

# 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

Feb. 23, 2012

Ann E. Richmond  
Ann Richmond, Publisher

Sworn to me this 23rd day of February 2012

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



## PROOF OF PUBLICATION

CHAPTER 17.18  
STATUS Adopted as Amended  
ADOPTED 2/2/12  
J.P. PG. -  
PUBLISHED 2/23/12  
EFFECTIVE Post Pub.

D. J. 11-1 / 11-11-20

FROM THE OFFICE OF JOSEPH J. CZARNECKI MILWAUKEE COUNTY CLERK County Ordinance No. 12-1 File No. ORD 11-20 AN ORDINANCE

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

Section 1. Section 17.18(1) 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 of more, and all hourly 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 (37/10) 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 credit period in which the employee is absent without pay for more than three-eighths of the required hours except absences due to disability in the 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 Scientist practitioner, indicating the period of time the employee was unable to work because of illness.

resigned prior to such a hearing for discharge being heard, or those who have received retirement benefits under Chapter 201 or 203, 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 receive cancelled leave restored upon re-employment and shall have an additional twenty percent (20%) of such cancelled leave restored at the very additional six months of service, except that the total leave restored shall not exceed 960 hours. Individuals who are actively employed with Milwaukee County as of the effective date of this section (May 17, 2000) and had such leave cancelled upon termination of prior service with Milwaukee County shall have such cancelled leave restored under the provisions of this section.

Section 3. Section 17.18(9) and (10) of the General Ordinances of Milwaukee County are created as follows:

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

(9) Notwithstanding any provision in this section to the contrary, effective June 24, 2012, an employee who is not a member of a collective bargaining unit or an employee who is a member of the American Federation of State, County and Municipal Employees, the Association of Milwaukee County Attorneys, the Milwaukee Building and Construction Trades Council, the International Association of Machinists and Aerospace Workers or the Technicians, Engineers and Architects of Milwaukee County shall not accrue more than 960 hours of leave under this section.

(10) Such employees whose actual balance under this section is less than 960 hours as of June 24, 2012, or at any future date, shall continue to accrue leave under this section until such time that their leave balance equals 960 hours. The further accrual of leave shall be suspended until such time that the employee's total accrued leave is less than 960 hours, due to the use of such leave under this section.

(11) For members set forth in the following subsections, whose membership in the employees' retirement system began prior to January 1, 1994, the member shall receive payment at the time of retirement for unused sick allowance according to the following formula: Such payment shall be made in a lump sum, and shall not be included in the calculation of the member's final average salary for pension, calculation purposes, nor shall such payment impact the member's total pension service credit or the date that retirement benefits will commence. In the event a member of the employees' retirement system who is eligible to retire dies prior to retirement, the payment of the member's accrued sick allowance shall be made to the member's spouse or the beneficiary of the member's retirement benefit.

(12) For a member who is reemployed on or after June 24, 2012, or restored under section 17.18(8), on or after June 24, 2012, such payment shall be included in the calculation of the member's final average salary for pension calculation purposes, nor shall such payment impact the member's total pension service credit or the date that retirement benefits will commence. In the event a member of the employees' retirement system who is eligible to retire dies prior to retirement, the payment of the member's accrued sick allowance shall be made to the member's spouse or the beneficiary of the member's retirement benefit. If an employee who has previously retired from the County returns to County employment, the employee shall not be entitled to any sick leave payment based on their earned sick leave hours after being reemployed. This section shall not apply to a member who retires under section 201.24(4.5) of the ordinances.

leave hours earned, on or after June 24, 2012, or restored under section 17.18(8), on or after June 24, 2012.

(2) For a member who is reemployed on or after June 24, 2012, or restored under section 17.18(8), on or after June 24, 2012, such payment shall be included in the calculation of the member's final average salary for pension calculation purposes, nor shall such payment impact the member's total pension service credit or the date that retirement benefits will commence. In the event a member of the employees' retirement system who is eligible to retire dies prior to retirement, the payment of the member's accrued sick allowance shall be made to the member's spouse or the beneficiary of the member's retirement benefit. If an employee who has previously retired from the County returns to County employment, the employee shall not be entitled to any sick leave payment based on their earned sick leave hours after being reemployed. This section shall not apply to a member who retires under section 201.24(4.5) of the ordinances.

