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2
3 EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2004
4

5 WHEREAS there will be several positions abolished or unfunded in the County's 2004 budget,
6 and
7

8 WHEREAS the individuals in these positions may be subject to layoff unless they can find
9 alternate employment with the County, and
10

11 WHEREAS the County has assisted employees in this transition process in the past by providing
12 a retention/severance program, and
13

14 WHEREAS the prior programs have been based on an employee's length of service and include
15 the County's share of the health insurance benefits for a specified period of time.
16

17 THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES
18 ORDAIN that employees who are laid off from employment at the end of 2003 will be eligible
19 for the following retention/severance program:
20

- 21 1. Regular full-time employees who have completed their probationary periods and have less
22 than three (3) years of service will be eligible for three (3) weeks of pay. Employees with
23 three (3) or more years of service will receive six (6) weeks of pay. Regular part-time
24 employees will be eligible for one-half (½) the retention/severance benefit.
25
- 26 2. Regular full-time and regular part-time employees will be eligible for up to three (3)
27 months of the County's contribution toward the health insurance plan they are enrolled in
28 at the time of layoff.
29
- 30 3. Employees will be eligible to participate in the Tuition Assistance program for a one-year
31 period from the date of their layoff.
32

33 BE IT FURTHER ORDAINED that the employees must meet the following requirements to be
34 eligible for the program:
35

- 36 1. Individuals who leave employment prior to the layoff, or who accept employment in
37 another position with the County will not be eligible for the retention/severance plan.
38
- 39 2. Employees will have their retention/severance payments reduced for any sick leave used
40 from the effective date of this ordinance until the date of layoff unless the absences are
41 substantiated with a medical certification.
42

43 BE IT FURTHER ORDAINED that the funding necessary to cover the costs associated with this
44 ordinance are provided for in the 2003 non-departmental budget, and the tuition assistance in the
45 2004 Department of Administration budget.

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2004

Presented by:
Personnel Committee

Duane E. Paulson
Duane E. Paulson, Chair

Donald M. Broesch
Donald M. Broesch

Peter Gundrum
Peter Gundrum

Jeff Morris
Jeff Morris

absent
Carl H. Seitz

Robert G. Thelen II
Robert G. Thelen II

absent
Matt Thomas

Approved by:
Finance Committee

Patricia A. Haukohl
Patricia A. Haukohl, Chair

James R. Behrend
James R. Behrend

Donald M. Broesch
Donald M. Broesch

Genia C. Bruce
Genia C. Bruce

Joseph F. Griffin
Joseph F. Griffin

Joe C. Marchese
Joe C. Marchese

Bonnie J. Morris
Bonnie J. Morris

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

Date: 10-31-03, Kathy Nickolaus
Kathy Nickolaus, County Clerk

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

Approved: ✓
Vetoed: _____

Date: 10-31-03, Daniel M. Finley
Daniel M. Finley, County Executive

FISCAL NOTE

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2004

The 2004 budget proposal as currently drafted will abolish or eliminate funding for various positions. While many positions will be vacant, of those filled, some may be able to find alternate positions within the County. Those who cannot will be subject to layoff. This ordinance authorizes a benefit program for County employees laid off at the end of 2003. It does not cover employees who terminate their employment voluntarily or who accept employment in another County position.

Under the proposed program, regular full-time employees with at least three years of service would receive six weeks of pay. Those with less than three years of service would receive three weeks of pay. Regular part-time employees would be eligible for half the benefit.

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

While the fiscal impact of this program will be dependant on decisions made by the affected employees, the Department of Administration has estimated the total salary and benefit costs of all incumbents qualified would not exceed \$27,000. With passage of this ordinance, funds in the 2003 Non-departmental budget will be reserved for the severance/retention benefits. Any costs related to the tuition assistance benefit will be absorbed in the 2004 Department of Administration Human Resources budget.



Lawrence M. Dahl
Accounting Services Manager

LMD
9/17/03

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-10/28/03

(ORD) NUMBER-1580080

- 1 K. HERRO.....AYE
- 3 D. STAMSTA.....AYE
- 5 J. MARCHESE.....AYE
- 7 J. JESKEWITZ.....AYE
- 9 P. HAUKOHL.....AYE
- 11 K. HARENDA.....
- 13 J. MORRIS.....AYE
- 15 D. SWAN.....AYE
- 17 J. BEHREND.....AYE
- 19 W. MITCHELL.....AYE
- 21 W. KOLB.....AYE
- 23 P. PRONOLD.....AYE
- 25 K. CUMMINGS.....AYE
- 27 D. PAULSON.....AYE
- 29 M. THOMAS.....NAY
- 31 V. STROUD.....AYE
- 33 D. PAVELKO.....
- 35 C. SEITZ.....

- 2 R. THELEN.....AYE
- 4 H. CARLSON.....AYE
- 6 D. BROESCH.....AYE
- 8 J. DWYER.....AYE
- 10 S. WOLFF.....AYE
- 12 J. GRIFFIN.....AYE
- 14 J. LA PORTE.....AYE
- 16 R. MANKE.....AYE
- 18 B. MORRIS.....AYE
- 20 M. KIPP.....AYE
- 22 G. BRUCE.....AYE
- 24 A. SILVA.....AYE
- 26 S. KLEIN.....AYE
- 28 P. JASKE.....AYE
- 30 K. NILSON.....AYE
- 32 P. GUNDRUM.....
- 34 R. SINGERT.....AYE

TOTAL AYES-30

TOTAL NAYS-01

CARRIED X

DEFEATED _____

UNANIMOUS _____

TOTAL VOTES-31