

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

Aug. 16, 2011

Ann E. Richmond

Ann Richmond

Sworn to me this 16th day of August 2011

[Signature]

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



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**FROM THE OFFICE OF
JOSEPH J. CZARNEZKI
MILWAUKEE COUNTY CLERK
County Ordinance No. 11-11
File No. ORD 11-7
AN ORDINANCE**

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

SECTION 1. Section 17.17 of the
General Ordinances of Milwaukee
County is amended as follows:

17.17. Vacations and holidays.

(1) The heads of all departments,
bureaus, institutions, boards or
commissions shall make provision for,
designate, and allow annual leaves
with pay to serve as vacation
equivalent to eighty (80) hours for
each employee who has completed one
(1) year or more of service, unless as
otherwise may be provided for by
collective bargaining agreements; one
hundred twenty (120) hours for each
employee who has completed five (5)
years or more of service; one hundred
sixty (160) hours for each employee
who has completed ten (10) years or
more of service; two hundred (200)
hours for each employee who has
completed twenty (20) years or more
of service; firefighter and equipment
operators, employees paid on an hourly
or per diem basis who customarily
work less than forty (40) hours per
week or two thousand eighty (2080)
hours per annum, employees paid on
a per call or clinic hourly basis, and
part-time employees paid on a
biweekly basis whose services are
required less than half-time, unless
as otherwise provided for by collective
bargaining agreements; firefighter
and equipment operators shall be
entitled to an annual leave with pay to serve
as vacation as follows: five (5) work
days for each employee who has
completed one (1) year or more of
service, seven (7) work days for each
employee who has completed five (5)
years or more of service, ten (10) work
days for each employee who has
completed ten (10) years or more of
service, and twelve (12) work days for
each employee who has completed
twenty (20) years or more of service.
During the first year of employment,
or in a return to service, an employee
may utilize the equivalent of forty (40)
hours of vacation after six (6) months
of service will be granted a proportional
share of their hours of vacation
entitlement based on the number of
full calendar months remaining in the
calendar year in which the employee
was first hired or in which the employee
was rehired, divided by twelve (12)
and rounded up to the nearest whole
hour, and shall be granted their full
vacation entitlement on January 1 of
the calendar year after being hired
or rehired by the County. Years of
service for a new non-represented

holiday for non-represented
employees and employees who are
represented by a collective bargaining
unit which has agreed to this provision.
All county departments, offices and
institutions shall be open to the public
for business on all other statutory
holidays. All employees, including
those in the building and mechanical
trades group in section 17.32(2)(c),
except employees paid on an hourly
or per diem basis and firefighter and
equipment operators who receive off
days in lieu of holidays, shall be granted
leave with pay on these days, provided
that if an employee is required to work
on such days because of the needs of
the service, he shall be given equivalent
time off or shall receive additional
compensation, if such compensation
is authorized by the provisions of
subsection 17.16(5). Firefighter and
equipment operators, who receive
seven (7) off days in lieu of all holidays,
shall be granted such off days during
their first calendar year of employment
as provided for in their collective
bargaining agreements.

(34) (a) A holiday falling on a
Saturday shall be observed on the
preceding scheduled workday and a
holiday falling on a Sunday shall be
observed on the following scheduled
workday, except in the seven-day
service where the present system of
accruing and exhausting holidays
shall remain in effect. This provision
shall not apply to employees
represented by certified bargaining
representation.

(45) For all employees not
represented by certified bargaining
unit representatives, beginning in
January, 1988 and every year
thereafter, the third Monday in
January will be observed as a holiday.
All county departments, offices, and
institutions shall be open to the public
for business on this holiday.

(66) For employees not covered by
a collective bargaining agreement,
beginning in 1997, employees with an
assigned work week of forty (40) hours
who use no sick allowance and take
no time without pay during the year,
shall receive eight (8) hours of holiday
time which may be used in the
subsequent year. Use of excused time,
including excused time used for
medical appointments or
bereavement leave, shall not be
considered as sick allowance under
this section.

SECTION 2. Section 17.18 of the
General Ordinances of Milwaukee
County is amended as follows:

**17.18. Leave of absence with
pay on account of illness or other
special causes.**

(1) All officers and employees who
are compensated on a biweekly or
annual basis and are required to work
half-time or more, and all hourly

parents, or foster parents, stepmother,
stepfather, stepbrother, stepsister
Critical Illness 3 days
Death 3 days, plus travel
Wedding 1 day
Wife or husband of members of
employee's immediate family
Son-in-law, daughter-in-law, bro-
ther-in-law, sister-in-law
Critical Illness 1 day
Death 1 day, plus travel
Wedding no provision
Immediate family of spouse
Brother, sister, parents, or child of
employee's spouse
Critical Illness 1 day
Death 1 day, plus travel
Wedding no provision
Other close relatives
Aunt, uncle, first cousin, niece,
nephew, grandparent, or grandchild
of employee or spouse, great
grandparent, grand nephew, grand
niece, great aunt, great uncle, ex-
husband, ex-wife
Critical Illness No provision
Death 1 day, plus travel
Wedding no provision
Other causes for excused time
Funeral of fellow worker 1/2 day
if approved by department head.

