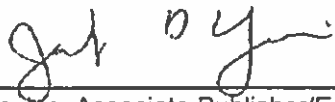


# PROOF OF PUBLICATION

STATE OF WISCONSIN }  
MILWAUKEE COUNTY } S.S.


Joe Yovino, being the first duly sworn on oath, says that he or she is the Associate Publisher/Editor 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

Nov. 10, 2022

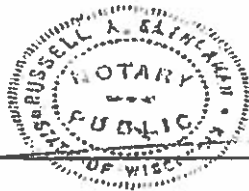


\_\_\_\_\_  
Joe Yovino, Associate Publisher/Editor

Sworn to me this 10th day of November 2022



\_\_\_\_\_  
Russell A. Klingaman  
Notary Public, Milwaukee County, Wisconsin  
My Commission Is Permanent



# PROOF OF PUBLICATION

# AFFIDAVIT OF PUBLICATION

County Ordinance No. 22-1

Government - Other

12171990/11-10

1 FROM THE OFFICE OF GEORGE L. CHRISTENSON  
 2 MILWAUKEE COUNTY CLERK  
 3  
 4 County Ordinance No. 23-13  
 5 File No. 23-1038  
 6  
 7 AN ORDINANCE

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

9 SECTION 1. Section 17 1(1)(a) of the General Ordinances of Milwaukee County is  
 10 hereby amended as follows:

11 17 17 - Vacations and holidays  
 12 (1) The heads of all departments, bureaus, institutions, boards or  
 13 commissions shall make provision for, designate and allow annual leave  
 14 with pay to serve as vacation equivalent to eighty (80) hours for each  
 15 employee who has completed one (1) year or more of service, unless an  
 16 ordinance may be provided for by collective bargaining agreements, one  
 17 hundred twenty (120) hours for each employee who has completed two (2)  
 18 years or more of service, one hundred sixty (160) hours for each employee  
 19 who has completed ten (10) years or more of service, two hundred (200)  
 20 hours for each employee who has completed twenty (20) years or more of  
 21 service, one hundred eighty (180) hours for each employee who has  
 22 completed thirty (30) years or more of service, and for flight employees shall  
 23 be allowed annual leave with pay to serve as vacation equivalent to one  
 24 hundred four (104) hours for each employee who has completed one (1) year  
 25 or more of service, one hundred fifty six (156) hours for each employee who  
 26 has completed two (2) years or more of service, one hundred eighty (180)  
 27 hours for each employee who has completed ten (10) years or more of  
 28 service, two hundred thirty two (232) hours for each employee who has  
 29 completed twenty (20) years or more of service, and three hundred twelve (312)  
 30 hours for each employee who has completed thirty (30) years or more of  
 31 service. For flight and equipment operators, employees paid on an  
 32 hourly pay plan shall receive one hour for each month worked less than forty (40) hours  
 33 per month or less than one hundred eighty (180) hours per annum, employees paid on a  
 34 per piece or other hourly basis, and part-time employees paid on a  
 35 biweekly basis whose service are required less than half time, unless an  
 36 ordinance provided for by collective bargaining agreements, flight and  
 37 equipment operators shall be deemed annual leave with pay to serve as  
 38 vacation as follows: two (2) work days for each employee who has  
 39 completed one (1) year or more of service, seven (7) work days for each  
 40 employee who has completed two (2) years or more of service, ten (10) work  
 41 days for each employee who has completed ten (10) years or more of  
 42 service, and twelve (12) work days for each employee who has completed  
 43 twenty (20) years or more of service. During the first year of employment,  
 44 an employee in service on a part-time basis shall be granted a proportional share of  
 45 the hours of vacation entitlement based on the number of full calendar  
 46 months remaining in the calendar year in which the employee was first hired  
 47 or in which the employee was rehired, divided by twelve (12) and rounded up  
 48 to the nearest whole hour, and shall be granted their full vacation  
 49 entitlement on January 1 of the calendar year then being hired or rehired  
 50 by the county. Except for represented public safety services employees,  
 51 years of service for a new employee, or an employee returning to service,  
 52 who was not discharged or involuntarily separated from the county shall  
 53 include any previous service earned with Milwaukee County, the State of  
 54 Wisconsin or any municipality within the State of Wisconsin. An employee  
 55 shall not receive payment for unused vacation until upon any termination  
 56 of employment, including but not limited to a retirement, unless the  
 57 employee has earned from the end of month (EOM) month after the employee's  
 58 initial date of hire or rehire. Effective in 2023 all non-represented employees  
 59 shall be eligible for two (2) weeks of vacation (two hundred (200) hours) and  
 60 three (3) weeks of vacation and six (6) weeks of vacation (two  
 61 hundred forty (140) hours) after twenty (20) years of service.

