



## Legislation Text

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File #: 141324, Version: 1

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### 141324 SUBSTITUTE 1

#### ALD. KOVAC

A substitute ordinance relating to a city disabled employee placement program.

320-35 rp

350-35-7 cr

This ordinance establishes authority for the administration and enforcement of the city's disabled employee placement program within the department of employee relations. This program provides employee placement opportunities for eligible general city employees who are unable to find suitable employment within their departments due to permanent medical restrictions. The department of employee relations shall develop guidelines and procedures to administer the disabled employee placement program and coordinate participation with other benefits, regulations and employment conditions.

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Section 320-35 of the code is repealed.

Part 2. Section 350-35-7 of the code is created to read:

#### **350-35. Leave of Absence Policies.**

##### **7. UNPAID LEAVES OF ABSENCE TO PARTICIPATE IN THE DISABLED EMPLOYEE PLACEMENT PROGRAM.**

a. Purpose. The purpose of the disabled employee placement program is to identify and facilitate reassignment opportunities for eligible general city employees who are unable to find suitable employment within their departments due to permanent medical restrictions. The department of employee relations shall process referrals made by appointing authorities and ensure that the referrals and placement decisions are made in accordance with federal and state regulations, and the rules of the city service commission.

b. Eligibility. A referral to the disabled employee placement program shall require a determination by the appointing authority that an eligible employee is unable to perform the essential functions of a job with or without accommodations and that reassignment to an equivalent or lower-level position within the department is not feasible.

c. Participation. A leave of absence for participation in the disabled employee placement program may be granted in increments of 12 months.

d. Administration. The department of employee relations shall develop guidelines and procedures to administer the disabled employee placement program and coordinate participation with other

benefits, regulations and employment conditions.

APPROVED AS TO FORM

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Legislative Reference Bureau

Date: \_\_\_\_\_

IT IS OUR OPINION THAT THE ORDINANCE  
IS LEGAL AND ENFORCEABLE

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Office of the City Attorney

Date: \_\_\_\_\_

LRB156212-4

Teodros W. Medhin:lp

12/11/2014