

ENROLLED ORDINANCE 166-55

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2012

WHEREAS, there may be positions abolished or unfunded in the County's 2012 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 2012 non-departmental budget; tuition assistance will be provided for in the 2012 Department of Administration budget.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that employees whose positions are eliminated or unfunded and whose employment is terminated following the effective date of this ordinance, through the 2012 calendar year, will be eligible for the following retention/severance program:

1. Regular full-time and regular part time employees, who have completed their probationary periods and have fewer 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 full-time and regular part-time employees will be eligible for up to four (4) months of the County's contribution toward the health insurance plan they are enrolled in at the time of their termination.
3. Employees will be eligible to participate in the Tuition Assistance program for a one-year period from the date of their termination.
4. Eligible employees who retire after age 55 with at least ten (10) years of creditable service will receive a contribution into their Retirement Health Savings Plan equivalent to 65% of their sick leave accumulation.

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 their termination date, or who accept employment in another position with the County, or who were offered another reasonably comparable position within the County but declined will not be eligible for the retention/severance plan.

Employees will have their retention/severance payments reduced for any sick leave used from the effective date of this ordinance until the date of termination, unless the absences are substantiated with a medical certification as outlined in County policy.

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|-----------------------|------------------------|----------------------|
| Referred on: 09/08/11 | File Number: 166-O-056 | Referred to: PE – FI |
|-----------------------|------------------------|----------------------|

FISCAL NOTE

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2012

In the course of developing the 2012 proposed budget, positions may be abolished or funding reduced for various departments. This ordinance authorizes a benefit program for County employees laid off in 2012. It does not cover employees who terminate their employment voluntarily prior to their layoff, or who accept employment in another County position or who decline employment.

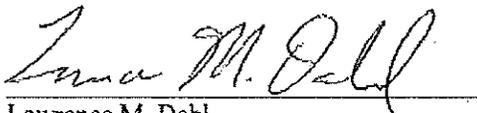
Under the proposed retention/severance program, regular full-time employees* will be eligible for a severance payment as follows:

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|------------------|-------------------|---------------------|--------------------|
| Years of Service | Less than 3 years | 3 years to 10 years | More than 10 years |
| Week of Pay | 3 weeks | 6 weeks | 9 weeks |

* Regular part-time employees will be eligible for half the above benefit.

In addition, regular full-time and part-time employees would be eligible for up to four months of the County contribution toward the health plan they are enrolled in at the time of termination. Involuntarily terminated employees with a minimum of ten years of creditable service in the Wisconsin Retirement System who elect to retire will receive a contribution to their Retirement Health Savings Plan equivalent to 65% of their accumulated sick leave. Terminated employees would also be eligible to participate in the Tuition Assistance Program for one year after being laid off.

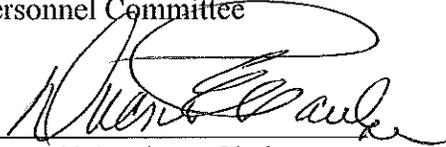
It is anticipated that the retention/severance appropriation of \$95,000 in the proposed 2012 non-departmental budget will be sufficient to cover the associated costs. If it is determined at year end 2011 that more will be eligible in 2012 than the \$95,000 budget will fund, a carryover will be included in the 2012 carryover ordinance from expected severance funds available in the 2011 budget. Any costs related to the tuition assistance benefit will be absorbed in the 2012 Department of Administration Human Resources budget.



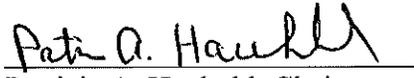
Lawrence M. Dahl
Accounting Services Manager
LMD
08/08/2011

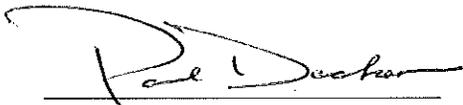
EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2012

Presented by:
Personnel Committee


Duane E. Paulson, Chair

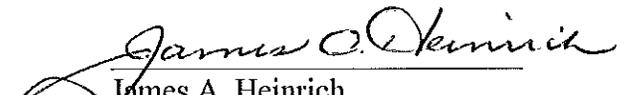
Approved by:
Finance Committee


Patricia A. Haukohl, Chair

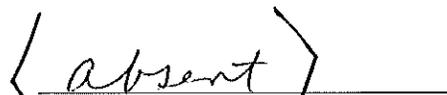

Paul L. Decker


Dave Falstad

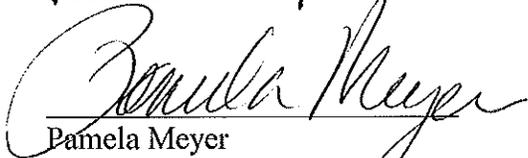

Daniel J. Draeger

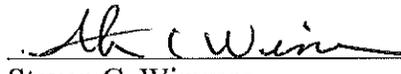

James A. Heinrich

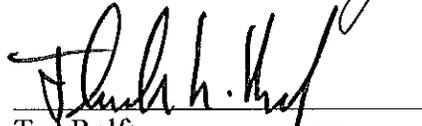

Peter Gundrum

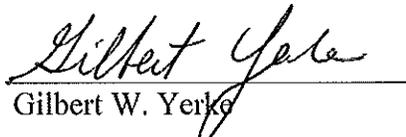

Robert Hutton

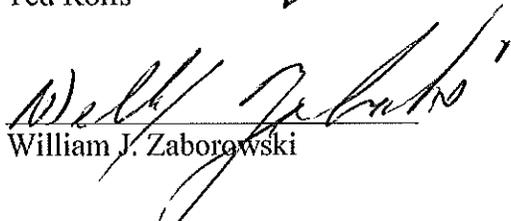

James A. Heinrich


Pamela Meyer


Steven C. Wimmer


Ted Rolfs


Gilbert W. Yerke

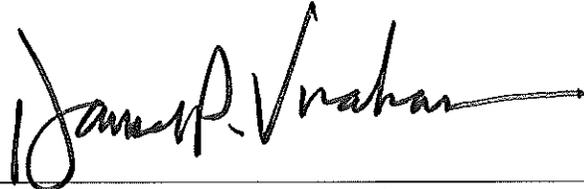

William J. Zaborowski

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

Date: 9-30-2011, 
Kathy Nickolaus, County Clerk

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

Approved: X
Vetoed: _____

Date: 10-3-11, 
Daniel P. Vrakas, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-09/27/11

(ORD) NUMBER-1660056

1 D. FALSTAD.....AYE
3 R. HUTTON.....AYE
5 J. JESKEWITZ.....AYE
7 P. HAUKOHL.....AYE
9 J. HEINRICH.....AYE
11 F. RUF.....AYE
13 P. DECKER.....AYE
15 P. MEYERS.....
17 J. TORTOMASI.....
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.....AYE
8 T. SCHELLINGER.....AYE
10 D. SWAN.....AYE
12 P. WOLFF.....AYE
14 M. INDA.....AYE
16 D. PAULSON.....AYE
18 K. CUMMINGS.....AYE
20 P. JASKE.....AYE
22 P. GUNDRUM.....AYE
24 W. KOLB.....AYE

TOTAL AYES-22

TOTAL NAYS-00

CARRIED _____

DEFEATED _____

UNANIMOUS X

TOTAL VOTES-22