

RESOLUTION NO. 21-10

AMENDING SECTION 4.04 (2)(E) THRU (J) OF THE OZAUKEE COUNTY POLICY AND PROCEDURE MANUAL PERTAINING TO SICK LEAVE REIMBURSEMENT AND HEALTH ESCROW ACCOUNTS

RESOLVED, by the Ozaukee County Board of Supervisors, that Section 4.04(2)(e) thru (j) of the Ozaukee County Policy and Procedure Manual be amended to read:

4.04 LEAVES

(2) Sick:

~~(e) Sick Leave Reimbursement:~~

- ~~1. Any sick leave earned in excess of 1,200 hours which is not used in the calendar year earned can either be reimbursed in one of two methods:
  - ~~a. In cash annually at fifty percent (50%) of the individual's salary or wage~~
  - ~~b. Banked at one hundred percent (100%) of the excess sick leave to be used solely for health care costs.~~~~
- ~~2. Such sick leave shall be converted to a cash value on the last day of employment when the employee retires and calculated at the rate of pay in existence at the time of retirement.~~
- ~~3. The employee may elect to continue in the County's group health care plan or purchase insurance on an individual basis subject to the policy for Retiree Insurance as defined in this manual.~~
- ~~4. In the event the employee terminates prior to retirement, the employee shall be paid fifty percent (50%) of the days in their excess sick leave bank calculated at the rate of pay in existence at the time of their termination.~~

~~(f)~~ Granting of Sick Leave:

~~(g)~~ Application for Leave:

~~(h)~~ Separation from employment, by resignation or for cause, shall cancel all unused accumulated sick leave allowances, except as provided in (h).

~~(i)~~ Health Insurance Escrow Accounts:

1. If an employee ~~retires~~ leaves County employment after completing at least 10 years of service with the County, ~~and~~ has the minimum accruals as established by the schedule below of unused accumulated sick leave remaining in his/her account and has reached the Wisconsin Retirement System's minimum retirement age for their category (i.e. general or protective), the County will establish a health insurance escrow account. ~~for one of the following:~~
  - ~~a. The employee~~
  - ~~b. The employee's spouse and/or dependent children~~
2. The County shall place accumulated sick days in the account based on the

schedule below:

3. Such health insurance escrow account will be used only for the payment of qualified medical expenses in accordance with applicable federal and state laws. ~~health insurance premiums, deductibles, and copays.~~
4. The above provision shall not apply to employees terminated for cause but shall also apply for an individual who resigns from County employment, after serving in some full-time position for at least 10 years, whose resignation is for the sole purpose of accepting a full-time County elected position.
- ~~5. Upon separation from employment an employee may elect a cash payout of 50% of the value as determined by the schedule above.~~
5. Any sick leave earned in excess of 1,200 hours which is not used in the calendar year earned will be banked at one hundred percent (100%) of the excess sick leave to be used solely for health care costs.
6. If a health insurance escrow account is not used by a retiree for a three (3) consecutive year time period, the remaining funds will be forfeited and the account permanently closed.
7. All sick leave available for conversion to a health insurance escrow account under this section will be reduced to a cash value on the employee's last day of employment. The cash value will be calculated by multiplying the available hours by the applicable percentage (as established by the schedule above) by the employee's current rate of pay.
8. The employee may elect to continue in the County's group health care plan or purchase insurance on an individual basis subject to the policy for Retiree Insurance as defined in this manual.

(j) Accrual Exception for grades 113 and higher:

Dated at Port Washington, Wisconsin, this 2nd day of June 2021.

*SUMMARY: Section 4.04(2)(e) thru (j) of the Ozaukee County Policy and Procedure Manual pertaining Sick Leave Reimbursement and Health is amended.*

*VOTE REQUIRED: Majority*

FINANCE COMMITTEE

**RESULT:** APPROVED [UNANIMOUS]

**MOVER:** T. Winker, Supervisor District 1

**SECONDER:** D. Larson, Supervisor District 8

**AYES:** Melotik, Richart, Larson, Strom, Winker

**RES. 21-10**  
 AMENDING SECTION 4.04(2)(E) THRU (J)  
 OF THE OZAUKEE COUNTY POLICY AND  
 PROCEDURE MANUAL PERTAINING TO

 **Passed By Majority Vote**

Winker		YES
Haas		YES
Jobs		YES
Schlenvogt		YES
Clark		EXCUSED
Nelson		YES
Becker		YES
Larson		YES
Grabow		YES
Melotik		YES
Wolf		YES
Richart	M	YES
Korinek	S	YES

Rishel		YES
Geracie		YES
Duecker		YES
Irish		YES
Wirth		YES
Ross		YES
Marchese		NO
Strom		YES
Holyoke		YES
Henrichs		EXCUSED
Braverman		YES
Read		YES
Minkel-Dumit		YES