

1 **FROM THE OFFICE OF JOSPEH J. CZARNEZKI**

2 **MILWAUKEE COUNTY CLERK**

3 **County Ordinance No. 11-20**

4 **File No. ORD 11-22**

5
6 **AN ORDINANCE**

7
8 The County Board of Supervisors of the County of Milwaukee does ordain as follows:

9 **Section 1.** Section 17.14(11)(b) of the General Ordinances of Milwaukee County, is hereby
10 repealed:

11 17.14. - Employment definitions.

12 (11) Educational bonus.

13 (a) The county will make annual payments to deputy sheriff lieutenants, captains, deputy
14 inspector, and inspector, communications supervisor (sheriff's department),
15 director/internal affairs, identification bureau supervisor, investigator (exempt) and chief
16 investigator (exempt) for completion of approved course work equal to the amount paid
17 deputy sheriff I's and II's and deputy sheriff sergeants.
18

19 ~~(b) The county will make annual payments to airport fire chief and assistant airport fire chief~~
20 ~~for completion of approved course work equal to the amount paid firefighter and~~
21 ~~equipment operators and firefighter and equipment operators in charge.~~

22 **Section 2.** Section 17.14(12)(b) of the General Ordinances of Milwaukee County, is hereby
23 repealed:

24 (12) Longevity pay.

25 (a) Deputy sheriff lieutenants, captains, deputy inspector, and inspector, communications
26 supervisor (sheriff's department) director/internal affairs and identification bureau
27 supervisor shall be paid longevity equal to the amount paid deputy sheriff I's and II's and
28 deputy sheriff sergeants.
29

30 ~~(b) The airport fire chief and assistant airport fire chief shall be paid longevity pay equal to~~
31 ~~the amount paid firefighter and equipment operators and firefighter and equipment~~
32 ~~operators in charge.~~

33 **Section 3.** Section 17.17(1) of the General Ordinances of Milwaukee County, is hereby
34 amended as follows:

35 17.17. - Vacations and holidays.

36 (1) The heads of all departments, bureaus, institutions, boards or commissions shall make
37 provision for, designate, and allow annual leaves with pay to serve as vacation
38 equivalent to eighty (80) hours for each employee who has completed one (1) year or
39 more of service, unless as otherwise may be provided for by collective bargaining
40 agreements; one hundred twenty (120) hours for each employee who has completed five
41 (5) years or more of service; one hundred sixty (160) hours for each employee who has
42 completed ten (10) years or more of service; two hundred (200) hours for each
43 employee who has completed twenty (20) years or more of service; Assistant Chiefs of
44 Airport Rescue and Firefighting, employees shall be allowed annual leave with pay to
45 serve as vacation equivalent to one hundred four (104) hours for each employee who
46 has completed one (1) year or more of service; one hundred fifty six (156) hours for each
47 employee who has completed five (5) years or more of service; two hundred eight (208)
48 hours for each employee who has completed ten (10) years or more of service; two
49 hundred sixty (260) hours for each employee who has completed fifteen (15) years or
50 more of service; and three hundred twelve (312) hours for each employee who has
51 completed twenty (20) years or more of service; firefighter and equipment operators,
52 employees paid on an hourly or per diem basis who customarily work less than forty (40)
53 hours per week or two thousand eighty (2080) hours per annum, employees paid on a
54 per call or clinic hourly basis, and part-time employees paid on a biweekly basis whose
55 services are required less than half-time, unless as otherwise provided for by collective
56 bargaining agreements; firefighter and equipment operators shall be allowed annual
57 leave with pay to serve as vacation as follows: five (5) work days for each employee who
58 has completed one (1) year or more of service, seven (7) work days for each employee
59 who has completed five (5) years or more of service, ten (10) work days for each
60 employee who has completed ten (10) years or more of service, and twelve (12) work
61 days for each employee who has completed twenty (20) years or more of service. During
62 the first year of employment, an employee may utilize the equivalent of forty (40) hours
63 of vacation after six (6) months of service. Years of service shall include any creditable
64 pension service earned with Milwaukee County, the State of Wisconsin or any
65 municipality within the State of Wisconsin. Any employee who returns to employment
66 with Milwaukee County having previously been involuntarily separated from Milwaukee
67 County employment shall not be entitled to any prior service credit for purposes of
68 vacation entitlement. Effective in 2002 all non-represented employees shall be eligible
69 for five (5) weeks of vacation (two hundred (200) hours) after fifteen (15) years of service
70 and six (6) weeks of vacation (two hundred forty (240) hours) after twenty (20) years of
71 service.
72

73 **Section 4.** Section 17.17(2) of the General Ordinances of Milwaukee County, is amended as
74 follows:

75 (2) The following days of each year are holidays: January 1, the third Monday in February,
76 the last Monday in May, July 4, November 11, the fourth Thursday in November,
77 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 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 and Assistant Chiefs of Airport Rescue and Firefighting who receive off hours 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. Assistant Chiefs of Airport Rescue and Firefighting, who receive 109 hours of holiday time in lieu of holidays, shall be granted 54.5 hours, or one half of the annual allotment, on January 1st of each year and the second half of the annual allotment, 54.5 hours, on August 1st of each year.

Section 5. Section 17.172 of the General Ordinances of Milwaukee County, is hereby amended as follows:

17.172. - Personal days.

Employees entitled to holidays, except Assistant Chiefs of Airport Rescue and Firefighting and firefighters and equipment operators, shall receive three (3) days leave per year known as "personal days" in addition to earned leave by reason of vacation, accrued holidays and compensatory time. Assistant Chiefs of Airport Rescue and Firefighting shall receive thirty one (31) hours of personal time. Employees shall accrue personal days during their first calendar year of employment as follows:

Hired on or before April 30	-three days
From May 1 through August 31	-two days
From September 1 and thereafter	-one day

<u>Assistant Chiefs of Airport Rescue & Firefighting</u>	
<u>Hired on or before April 30</u>	<u>- 31 hours</u>
<u>From May 1 through August 31</u>	<u>- 20 hours</u>
<u>From September 1 and thereafter</u>	<u>- 10 hours</u>

Personal days may be liquidated in accordance with civil service rule VIII, section 3(2)(b) relating to liquidation of compensatory time, except that such days may be taken at any time during the calendar year. Supervisory personnel shall make every reasonable effort to allow employees to make use of personal days as employees see fit, it being understood that the purpose of such leave is to permit employees to be absent from duty for reasons which are not justification for absence under other existing rules relating to leave with pay.

Section 6. Section 17.18(1) of the General Ordinances of Milwaukee County, is hereby 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 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, except that Assistant Chiefs of Airport Rescue and Firefighting who are customarily employed an average of fifty two (52) hours in each calendar week, may be given leave of absence with pay for illness or other special causes of four and eight tenths (48/10) hours for each pay period; 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

149 authorized Christian Science practitioner, stating the period of time the
150 employee was unable to work because of illness.
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153 **Adopted by the Milwaukee County Board of Supervisors**

154 **November 3, 2011**