62 (1)(a) The heads of all departments, bureaus, institutions, boards or  
 63 commissions shall make provision for, designate and allow annual leave  
 64 with pay, unless an ordinance exists for collective bargaining  
 65 agreements, as shown in the following chart:

General Employees	
Years of Service	Vacation Days/Hours
0 to 1	16 Days or 170 Hours
2 to 9	18 Days or 184 Hours
10 to 11	22 Days or 198 Hours
11 to 20	28 Days or 252 Hours
20+	30 Days or 270 Hours

Alliance Fire Chiefs	
Years of Service	Vacation Hours
0 to 1	156 Hours
2 to 9	187 Hours
10 to 11	218 Hours
11 to 20	289 Hours
20+	312 Hours

66 During the first year of employment or in a return to service, an employee  
 67 will be granted a proportional share of their hours of vacation entitlement  
 68 based on the number of full calendar months remaining in the calendar  
 69 year.

70 year in which the employee was first hired or in which the employee was  
 71 rehired, divided by twelve (12) and rounded up to the nearest whole hour,  
 72 and shall be granted their full vacation entitlement on January 1 of the  
 73 calendar year after being hired or rehired by the county. Except for  
 74 represented public safety services employees, years of service for a new  
 75 employee, or an employee returning to service, who was not discharged or  
 76 involuntarily separated from the county, shall include any previous service  
 77 earned with Milwaukee County, the State of Wisconsin or any municipality  
 78 within the State of Wisconsin. An employee shall not receive payment for  
 79 unused vacation credit until upon termination of employment, including but  
 80 not limited to a retirement, unless the employee has earned two (2) weeks of  
 81 vacation (two hundred (200) hours) after twenty (20) years of service, and  
 82 three (3) weeks of vacation (two hundred forty (240) hours) after thirty (30)  
 83 years of service. For flight and equipment operators, employees paid on an  
 84 hourly pay plan shall receive one hour for each month worked less than forty (40) hours  
 85 per month or less than one hundred eighty (180) hours per annum, employees paid on a  
 86 per piece or other hourly basis, and part-time employees paid on a  
 87 biweekly basis whose service are required less than half time, unless an  
 88 ordinance provided for by collective bargaining agreements, flight and  
 89 equipment operators shall be deemed annual leave with pay to serve as  
 90 vacation as follows: two (2) work days for each employee who has  
 91 completed one (1) year or more of service, seven (7) work days for each  
 92 employee who has completed two (2) years or more of service, ten (10) work  
 93 days for each employee who has completed ten (10) years or more of  
 94 service, and twelve (12) work days for each employee who has completed  
 95 twenty (20) years or more of service. During the first year of employment,  
 96 an employee in service on a part-time basis shall be granted a proportional share of  
 97 the hours of vacation entitlement based on the number of full calendar  
 98 months remaining in the calendar year in which the employee was first hired  
 99 or in which the employee was rehired, divided by twelve (12) and rounded up  
 100 to the nearest whole hour, and shall be granted their full vacation  
 101 entitlement on January 1 of the calendar year then being hired or rehired  
 102 by the county. Except for represented public safety services employees,  
 103 years of service for a new employee, or an employee returning to service,  
 104 who was not discharged or involuntarily separated from the county shall  
 105 include any previous service earned with Milwaukee County, the State of  
 106 Wisconsin or any municipality within the State of Wisconsin. An employee  
 107 shall not receive payment for unused vacation until upon any termination  
 108 of employment, including but not limited to a retirement, unless the  
 109 employee has earned from the end of month (EOM) month after the employee's  
 110 initial date of hire or rehire. Effective in 2023 all non-represented employees  
 111 shall be eligible for two (2) weeks of vacation (two hundred (200) hours) and  
 112 three (3) weeks of vacation (two hundred forty (240) hours) after twenty (20) years of service.

103 SECTION 2. Section 17 1(2) of the General Ordinances of Milwaukee County is  
 104 hereby amended as follows:

105 17 1(2) - Leave of absence with pay on account of illness or other special cause.  
 106 (a) Such leave of absence with pay shall accrue and be granted during the first six  
 107 months of service, but shall not be granted until the completion of six (6)  
 108 months of service, unless injury or disability is incurred in line of duty.

