

RESOLUTION NO.: 89—2023-24

TO THE HONORABLE, THE OUTAGAMIE COUNTY BOARD OF SUPERVISORS

LADIES AND GENTLEMEN:

MAJORITY

1 Outagamie County Employees who are serving or will serve in the uniformed services for
2 the United States of America deserve respect and to not lose Outagamie County employee
3 benefits while deployed or due to their deployment.

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5 These employees have to leave their families, their communities, and their professional
6 careers to protect and defend the liberties and way of life enjoyed by all citizens and
7 residents of the United States of America.

8
9 Active duty service members now comprise less than 1% of all U.S. adults, and reservists
10 are an even smaller percentage. These service members have taken an oath of office to be
11 called up (deployed) at the government's discretion, even though this dual role often strains
12 their families' resources and may limit their professional career paths. Their selfless
13 patriotism is to be commended.

14
15 While current law requires Outagamie County to hold a service member's job for him or
16 her while deployed, the county is not required to count the time deployed toward that
17 employee's accrued vacation allotment or sick leave accrual.

18
19 As pertains to vacation allotment for Military Leave, the current Outagamie County
20 Employee Handbook stipulates that earning vacation time is tied to satisfying the definition
21 of "full month of service." For each full month of service an employee satisfies that
22 definition, they earn one-twelfth (1/12th) of their allotment of vacation for use during the
23 following anniversary year. Conversely, for those months when an employee does not
24 satisfy that definition, they do not earn vacation time. Any earned vacation hours not spent
25 prior to or during the employee's military leave of absence will be held in trust pending the
26 reemployment of that employee.

27
28 As pertains to sick leave accrual for Military Leave, the current Outagamie County
29 Employee Handbook stipulates that sick leave accrual is tied to the employee satisfying the
30 definition of "full month of service." For each full month of service an employee satisfies
31 that definition, they earn one (1) day of sick leave time available for use the first of the
32 following month. "Day" is defined as the number of hours an employee normally works,
33 with full-time status equaling seven and one-half (7 ½) hours or eight (8) hours and part-
34 time status equaling a prorated amount compared to full-time status. Any earned sick leave
35 not spent prior to an employee's military leave of absence will be held in trust pending the
36 reemployment of that employee.

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1 This resolution approves all Outagamie County employees who are serving or will serve
2 in the uniformed services, regardless of length of employment or part-time or full-time
3 status, will earn all vacation allotment and sick leave accrual benefits while on military
4 leave of absence that they would normally earn as a working employee of Outagamie
5 County, regardless of department.
6

7 NOW THEREFORE, the undersigned members of the Legislative/Audit and Human Resources
8 Committee recommends adoption of the following resolution.

9 BE IT RESOLVED, that the Outagamie County Board does authorize and approve that all
10 Outagamie County employees who leave their residence to serve or will serve in the uniformed services,
11 regardless of length of employment or part-time or full-time status, will earn all vacation allotment and
12 sick leave accrual benefits while on military leave of absence that they would normally earn as a working
13 employee of Outagamie County, regardless of department, and

14 BE IT FINALLY RESOLVED, that the Outagamie County Clerk be directed to forward a copy of
15 this resolution to the Outagamie County Human Resources Director and the Outagamie County Executive.

16 Dated this ____ day of January 2024
17

18 Respectfully submitted,
19 LEGISLATIVE/AUDIT & HUMAN RESOURCES
20 COMMITTEE

21
22 _____
23 Cathy Spears

24 _____
25 Sara MacDonald

26 _____
27 Ryan Ferguson

28 _____
29 Joe Santonato

30 _____
31 John Kostelny

32 Duly and officially adopted by the County Board on: _____

33 Signed: _____
34 Board Chairperson

35 _____
36 County Clerk

37 Approved: _____

38 Vetoed: _____

Signed: _____
County Executive