

ENROLLED ORDINANCE 160-49

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2006

WHEREAS there will be several positions abolished or unfunded in the County's 2006 budget, 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 were based on the employee's length of service and include the County's share of the health insurance benefits for a specified period of time.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN that employees who are laid off from employment following the effective date of this ordinance through the 2006 calendar year will be eligible for the following retention/severance program:

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

BE IT FURTHER ORDAINED THAT the employees must meet the following requirements to be eligible for the program:

1. Individuals who leave employment prior to the layoff, or who accept employment in another position with the County, 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 layoff unless the absences are substantiated with a medical certification.

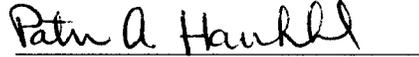
BE IT FURTHER ORDAINED that the funding necessary to cover the costs associated with this ordinance are provided for in the 2006 non-departmental budget, and the tuition assistance in the 2006 DOA budget.

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2006

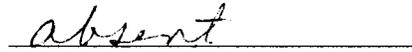
Presented by:
Personnel Committee


Duane E. Paulson, Chair

Approved by:
Finance Committee

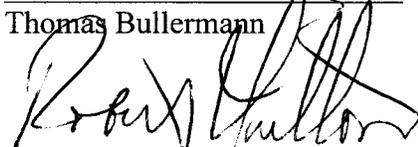

Patricia A. Haukohl, Chair

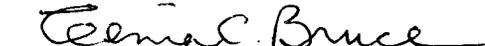

Genia C. Bruce

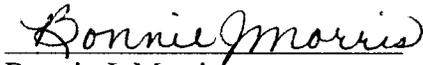

James R. Behrend


Thomas Bullermann

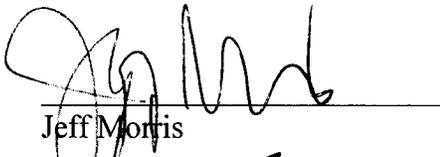

Donald M. Broesch

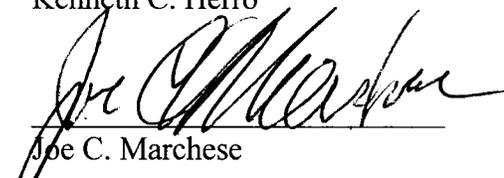

Robert Hutton


Genia C. Bruce

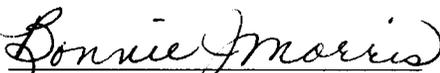

Bonnie J. Morris


Kenneth C. Herro


Jeff Morris


Joe C. Marchese


Robert G. Thelen II

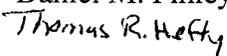

Bonnie J. Morris

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

Date: 9/30/05, 
Kathy Nickolaus, County Clerk

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

Approved: X
Vetoed: _____

Date: 10/3/05, 
Daniel M. Finley, County Executive

Thomas R. Hefty

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-09/27/05

(ORD) NUMBER-1600049

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

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

TOTAL AYES-33

TOTAL NAYS-00

CARRIED _____

DEFEATED _____

UNANIMOUS X

TOTAL VOTES-33