



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Montezagudo**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

January 3, 2018

To The Honorable  
The Committee on Finance  
and Personnel  
Common Council  
City of Milwaukee

Dear Committee Members:

Re: Common Council File #171452

File #171452 recommends amending Part II Section 9.E of the Salary Ordinance by adding language to clarify and reflect the current application of the Reporting Pay provision. Currently the language states that reporting pay is for being called to an emergency overtime assignment outside of the regularly scheduled workday or on an off day. In practice the assignment an employee is called to is not necessarily an overtime assignment and it also applies to Parking Checkers in DPW who are required to report to a court hearing outside of their regularly scheduled workday or on an off day.

To implement the requested change, we recommend amending Part II, Section 9.E of the Salary Ordinance as follows:

Add to letter designation "E/" which should read as follows: "E/ Employees holding positions designated as non-exempt from FLSA who are required to report to work for an emergency assignment or, Parking Checkers in the Department of Public Works required to appear in court at the direction of a competent authority on an off day or outside of their regular work hours, and who are officially excused before completing 2 hours of work shall receive straight time cash compensation for the difference between the actual amount of time worked and 2 hours. The difference between the actual amount of time worked and hours paid shall not be credited as hours worked. The following employees are not eligible for this benefit, and instead shall be credited with a minimum of one (1) hour of work when required to report to perform certain duties:

- Eligible employees in the Department of City Development, Housing Management Division, who are required to unlock doors for tenants.
- Eligible employees assigned to the Library Maintenance Department who report for authorized call-ins to unlock or lock doors.



Copies of the fiscal note are attached. It is recommended that the requested Salary Ordinance change be approved.

Sincerely,



Nicole M. Fleck  
Labor Negotiator

#### Attachments

NMF  
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