(3) For a member who is reemployed on or after June 24, 2012, or restored under section 17.18(8), on or after June 24, 2012, such payment shall be included in the calculation of the member's final average salary for pension calculation purposes, nor shall such payment impact the member's total pension service credit or the date that retirement benefits will commence. In the event a member of the employees' retirement system who is eligible to retire dies prior to retirement, the payment of the member's accrued sick allowance shall be made to the member's spouse or the beneficiary of the member's retirement benefit. If an employee who has previously retired from the County returns to County employment, the employee shall not be entitled to any sick leave payment based on their earned sick leave hours after being reemployed. This section shall not apply to a member who retires under section 201.24(4.5) of the ordinances.

January 1, 2013. Such payment shall be made in a lump sum, and shall not be included in the calculation of the member's final average salary for pension calculation purposes, nor shall such payment impact the member's total pension service credit or the date that retirement benefits will commence. In the event a member of the employees' retirement system who is eligible to retire dies prior to retirement, the payment of the member's accrued sick allowance shall be made to the member's spouse or the beneficiary of the member's retirement benefit. If an employee who has previously retired from the County returns to County employment, the employee shall not be entitled to any sick leave payment based on their earned sick leave hours after being reemployed. This section shall not apply to a member who retires under section 201.24(4.5) of the ordinances.

(5) For members set forth in the following subsections, whose membership in the employees' retirement system began on or after January 1, 1994, the member shall receive credit for unused sick allowance at the time of retirement towards the cost of health plan coverage according to the following formula: Such health insurance coverage must commence within ten years of the member's retirement. When the amount credited is exhausted, the employee or eligible beneficiary may opt to continue their membership in the County Group Health Benefit Program upon payment of the full monthly cost as noted in 17.14(7) CGO. In the event a member of the employees' retirement system who is eligible to retire dies prior to retirement, a credit of the member's accrued sick allowance shall be provided toward the cost of continuing health insurance coverage for the member's spouse or beneficiary of the member's retirement benefit if such spouse or beneficiary was eligible for coverage prior to the member's death. If an employee who has previously retired from the County returns to County employment, the employee shall not be entitled to any sick leave credit toward the cost of health plan coverage based on their earned sick leave hours after being reemployed. This section shall not apply to a member who retires under section 201.24(4.5) of the ordinances.

(6) For a member who is a non-represented employee at the time of retirement, the payment shall equal 60% of the member's accrued sick leave hours earned on or after January 1, 2005, and prior to the date of retirement. This section shall not apply to a member who retires under section 201.24(4.5) of the ordinances.



time the employee was unable to work because of illness.

Effective June 24, 2012, employees who are members of the American Federation of State, County and Municipal Employees, the Association of Milwaukee County Attorneys, the Milwaukee Building and Construction Trades Council, the International Association of Machinists and Aerospace Workers or the Technicians, Engineers and Architects of Milwaukee County shall be subject to the provisions of section 17.18 for leave earned hereunder.

Section 2, Section 17.18(8) of the General Ordinances of Milwaukee County is repealed and Section 17.18(9) is re-numbered as 17.18(6) and amended as follows:

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

(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 leave in excess of four hundred (400) hours. Employees represented by a certified bargaining representative shall not be entitled to return to work in excess of thirty (30) days unless the collective bargaining agreement 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 chapters 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 their 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 provisions shall be eligible for the provisions of 17.184. Except for former employees who were discharged at a hearing before the personnel review board or

until such time as their accrued leave is less than 960 hours, as a result of use of such leave, at which time such employees may again accrue additional leave up to a maximum of 960 hours. Sick leave earned prior to June 24, 2012, shall be used prior to sick leave earned on and after June 24, 2012, for all hours of sick leave used prior to retirement.

(10) Notwithstanding any provision in this section to the contrary, effective January 1, 2013, an employee who is a member of the Federation of Nurses and Health Professionals shall not accrue more than 960 hours of leave under this section.

(a) Such employees whose actual balance under this section is less than 960 hours as of January 1, 2013, or at any future date, shall continue to accrue leave under this section until such time that their leave balance equals 960 hours. The further accrual of leave shall be suspended until such time that the employee's total accrued leave is less than 960 hours, due to the use of such leave under this section.

