

ENROLLED ORDINANCE 180-11

ALLOW FOR PRORATED SICK LEAVE PAYOUT FOR NON-REPRESENTED
PROTECTIVE SERVICE EMPLOYEES RETIRING AT MINIMUM AGE

WHEREAS, Waukesha County has engaged in collective bargaining with employees represented under the Waukesha Deputy Sheriff Labor Union (WDSLUI); and

WHEREAS, following mediation, the parties have reached a tentative agreement, subject to the ratification by the Waukesha County Board of Supervisors on May 27, 2025; and

WHEREAS, the tentative agreement with the WDSLUI allows Deputy Sheriffs and Detectives the option to receive a prorated sick leave payout upon reaching their minimum retirement age according to Wisconsin Department of Employee Trust Fund rules, and it would be appropriate to provide for the same benefit for the non-represented protective service employees; and

WHEREAS, the provision of prorated sick leave payout upon minimum retirement age is a long-standing benefit provided to other non-represented employees throughout the county.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that effective upon final approval of this ordinance, all non-represented protective service employees having reached the age of fifty (50) with at least twenty (20) years of creditable service in the Wisconsin Retirement System (WRS) will have sixty-five percent (65%) of their accrued unused sick leave credits applied to the Post Employment Health Plan account, provided they have retired from Waukesha County and are receiving a Wisconsin Retirement System retirement annuity.

ALLOW FOR PRORATED SICK LEAVE PAYOUT FOR NON-REPRESENTED
PROTECTIVE SERVICE EMPLOYEES RETIRING AT MINIMUM AGE

Presented by:
Human Resources Committee

Larry Nelson
Larry Nelson, Chair

Approved by:
Finance Committee

Gary J. Szpara
Gary J. Szpara, Chair

Michael A. Crowley
Michael A. Crowley

Absent

Timothy Dondlinger

Darryl J. Enriquez
Darryl J. Enriquez

Darryl J. Enriquez
Darryl J. Enriquez

Darlene Marie Johnson
Darlene M. Johnson

Wayne Euclide
Wayne Euclide

Brian Meier
Brian Meier

Joel R. Gaughan
Joel R. Gaughan

Chris Mommaerts
Chris Mommaerts

Darlene Marie Johnson
Darlene M. Johnson

Jeremy Walz
Jeremy Walz

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

Date: 5/30/2025, Margaret Wartman
Margaret Wartman, County Clerk

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

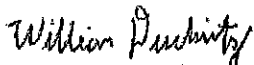
Approved: X
Vetoed: _____

Date: 6/11/2025, Paul Farrow
Paul Farrow, County Executive

FISCAL NOTE
ALLOW FOR PRORATED SICK LEAVE PAYOUT FOR NON-REPRESENTED
PROTECTIVE SERVICE EMPLOYEES RETIRING AT MINIMUM AGE

This ordinance modifies county policy to lower the age under which non-represented protective service staff can retire and receive their payout for unused sick leave time. This would apply to lieutenants, captains, the deputy inspector, the inspector, and some corrections staff. Under county policy, employees that retire and begin receiving their Wisconsin Retirement System pension annuity receive a contribution to their post employment health account equal to their rate of pay multiplied by 65% of their unused sick leave. Current county policy allows protective non-represented employees to receive this benefit if they reach "normal retirement age," as defined by the Wisconsin Department of Employee Trust Funds (ETF), which is 53 years old with at least 25 years of creditable service or 54 years old with less than 25 years of creditable service. Otherwise, they can receive their payout if they are 55 years old with 20 years of creditable service. This ordinance lowers the age threshold to what the ETF defines as the "minimum retirement age," which is defined as 50 years old, with at least 20 years of creditable service. This change would be consistent with the policy for non-protective non-represented employees, who currently can receive their payout at the ETF minimum age, which for general employees, is 55, with 20 years of service. This would also be consistent with the proposed change in the Waukesha Deputy Sheriff Labor Union Collective Bargaining Agreement, which covers deputy sheriffs and detectives, and is being considered by the County Board this month.

Employees retiring at the minimum age receive lower pension payments through the Wisconsin Retirement System than if they would have retired at the normal age, but is likely that some staff will choose to retire and receive their sick leave payout earlier under this change in policy. In most circumstances, it is expected that the turnover in wages will offset the impact of the payout within a year or two (just as it would under the current policy).



William Duckwitz
Budget Manager
5/6/2025

VOTE RESULTS

24 YES 0 NO 0 ABSTAIN 1 ABSENT

Consent Agenda

Passed With 16 Yes Votes Needed

D1 - Styza	AYE	D10 - Thieme	AYE	D19 - Enriquez	AYE
D2 - Euclide	AYE	D11 - Howard	AYE	D20 - Schellinger	AYE
D3 - Vacant	ABSENT	D12 - Wolff	AYE	D21 - Gaughan	AYE
D4 - Batzko	AYE	D13 - Leisemann	AYE	D22 - Szpara	AYE
D5 - Dondlinger	AYE	D14 - Mommaerts	AYE	D23 - Hammitt	M AYE
D6 - Walz	AYE	D15 - Kolb	AYE	D24 - Schroeder	AYE
D7 - LaFontain	S AYE	D16 - Crowley	AYE	D25 - Johnson	AYE
D8 - Koremenos	AYE	D17 - Meier	AYE		
D9 - Heinrich	AYE	D18 - Nelson	AYE		

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