

ENROLLED ORDINANCE 165-50

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2011

WHEREAS there may be positions abolished or unfunded in the County's 2011 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 provided for in the 2011 non-departmental budget; tuition assistance will be provided for in the 2011 Department of Administration budget.

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 2011 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 (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 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.

FISCAL NOTE

EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2011

In the course of developing the 2011 proposed budget, positions may be abolished or funding eliminated for various departments. This ordinance authorizes a benefit program for County employees laid off through the end of 2011. 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.

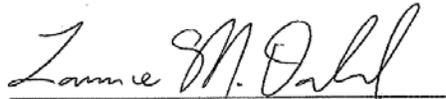
Under the proposed retention/severance program, regular full-time employees\* will be eligible for a severance payment as follows:

Years of Service	Less than 3 years	3 years to 10 years	More than 10 years
Week of Pay	3 weeks	6 weeks	9 weeks

\* Regular part-time employees will be eligible for half the above 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 dependent on decisions made by the affected employees, it is anticipated that the retention/severance appropriation to be requested in the proposed 2011 non-departmental budget will be sufficient to cover the associated cost. The \$35,000 severance/retention appropriation in the 2010 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 2011 Department of Administration Human Resources budget.



Lawrence M. Dahl  
Accounting Services Manager

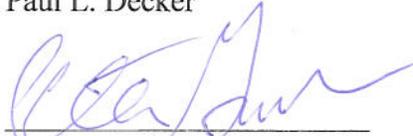
EMPLOYEE RETENTION/SEVERANCE SALARY AND BENEFITS FOR 2011

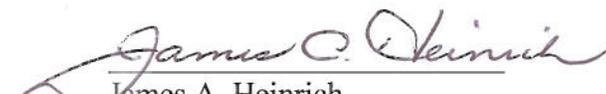
Presented by:  
Personnel Committee

  
Duane E. Paulson, Chair

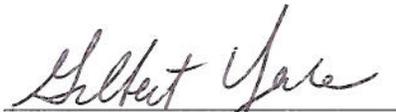
absent  
Kathy A. Chiaverotti

  
Paul L. Decker

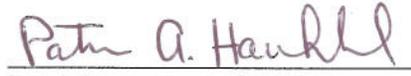
  
Peter Gundrum

  
James A. Heinrich

  
Steven C. Wimmer

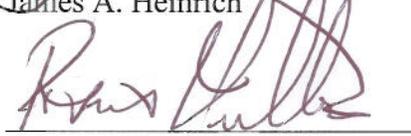
  
Gilbert W. Yerke

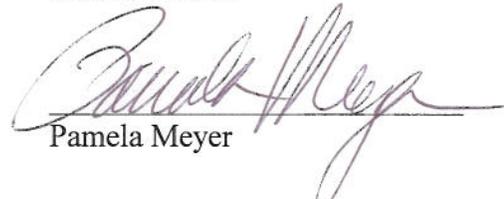
Approved by:  
Finance Committee

  
Patricia A. Haukohl, Chair

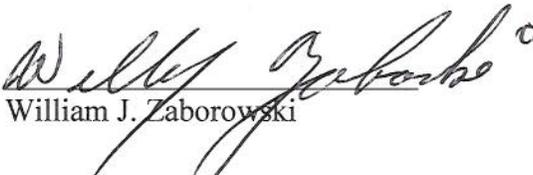
  
Dave Falstad

  
James A. Heinrich

  
Robert Hutton

  
Pamela Meyer

absent  
Ted Rolfs

  
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: 10/11/10,   
Kathy Nickolaus, County Clerk

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

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

Date: 10-6-10,   
Daniel P. Vrakas, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-09/28/10

(ORD) NUMBER-1650051

- 1 D. FALSTAD.....AYE
- 3 R. HUTTON.....AYE
- 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 K. CHIAVEROTTI....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 M. INDA.....AYE
- 16 D. PAULSON.....AYE
- 18 K. CUMMINGS.....AYE
- 20 P. JASKE.....AYE
- 22 P. GUNDRUM.....AYE
- 24 W. KOLB.....AYE

TOTAL AYES-24

TOTAL NAYS-00

CARRIED \_\_\_\_\_

DEFEATED \_\_\_\_\_

UNANIMOUS   X  

TOTAL VOTES-24