

Resolution No. 24 -2012

Resolution to Allow Higher Initial Leave Accruals for Recruitment of Mid-Career Professionals

TO THE HONORABLE SUPERVISORS OF THE COUNTY BOARD OF THE COUNTY OF POLK:

Ladies and Gentlemen:

1 WHEREAS, the policy of Polk County is to attract and retain high quality employees to provide the most
2 efficient and effective service to citizens, and

3 WHEREAS, current policy allows new employees one week annual leave after six months and an annual
4 leave accrual of two weeks per year after one year and a sick leave accrual of one day per month, and

5 WHEREAS, although this accrual rate is appropriate for most new employees, prospective employees
6 may include mid-career professionals who in current employment have far higher annual leave accrual
7 rates and a sick leave balance, and

8 WHEREAS, annual leave accrual rate and the availability of sick leave are significant considerations in
9 deciding whether to accept a position, and

10 WHEREAS, it is appropriate to allow the hiring authority some flexibility in authorizing a higher accrual
11 rate while maintaining internal consistency with other County employees.

12 THEREFORE BE IT RESOLVED that Polk County Board of Supervisors amends the Interim
13 Administrative Policy, as follows:

14 Page 4, after paragraph 7(f), insert a new paragraph to read:

15 g. Initial benefits. The employee relations director may authorize a higher annual leave accrual
16 rate for a new employee who has a minimum of two years' experience in a similar position with
17 another employer. This accrual rate may not exceed the lesser of the annual leave accrual rate
18 in that employee's previous position or the accrual rate he or she would have received had he or
19 she been employed by Polk County for a comparable period. The employee relations director
20 may also authorize an advance in sick leave not to exceed five days for such an employee.

21 Renumber the following sections accordingly.

Funding Amount and Source: Not applicable

Date Finance Committee Advised: Not applicable

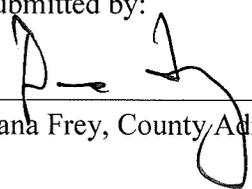
Polk County Personnel Committee: May 10, 2012

Polk County Personnel Committee Recommendation: Outstanding Upon Distribution to County Board

Date Submitted to County Board: May 4, 2012 for the May 15, 2012 Meeting

Effective Date: Upon passage.

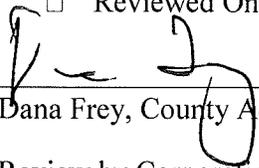
Submitted by:



Dana Frey, County Administrator

Review by County Administrator:

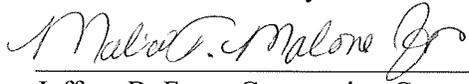
- Recommended
- Not Recommended
- Reviewed Only



Dana Frey, County Administrator

Review by Corporation Counsel:

- Approved as to Form
- Recommended
- Not Recommended
- Reviewed Only

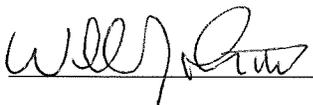


Jeffrey B. Fuge, Corporation Counsel

County Board Action:

On May 15, 2012, the Polk County Board of Supervisors adopted Resolution No. 24-12 :
Resolution to Allow Higher Initial Leave Accruals for Recruitment of Mid-Career Professionals
by a majority vote of all supervisors of _____ in favor and _____ against.

By voice vote



William F. Johnson, IV, Chairperson

Attest: Carole T. Wondra Dated: 5-23-12

Carole T. Wondra, County Clerk

On the _____ day of May, 2012 a copy of this resolution was published in the Inter-County
Leader in conformity with Wisconsin statute Section 65.90(5)(a).

_____ Dated: _____

Carole T. Wondra, County Clerk

