

ENROLLED ORDINANCE 173-037

AUTHORIZE VACATION AND SICK LEAVE BENEFITS FOR NEWLY- HIRED  
CORRECTIONS, TELECOMMUNICATIONS and LAW ENFORCEMENT STAFF

WHEREAS, the Sheriff's Department and the Department of Emergency Preparedness have experienced turnover of Corrections and Telecommunication staff; and

WHEREAS, it is to the benefit of the Departments to recruit and hire experienced corrections and telecommunications staff; and

WHEREAS, there is a very limited labor market for experienced corrections and telecommunications staff; and

WHEREAS, the County has implemented a similar program for Deputy Sheriffs and has experienced success in the recruitment and retention of experienced staff, and

WHEREAS, the success of the Deputy Sheriff program should be extended to law enforcement supervisory positions if the Department needs to conduct external recruitments; and

WHEREAS, the County has the flexibility to hire experienced staff above the minimum of the starting salary, but has no current authority to provide vacation and sick leave benefits upon hire; and

WHEREAS, establishing a policy which permits the acceleration of vacation and sick leave benefits for newly-hired, and experienced law enforcement supervisors, corrections and telecommunication staff and supervisors will further the overall goal of stabilizing the workforce through the hiring of experienced staff.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS the County shall grant accelerated vacation and sick leave benefits upon hire for individuals in Correctional Officer and Telecommunicator positions as outlined below:

- A. To be eligible, individuals must have been employed in a similar position, in the last 12-months prior to hire, on a full-time basis and for a minimum of three (3) years.
- B. With respect to vacation benefits, newly-hired eligible Correctional Officers and Telecommunicators will receive prorated vacation, up to ten (10) days in the first year of employment. Thereafter, the employee will be placed in the vacation schedule and accrue vacation based on years of full-time work experience. If the employee receives an accelerated vacation benefit and terminates employment prior to completing six (6) months of employment, the employee will not be eligible for a vacation payout.
- C. With respect to sick leave benefits, a newly-hired, eligible Correctional Officer or Telecommunicator will be granted forty (40) hours of sick leave upon hire. Thereafter, an employee will earn additional sick leave in accordance with County policy.

BE IT FURTHER ORDAINED that for individuals hired into a law enforcement, corrections, or telecommunications supervisory position, the employee will receive the exempt vacation benefit in the first year of employment. Thereafter, the employee will be placed in the vacation schedule and accrue vacation based on years of full-time work experience.

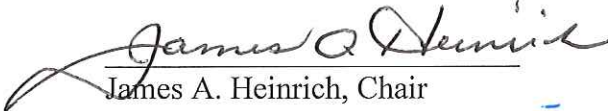
BE IT FURTHER ORDAINED that this ordinance is effective on upon passage by the Waukesha County Board.

AUTHORIZE VACATION AND SICK LEAVE BENEFITS FOR NEWLY- HIRED  
CORRECTIONS, TELECOMMUNICATIONS and LAW ENFORCEMENT STAFF

Presented by:  
Human Resources Committee

  
Larry Nelson, Chair

Approved by:  
Finance Committee

  
James A. Heinrich, Chair

Absent  
Michael A. Crowley

  
Timothy Dondlinger

  
Joel R. Gaughan

  
Tyler J. Foti

  
William Mitchell

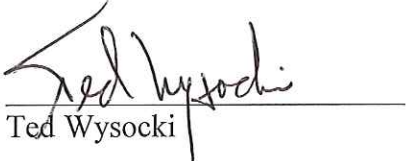
  
Thomas A. Michalski

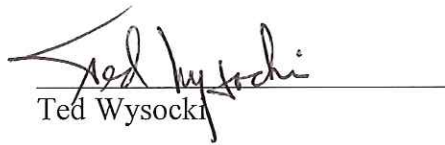
  
Thomas A. Michalski

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: 8/28/18,   
Kathleen Novack, County Clerk

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

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

Date: 9/4/18,   
Paul Farrow, County Executive

FISCAL NOTE

AUTHORIZE VACATION AND SICK LEAVE BENEFITS FOR NEWLY HIRED  
CORRECTIONS, TELECOMMUNICATIONS AND LAW ENFORCEMENT STAFF

Effective upon passage, this ordinance would authorize the Waukesha County Sheriff's Department and Department of Emergency Preparedness to offer accelerated vacation and sick leave benefits to newly hired Correctional Officers, Telecommunicators and associated law enforcement supervisory staff meeting certain experience criteria. To qualify, new employees in these categories must have worked in a similar position for at least three years no more than twelve months prior to the hire date.

Under this program, qualifying Correctional Officers and Telecommunicators will be granted forty hours of sick leave upon hire. Thereafter, they will earn additional sick leave in accordance with the applicable County policy. They will also receive up to ten days of paid vacation, pro-rated based on the start date. Thereafter they will accrue vacation time in accordance with the applicable County policy. Employees hired under this program will not be eligible for a vacation payout if they terminate employment within six months of their start date.

Qualifying individuals hired into a law enforcement, corrections or telecommunications supervisory position will receive the exempt vacation benefit in the first year of employment. Thereafter, they will accrue vacation based on the applicable County policy.

Providing an accelerated benefit program may allow the affected departments to hire and retain qualified individuals that might not otherwise choose Waukesha County over competing employment opportunities. Hiring experienced staff can reduce time in on-the-job training. If vacancies can be filled more quickly under this incentive program, overtime costs will be reduced. 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*

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Lawrence M. Dahl  
Accounting Services Manager



D1 - Foti	AYE	D14 - Wood	AYE
D2 - Zimmermann	AYE	D15 - Mitchell	AYE
D3 - Morris	AYE	D16 - Crowley	AYE
D4 - Batzko	AYE	D17 - Paulson	AYE
D5 - Dondlinger	AYE	D18 - Nelson	(M) AYE
D6 - Walz	AYE	D19 - Cummings	AYE
D7 - Grant	AYE	D20 - Schellinger	AYE
D8 - Michalski	(2) AYE	D21 - Gaughan	AYE
D9 - Heinrich	AYE	D22 - Wysocki	AYE
D10 - Swan	AYE	D23 - Hammitt	Notified
D11 - Howard	AYE	D24 - Whittow	AYE
D12 - Wolff	AYE	D25 - Johnson	AYE
D13 - Decker	AYE		

173-O-037

Passed (24 Y - 0 N - 1 Absent)

Majority Vote >