

ENROLLED ORDINANCE 174-86

APPROVE VACATION ACCRUAL FOR NON-REPRESENTED
EMPLOYEES WHO ARE ON MILITARY LEAVE

WHEREAS, a military leave of absence is treated the same as other unpaid leaves of absences;
and

WHEREAS, employees who are on unpaid military leaves of absences do not accrue vacation
time; and

WHEREAS, the result is that the employee returning from military leave returns to their civilian
position duty with no vacation accrual hours; and

WHEREAS, an evaluation of our benefits for employees on military leave compared with other
governmental entities was conducted; and

WHEREAS, Waukesha County recognizes the sacrifices our employees who serve in the
military make to defend our country; and

WHEREAS, the County supports our employees who serve in the military; and

WHEREAS, the County can display support by offering the accrual of vacation time during
periods of unpaid military leave.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS
that, effective January 1, 2020, non-represented regular full-time and regular part-time
employees who are on an unpaid military leave shall accrue vacation benefits while on such
unpaid military leave.


APPROVE VACATION ACCRUAL FOR NON-REPRESENTED
EMPLOYEES WHO ARE ON MILITARY LEAVE

Presented by:
Human Resources Committee


Larry Nelson, Chair

Approved by:
Finance Committee


James A. Heinrich, Chair


Michael A. Crowley

Absent
Timothy Dondlinger


Joel R. Gaughan

Absent
Tyler J. Foti



William Mitchell

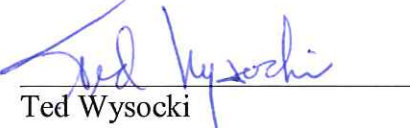

Thomas A. Michalski

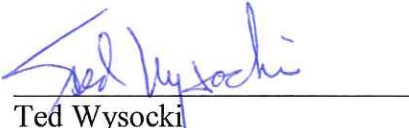

Thomas A. Michalski

Absent
Richard Morris


Jeremy Walz


Duane E. Paulson


Ted Wysocki


Ted Wysocki

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

Date: 2/28/2020, 
Margaret Wartman, County Clerk

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

Approved: X
Vetoed: _____

Date: 2/28/2020, 
Paul Farrow, County Executive

FISCAL NOTE

APPROVE VACATION ACCRUAL FOR NON-REPRESENTED
EMPLOYEES WHO ARE ON MILITARY LEAVE

This ordinance allows non-represented regular full-time and regular part-time Waukesha County employees to accrue vacation benefits while on unpaid military leave. In prior years since 2015, Waukesha County has had two non-represented employees actively deployed, both taking place in 2018. This included a period of 7 to 12 months of unpaid leave. Employees accrue vacation according to length of service under the approved vacation policy ranging from 10 to 25 days annually. Vacation accrued would be available upon the employee return to work in accordance with the leave policy. Military training involving periods less than the majority days of the month do not affect vacation accrual.

Planned staffing models do not consider military leave and positions are fully budgeted for paid time off. Departments manage position costs and position benefits within existing overall personnel budget appropriations resulting in no direct tax levy impact.

Linda Witkowski

Linda Witkowski
Budget Manager
1/8/2020
SK

Ordinance 174-O-083



Ordinance 174-O-083: Approve Vacation Accrual For Non-Represented Employees Who Are On Military Leave

VOTE RESULTS: Passed By Majority Vote

AYE: 24

NAY: 0

ABSENT: 1

D1 - Foti	Yes
D2 - Zimmermann	Yes
D3 - Morris	Yes
D4 - Batzko	Yes
D5 - Dondlinger	Yes
D6 - Walz	Yes
D7 - Grant	Yes
D8 - Michalski	Yes
D9 - Heinrich	Yes
D10 - Swan	Yes
D11 - Howard	ABSENT
D12 - Wolff	Yes
D13 - Decker	Yes

D14 - Wood	Yes
D15 - Mitchell	Yes
D16 - Crowley	Second
D17 - Paulson	Yes
D18 - Nelson	Motion
D19 - Cummings	Yes
D20 - Schellinger	Yes
D21 - Gaughan	Yes
D22 - Wysocki	Yes
D23 - Hammitt	Yes
D24 - Whittow	Yes
D25 - Johnson	Yes