(b) Such employees who have accrued more than 960 hours of leave as of January 1, 2013, shall be entitled to retain and utilize such leave, but they shall not accrue any further leave under this section until such time as their accrued leave is less than 960 hours, as a result of use of such leave. Such employees who have accrued more than 960 hours of leave as of January 1, 2013, shall be entitled to retain and utilize such leave, but they shall not accrue any further leave under this section until such time as their accrued leave is less than 960 hours, as a result of use of such leave.

(c) For a member who is represented at the time of retirement by the Technicians, Engineers and Architects of Milwaukee County or by the International Association of Machinists, the member shall receive full payment of unused hours earned prior to November 4, 2005, and shall receive payment of twenty-five percent (25%) of unused leave earned on and after November 4, 2005, and prior to June 24, 2012, times the hourly rate applicable to the valuation of sick pay at the time of the member's retirement. For the purpose of this calculation, sick leave hours used during employment on or after June 24, 2012, shall be deemed utilized in the order in which the sick leave hours were earned: that is, on a "first in, first out" basis. No payment shall be made at the time of retirement for any unused sick leave earned on or after June 24, 2012.

(d) For a member who is represented at the time of retirement by the Federation of Nurses and Health Professionals, and whose membership in the employees' retirement system began prior to September 27, 1995, the member shall receive full payment at the time of retirement of unused hours earned prior to December 16, 2005, and shall receive payment of twenty-five percent (25%) of unused hours earned on and after December 16, 2005, and prior to January 1, 2013, times the hourly rate applicable to the valuation of sick pay at the time of the member's retirement. For the purpose of this calculation, sick leave hours used during employment on or after January 1, 2013, shall be deemed utilized in the order in which the sick leave hours were earned: that is, on a "first in, first out" basis. No payment shall be made at the time of retirement for any unused sick leave earned on or after January 1, 2013, or restored under section 17.18(8), on or after

June 24, 2012, times the hourly rate applicable to the valuation of sick pay at the time of the member's retirement. For the purpose of this calculation, sick leave hours used during employment on or after June 24, 2012, shall be deemed utilized in the order in which the sick leave hours were earned: that is, on a "first in, first out" basis. No payment shall be made at the time of retirement for any unused sick leave earned on or after June 24, 2012.

(e) For a member who is represented at the time of retirement by the Association of Milwaukee County Attorneys, and whose membership in the employee's retirement system began on or after January 1, 2006, the member shall receive credit equal to one hundred percent (100%) of unused hours earned prior to June 24, 2012, times the hourly rate applicable to the valuation of sick allowance at the time of the member's retirement. No credit shall be given at the time of retirement for any unused sick leave hours earned on or after June 24, 2012.

(f) For a member who is represented at the time of retirement by the Association of Milwaukee County Attorneys, and whose membership in the employee's retirement system began on or after January 1, 2006, the member shall receive credit equal to one hundred percent (100%) of unused hours earned prior to June 24, 2012, times the hourly rate applicable to the valuation of sick allowance at the time of the member's retirement. No credit shall be given at the time of retirement for any unused sick leave hours earned on or after June 24, 2012.

(b) For a member who is represented at the time of retirement by District Council 48 of AFSCME, the member shall receive credit equal to one hundred percent (100%) of unused hours earned prior to June 24, 2012, times the hourly rate applicable to the valuation of sick allowance at the time of the member's retirement. No credit shall be given at the time of retirement for any unused sick leave hours earned on or after June 24, 2012, or restored under section 17.18(8), on or after June 24, 2012.

(c) For a member who is represented at the time of retirement by the Technicians, Engineers and Architects of Milwaukee County or by the International Association of Machinists, the member shall receive credit equal to one hundred percent (100%) of unused hours earned prior to June 24, 2012, times the hourly rate applicable to the valuation of sick allowance at the time of the member's retirement. No credit shall be given at the time of retirement for any unused sick leave hours earned on or after June 24, 2012, or restored under section 17.18(8), on or after June 24, 2012.

