

ENROLLED ORDINANCE 171-52

AUTHORIZE VACATION AND SICK LEAVE BENEFITS FOR NEWLY- HIRED,
CERTIFIED DEPUTY SHERIFFS

WHEREAS, the Sheriff's Department has experienced turnover of Deputy Sheriff staff, and

WHEREAS, the Wisconsin Law Enforcement Standards Board has increased the length of the recruit school process, which has the effect of extending the time before a newly-hired individual can become a certified law enforcement officer and work for the County, and

WHEREAS, it is to the benefit of the Department to recruit and hire experienced law enforcement officers, whenever possible, and

WHEREAS, the labor market for law enforcement applicants has tightened significantly in the past several years, and

WHEREAS, the County has the flexibility of hiring an experienced law enforcement officer above the minimum of the starting salary, but has no current authority to provide vacation and sick leave benefits above the minimums established in the collective bargaining agreement, and

WHEREAS, establishing a policy which permits the Sheriff's Department to provide an acceleration of vacation and sick leave benefits for newly-hired, certified, and experienced law enforcement officers will further the overall goal of hiring experienced law enforcement officers.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS the Waukesha County Sheriff's Department shall grant accelerated vacation and sick leave benefits upon hire of a Deputy Sheriff. To be eligible, individuals hired as a Deputy Sheriff must have been employed as a law enforcement officer, in the last 12-months prior to hire, on a full-time basis and for a minimum of three (3) years.

BE IT FURTHER ORDAINED, with respect to vacation benefits, a newly-hired, eligible Deputy Sheriff will receive prorated vacation, up to ten (10) days in the first year of employment. Thereafter, a Deputy Sheriff will be placed in the vacation schedule and accrue vacation based on years of full-time law enforcement experience. A Deputy Sheriff who receives an accelerated vacation benefit and terminates employment prior to completing six (6) months of employment will not be eligible for a vacation payout.

BE IT FURTHER ORDAINED, with respect to sick leave benefits, a newly-hired, eligible Deputy Sheriff will be granted forty (40) hours of sick leave upon hire. Thereafter, a Deputy Sheriff will earn additional sick leave in accordance with the provisions of the collective bargaining agreement.

BE IT FURTHER ORDAINED this ordinance is effective on November 1, 2016.

FISCAL NOTE

AUTHORIZE VACATION AND SICK LEAVE BENEFITS FOR NEWLY HIRED
CERTIFIED DEPUTY SHERIFFS

Effective November 1, 2016, this ordinance would authorize the Waukesha County Sheriff's Department to offer initial vacation and sick leave benefits to newly hired Deputy Sheriffs meeting certain experience criteria. Law enforcement officers with at least three years of appropriate experience would be eligible for up to ten days of paid vacation and up to forty hours of sick leave in their first year of County employment.

Providing an accelerated benefit program may allow the department to hire individuals who are certified law enforcement officers thereby, eliminating the costs associated with compensating non-certified newly hired Deputy Sheriffs while they attend recruit school. In addition, hiring certified law enforcement officers can reduce time in on-the-job training. The amount of savings would depend on the number and timing of hires under this program.

This ordinance requires no additional tax levy.



Lawrence M. Dahl
Accounting Services Manager

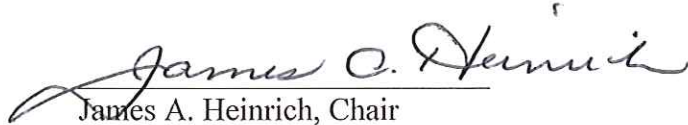
AUTHORIZE VACATION AND SICK LEAVE BENEFITS FOR NEWLY- HIRED,
CERTIFIED DEPUTY SHERIFFS

Presented by:
Human Resources Committee

Approved by:
Finance Committee



Larry Nelson, Chair



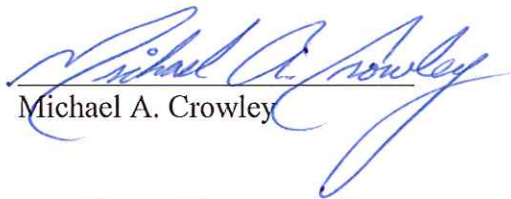
James A. Heinrich, Chair



Jim Batzko

absent

Timothy Dondlinger



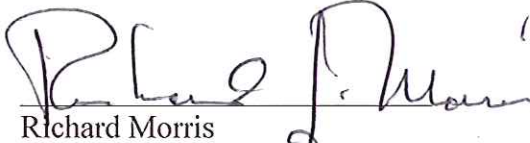
Michael A. Crowley



Thomas A. Michalski

absent

Jennifer Grant



Richard Morris



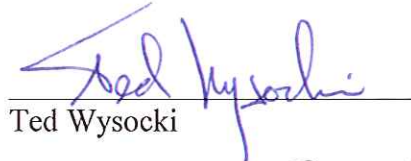
Thomas A. Michalski



Duane E. Paulson



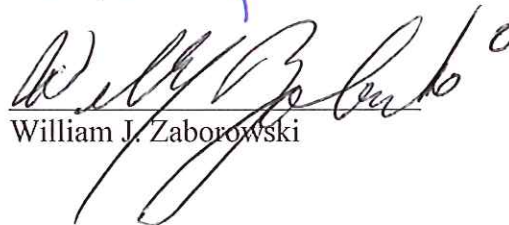
William Mitchell



Ted Wysocki



Jeremy Walz



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: 10/25/16, 
Kathleen Novack, County Clerk

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

Approved: X
Vetoed: _____

Date: 10/31/16, 
Paul Farrow, County Executive

| Roll Call | Discussion | Voting... | Results | Agenda | Setup | Options |
|-----------------|------------|-----------|----------|-------------------|-------|---------|
| D1 - Kolb | | | AYE | D14 - Wood | | AYE |
| D2 - Zimmermann | | | AYE | D15 - Mitchell | | AYE |
| D3 - Morris | | | AYE | D16 - Crowley | | (2) AYE |
| D4 - Batzko | | | AYE | D17 - Paulson | | AYE |
| D5 - Dondlinger | | | AYE | D18 - Nelson | | (M) AYE |
| D6 - Walz | | | AYE | D19 - Cummings | | AYE |
| D7 - Grant | | | Notified | D20 - Schellinger | | AYE |
| D8 - Michalski | | | AYE | D21 - Zaborowski | | AYE |
| D9 - Heinrich | | | AYE | D22 - Wysocki | | AYE |
| D10 - Swan | | | AYE | D23 - Hammitt | | AYE |
| D11 - Howard | | | AYE | D24 - Whittow | | AYE |
| D12 - Wolff | | | AYE | D25 - Johnson | | AYE |
| D13 - Decker | | | AYE | | | |

171-0-053

Passed (24 Y - 0 N - 1 Absent)

Majority Vote

