

ENROLLED ORDINANCE 168-44

EMPLOYEE RETENTION/SEVERANCE, SALARY AND  
BENEFITS PROGRAM FOR 2014

WHEREAS, there may be positions abolished or unfunded in 2014, 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 participation in the Tuition Assistance program 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 2014 non-departmental budget and in the tuition assistance program in the 2014 Department of Administration budget.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that employees whose positions are eliminated or unfunded and their employment is terminated in the 2014 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 less than three (3) years of service, will be eligible for three (3) weeks of pay. Regular full-time and regular part-time employees, who have completed their probationary periods and have 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. Regular full-time and regular part-time employees, who have completed their probationary periods and have 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. Regular full-time and regular part-time employees who have completed their probationary periods will be eligible to participate in the Tuition Assistance program for a one-year period from the date of their termination.

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

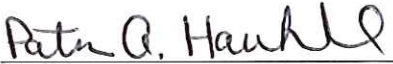
1. Regular full-time and regular part-time employees, who have completed their probationary periods and who leave employment prior to their termination date set by the County, or who accept employment in another position with the County or who were offered another reasonably comparable position within the County, but declined, will not be eligible for the retention/severance program.
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 termination unless the absences are substantiated with a medical certification as outlined in County policy.

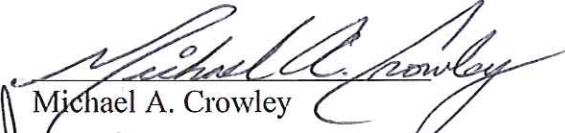
EMPLOYEE RETENTION/SEVERANCE, SALARY AND  
BENEFITS PROGRAM FOR 2014

Presented by:  
Human Resources Committee


  
Duane E. Paulson, Chair

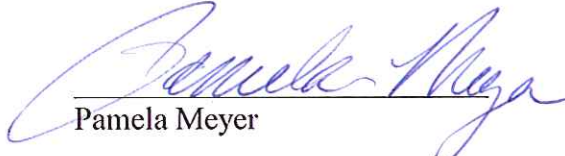
Approved by:  
Finance Committee

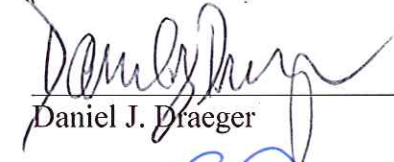
  
Patricia A. Haukohl, Chair

  
Michael A. Crowley


  
Daniel J. Draeger

  
Kathleen M. Cummings

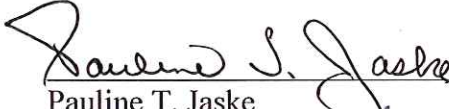
  
Pamela Meyer

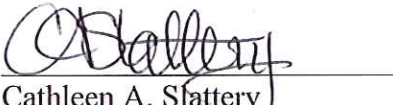
  
Daniel J. Draeger

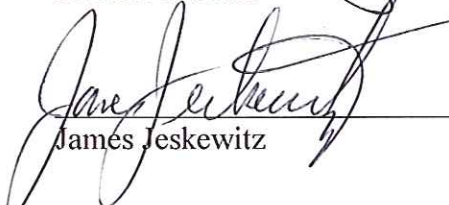
absent  
Richard Morris

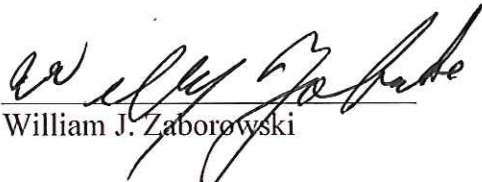
  
Jennifer A. Grant

  
Larry Nelson


  
Pauline T. Jaske

  
Cathleen A. Slattery

  
James Jeskewitz

  
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: 9/24/2013,   
Kathleen Novack, County Clerk

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

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



Date: 10-1-13, \_\_\_\_\_  
Daniel P. Vrakas, County Executive

FISCAL NOTE

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2014

In the course of developing the 2014 proposed budget, positions may be abolished, or funding reduced (most are typically vacant) for various departments. This ordinance authorizes a benefit program for County employees that may be laid off in 2014. 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:

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. 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 \$70,000 in the proposed 2014 non-departmental budget will be sufficient to cover the associated costs. In 2012, \$59,618 was spent from this appropriation and to date in 2013 no funds have been spent for severance/retention. If it is determined at year end 2013 that more will be eligible in 2014 than the \$70,000 budget will fund, a carryover will be included in the 2014 carryover ordinance from expected severance funds available in the 2013 budget. Any costs related to the tuition assistance benefit will be absorbed in the 2014 Department of Administration Human Resources budget.

*Lawrence M. Dahl*  
Lawrence M. Dahl  
Accounting Services Manager  
LMD  
08/30/2013

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-09/24/13 (ORD) NUMBER-1680044

- |                          |                          |
|--------------------------|--------------------------|
| 1 C. SLATTERY.....AYE    | 2 D. Zimmermann.....AYE  |
| 3 R. MORRIS.....AYE      | 4 J. BATZKO.....         |
| 5 J. BRANDTJEN.....AYE   | 6 J. JESKEWITZ.....AYE   |
| 7 J. GRANT.....AYE       | 8 P. HAUKOHL.....AYE     |
| 9 J. HEINRICH.....AYE    | 10 D. SWAN.....AYE       |
| 11 F. RUF.....AYE        | 12 P. WOLFF.....AYE      |
| 13 P. DECKER.....AYE     | 14 P. MEYER.....AYE      |
| 15 W. KOLB.....AYE       | 16 M. CROWLEY.....AYE    |
| 17 D. PAULSON.....AYE    | 18 L. NELSON.....AYE     |
| 19 C. CUMMINGS.....AYE   | 20 T. SCHELLINGER....NAY |
| 21 W. ZABOROWSKI.....AYE | 22 P. JASKE.....AYE      |
| 23 K. HAMMITT.....AYE    | 24 D. DRAEGER.....AYE    |
| 25 G. YERKE.....AYE      |                          |

TOTAL AYES-23

TOTAL NAYS-01

CARRIED X

DEFEATED \_\_\_\_\_

UNANIMOUS \_\_\_\_\_

TOTAL VOTES-24