



Department of Employee Relations

Tom Barrett
Mayor

Makda Fessahaye
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

February 18, 2021

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

Dear Committee Members:

Re: Common Council File #200184

File #201304 is recommending amendments to certain sections of Chapter 350 of the Milwaukee Code of Ordinances. These amendments will address a change for the classification of City Laborer to change the classification to a full benefit employee upon hire. Currently this classification is eligible for certain employment benefits upon hire, but does not receive other benefits until the individual has worked 2,080 hours. These amendments will also modify the sick leave control incentive program (SLCIP) for non-civilian management employees within the Fire Department to reflect a recent change that was bargained through an MOU with the Milwaukee Fire Fighters' Association, Lo. 215.

An explanation of the changes is as follows:

350-30.1.d and e. The references to City Laborer in both definitions for full benefit employee and limited benefit employee will be deleted.

350-237.3.b and c. The language in these two sections will be deleted in full.

350-37.15.c. The language which references non-civilian management employees in the Fire Department being paid for earned SLCIP as cash will be deleted.

350-37.15 g. A new letter **g** will be added which will reflect that non-civilian management employees in the Fire Department who work a greater than a 40 hour work week will accrue 16 hours of SLCIP leave for each trimester they are eligible and those non-civilian management employees who work a 40 hour work week will accrue 8 hours of SLCIP leave per trimester they are eligible. Both sets of employees will be able to accrue up to a maximum of 48 hours of SLCIP leave for use at a later date. This leave shall not be paid out upon separation from city employment. If an employee has reached the maximum accrual allowed the employee shall be paid in cash for any additional leave earned.

Copies of the ordinance changes and a fiscal note are attached. It is recommended that the attached ordinance changes be approved.

Sincerely,



Nicole M. Fleck
Labor Negotiator

Attachments

NMF
200184_F&P_CodeChanges_2-18-2021
labr/2021/CC_F&P_Files

