

1 **66-62010**

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3 **RESOLUTION: Amend Chapter 22, Section D, of the**
4 **Handbook of Employment Policies**
5 **Covering Appointed Non-Represented**
6 **Employees of Winnebago County**
7 **(Retirement Benefits)**
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10 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

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12 **WHEREAS**, the fringe benefits of Winnebago County employees represent a rapidly
13 increasing percentage and total of employee compensation; and

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15 **WHEREAS**, currently Winnebago County pays both the employer and employee's share
16 of the Wisconsin Retirement System contribution; and

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18 **WHEREAS**, the rate of growth of these fringe benefits is unsustainable and will
19 ultimately result in more drastic adjustments to fringe benefits if they are not changed for new
20 employees in the near future; and

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22 **WHEREAS**, your undersigned County Board of Supervisor recommends that the
23 Employee Handbook for Non-Represented Employees be amended so as to eliminate
24 Winnebago County agreeing to pay for the full employee's share of Wisconsin Retirement
25 System pension contributions for employees who accept employment with Winnebago County
26 on or after August 1, 2010.

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28 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of
29 Supervisors that the first two paragraphs of Chapter 22, Section D, of the Handbook of
30 Employee Policies covering non-represented employees of Winnebago County shall be
31 amended to read as follows:

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34 **CHAPTER 22 FRINGE BENEFITS**

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36 **Section D. Retirement Benefits.**

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38 All regular full-time employees and regular part-time employees who are scheduled to
39 work over 600 hours per year shall be enrolled in the Wisconsin Retirement System, which
40 serves as the County's pension and permanent disability program.

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42 In addition to its required employer share of the retirement program, Winnebago County
43 also will pay the full employee's share for those employees who were offered and accepted
44 employment with Winnebago County on or before August 1, 2010. The level of County
45 participation and the cost of the employee's share shall be no greater than 6.5% for general
46 employees and 7.0% for protected employees. The level of County participation and the cost of
47 the employee's share may be adjusted from time-to-time by action of the County Board of
48 Supervisors. For those employees who were offered and accepted employment with
49 Winnebago County after August 1, 2010, said employees shall be responsible for paying one-
50 half (1/2) of the full employee's share of participation in the Wisconsin Retirement System.
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Submitted by:

**SHILOH RAMOS, DISTRICT #5
COUNTY BOARD SUPERVISOR**

Vote Requirement for Passage:
Majority of Those Present

Approved by the Winnebago County Executive this _____ day of
_____, 2010.

Mark L Harris
Winnebago County Executive