

ORDINANCE NO. 2011-67

ORDINANCE BY THE FINANCE AND HUMAN RESOURCES COMMITTEE AMENDING VARIOUS SECTIONS IN CHAPTERS 2 AND 15 OF THE RACINE COUNTY CODE OF ORDINANCES RELATING TO RECLASSIFICATIONS, EMPLOYEE BENEFITS, AND COUNTY RETIREMENT CONTRIBUTIONS

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

The Racine County Board of Supervisors does ordain as follows:

Part 1

Section 2-126 of the Racine County Code of Ordinances, relating to employee requests for reclassification of positions, is hereby repealed.

Part 2

Section 15-81 of the Racine County Code of Ordinances relating to regular part-time employees is hereby amended to read as follows:

Sec. 15-81. Regular part-time employees.

- a) The classification regular part-time employee shall include all county employees who are scheduled to work less than 40 hours per week on a regular basis.
- b) All regular part-time county employees who are scheduled to work thirty (30) hours or more per week and are licensed health care professionals may receive the same fringe benefits received by all full-time county employees, upon approval of the ~~Personnel~~ **Finance and Human Resources** Committee, except that other fringe benefits such as vacation, disability leave and holiday pay shall be prorated.
- c) ~~All~~ **No** regular part-time county employees who are scheduled to work twenty (20) hours or more per week, but less than forty (40) hours per week on a regular basis (except as noted in (b)), are ~~not~~ eligible to participate in ~~any~~ county group **health or dental coverage** insurance program which is paid in part or in full by Racine County. **Such employees shall be eligible to participate in the county's group life insurance plan and accidental death and dismemberment plan on the same basis as full-time employees, provided that they pay one-half the premium for regular life insurance and accidental death and dismemberment.** Other fringe benefits, such as vacation, disability leave and holiday pay shall be prorated.
- d) Employees who are scheduled to work less than twenty (20) hours per week shall receive no **fringe** benefits such as **including** no prorated vacation, disability leave and holiday pay.

- 3
4 ~~e) The provisions of this section shall apply only to employees hired after December~~
5 ~~1, 2001 or any employees changing to part-time status after the effective date.~~
6
7 ~~f) All regular employees who are part time on November 30, 2001 shall be~~
8 ~~considered in "grandfather status" and eligible for the continuation of prorated~~
9 ~~benefits as follows:~~
10
11 ~~(1) Those regular part time employees scheduled to work thirty (30) or more~~
12 ~~hours per week shall receive the same fringe benefits received by all full~~
13 ~~time county employees, except that vacation, disability leave and holiday~~
14 ~~pay shall be prorated.~~
15
16 ~~(2) Those regular part time county employees who are scheduled to work~~
17 ~~twenty (20) hours or more per week, but less than thirty (30) hours per~~
18 ~~week, must contribute one half the monthly premium of any group~~
19 ~~insurance program that the employee is eligible for and chooses to~~
20 ~~participate in. Vacation, disability leaves and holiday pay shall be~~
21 ~~prorated.~~
22
23 ~~(3) Employees who are scheduled to work less than twenty (20) hours per~~
24 ~~week shall receive no fringe benefits including no prorated vacation,~~
25 ~~disability leave or holiday pay.~~

26
27 **Part 3**

28
29 Section 15-86 of the Racine County Code of Ordinances relating to vacations of non-
30 represented employees is hereby repealed.

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32 **Part 4**

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34 Section 15-88 of the Racine County Code of Ordinances relating to disability leave of
35 employees is hereby amended to read as follows:

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37 **Sec. 15-88. Disability leave**

- 38
39 (a) The county's disability leave policy has been established to allow employees
40 to be away from their jobs for personal illness or injury without suffering undue
41 loss of income. Disability leave is defined as those hours that an employee is
42 absent from work for verifiable reasons of personal illness or injury.
43 (b) Effective January 1, 1984, the sick leave program of accumulating one (1) day
44 per month was eliminated. Employees will be allowed to retain sick leave days
45 that were accumulated prior to January 1, 1984. Employees may use these
46 accumulated sick days to supplement disability payments in order to
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3
4 continue at full salary. Employees who retire or terminate employment shall be
5 paid for the accumulated sick leave days at the rate of ten dollars (\$10.00) per
6 day. In the event of the death of an employee, the county shall make the same
7 sick leave payment to the employee's estate.

- 8 (c) Employees become eligible for short-term disability coverage after six (6)
9 months of continuous employment.
- 10 (d) Short-term disability will be at an amount up to **three-fourths (3/4) of** full
11 salary for a total period of time per disabling condition of twenty-six (26)
12 weeks.
- 13 (e) The employee must meet a twenty-six (26) week-qualifying period prior to
14 applying for long-term disability benefits. Upon approval this benefit will
15 provide salary benefits. The benefits will continue for the duration of the total
16 disability, or to age sixty-five (65), for permanent total disability, with offsets for
17 social security benefits, Wisconsin Retirement trust disability benefits, workers
18 compensation benefits or any other statutory mandated disability benefits for
19 which the employee may be eligible. This insurance will provide a maximum
20 monthly benefit of two thirds (2/3) of the employee's covered salary at the time
21 of initial eligibility.
- 22 (f) Permanent replacement of an employee on long-term disability will occur one
23 (1) year from the first day of short-term disability. If the employee is released
24 to return to work by the treating Physician and the release conforms to the
25 Americans with Disabilities Act; the employee shall be reinstated into his/her
26 original position.
- 27 (g) False or fraudulent use of the disability program shall be cause for disciplinary
28 action up to and including termination.
- 29 (h) An employee on vacation who presents an acceptable medical certificate
30 giving dates of illness and a signed release of medical information may have a
31 portion of his/her vacation converted to disability leave.
- 32 (i) An employee who is receiving worker compensation may use disability pay to
33 make up the difference between the worker's compensation payment and
34 his/her regular wage.

