

ENROLLED ORDINANCE 169-50

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2015

WHEREAS, there may be positions abolished or unfunded in 2015, 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 2015 non-departmental budget, and the tuition assistance in the 2015 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 following the effective date of this ordinance through the 2015 calendar year will be eligible for the following retention/severance program:

1. Regular full-time and regular part time employees, who have completed six (6) months of employment 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 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, 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. Regular full-time and regular part-time employees, 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 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 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 termination unless the absences are substantiated with a medical certification as outlined in County policy.

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2015

In the course of developing the 2015 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 2015. 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 such 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 but less than 10 years	10 or More Years
Weeks of Pay	3 weeks	6 weeks	9 weeks

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

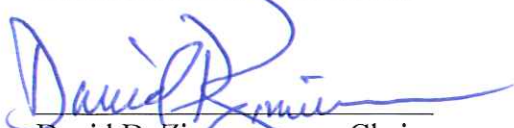
In addition, regular full-time and part-time employees would be eligible for up to four months of the County contribution toward the health plan they are enrolled in at the time of termination. Terminated employees would also be eligible to participate in the Tuition Assistance Program for one year after being laid off.


No funds were spent for severance/retention in 2013 or 2014 to date. The Non-departmental budget proposal for 2015 will restore those lapsed funds (budgeted at \$70,000) and any additional estimated to be required for the year. At this time, it is estimated that no more than an additional \$40,000 will be needed. Any costs related to the tuition assistance benefit will be absorbed in the 2015 Department of Administration Human Resources budget.



Lawrence M. Dahl
Accounting Services Manager

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2015

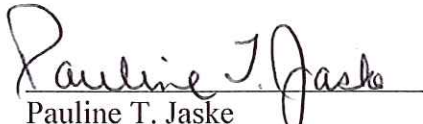
Presented by:
Human Resources Committee


David D. Zimmermann, Chair


Michael A. Crowley


Jennifer Grant



Christine M. Howard

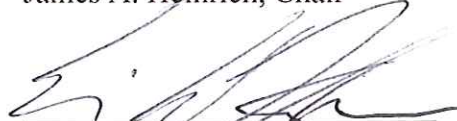

Pauline T. Jaske

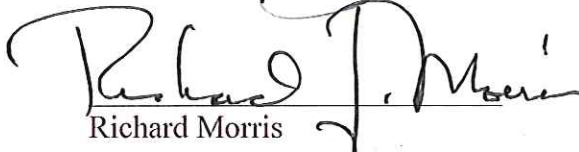

Larry Nelson


Jeremy Walz

Approved by:
Finance Committee


James A. Heinrich, Chair

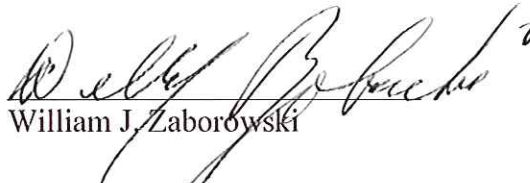

Eric Highum


Richard Morris


Larry Nelson


Duane E. Paulson


absent
Steve Whittow

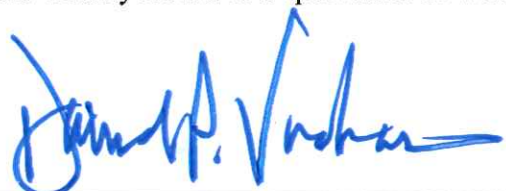

William J. Laborowski

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

Date: 8/26/14, 
Kathleen Novack, County Clerk

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

Approved: X
Vetoed: _____

Date: 8-27-14, 
Daniel P. Vrakas, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-08/26/14

(ORD) NUMBER-1690051

- 1 R. KOLB.....AYE
- 3 R. MORRIS.....AYE
- 5 J. BRANDTJEN.....AYE
- 7 J. GRANT.....AYE
- 9 J. HEINRICH.....AYE
- 11 C. HOWARD.....AYE
- 13 P. DECKER.....AYE
- 15 W. KOLB.....AYE
- 17 D. PAULSON.....AYE
- 19 K. CUMMINGS.....AYE
- 21 W. ZABOROWSKI.....AYE
- 23 K. HAMMITT.....
- 25 G. YERKE.....AYE

- 2 D. Zimmermann.....AYE
- 4 J. BATZKO.....AYE
- 6 J. WALZ.....AYE
- 8 E. HIGHUM.....AYE
- 10 D. SWAN.....AYE
- 12 P. WOLFF.....AYE
- 14 C. PETTIS.....AYE
- 16 M. CROWLEY.....AYE
- 18 L. NELSON.....AYE
- 20 T. SCHELLINGER....AYE
- 22 P. JASKE.....AYE
- 24 S. WHITTOW.....

TOTAL AYES-23

TOTAL NAYS-00

CARRIED_____

DEFEATED_____

UNANIMOUS X

TOTAL VOTES-23

FISCAL NOTE

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2015

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