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**RESOLUTION #63-2009**  
**GENERAL CODE OF ONEIDA COUNTY, WISCONSIN**  
**ORDINANCE AMENDMENT #**

**Ordinance Amendment offered by Labor Relations and Employee Services Committee**

**Whereas**, The Labor Relations/Employee Services Committee has declared that the Employees of Oneida County will take three (3) Furlough days by or before December 31. 2009

**Whereas**, Section 4.02 of the General Code of Oneida County shall include the definition of Furlough Days.

NOW, THEREFORE, THE ONEIDA COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS:

Section 1. Any existing ordinances, codes, resolutions, or portions thereof in conflict with this ordinance shall be and hereby are repealed as far as any conflict exists.

Section 2. This ordinance shall take effect the day after passage and publication as required by law.

Section 3. If any claims, provisions or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of this ordinance shall not be affected thereby.

Section 4. Section 4.02 and Section 4.42 of the General Code of Oneida County, Wisconsin, is amended as follows [additions noted by underline, deletions noted by strikethrough]:

4.02 DEFINITIONS,

(19) FURLOUGH By action of the Labor Relations and Employee Committee, designated time off without pay. Furlough days are distinct and separate from Closed Days.

4.42 PAID TIME OFF/UNPAID TIME OFF.

LOA. Employees on an unpaid Leave of Absence of seventy-five (75) hours or more do not earn PTO days. An employee's PTO earnings will be adjusted accordingly. If an employee has PTO balance they may not be granted an unpaid LOA.

Closed Days. When the Courthouse and its outlying offices are closed, (a) an employee may elect to be paid for that day, excluding Saturdays and Sundays, using earned or borrowed aid Time Off days, or an employee may elect to not be paid for this time.

Furlough Time. For legitimate business reasons the Labor Relations and Employee services Committee may designate furlough time. Furlough time is employee time off without pay, which may result in the cessation of certain County operations and the closing of the courthouse and other County facilities. Employees may not use PTO while on furlough. Furlough time will be prorated for part-time employees. Furlough time will not be considered unpaid leave for the calculation of PTO accruals or additional employee share of health insurance.

Working. The Department Head may authorize an employee to work on a day that the Courthouse and/or outlying offices are closed. It is expected that this will be a rare

52 occurrence. Department Heads must obtain their Committee of Jurisdiction's approval  
53 when the Department Head realizes this may be an on-going occurrence, with  
54 notification to the Labor Relations and employee Services and Finance Offices.  
55 Employees will be paid at their straight time hourly rate unless the pay qualifies as  
56 overtime according to the Compensatory Time and Overtime rules.

57  
58 Approved by the LRES Committee on August 12, 2009.

59  
60 Vote Required: Majority = \_\_\_\_\_ 2/3 Majority = \_\_\_\_\_ 3/4 Majority =  
61 \_\_\_\_\_

62  
63 The County Board has the legal authority to adopt: Yes \_\_\_\_\_ No \_\_\_\_\_ as  
64 reviewed by the Corporation Counsel, \_\_\_\_\_, Date:  
65 \_\_\_\_\_

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68 Offered and passage moved by: \_\_\_\_\_  
69 Supervisor  
70 \_\_\_\_\_  
71 Supervisor  
72 \_\_\_\_\_  
73 Supervisor  
74 \_\_\_\_\_  
75 Supervisor  
76 \_\_\_\_\_  
77 Supervisor

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80  
81 \_\_\_\_\_ Ayes  
82  
83 \_\_\_\_\_ Nays  
84  
85 \_\_\_\_\_ Absent  
86  
87 \_\_\_\_\_ Abstain  
88  
89  
90 \_\_\_\_\_ Adopted

91  
92 by the County Board of Supervisors this 18<sup>th</sup> day of August, 2009.

93  
94 \_\_\_\_\_ Defeated

95  
96  
97 \_\_\_\_\_  
98 Robert Bruso, Clerk Andrew P. Smith, County Board Chair  
99