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36 **Part 5**

37
38 Section 15-101 of the Racine County Code of Ordinances relating to health
39 insurance for employees is hereby amended to read as follows:

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41 **Sec. 15-101. Health insurance.**

- 42 a) The county will provide group health and dental insurance for each regular full-
43 time employee and those eligible for benefits as specified in sections 15-81.
- 44 b) ~~Upon the death of either an active employee or a former employee, who retired on~~
45 ~~or after January 1, 1998, who was enrolled in the county's health insurance~~
46 ~~program at the time of death, the spouse and or qualifying dependents, as~~
47 ~~defined~~
48

4 ~~in the health insurance plan document, of said employee or former employee may~~
5 ~~elect, within 60 days of said death, to continue to receive family or single health~~
6 ~~insurance coverage. If the spouse and or dependents elects to continue to~~
7 ~~receive health insurance coverage, the premium share charged to the eligible~~
8 ~~survivor(s) shall be at the same percentage of the total cost of the insurance that~~
9 ~~the employee or former employee was paying at the time of death. Such coverage~~
10 ~~will end upon the remarriage of the surviving spouse. Qualifying dependent~~
11 ~~eligibility shall be in accordance with the conditions set forth in the health~~
12 ~~insurance plan document.~~

13
14 e) **b)** For employees hired by the County who begin employment on or after
15 September 1, 1998, health insurance coverage will terminate:

- 16
17 (1) Upon the termination of employment unless continued pursuant to the
18 procedures set forth in Resolution 88-168 or any federal mandates.
- 19
20 (2) If the employee is retired and the retiree has single health insurance
21 coverage, upon the retiree reaching the age of eligibility for Medicare or
22 any successor program.
- 23
24 (3) If the employee is retired and the retiree has continued family health
25 insurance coverage, upon either the retiree or the retiree's spouse
26 reaching the age of eligibility for Medicare or any successor program;
27 provided that the younger of the retiree and the retiree's spouse shall
28 be able to continue under single health insurance coverage until that
29 person reaches the age of eligibility for Medicare or any successor
30 program at which time all health insurance coverage shall terminate.
- 31
32 (4) If the employee or retiree is deceased and the surviving spouse has
33 elected to continue health insurance coverage, upon the surviving
34 spouse reaching the age of eligibility for Medicare or any successor
35 program or upon remarriage, whichever comes first.
- 36
37 (5) Eligibility for qualifying dependent continuation shall be in accordance
38 with the conditions set forth in the health insurance plan document.
39

40 **Part 6**

41
42 Section 15-103 of the Racine County Code of Ordinances relating to the retirement
43 program for employees is hereby amended to read as follows:
44

4 **Sec. 15-103. Retirement program.**
5

6 The county will contribute the statutorily required employer contributions to the
7 Wisconsin Retirement System. In addition, **conformance with sec. 40.05 (1) (b),**
8 **Wisconsin Statutes,** the county will **not** contribute the employee's share **of**
9 **contributions to the Wisconsin Retirement System, except that it may**
10 **contribute the employee's share on behalf of certain law enforcement**
11 **employees:**

- 12 1) **For represented law enforcement employees for whom a bargaining**
13 **agreement is in force, the county shall pay that portion of the employee's**
14 **share specified in the bargaining agreement; and**
- 15 2) **If a bargaining agreement is in force for any represented county law**
16 **enforcement employees, the county shall also pay, for non-represented,**
17 **non-elected managerial law enforcement employees, the same portion**
18 **of the employee's share as specified in such bargaining agreement.**
19 up to a maximum percentage. The maximum percentage for a represented
20 employee will be that specified in the applicable collective bargaining agreement;
21 for any other employee, the maximum percentage will be the mean of the
22 percentage specified in all county collective bargaining agreements.

- 23 a) The rules and regulations of The Wisconsin Retirement System Employee Trust
24 Fund shall govern employees' participation in the Wisconsin retirement fund.
25

26 **Part 7**
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28 Except as may be otherwise required by law, the provisions of this ordinance shall
29 take effect on January 1, 2012.
30

31 Respectfully submitted,

32
33 1st Reading _____

**FINANCE AND HUMAN RESOURCES
COMMITTEE**

34
35 2nd Reading _____

36
37 BOARD ACTION
38 Adopted _____
39 For _____
40 Against _____
41 Absent _____

Robert N. Miller, Chairman

Mark M. Gleason, Vice-Chairman

42
43 VOTE REQUIRED: Majority

Thomas Pringle, Secretary

44
45 Prepared by:
46 Corporation Counsel

Gilbert Bakke

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4 _____
5 Q. A. Shakoor, II

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7 _____
8 John A. Wisch

9
10 _____
11 Pamela Zenner-Richards

12 **The foregoing legislation adopted by the County Board**
13 **of Supervisors of Racine County, Wisconsin, is hereby:**

14 **Approved: _____**

15 **Vetoed: _____**

16 **Date: _____,**

17
18 _____
19 **James A. Ladwig, County Executive**