

PROOF OF PUBLICATION

STATE OF WISCONSIN }
MILWAUKEE COUNTY } S.S.

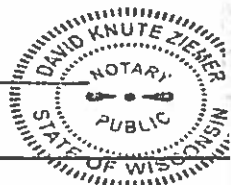
Ann Richmond, being the first duly sworn on oath, says that she is the Publisher of THE DAILY REPORTER, which is a public newspaper of general circulation, printed and published daily in the English language in the City of Milwaukee, in said county, and fully complying with the laws of Wisconsin, relating to the publication of legal notices; that the notice of which the printed one attached is a true copy, which was clipped from the said newspaper, was inserted and published in said newspaper on

Mar. 13, 2013

Ann Richmond
Ann Richmond, Publisher

Sworn to me this 13th day of March 2013

David Ziemer



David Ziemer
Notary Public, Milwaukee County, Wisconsin
My Commission Is Permanent

PROOF OF PUBLICATION

FROM THE OFFICE OF JOSEPH J. CZARNEZKI
MILWAUKEE COUNTY CLERK
County Ordinance No. 13-4
File No. 13-123
AN ORDINANCE

The County Board of Supervisors of the County of Milwaukee does ordain as follows:

SECTION 1. Section 17.09 of the General Ordinances of Milwaukee County is amended as follows:

17.09. - ~~Salary rate on new appointments.~~

1) ~~Salary rate on new appointments.~~ Appointments to newly created or vacant positions in pay ranges shall be made at the first step of the range except as follows, unless otherwise specified in a collective bargaining agreement:

~~(1) (a) When an employee is promoted from one classification to another he/she shall be placed in that step of the new range immediately above the compensation he/she is receiving at the date of promotion without further review.~~

~~(2) (b) A department head may appoint an individual whose training and experience exceed the minimum qualifications to a non-ECP position at a rate of pay higher than the first step of the pay range which shall be effective immediately upon appointment.~~

~~(3) (c) The director of human resources shall provide a monthly report to the committee on finance, personnel and audit which lists all new appointments at an advanced step of the pay range, along with a fiscal note for each. This report shall be distributed to all county supervisors and placed on the committee on finance, personnel and audit agenda for informational purposes.~~

2) Relocation Reimbursement.
a) ~~Certain new appointees may be eligible for reimbursement for relocation expenses under this subsection provided the appointee qualifies under each of the following requirements:~~

~~(1) The appointee must not be a current Milwaukee County employee.~~

~~(2) The appointee must be relocating from outside Milwaukee County.~~

~~(3) The new place of residence must be within the geographic boundaries of Milwaukee County.~~

~~(4) The position must be FLSA exempt or must be certified by the Director of Human Resources as having limited qualified applicants.~~

~~(5) Relocation reimbursement must be authorized by the Director, Department of Human Resources, prior to the appointing authority extending a formal offer of employment to the candidate.~~

~~(6) The Department Head is responsible for ensuring that the relocation costs negotiated are within the appointing department's budget allocation.~~

~~b) The relocated employee will be reimbursed for reasonable and actual moving expenses not to exceed \$15,000 according to the following:~~

~~(1) Milwaukee County agrees to reimburse the employee for the cost of moving normal household items and full value insurance protection from origin to destination, up to the~~

~~receive three relocation cost estimates from the candidate; Milwaukee County will reimburse the lowest of the three estimates.~~

~~(3) Applicable receipts will be required prior to reimbursement and must be submitted within 90 days of occupancy of the new residence. The claim for reimbursement shall conform to the County's standard procedures.~~

~~c) The following moving expenses are not authorized:~~

~~(1) Special services such as maid service, carpet service, disassembly of unusual articles.~~

~~(2) Transportation of vehicles (including mileage claims), camping or utility trailers, building materials, firewood, landscape materials, animals, boats, or items not considered normal household items.~~

~~(3) Visits to the new location to secure housing.~~

~~(4) Storage costs at destination.~~

~~(5) Temporary living expenses at destination.~~

~~(6) Costs associated with the sale or purchase of residences, or forfeiture of deposit, penalty, etc. as a result of breaking or terminating a lease/agreement.~~

~~d) The appointing authority representing Milwaukee County and the employee shall enter into a Reimbursement of Relocation Expenses agreement that shall include the following:~~

~~(1) The employee shall be required to repay 100% of the reimbursed amounts if the employee voluntarily terminates employment within 24 months from the date of hire.~~

~~(2) If the employee is terminated from employment for any reason other than reasonable cause, no repayment will be required; if the employee is terminated for cause repayment will be required according to item (1) of this subsection.~~

~~(3) Milwaukee County shall not reimburse for any other moving expenses not listed in the agreed-upon moving estimate.~~

~~(4) The parties agree that the relocation reimbursement shall be repaid to Milwaukee County within 30 days of separation as described herein, and that Milwaukee County may use any legal recourse, including payroll withholding, to ensure full repayment.~~

~~e) Reimbursement of the expenses defined in item (1) are considered qualified expenses per current IRS regulations and are not subject to tax withholding and will be processed as reimbursements per the County's standard procedures. Appointees are encouraged to check with a tax accountant if they have any questions on what relocation expenses may be listed as deductions in personal income statements.~~

~~f) Appointee will be responsible for all expenses not listed above that relate to relocating to the new job location.~~

~~g) The appointing authority will establish a record that details the terms of the Reimbursement of Relocation Expenses agreement, including the final reimbursement amount.~~

SECTION 2. The provisions of this ordinance shall be effective upon passage and publication.

Adopted by the Milwaukee County