STATE OF WISCONSIN } S.S.
MILWAUKEE COUNTY

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

Jun. 14, 2013

Ann Richmond, Publisher

Sworn to me this 14th day of June 2013

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

DAVID KNUTE ZIEMER NOTARY PUBLIC STATE OF WISCONSIN

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FROM THE OFFICE OF JOSEPH J. CZARNEZKI
MILWAUKEE COUNTY CLERK
County Ordinance No. 13-11
File No. 13-339

AN AMENDED ORDINANCE

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

SECTION 1. Chapter 17.085 of the General Ordinances of Milwaukee County is repealed and recreated as follows:

17.085. - Temporary assignments.

(1) The following provisions apply to all employees except to the extent it is inconsistent with a provision of an applicable collective bargaining agreement. When necessary to maintain the delivery of quality public services, a department manager may assign an employee to fill a temporary or permanent vacancy in the classified or unclassified service, as set forth below.

(a) If a position is permanently vacant and a certification request has been forwarded to the department of human resources and approved to be filed by the department of administrative services, an employee may be temporarily assigned to perform the duties of the vacant position for ninety (90) days or less. One extension of the temporary assignment for no more than an additional ninety (90) days may be approved by the Director of Human Resources. Temporary assignments in excess of 180 days must be approved by the County Board.

(b) If a position is temporarily vacant, the position may be filled by a temporary assignment for ninety (90) days or less. Extensions beyond the ninety (90) days must be approved by the director of human resources. Temporary assignments in excess of 180 days must be approved by the County Board.

(c) Employees temporarily assigned to a position in a higher classification shall receive the rate of pay for the higher classification if the assignment predominantly includes the duties of the higher classification for at least fifteen (15) consecutive scheduled work days, exclusive of holidays. The higher rate of pay shall commence after the fifteenth day of consecutive service of temporary duties and such pay shall be consistent with Section 17.09(1) of these ordinances. However, when an employee temporarily assigned to serve as a department head or deputy department head shall not be eligible to receive the higher rate of pay until the assignment exceeds thirty (30) consecutive scheduled work days. Department managers shall not unreasonably interrupt or terminate consecutive scheduled work days to circumvent the provisions of this section.

(d) Employees temporarily assigned to perform the functions of a position in a lower classification shall continue to receive the full rate of pay assigned to his or her permanent position, regardless of the length of the assignment.

(e) Employees temporarily assigned to a higher classification shall not be entitled to accrue additional vacation, holiday, personal, or sick time due to service in the temporary assignment different from the employee's entitlement in their permanent position, with the exception of increased pay pursuant to paragraph (c) above. An employee assigned to a lower classification shall not have any diminution of benefits based on the time served in the temporary assignment.

(f) Temporary assignments may be terminated at the discretion of department management or the Director, Department of Human Resources.

SECTION 2. Chapter 17.015 of the General Ordinances of Milwaukee County is amended as follows:

17.015. - Continuation of certain compensation and fringe benefits for former members of AFSCME.

(1) This ordinance is effective upon the decertification by the Wisconsin Employment Relations Commission, pursuant to ERC 73:01, 73.03(7)(b) and any other applicable provision of the Wisconsin Administrative Code, of the American Federation of State, County and Municipal Employees (AFSCME) as a collective bargaining unit and as the bargaining representative for its members.

(2) Notwithstanding any provision of these ordinances to the contrary for employes who were represented by AFSCME as of January 30, 2012, all provisions of the 2007-08 collective bargaining agreement between AFSCME and Milwaukee County are adopted by reference and incorporated herein, except as set forth in the following paragraph, until such time that the county board of supervisors and the county executive can consider other action.

(3) The following sections of the AFSCME 2007-08 collective bargaining agreement have already been addressed, as noted parenthetically below, by the county board and county executive, and therefore, are not incorporated herein and are excepted from the provisions of the preceding paragraph:

(a) 2.03 Salary Increment (M.C.O. 17.10 & 17.106)
(b) 2.04 Overtime (M.C.O. 17.16)
(c) 2.14 Auto Allowance (M.C.O. 5.06)
(d) 2.16 Contribution to Retirement System (M.C.O. Chapter 201.24 (3.11) Employee Contribution, (3.3) Employee Membership Accounts, (3.5) Refunds upon severance or death) and
(e) 2.17(1)(b)(c) and (d), and 2.17(2) Retirement Benefits (M.C.O. Chapter 201.24 (2.18) Normal Retirement Age, (4.1) Normal Retirement, (5.1) Normal Pension)
(f) 2.17(6) Sick Allowance Balance on Retirement, upon adoption of resolution 11-20 (M.C.O. 17.184)
(g) 2.18 Life Insurance (M.C.O. Chapter 62 Life Insurance)
(h) 2.19 Employee Health Insurance (M.C.O. 17.13(7) Milwaukee County Group Health Benefit Program)
(i) 2.192 Dental Insurance (M.C.O. 17.14(9) County Dental Benefit Plan)
(j) 3.02 Full-Time Representative
(k) 3.15 Fair Share Agreement (Wisconsin Act 10 and Act 32, no longer allow for the collection of union dues on bargaining agreements that have expired)
(l) 3.16 Voluntary Political Contributions (halted as a result of Act 10 and Act 32)
(m) 4.01 Resolution of Disputes, 4.02 Grievance Procedure, 4.05 Selection of and Appeals to Umpire and 4.06 Disciplinary Suspensions not Appealable under s. 63.10, Wis. Stats. (Civil Service Rules, M.C.O. 17.207 and s. 63:10, Wis. Stats.)
(n) 2.11 Temporary Assignments (M.C.O 17.085)

SECTION 3. The provisions of this ordinance shall be effective upon passage and publication.

Adopted by the Milwaukee County Board of Supervisors March 21, 2013

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