

RESOLUTION NO. 2005-71

**RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE
AUTHORIZING THE MODIFICATION OF CERTAIN HEALTH CARE BENEFITS FOR
NON-REPRESENTED EMPLOYEES**

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

BE IT RESOLVED by the Racine County Board of Supervisors that the County Executive is authorized to provide that certain non-represented employees whose positions have been targeted for elimination by the County Executive in the County Executive's 2006 budget to be eligible to continue to receive health care benefits under the following conditions:

1. The employee must be eligible to receive an annuity under the Wisconsin Retirement System within three (3) years of January 1, 2006.
2. The employee elects to resign his or her employment with Racine County and is, therefore, not eligible for unemployment compensation.
3. The employee must have at least 25 years of service at the time of resignation.
4. No additional years of service will be credited to the former employee after the resignation.
5. The employee shall be eligible to maintain health benefits until the earlier of retirement under the Wisconsin Retirement System or three (3) years post resignation by paying the same premium share as active employees.
6. Former employees covered by this resolution who retire under the Wisconsin Retirement System within three (3) years of resignation from Racine County employment will be considered retirees of Racine County and will be eligible for all retirement benefits including health insurance at a premium rate appropriate for years of service.
7. That former employees covered by this resolution who do not retire under the Wisconsin Retirement System within three (3) years of resignation will not be eligible for retiree benefits. Insurance benefits shall cease after three (3) years after resignation if the former employee does not retire under the Wisconsin Retirement System.

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that this resolution specifically modifies prior resolutions and Human Resources Policy Manual provisions that are contrary to the terms of this resolution.

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6 **BE IT FURTHER RESOLVED** by the Racine County Board of Supervisors that
7 the offer described in this resolution will expire on December 31, 2006 and that
8 employees will no longer be eligible to resign and obtain the benefits set forth in this
9 resolution after December 31, 2006.

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11 Respectfully submitted,

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13 1st Reading _____

**FINANCE AND HUMAN RESOURCES
COMMITTEE**

14
15 2nd Reading _____

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17 **BOARD ACTION**

Peter L. Hansen, Chairman

18 Adopted _____

19 For _____

20 Against _____

21 Absent _____

Van H. Wanggaard, Vice-Chairman

22
23 **VOTE REQUIRED:** Majority

Pamela Zenner-Richards, Secretary

24
25 Prepared by:
26 Corporation Counsel

David J. Hazen

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29 _____
Thomas Pringle

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32 _____
Q. A. Shakoor, II

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35 _____
Kenneth Lumpkin

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37 **INFORMATION ONLY**

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39 **WHEREAS**, certain employees with 25 years or more of service who are close to
40 retirement may be interested in resigning if they are allowed to maintain health
41 coverage; and

42
43 **WHEREAS**, the County would be able to save money if these positions became
44 vacant and were not filled.

EXHIBIT "A"

The Health Insurance Costs for 2006 is \$15,350. The County will save the wages and fringe benefits from an eliminated Non Represented Employee.

FINANCE COMMITTEE RECOMMENDATION

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

REASONS

FOR	AGAINST
_____	_____
_____	_____
_____	_____
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