

2023 OA-066

AMENDING CHAPTER 18 OF THE DANE COUNTY CODE OF ORDINANCES,  
REGARDING SICK LEAVE USE AND REINSTATEMENT

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

ARTICLE 1. Unless otherwise expressly stated herein, all references to section and chapter numbers are to those of the Dane County Code of Ordinances.

ARTICLE 2. Section 18.04(43) is amended to read:

**(43)** *Sick leave* shall be defined as time off the job with pay because of illness, bodily injury, exposure to a contagious disease, attendance upon members of the immediate family, and shall include diagnostic treatment, dental procedures and opticians services when such services are performed by duly licensed practitioners. Sick leave shall also include time off the job with pay for the temporary emergency care of children in the event inclement weather or an outbreak of illness unexpectedly closes schools or child care facilities.

ARTICLE 3. Section 18.09(12)(b) is amended to read:

**(12)(b)** *Permissive reemployment.* Employees who resign their position or are terminated for any other reason other than for just cause, and then seek reinstatement within one year from the effective date of their resignation, may, at their request, be placed on the appropriate reemployment list. Their rank and retention on the reemployment list is to be determined in the same manner as persons laid off, except that all persons laid off would be ahead of all who resigned. Persons reemployed under this provision shall be reemployed at the minimum of the range, shall not receive credit for prior service except for sick leave reinstatement, and shall serve a probationary period per section 18.14(1) of this chapter. An appointing authority has full discretion in deciding whether or not to reemploy a person under this provision

ARTICLE 4. Section 18.29(1m) is created to read:

**(1m)** *Sick Leave Reinstatement.* Whenever an employee is laid off or resigns, any unused accumulated sick leave shall remain on record and be reinstated if the person is reemployed in a permanent county position within five (5) years from the last date of employment.

*[EXPLANATION: This amendment authorizes employees to use sick leave whenever emergency child care is necessary as a result of school closures, and authorizes the reinstatement of an employee's sick leave hours if an employee returns to county service after being laid off or resigning.]*