

ENROLLED ORDINANCE 164-44

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2010

WHEREAS there may be positions abolished or unfunded in the County's 2010 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 have been based on an employee's length of service and include the County's share of the health insurance benefits for a specified period of time, and

WHEREAS the funding necessary to cover the costs associated with this ordinance will be included in the 2010 non-departmental budget, and the tuition assistance in the 2010 Department of Administration budget.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that employees who are laid off from employment due to the abolishment of or elimination of funding for a position following the effective date of this ordinance through the 2010 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 three (3) years of service, will be eligible for three (3) weeks of pay. Employees with more than three (3) years of service but less than ten (10) years of service will be eligible to receive six (6) weeks of pay. Employees with ten (10) or more years of service will be eligible to receive nine (9) weeks of pay.
2. Regular part-time employees will be eligible for one-half (½) 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.

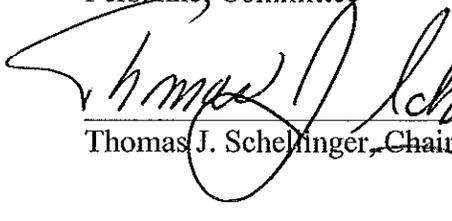
BE IT FURTHER ORDAINED THAT employees must meet the following requirements to be eligible for the retention/severance program:

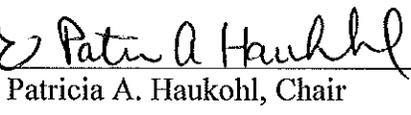
1. Individuals who leave employment prior to the layoff, or who accept employment in another position with the County or who were offered another reasonably comparable position within the County but declined will not be eligible for the retention/severance plan.
2. Employees will have their retention/severance 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 as outlined in County policy.

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2010

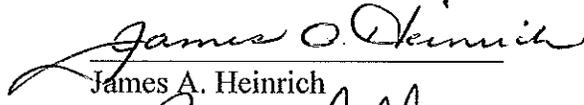
Presented by:
Personnel Committee

Approved by:
Finance Committee

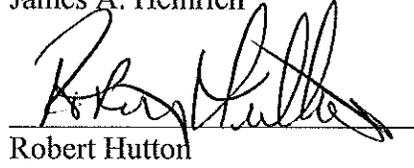

Thomas J. Schellinger, Chair


Patricia A. Haukohl, Chair

absent
Paul L. Decker

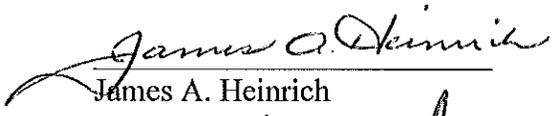

James A. Heinrich

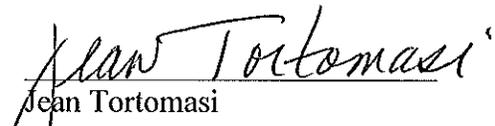

Dave Falstad

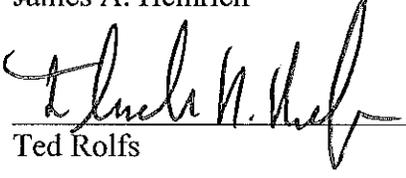

Robert Hutton

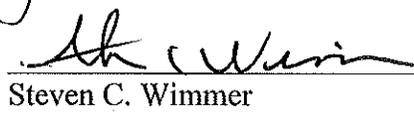
absent
Peter Gundrum

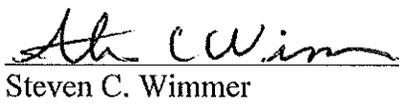
absent
Pamela Meyer

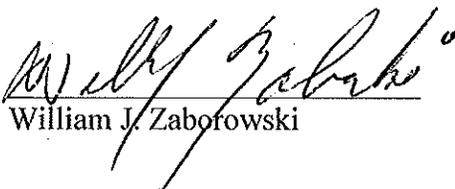

James A. Heinrich


Jean Tortomasi


Ted Rolfs


Steven C. Wimmer


Steven C. Wimmer


William J. Zaborowski

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

Date: October 2, 2009, _____
Kathy Nickolaus, County Clerk

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

Approved: X
Vetoed: _____

Date: 10-7-09, 
Daniel P. Vrakas, County Executive

FISCAL NOTE

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2010

In the course of developing the 2010 proposed budget, positions may be abolished or funding reduced for various departments. This ordinance authorizes a benefit program for County employees laid off through the end of 2010. It does not cover employees who terminate their employment voluntarily prior to their layoff, or who accept employment in another County position or who decline employment.

Under the proposed retention/severance program, regular full-time employees* will be eligible for a severance payment as follows:

| | | | |
|------------------|----------------------|---------------------|--------------------|
| Years of Service | Less than 3 years ** | 3 years to 10 years | More than 10 years |
| Weeks of Pay * | 3 weeks | 6 weeks | 9 weeks |

* Regular part-time employees will be eligible for half the above benefit.

** Probationary period must be completed.

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 dependent on decisions made by the affected employees, it is anticipated that the retention/severance appropriation to be requested in the proposed 2010 non-departmental budget will be sufficient to cover the associated cost. The \$35,000 severance/retention appropriation in the 2009 budget was more than sufficient in providing benefits to qualified employees in the current budget. Any costs related to the tuition assistance benefit will be absorbed in the 2010 Department of Administration Human Resources budget.



Lawrence M. Dahl
Accounting Services Manager

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-09/29/09

(ORD) NUMBER-1640044

1 D. FALSTAD.....AYE
 3 R. HUTTON.....
 5 J. JESKEWITZ.....AYE
 7 P. HAUKOHL.....AYE
 9 J. HEINRICH.....AYE
 11 F. RUF.....AYE
 13 P. DECKER.....AYE
 15 P. MEYERS.....AYE
 17 J. TORTOMASI.....AYE
 19 S. WIMMER.....AYE
 21 W. ZABOROWSKI.....AYE
 23 J. PLEDL.....AYE
 25 G. YERKE.....AYE

2 T. ROLFS.....
 4 J. DWYER.....AYE
 6 J. BRANDTJEN.....AYE
 8 T. SCHELLINGER....AYE
 10 D. SWAN.....AYE
 12 P. WOLFF.....AYE
 14 B. MORRIS.....AYE
 16 D. PAULSON.....AYE
 18 K. CUMMINGS.....AYE
 20 P. JASKE.....AYE
 22 P. GUNDRUM.....AYE
 24 W. KOLB.....AYE

TOTAL AYES-23

TOTAL NAYS-00

CARRIED_____

DEFEATED_____

UNANIMOUS X

TOTAL VOTES-23