



RESOLUTION # 52-11/09

TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY BOARD OF SUPERVISORS

ITEM # 8/11

BOARD ACTION

Adopted:
For: 24
Against: _____
Abs/Excd: 1
Vote Req: _____
Other Action: _____

EXECUTIVE COMMITTEE ACTION

Adopted:
For: 9
Against: 0
Abs/Excd: 0

RE: 2010 VACATION BUY UP PROGRAM (VOLUNTARY LEAVE WITHOUT PAY)

WHEREAS, our State and National economic challenges are causing many public and private employers to impose cost savings measures including mandatory time off without pay (furloughs), decreased hours and asking employees to take voluntary leave without pay, to forestall more severe cutbacks; and

WHEREAS, the La Crosse County Board approved a Voluntary Leave Without Pay Program for 2009 that encouraged employees to consider taking from 1-3 days off without pay that will save an estimated \$90,000; and

WHEREAS, an employee survey indicated that employees may be more willing to participate in a similar program in 2010 if the loss of compensation would be spread over the entire year; and

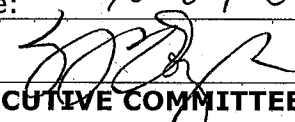
WHEREAS, the Personnel, Finance and IT Departments have adapted a system used by other employers to accomplish the goal of spreading the voluntary loss of compensation over the 26 pay periods in a year, while adding the corresponding amount to the employees accrued vacation bank.

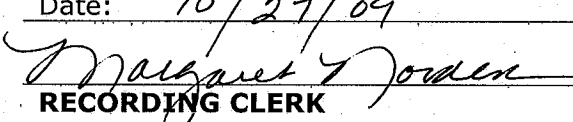
NOW THEREFORE BE IT RESOLVED, that La Crosse County Board approves establishment of the 2010 Vacation Buy Up Program (Voluntary Leave without pay) to encourage all County employees to consider "buying" up to five days of vacation in addition to any amount of vacation they are currently entitled to, subject to the approval of the employee's Department Head or supervisor, as a means to save the County money.

BE IT FURTHER RESOLVED, that the time off without pay is not required of any employee, may only be approved at the discretion of the employee's Department Head or supervisor, in part to insure that the leave does not cause increased costs. The County Administrator will report total savings results to the County Board by the end of 2010 to better evaluate if continuation or expansion of the program in 2011 is appropriate.

FISCAL NOTE: If every County employee that works during normal business hours voluntarily agrees to take one day off without pay it would save over \$120,000. (This does not include 24hour / 7 day operations.)

[Individual Vacation Buy Up Example: Employee agrees to 5 days of vacation "buy-up", 40 hours divided by 26 = 1.538 hours of pay deducted each pay period and 1.538 hours added to employees accrued vacation bank.]

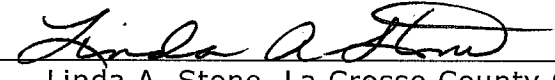
Date: 10-27-09

EXECUTIVE COMMITTEE CHAIR

Date: 10/27/09

RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended	
Co. Admin.	_____	<u>SO</u>	_____	Requested By: Steve O'Malley Date Requested: 10-22-09 Drafted By: Steve O'Malley
Fin. Director	_____	<u>GT</u>	_____	
Corp. Counsel	_____	<u>WAS</u>	_____	
Board Chair	<u>SD/mw</u>	_____	_____	

Adopted by the La Crosse County Board this 10th Day of NOVEMBER, 2009
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STATE OF WISCONSIN
COUNTY OF LA CROSSE
I, Linda A. Stone, County Clerk of La Crosse County do hereby certify that this document is a true and correct copy of the original resolution required by law to be in my custody and which the County Board of Supervisors of La Crosse County adopted at a meeting held on the 10th day of November, 2009.


Linda A. Stone, La Crosse County Clerk