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MODIFY ELIGIBILITY FOR SICK LEAVE RETIREMENT CONTRIBUTION

WHEREAS Waukesha County provides a sick leave retirement contribution benefit to help employees pay for the cost of their retiree health insurance, and

WHEREAS employees between age 55 and age 64 must have twenty (20) years of creditable service with Waukesha County to qualify for this retirement benefit, and

WHEREAS the retiree life insurance eligibility requirement for employees between age 55 and age 65 only requires twenty (20) years of creditable service under the Wisconsin Retirement System, and

WHEREAS creditable service is defined in Section 2655 of the Administrative Policies and Procedures Manual, and

WHEREAS it is desirable to maintain standardized retirement eligibility criteria, and

WHEREAS it is desirable to provide assistance to employees for paying the high cost associated with retiree health insurance without the County assuming the full financial liability, and

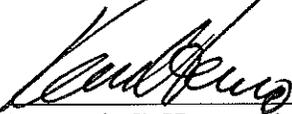
WHEREAS, employees who have 20 or more years of creditable service under the Wisconsin Retirement System, but less than 20 years with Waukesha County, do not currently qualify to receive the sick leave retirement contribution benefit.

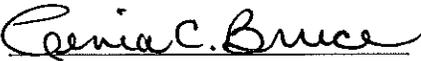
THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN, that effective upon final approval of this ordinance, the eligibility criteria for the sick leave retirement contribution benefit for employees will be modified as follows:

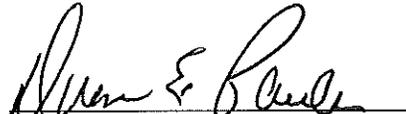
1. General Employees -- Qualify upon retiring at least age 65 or at least age 55 provided they have twenty (20) years of creditable service.
2. Protective Service Employees -- Qualify upon retiring at "normal retirement age" provided they have twenty (20) years of creditable service.

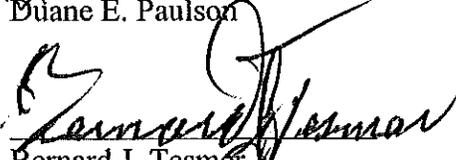
MODIFY ELIGIBILITY FOR SICK LEAVE RETIREMENT CONTRIBUTION

Presented by:  
Personnel Committee

  
Kenneth C. Herro, Chair

  
Genia C. Bruce

  
Duane E. Paulson

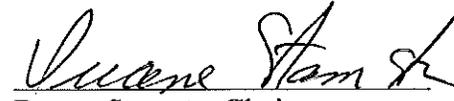
  
Bernard J. Tesmer

  
Matt Thomas

  
James D. Williams

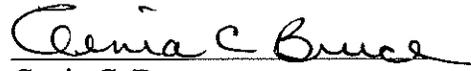
  
Carol A. Wilson

Approved by:  
Finance Committee

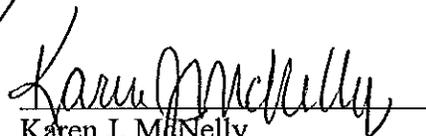
  
Duane Stamsta, Chair

  
James R. Behrend

  
Donald M. Broesch

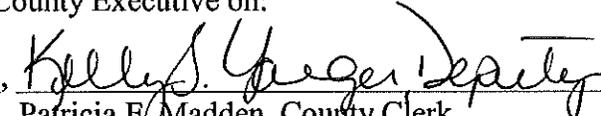
  
Genia C. Bruce

  
Joe C. Marchese

  
Karen J. McNelly

  
Ronald V. Rydberg

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

Date: May 25, 2001,   
Patricia E. Madden, County Clerk

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

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

Date: \_\_\_\_\_,  
Daniel M. Finley, County Executive

## FISCAL NOTE

### MODIFY ELIGIBILITY FOR SICK LEAVE RETIREMENT CONTRIBUTION

Current County policy allows eligible employees at least 55 years old (or at "normal retirement age" for Protective Service Employees) with at least twenty years of service with Waukesha County to convert 65% of the value of their accumulated sick leave into a Post Employment Health Plan (PEHP) account upon retirement. Funds from the PEHP account can be drawn down on a pre-tax basis to pay post-termination health insurance premiums.

This ordinance would expand the definition of creditable service to include employment which is approximately equivalent to full-time employment according to a formula established by the Wisconsin Retirement System (WRS). Under this definition, employees with WRS-eligible service at any other employer (which includes the great majority of Wisconsin municipalities) will be able to count that time toward the twenty years requirement to qualify for the PEHP program.

While there is no way to predict with certainty the number of employees who will be affected by this change, it can be assumed that a large portion of the cost would be offset in the year it is incurred due to long-service employees being replaced by new staff members at lower initial salaries. Additionally, since a major provision is retained requiring employees eligible for the benefit to activate their WRS retirement pension, the overall fiscal impact should be fairly minimal in any year. This ordinance results in no additional 2001 budgetary impact since no funding is being appropriated.



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Lawrence M. Dahl  
Accounting Service Manager

lmd

5/2/01

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156-0-015

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-05/08/01

(ORD) NUMBER-15600<sup>15</sup>~~00~~

- |    |                          |               |    |                            |               |
|----|--------------------------|---------------|----|----------------------------|---------------|
| 1  | K. HERRO.....            | <i>AYE</i>    | 2  | <del>G. WILSON</del> ..... | <i>AYE</i>    |
| 3  | D. STAMSTA.....          | "             | 4  | D. MEISSNER.....           | "             |
| 5  | J. MARCHESE.....         | "             | 6  | D. BROESCH.....            | "             |
| 7  | J. JESKEWITZ.....        | "             | 8  | J. DWYER.....              | "             |
| 9  | S. WOLFF.....            | "             | 10 | P. HAUKOHL.....            | "             |
| 11 | B. TESMER.....           | "             | 12 | J. WILLIAMS.....           | "             |
| 13 | E. LA MONTE.....         | "             | 14 | J. LA PORTE.....           | "             |
| 15 | D. SWAN.....             | "             | 16 | R. MANKE.....              | "             |
| 17 | J. BEHREND.....          | "             | 18 | J. ARNDT.....              | "             |
| 19 | C. SEITZ.....            | <i>absent</i> | 20 | M. KIPP.....               | "             |
| 21 | W. KOLB.....             | <i>AYE</i>    | 22 | G. BRUCE.....              | <i>absent</i> |
| 23 | E. KRAUS.....            | "             | 24 | R. RYDBERG.....            | <i>AYE</i>    |
| 25 | K. CUMMINGS.....         | "             | 26 | P. VRAKAS.....             | <i>absent</i> |
| 27 | D. PAULSON.....          | "             | 28 | P. JASKE.....              | "             |
| 29 | <del>J. MARS</del> ..... | "             | 30 | M. THOMAS.....             | "             |
|    | <i>G. WILSON</i>         |               | 32 | C. WICHGERS.....           | "             |
| 31 | V. STROUD.....           | "             | 34 | R. SINGERT.....            | "             |
| 33 | P. GUNDRUM.....          | "             |    |                            |               |
| 35 | K. McNELLY.....          | "             |    |                            |               |

TOTAL AYES-<sup>32</sup>~~30~~

TOTAL NAYS-00

CARRIED X

DEFEATED \_\_\_\_\_

UNANIMOUS X

TOTAL VOTES-00