

ORDINANCE NO. 2015-10

**Amend Personnel Ordinance HR0680, Sick Leave with Pay, clarifying the definition of a
'dependent' child**

Executive Summary

Currently, department heads are applying various definitions to the term 'dependent child' as it applies to the use of paid sick leave benefits under Personnel Ordinance HR0680, Sick Leave with Pay. Therefore, employees are receiving a different benefit level based on different interpretations. Under Wisconsin law, a parent's duty to support his or her child continues until age 18, or age 19 if the child is still enrolled in high school or working on a high school equivalency course (GED). It is the recommendation of the Human Resources Committee to use this definition for 'dependent child' as it pertains to the use of paid sick leave benefits.

WHEREAS, Jefferson County recognizes that finding the balance between work and life/family commitments can be challenging, and the continued use of paid sick leave benefits to care for a sick child(ren) can assist in making the work/life balance easier for employees as well as a benefit that can help attract and retain new employees, and

WHEREAS, Jefferson County strives to treat all employees fairly and in the same manner.

NOW, THEREFORE, BE IT RESOLVED that the Human Resources Committee supports and recommends the amendment of Section HR0680, Sick Leave with Pay, to clarify the definition of dependent child so that it will be applied in the same manner to all employees.

THE COUNTY BOARD OF SUPERVISORS OF JEFFERSON COUNTY DOES HEREBY ORDAIN AS FOLLOWS:

Section 1. Section HR0680, Sick Leave with Pay is amended as follows:

HR0680 SICK LEAVE WITH PAY

C. **Use for immediate family:** In addition to any right that employees may have under state or federal law to use sick leave for family members, employees may use sick leave for the reasons described in Section (B) above involving members of their immediate family. Immediate family is defined for this purpose as dependent children, current dependent step children, spouse, parents and parents-in-law. Dependent child (biological, adopted or fostered) and current dependent step child for the purposes of sick leave use under this section are defined as follows:

1. A child or step child who is less than 18 years old
2. A child through the age of 19 if the child is pursuing an accredited course of instruction leading to the acquisition of a high school diploma or its equivalent
3. An adult child who is permanently and totally disabled and therefore cannot engage in any substantial gainful activity

and a doctor determines the condition has lasted or can be expected to last continuously for at least a year or can lead to death.

Employees may use up to three (3) days for each occurrence involving members of their immediate family. If due to extenuating circumstances additional time is needed, employees may be granted additional days of sick leave in excess of the three (3) days, upon the approval of their supervisor. If additional days are approved, the County may require verification as described below.

Section 2. This ordinance shall be effective after passage and publication as provided by law.

Fiscal Note: No additional fiscal impact is anticipated.

Adopted by the Jefferson County Board of Supervisors this 14th day of July 2015.

s/Jim Schroeder

Jim Schroeder

Chair

ATTEST:

s/Barbara A. Frank

Barbara A. Frank, County Clerk

Published this 17th day of July 2015.

Ayes: **VOICE VOTE** Noes_____ Abstain_____ Absent_____ Vacant_____

Requested by
Human Resources Committee

07-14-15

Terri M. Palm: 06-11-15; Blair Ward: 06-11-15

APPROVED: Administrator: BW; Corp. Counsel: JBW; Finance Director: BL