(d) For a member who is represented at the time of retirement by the Federation of Nurses and Health Professionals, and whose membership in the employees' retirement system began prior to September 27, 1995, the member shall receive full payment at the time of retirement of unused hours earned prior to December 16, 2005, and shall receive payment of twenty-five percent (25%) of unused hours earned on and after December 16, 2005, and prior to January 1, 2013, times the hourly rate applicable to the valuation of sick pay at the time of the member's retirement. For the purpose of this calculation, sick leave hours used during employment on or after January 1, 2013, shall be deemed utilized in the order in which the sick leave hours were earned: that is, on a "first in, first out" basis. No payment shall be made at the time of retirement for any unused sick leave earned on or after January 1, 2013, or restored under section 17.18(8), on or after

June 24, 2012, times the hourly rate applicable to the valuation of sick pay at the time of the member's retirement. For the purpose of this calculation, sick leave hours used during employment on or after June 24, 2012, shall be deemed utilized in the order in which the sick leave hours were earned: that is, on a "first in, first out" basis. No payment shall be made at the time of retirement for any unused sick leave earned on or after June 24, 2012.

(e) For a member who is represented at the time of retirement by the Association of Milwaukee County Attorneys, and whose membership in the employee's retirement system began on or after January 1, 2006, the member shall receive credit equal to one hundred percent (100%) of unused hours earned prior to June 24, 2012, times the hourly rate applicable to the valuation of sick allowance at the time of the member's retirement. No credit shall be given at the time of retirement for any unused sick leave hours earned on or after June 24, 2012.

(f) For a member who is represented at the time of retirement by the Association of Milwaukee County Attorneys, and whose membership in the employee's retirement system began on or after January 1, 2006, the member shall receive credit equal to one hundred percent (100%) of unused hours earned prior to June 24, 2012, times the hourly rate applicable to the valuation of sick allowance at the time of the member's retirement. No credit shall be given at the time of retirement for any unused sick leave hours earned on or after June 24, 2012.

non-represented employee or an elected official with a sick allowance balance at the time of retirement, the credit shall equal four hundred (400) hours plus hundred (100) hours or fraction thereof in excess of four hundred (400) hours of unused sick allowance earned prior to June 24, 2012, times the hourly rate applicable to the valuation of sick allowance at the time of the member's retirement. No credit shall be given at the time of retirement for any unused sick leave hours earned on or after June 24, 2012, or restored under section 17.18(8), on or after June 24, 2012.

(b) For a member who is represented at the time of retirement by District Council 48 of AFSCME, the member shall receive credit equal to one hundred percent (100%) of unused hours earned prior to June 24, 2012, times the hourly rate applicable to the valuation of sick allowance at the time of the member's retirement. No credit shall be given at the time of retirement for any unused sick leave hours earned on or after June 24, 2012, or restored under section 17.18(8), on or after June 24, 2012.

(c) For a member who is represented at the time of retirement by the Technicians, Engineers and Architects of Milwaukee County or by the International Association of Machinists, the member shall receive credit equal to one hundred percent (100%) of unused hours earned prior to June 24, 2012, times the hourly rate applicable to the valuation of sick allowance at the time of the member's retirement. No credit shall be given at the time of retirement for any unused sick leave hours earned on or after June 24, 2012, or restored under section 17.18(8), on or after June 24, 2012.

(d) For a member who is represented at the time of retirement by the Federation of Nurses and Health Professionals, and whose membership in the employees' retirement system began prior to September 27, 1995, the member shall receive full payment at the time of retirement of unused hours earned prior to December 16, 2005, and shall receive payment of twenty-five percent (25%) of unused hours earned on and after December 16, 2005, and prior to January 1, 2013, times the hourly rate applicable to the valuation of sick pay at the time of the member's retirement. For the purpose of this calculation, sick leave hours used during employment on or after January 1, 2013, shall be deemed utilized in the order in which the sick leave hours were earned: that is, on a "first in, first out" basis. No payment shall be made at the time of retirement for any unused sick leave earned on or after January 1, 2013, or restored under section 17.18(8), on or after

June 24, 2012, times the hourly rate applicable to the valuation of sick pay at the time of the member's retirement. For the purpose of this calculation, sick leave hours used during employment on or after June 24, 2012, shall be deemed utilized in the order in which the sick leave hours were earned: that is, on a "first in, first out" basis. No payment shall be made at the time of retirement for any unused sick leave earned on or after June 24, 2012.

