

RESOLUTION NO. 2008-62

**RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE
TRANSFERRING FUNDS TO CREATE A RETIREMENT INCENTIVE ACCOUNT FOR
EMPLOYEES**

To the Honorable Members of the Racine County Board of Supervisors:

BE IT RESOLVED by the Racine County Board of Supervisors that the transfer of funds as set forth in Exhibit "A," that is attached hereto and incorporated herein, is authorized and approved.

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that the account created by the action of this resolution can be utilized at the discretion of the County Executive to provide a retirement incentive of up to \$10,000.00 per person to qualified County employees that meet criteria set by the County Executive, under the following terms and conditions:

1. That the Human Resources Director is authorized to negotiate and sign any agreements in regard to the implementation of said incentive program and including side agreements to collective bargaining agreements, upon review and approval of the Corporation Counsel and Finance Director.
2. The offer shall only be extended to people presently working in positions that will be eliminated if and when a vacancy occurs and the corresponding job elimination will result in a savings to the County.
3. The offer shall only be extended to represented and non-represented employees who are eligible to retire under the Wisconsin Retirement System.
4. The offer shall be for any amount no greater than \$10,000.00 per employee.
5. Each offer negotiated by the Human Resources Director shall be authorized and approved by the County Executive.

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that Human Resources Director is to report back to the Finance and Human Resources Committee during the budget process on the viability of this initiative.

Respectfully submitted,

1st Reading _____

**FINANCE AND HUMAN RESOURCES
COMMITTEE**

2nd Reading _____

Karen A. Nelson, Chairman

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BOARD ACTION

Adopted _____
For _____
Against _____
Absent _____

Robert N. Miller, Vice-Chairman

VOTE REQUIRED: 2/3 M.E.

Thomas Pringle, Secretary

Prepared by:
Corporation Counsel

Russell A. Clark

Q. A. Shakoor, II

Van H. Wanggaard

Pamela Zenner-Richards

INFORMATION ONLY

WHEREAS, the County would be able to save money and create efficiencies if positions became vacant earlier in the calendar year and were not filled in January; and

WHEREAS, certain employees in qualified positions may be motivated to accelerate their retirement date if provided with adequate financial incentives.

AUG-24-08

FISCAL NOTE RESOLUTION NO: 2008-62

EXHIBIT "A"

A new account within the Contingency fund will be created Retirement Incentive and this resolution authorizes the transfer of funds from the Contingency Account as funds are expended from the Retirement Incentive Account.

FINANCE COMMITTEE RECOMMENDATION

After reviewing the Resolution/Ordinance and fiscal information supplied, your Finance Committee recommends FOR--AGAINST adoption.

REASONS

FOR

AGAINST
