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An Ordinance to amend Section 17.14(10) of the Milwaukee County Code of General Ordinances (MCGO), by recommending adoption of the following:

A RESOLUTION/ORDINANCE

WHEREAS, some Milwaukee County job classifications require wearing a uniform as part of the job; and

WHEREAS, in many cases, a uniform allowance is paid to help defray the employee’s cost of acquiring and/or maintaining the uniform; and

WHEREAS, File No. 22-751 directed the Department of Human Resources to review and recommend changes to Section 17.14(10) of the Milwaukee County Code of General Ordinances related to uniform allowances, to correct, clarify, and improve the presentation of the Uniform Allowance Section of the Code; and

WHEREAS, the uniform allowance language will be updated to expressly include the following job classifications at the Office of the Sheriff:

- 1. Public Safety Officer
- 2. Supervisor Public Safety Officer
- 3. Correctional Officer
- 4. Correctional Officer Sergeant
- 5. Correctional Officer Lieutenant
- 6. Correction Manager

; and

WHEREAS, the uniform allowance language will be updated to expressly include the following job classifications at the Community Reintegration Center:

- 1. Assistant Superintendent
- 2. Correctional Officer
- 3. Correctional Officer Sergeant
- 4. Correctional Officer Lieutenant
- 5. Correction Manager
- 6. Correction Truck Driver

; and

WHEREAS, the Committee on Personnel, at its meeting of March 7, 2023, recommended adoption of File No. 23-333 (vote 4-0); now, therefore,

46 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby amends
47 Sections 17.14 (10) of the Milwaukee County Code of General Ordinances, by adopting
48 the following:

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AN ORDINANCE

52 The County Board of Supervisors of the County of Milwaukee does ordain as follows:
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54 **SECTION 1.** Section 17.14(10)(a) of the General Ordinances of Milwaukee County is
55 hereby amended as follows:

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(10) *Special Uniform Allowance*

59 (a) Employees, who are required to wear uniforms, shall be allowed uniform allowances
60 as follows:

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1. Deputy sheriff lieutenants, deputy sheriff captains, deputy sheriff deputy
inspector, deputy sheriff inspector, communications supervisor (sheriff's
department), director/internal affairs, identification bureau supervisor, investigator
(exempt) and chief investigator (exempt) shall be paid an annual clothing
allowance equal to the amount paid deputy sheriff I's and II's and deputy sheriff
sergeants.

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~~2. Museum security officer III shall be provided the full initial issue of
required uniforms, plus an annual allowance equal to that of museum
security officers I and II, to be paid on a monthly basis for each calendar
month in which they perform services requiring the wearing of a complete
uniform.~~

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2. Correctional officers, correctional officer sergeants, correctional officer
lieutenants, correction manager, public safety officers, and public safety
officer supervisors in the sheriff's department shall be paid an annual
clothing allowance.

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3. Assistant superintendent, correctional officers, correctional officer
sergeants, correctional officer lieutenants, correction manager, and
correction truck driver in the community reintegration center shall be paid
an annual clothing allowance.

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~~3 4.~~ The airport fire chief and assistant airport fire chief shall be furnished a full
uniform at the time of hire or as soon thereafter as practicable if no uniform had
previously been issued. The uniform so furnished shall be in accordance with the
regulations of the department setting forth prescribed minimum equipment for
each employe. Any employe whose employment is terminated within two (2)
years from the date of hire shall return all uniform items furnished by the county
to the department within seven (7) days of termination. After completion of one
(1) year of service, after obtaining authorized uniform, an annual clothing
allowance equal to the amount paid firefighter and equipment operators and
firefighter and equipment operators in charge shall be paid.

91 ~~4 5. Custodial workers I and II at the airport~~ **Airport maintenance worker**
92 **assistants** who are employed on a full-time basis and who are required to wear
93 a uniform shall be paid a uniform allowance as institutional employes after six (6)
94 months of service and at the completion of each year of service thereafter.
95 ~~5 6.~~ Institutional employes, medical interns, resident physicians, who are
96 employed on a full-time basis and who are required to wear a uniform, except
97 those who receive some type of uniform allowance under paragraph (a) hereof,
98 shall be paid a uniform allowance of one hundred ten dollars (\$110.00) after six
99 (6) months of service and at the completion of each year of service thereafter.
100 ~~6. Cooks and bakers may have their uniforms laundered at an institutional~~
101 ~~laundry without charge.~~
102 ~~7. Any nonrepresented supervisory nursing or supervisory laboratory~~
103 ~~employe, who is required to wear a uniform and who supervises employes~~
104 ~~represented by the Federation of Nurses and Health Professionals shall~~
105 ~~receive the same payment for uniform allowance as may be provided for in~~
106 ~~the Federation of Nurses and Health Professionals collective bargaining~~
107 ~~agreement.~~
108 ~~8 7.~~ Any represented employe required to wear a uniform may receive such
109 uniform and/or payment of uniform allowance as may be provided for by the
110 respective collective bargaining agreements.
111 ~~8. Job classifications eligible for annual uniform allowance and the manner~~
112 ~~in which uniform allowances are paid are clarified in the Uniform Allowance~~
113 ~~Administrative Manual of Operating Procedure (AMOP).~~
114 9. Any employe required to carry firearms shall be furnished with such firearm by
115 the county, provided that this firearm shall remain the property of the county and
116 be returned when the employe leaves the county service or is no longer required
117 to carry such firearm.

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119 **SECTION 2.** The provisions of this Ordinance shall be effective upon passage and
120 publication.

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123 srb
124 03/07/2023
125 \\Fi01wpchc\comclerk\$\Committees\2023\March\PER\Resolutions\23-333 DHR - Uniform Allowance Ordinance
126 Change.docx
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SIGNED AS TO FORM ELECTRONICALLY on 3/8/2023

_____/s/_____
MARGARET C. DAUN, Corporation Counsel