(e) For a member who is represented at the time of retirement by the Association of Milwaukee County Attorneys, and whose membership in the employee's retirement system began on or after January 1, 2006, the member shall receive credit equal to one hundred percent (100%) of unused hours earned prior to June 24, 2012, times the hourly rate applicable to the valuation of sick allowance at the time of the member's retirement. No credit shall be given at the time of retirement for any unused sick leave hours earned on or after June 24, 2012.

44.08 Bid rejection and forfeiture.

44.08 Bids received after the time set for closing and bids of contractors not qualified by the appropriate director of public works transportation (or designee) or the director of administrative services (or designee) shall be returned unopened to bidders. Bids which fail to conform to signature, affidavit and bond requirements, shall be rejected by the director and returned to the bidder. If a bidder awarded a contract fails to return the signed contract and executed performance bond within ten (10) days from receipt thereof or within such additional time for which there exists an excusable delay approved by the director, the bid bond and/or deposit shall be forfeited as liquidated damages. Upon such forfeiture, the contract may be awarded by the director to the next lowest, responsible, responsive bidder or readvertised and/or relet to public bid or cancelled if the next lowest responsive, responsible bidder is not within the project budget. The director is authorized to reject all bids, or cancel the entire bid, after consultation with corporation counsel has determined that such action is in the best interest of the county. The rejected bidder may appeal the decision in accordance with chapter 110 of the Code. The county, through its appropriate director of public works transportation (or designee) or the director of administrative services (or designee), reserves the right to accept or reject all bids, or cancel the entire bid, in its best interest.

44.09 Bid withdrawal, correction and contract reward.

44.09(a) Bid withdrawal. A bidder may withdraw at any time prior to the time set for bid closing and submit a new bid if done prior to bid closing. A bidder claiming an error or omission after bid closing but prior to bid opening shall immediately notify the appropriate department of public works transportation or the department of administrative services (or designee) and the bid shall be returned immediately and the bidder shall not be eligible to bid on the work unless it is relet by advertisement.

44.11 Change orders.

44.11 All contracts shall contain provisions for issuing change orders. The appropriate director of public works transportation (or designee) or the director of administrative services (or designee)

CONTINUED FROM PAGE 6B

2012, or restored under section 17.18(8), on or after June 24, 2012. Such health insurance coverage must commence within ten years of the member's retirement. When the amount credited is exhausted, the employee or eligible beneficiary may opt to continue their membership in the County Group Health Benefit Program upon payment of the full monthly cost as noted in 17.14(7) CGO. In the event a member of the employees' retirement system who is eligible to retire dies prior to retirement, a credit of the member's accrued sick allowance shall be provided toward the cost of continuing health insurance coverage for the member's spouse or beneficiary of the member's retirement benefit if such spouse or beneficiary was eligible for coverage prior to the member's death. If an employee who has previously retired from the County returns to County employment, the employee shall not be entitled to any sick leave credit toward the cost of health plan coverage based on their earned sick leave hours after being rehired. This section shall not apply to a member who retires under section 201.24(4.5) of the ordinances.

(7) For a member who is represented at the time of retirement by the Federation of Nurses and Health Professionals, and whose membership in the employees'

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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

Jan. 24, 2013

*Ann S. Richmond*

Ann Richmond, Publisher

Sworn to me this 24th day of January 2013

NOTICE OF CLERK'S  
CORRECTION  
FROM THE OFFICE OF JOSPEH J.  
CZARNEZKI  
MILWAUKEE COUNTY CLERK  
County Ordinance No. 12-1  
File No. ORD 11-20

AN AMENDED ORDINANCE to amend Sections 17.18 and 17.184 of the Milwaukee County Code of General Ordinances as it pertains to sick leave policies regarding sick allowance accrual and payout or credit at retirement was corrected to include certain dates that were omitted upon initial publication.

This amended ordinance was adopted by the Milwaukee County Board of Supervisors on February 2, 2012. This ordinance shall be effective upon passage and publication.

The full text of this Ordinance is available for review at:

The Office of the County Clerk  
105 N. 9th Street, Room 105  
Milwaukee, WI 53219  
414-278-4625

It may also be reviewed online at:  
<http://library.municode.com/index.aspx?clientId=12598>

10233423/1-24

*David Ziemer*



David Ziemer

Notary Public, Milwaukee County, Wisconsin  
My Commision Is Permanent

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