It shall not be necessary that such
persons shall have resided with the
employee to come within such
classification. Not to exceed three (3)
days of leave with pay may be allowed
whenever both death and funeral occur
in Milwaukee or its vicinity. Whenever
either death or the funeral occurs
elsewhere, additional travel time may
be allowed as leave with pay as follows:
Up to seventy-five (75) miles—none;
between seventy-five (75) to one
hundred fifty (150) miles—one (1) day;
over one hundred fifty (150) miles—
two (2) days. Reasons for the absence
and the good faith of the employee in
taking such leave shall be supported
by such reasonable evidence as may
be required by the appointing
authority, including a physician's
certificate, personal affidavit or by
other means as may be approved by
the appointing authority. Such leave
with pay shall be deducted from the
accrued sick leave balance of the
employee and shall be subject to the
following:

(a) Where one (1) day is authorized,
it must be taken on the day of the
funeral, and

(b) Where more than one (1) day is
authorized such days must be
consecutive calendar days, one (1) of
which is the day of the funeral, and

(c) When two (2) travel days are
authorized, one (1) day must precede
the funeral and one (1) day must follow
the day of the funeral, and

(d) Scheduled off days shall be
considered as part of the total funeral
leave allowed when such off days fall
within the authorized leave when such

continue for a maximum period of one
(1) year. After a period of one (1) year,
the employee may continue to use any
sick leave earned and unused during
his/her entire period of service. Any
payment made shall be in lieu of any
payment or award under the worker's
compensation laws of this state, or if
an award is made thereunder such
payment shall be applied thereon. If
the Internal Revenue Service (IRS)
determines that the injury pay benefits
provided are taxable as wages, then
beginning with the effective date of
such determination, the county will
no longer require the twenty (20)
percent employee deduction from
injury pay benefits provided for Risk
management will refer all employees
receiving compensation under this
provision to the return to work program
in the department of human resources.

(7) The director of human resources
may make such investigation or
require such medical examinations
as are warranted to substantiate or
verify the employee's illness.

(8) Employees who have applied for
retirement by filing an application
with the proper official of the
retirement system of which they are
members shall be permitted to take
any unused leave accumulated under
the provisions of this section prior to
the effective date of their retirement,
not to exceed fifty (50) days plus sixteen
(16) hours for each one hundred (100)
hours or fraction thereof of
accumulated sick leave in excess of
four hundred (400) hours. Employees
represented by a certified bargaining
representative shall not be entitled
to retirement leave in excess of thirty
(30) days unless the collective
bargaining agreement between said
representative and the county
specifically so provides. Where the
needs of the service require the
immediate filling of a vacancy
resulting from the use of accumulated
sick leave by an employee who is
retiring, the position may be filled in
accordance with the provisions of
chapter 17 relating to the filling of
vacancies, at any time during the
period in which the retiring employee
is on leave with pay which extends to
the date of his/her retirement.

(9) All unused leave accrued under
the provisions of this section shall be
canceled upon the termination of an
employee's active employment for any
reason other than retirement, in which
case the employee shall be eligible for
the provisions of 17.184 retirement
leave under 17.183. Except for former
employees Former employees, except
those who were discharged after a
hearing before the personnel review
board or resigned prior to such a
hearing for discharge being heard, or
those who have received retirement
benefits under Chapter 201 or 203

employee, or non-represented employee returning to service, who was not discharged or involuntarily separated from the County, shall include any creditable pension service earned with Milwaukee County, the State of Wisconsin or any municipality within the State of Wisconsin. Any employee who returns to employment in Milwaukee County having previously been involuntarily separated from Milwaukee County employment shall not be entitled to any prior service credit for purposes of vacation entitlement. An employee shall not receive payment for unused vacation credit upon any termination of employment, including, but not limited to, a retirement, unless the employee has served 2080 hours after the employee's initial date of hire or rehired. Effective in 2002 all non-represented employees shall be eligible for five (5) weeks of vacation (two hundred (200) hours) after fifteen (15) years of service and six (6) weeks of vacation (two hundred forty (240) hours) after twenty (20) years of service.

(2) Effective January 1, 2013, an employee may not carry over beyond the end of any calendar year any more than seven days (56 hours) of unused vacation leave. Departments may request to carry over hours in excess of 56 hours for any employee by submitting a request to the Director of Human Resources and must include in the request the written rationale for the request, the reason the department limited the use of vacation by the employee, and any other information requested by the Director. The Director shall have discretion to approve or deny such requests. All vacation leave previously credited to the employee in excess of seven days that has not been used prior to the end of the calendar year and that has not been approved by the Director for carry over shall be forfeited.

