in collective bargaining agreements, and

WHEREAS, the County took the opportunity to review the workers' compensation supplemental pay program called Disability Pay and other non-represented employee benefits, and

WHEREAS, the elimination of the Disability Pay program will enable the County to better control costs associated with work related injuries and illnesses, and

WHEREAS, the statutory workers' compensation benefits that employees receive are exempt from state and federal taxes, which in most cases, will result in employees receiving compensation that is approximately equal to their regular pay, which is taxable, and

WHEREAS, the current non-represented employee vacation policy, which allows employees to carryover up to forty (40) hours of accrued and unused vacation into the following calendar year, was reviewed and it was determined that it would be appropriate to apply this policy to other employees, and

WHEREAS, current non-represented employees who retire pay the full cost of their health insurance and have the option to defer their enrollment into the health insurance plan for five (5) years following their retirement, and it was determined to apply this policy to other employees.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that the following wage, benefit, and policy changes be adopted.

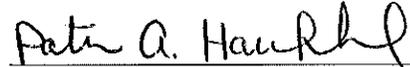
- I. Effective June 30, 2012 the workers' compensation supplement called Disability Pay will be eliminated for all non-represented employees and employees represented by Teamsters Local 200, that the Personnel Committee of the County Board is authorized to approve policies and procedures implementing the change including the continuation of health insurance and other benefits while an employee is receiving statutory payments under the County workers' compensation program.
- II. Effective upon passage, the current non-represented policy of allowing the carryover of up to forty (40) hours of unused vacation from one year into the next will be extended to the newly non-represented employees and employees represented by Teamsters Local 200.
- III. Effective upon passage, the current non-represented policy of allowing employees who retire to defer enrollment into the County retiree health insurance plan for up to five (5) years following retirement will be extended to newly non-represented employees and employees represented by Teamsters Local 200.

APPROVE CHANGES TO THE DISABILITY PAY PROGRAM AND  
OTHER BENEFITS AND POLICIES FOR COUNTY EMPLOYEES

Presented by:  
Personnel Committee

  
Duane E. Paulson, Chair

Approved by:  
Finance Committee

  
Patricia A. Haukohl, Chair

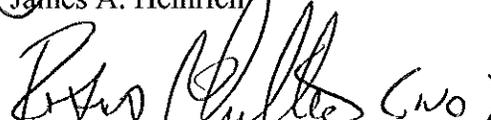
  
Paul L. Decker

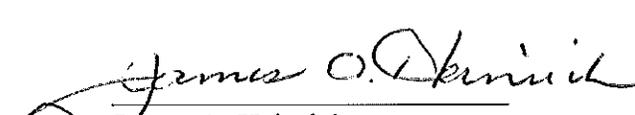
  
Dave Falstad

  
Daniel J. Draeger

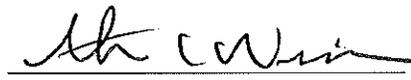
 (NO)  
James A. Heinrich

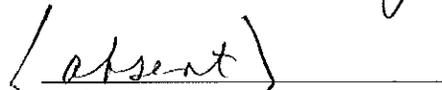
  
Peter Gundrum

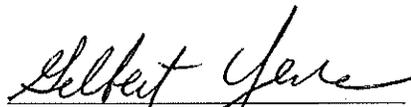
 (NO)  
Robert Hutton

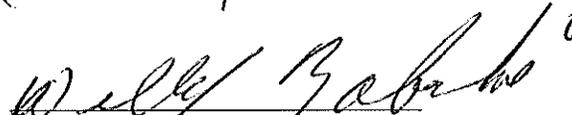
  
James A. Heinrich

  
Pamela Meyer

  
Steven C. Wimmer

  
Ted Rolfs

  
Gilbert W. Yerke

  
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: 4/3/12,   
Kathy Nickolaus, County Clerk

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

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

Date: 4-5-12,   
Daniel P. Vrakas, County Executive

FISCAL NOTE

APPROVE CHANGES TO THE DISABILITY PAY PROGRAM AND OTHER WAGES  
AND POLICIES FOR COUNTY EMPLOYEES

This ordinance makes three policy changes for all County employees except WPPA represented members:

1. Effective June 30, 2012, the Workers Compensation supplement called Disability Pay will be discontinued for all employees except WPPA represented members. The amount paid under this program varies widely from year to year; but based on the experience of the past few years the 2012 second half savings is estimated at approximately \$10,000. The ongoing annual impact is estimated at a favorable \$20,000.
2. Effective upon passage, newly non-represented employees previously covered by collective bargaining agreements and employees represented by Teamsters Local 200 will be allowed to carry over up to 40 hours of unused vacation time from one year to the next. The fiscal impact of this change is expected to be negligible.
3. Effective upon passage, newly non-represented employees previously covered by collective bargaining agreements and employees represented by Teamsters Local 200 will be allowed to defer enrollment into the County retiree health insurance plan for up to five years following retirement. Because retirees pay the full premium for this plan, there is no fiscal impact associated with this change.

This ordinance requires no additional tax levy.

  
\_\_\_\_\_  
Lawrence M. Dahl  
Accounting Services Manager

February 28, 2012

N:\DOAWPDATA\ORDIN\disabilitychange.doc

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-03/27/12

(ORD) NUMBER-1660114

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

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

TOTAL AYES-17

TOTAL NAYS-03

CARRIED X

DEFEATED \_\_\_\_\_

UNANIMOUS \_\_\_\_\_

TOTAL VOTES-20