

DEPUTY SHERIFF SICK TIME AND FAMILY MEDICAL LEAVE SUPPLEMENTING EXAMPLES;

SICK LEAVE

- Earned at a rate of 4 hours per bi-weekly pay period in which a Deputy's absences do not exceed 20 hours
- Racine County Deputy Sick Leave form is required for any absence greater than 5 consecutive days
- Deputy is responsible for the first 40 working days by using sick days, compensatory time, Kelly days, paid floating holidays, vacation days or voluntary sick day donations
- After the initial 40 working days, all remaining sick days, compensatory time, Kelly days, floating holidays and vacation days must be used before receiving sick days from the other members
- Supplements of floating holiday, vacation, Kelly days and compensatory time are **required** during periods **not** protected by Wisconsin FMLA
- Supplements of sick leave are only allowed when protected by Wisconsin FMLA or when absent for your own serious health condition
- Supplements will be paid on the normal Racine County payroll schedule

FAMILY MEDICAL LEAVE

- Protects absence and is unpaid leave
- Federal FMLA allows 12 weeks/calendar year
- Wisconsin FMLA allows for 10 weeks/calendar year to be used as follows; 2 weeks for your own health condition, 2 weeks for a family member's health condition and 6 weeks for the birth of a child
- Supplements are required when **not** protected by Wisconsin FMLA. Please review your approval from FMLA Source for dates protected by Wisconsin FMLA.

EXAMPLES:

(A) EMPLOYEE'S OWN SERIOUS HEALTH CONDITION - DEPUTY

1. **Deputy** is approved for their **own health condition**;
 - a. Federal FMLA 5/30/19 – 7/24/19 (8 weeks)
 - b. Wisconsin FMLA 5/30/19 – 6/12/19 (2 weeks)
 - c. Deputy Sick Leave 5/30/19 – 7/24/19 (8 weeks)

5/30/19 – 6/12/19 Federal & Wisconsin FMLA, paid with Deputy Sick Leave

6/13/19 – 7/24/19 Federal FMLA, paid with Deputy Sick Leave, compensatory time, Kelly days, floating holidays and vacation days

(B) EMPLOYEE'S BIRTH OF A CHILD - DEPUTY

2. **Deputy** is approved for the **birth of a child**;

- a. Federal FMLA 5/30/19 – 8/21/19 (12 weeks)
- b. Wisconsin FMLA 5/30/19 – 6/12/19 and 6/13/19 – 7/24/19 (8 weeks)
- c. Deputy Sick Leave 5/30/19 – 7/10/19 (6 weeks)

5/30/19 – 7/10/19 Federal & Wisconsin FMLA, paid with Deputy Sick leave

7/11/19 – 7/24/19 Federal and Wisconsin FMLA, may choose to supplement using Deputy Sick Leave, floating holiday, vacation, Kelly days or compensatory time **OR** may remain unpaid.

7/25/19 – 8/21/19 Federal FMLA, required to supplement 100% using floating holiday, vacation, Kelly days and compensatory time

(C) SPOUSE'S BIRTH OF A CHILD - DEPUTY

3. **Deputy** is approved for the **spouse's birth of a child**;

- a. Federal FMLA 5/30/19 – 8/21/19 (12 weeks)
- b. Wisconsin FMLA 5/30/19 – 7/10/19 (6 weeks)

5/30/19 – 7/10/19 Federal & Wisconsin FMLA, may choose to supplement using Deputy Sick Leave, floating holiday, vacation, Kelly days or compensatory time **OR** may remain unpaid.

7/11/19 – 8/21/19 Federal FMLA, required to supplement 100% using floating holiday, vacation, Kelly days or compensatory time.

(D) FAMILY MEMBER'S SERIOUS HEALTH CONDITION - DEPUTY

4. **Deputy** is approved for a **family members' serious health condition**;

- a. Federal FMLA 5/30/19 – 8/21/19 (12 weeks)
- b. Wisconsin FMLA 5/30/19 – 6/12/19 (2 weeks)

5/30/19 – 6/12/19 Federal & Wisconsin FMLA, may choose to supplement using Deputy Sick Leave, floating holiday, vacation, Kelly days or compensatory time **OR** may remain unpaid.

6/13/19 – 8/21/19 Federal FMLA, required to supplement 100% using floating holiday, vacation, Kelly days or compensatory time