(23) The following days of each year are holidays: January 1, the third Monday in February, the last Monday in May, July 4, November 11, the fourth Thursday in November, December 25, the day appointed by the governor as Labor Day, and the day of holding the general election in November, unless as otherwise may be provided for by collective bargaining agreements; county department, offices, and institutions may be closed on these holidays: January 1, the last Monday in May, July 4, the first Monday in September, the fourth Thursday in November, and December 25. Effective in 2002 the Friday after the fourth Thursday in November shall be a

employees who are customarily employed forty (40) hours in each calendar week, may be given leave of absence with pay for illness or other special causes of three and seven-tenths (3 7/10) hours for each pay period, or a proportionate credit for employees who regularly work less than forty (40) hours per week; provided, however, that such credit shall be cancelled for each pay period in which the employee is absent without pay for more than three-eighths of the required hours except absences due to disability in line of duty or leave for military service. Such leaves of absence with pay shall be granted solely on account of sickness, bodily injury, or other causes of absence which are considered as sufficient and legitimate excuses for the employee's failure to be present and in attendance on his duties; provided, however:

(a) That reasons for the absence and the good faith of the employee in taking such leave shall be supported by such reasonable evidence as may be required by the appointing authority including a physician's certificate, personal affidavit, or by other means; and

(b) That when the illness of an employee is such as may make it necessary to take leave of absence of more than three (3) days, a statement shall be made to the appointing authority in writing from a licensed physician or from an authorized Christian Science practitioner, stating the period of time the employee was unable to work because of illness.

(2) Such leave of absence with pay shall accrue during the first six (6) months of service, but shall not be granted until the completion of six (6) months of service, unless injury or disability is incurred in line of duty.

(3) Unless otherwise noted in a collective bargaining agreement, unused leaves provided in subsection (1) of this section shall accumulate on an unlisted basis over the entire period of an employee's continuous service. Unless otherwise specified in a collective bargaining agreement, continuous service shall be considered to be any period of service that has not been interrupted by layoff in excess of two (2) years and one (1) day or by voluntary or involuntary separation.

(4) Paid leave in accordance with the following formula shall be granted to employees when the employee's presence is required, and if the employee has sufficient accrued sick leave from which such leave shall be deducted:

Immediate family of employee
Husband, wife, child, brother, sister,

days are considered consecutively. Scheduled vacation days falling within the bereavement period, may be re-scheduled for liquidation during the remainder of the year.

(e) Any employee scheduled to work the night shift shall have the option of taking off the night before or the night of the funeral.

(5) In addition to other causes set forth in section 17.18(4), sick leave may be taken for the purpose of enabling employees to receive non-emergency medical attention during work hours. Such leave may be allowed for scheduled appointments for any type of medical or dental care. Excused time charged against sick leave for these purposes shall be limited to three (3) hours per incident including travel between the employees' work site and the place of their appointment. In order to be excused for this type of leave, the employee must present to their immediate supervisor a written notice from the practitioner treating the employee stating the date and time of the employee's appointment. Provisions of (5) shall apply to eligible employees in the classified service.

(6) Any employee entitled to accrue sick leave under the provisions of this section who is incapacitated by reason of injuries or illness resulting from his/her employment shall be entitled to receive eighty (80) percent of his/her established rate of compensation without deduction from accrued sick leave, when approval for such payment is made by the risk management section of the department of administration. Such payments may

or those who return to active employment more than three years following their previous termination of employment, former employees who return to active employment with Milwaukee County shall have all canceled leave restored and receive twenty percent (20%) of such cancelled leave restored upon reemployment and shall have an additional twenty percent (20%) of such cancelled leave restored after every additional six months of service. Retirees who received retirement leave under the provisions of 17.183 shall not be eligible for the restoration of such leave upon return to active employment. Individuals who are actively employed with Milwaukee County as of the effective date of this section (May 17, 2000) and had such leave canceled upon termination of prior service with Milwaukee County shall have such canceled leave restored under the provisions of this section.

SECTION 3. Section 17.184 of the General Ordinances of Milwaukee County is amended as follows:

17.184. Sick allowance balance on retirement.

(1) In the event membership in the employees' retirement system began prior to January 1, 1994, the member shall receive accrued sick allowance at the time of retirement. The total payment shall equal the number of total hours of sick pay accrued at the time of retirement times the hourly rate applicable to the valuation of sick pay at the time of the member's retirement, unless the member is an elected official with accrued sick allowance or an employee who is not represented by a collective bargaining

ENTITIES

January 1, 2013
Additional