109 SECTION 3. Section 17 1(2)(1) of the General Ordinances of Milwaukee County is  
 110 hereby amended as follows:

111 17 1(2) - Pro rata benefits  
 112 (1) Any employee employed as a Milwaukee Police Officer, Milwaukee Firefighter, or  
 113 Milwaukee Sheriff's Office employee who works one thousand forty (1,040) or more hours  
 114 per calendar year shall accrue vacation, sick leave, and personal days on a pro  
 115 rata basis. At the end of calendar year 1981 and each year thereafter, such  
 116 employees who work one thousand forty (1,040) or more hours during calendar year  
 117 1981 and each year thereafter shall be credited with accrued accounts based on  
 118 the number of hours worked in the preceding year. Such account other than sick  
 119 leave must be exhausted in the calendar year following that in which they were  
 120 accrued. Such employees shall not be laid off for the purpose of avoiding the accrual  
 121 of pro rata benefits. Any non-seasonal employee who has a scheduled work  
 122 week of less than 49 hours (not including accrued vacation, sick leave, and  
 123 personal days) on a pro rata basis.

124 SECTION 4. Section 17 2(6) of the General Ordinances of Milwaukee County is hereby  
 125 amended as follows:

126 17 2(6) - Being benefits for incumbents of positions transferred to the unclassified  
 127 service and for incumbents of unclassified positions.

128 (1) The incumbents of any position transferred from the classified service to  
 129 the unclassified service pursuant to the provisions of s. 19.33(1) Wis. Stat.,  
 130 shall retain accumulated and be eligible for the same benefits under  
 131 chapter 19 of the Code as the rates of the unclassified position and  
 132 the number and conditions of the county board or any other person holding  
 133 a position in the unclassified service, during the term of employment with the  
 134 county, whether the position holds title in the classified or unclassified  
 135 service.

136 (2) Persons appointed to all other regular except positions except (a) those  
 137 represented by a certified collective bargaining unit, (b) elected officials and  
 138 their deputies, (c) all members of boards and commissions and (d) all interim,  
 139 students and trainees shall be eligible for the utilization of  
 140 vacation and holidays in accordance with the provisions of section 17.22 of  
 141 the Code and general days in accordance with the provisions of section  
 142 17.23 of the Code. Moreover, persons appointed to unclassified positions included  
 143 in the executive compensation plan shall be entitled to three (3) weeks of  
 144 vacation in each calendar year which shall be reported in the calendar year of  
 145 appointment at a rate of ten (10) hours per month or portion thereof  
 146 remaining in the calendar year and shall be eligible for the accrual and use of  
 147 sick leave upon appointment.

148 (3) Persons appointed to positions in the unclassified service except (a)  
 149 those represented by a certified collective bargaining unit, (b) elected officials and  
 150 their deputies, (c) all members of boards and commissions and (d) all interim,  
 151 students and trainees shall be eligible for the utilization of  
 152 vacation and holidays in accordance with the provisions of section 17.22 of  
 153 the Code and general days in accordance with the provisions of section  
 154 17.23 of the Code. Moreover, persons appointed to unclassified positions included  
 155 in the executive compensation plan shall be entitled to three (3) weeks of  
 156 vacation in each calendar year which shall be reported in the calendar year of  
 157 appointment at a rate of ten (10) hours per month or portion thereof  
 158 remaining in the calendar year and shall be eligible for the accrual and use of  
 159 sick leave upon appointment.

160 (4) Persons appointed to positions in the unclassified service except (a)  
 161 those represented by a certified collective bargaining unit, (b) elected officials and  
 162 their deputies, (c) all members of boards and commissions and (d) all interim,  
 163 students and trainees shall be eligible for the utilization of  
 164 vacation and holidays in accordance with the provisions of section 17.22 of  
 165 the Code and general days in accordance with the provisions of section  
 166 17.23 of the Code. Moreover, persons appointed to unclassified positions included  
 167 in the executive compensation plan shall be entitled to three (3) weeks of  
 168 vacation in each calendar year which shall be reported in the calendar year of  
 169 appointment at a rate of ten (10) hours per month or portion thereof  
 170 remaining in the calendar year and shall be eligible for the accrual and use of  
 171 sick leave upon appointment.

172 (5) Persons appointed to positions in the unclassified service except (a)  
 173 those represented by a certified collective bargaining unit, (b) elected officials and  
 174 their deputies, (c) all members of boards and commissions and (d) all interim,  
 175 students and trainees shall be eligible for the utilization of  
 176 vacation and holidays in accordance with the provisions of section 17.22 of  
 177 the Code and general days in accordance with the provisions of section  
 178 17.23 of the Code. Moreover, persons appointed to unclassified positions included  
 179 in the executive compensation plan shall be entitled to three (3) weeks of  
 180 vacation in each calendar year which shall be reported in the calendar year of  
 181 appointment at a rate of ten (10) hours per month or portion thereof  
 182 remaining in the calendar year and shall be eligible for the accrual and use of  
 183 sick leave upon appointment.

184 SECTION 5. The provisions of this Ordinance shall be effective beginning January 1,  
 185 2023, after passage and publication.