



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

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Labor Negotiator

July 20, 2018

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

Dear Committee Members:

Re: Common Council File #180501

File #180501 recommends amending Chapter 350-2, 350-3, 350-37, and 350-40 of the Milwaukee Code of Ordinances (MCO). An explanation of the changes is as follows:

350-2. The recommended changes will permit the Commissioner of Public Works to allow a floating holiday, for certain employees in the Sanitation Section and the Fleet Services Dispatch Section, in lieu of the New Year's Eve holiday. This would allow the department to better manage what is traditionally the heaviest workload week which happens to coincide with the shortest work week. The time between Christmas and New Year's Eve only allows for three scheduled work days combined with potential weather and heavy garbage collection which has an even greater impact on the department's collection efforts.

350-3. Existing language in 350-3-5.5-a will be modified to allow for the Commissioner of Public Works to determine which employees would be considered eligible for overtime compensation for hours worked due to, or as a result of, an emergency call-out, which is outside of an employee's regular schedule. These hours would be considered overtime in accordance with applicable provisions of the Salary Ordinance. Currently this provision only applies to employees working snow and ice operations.

Language will be added, 350-3-5.5-b-1 & 2, that will allow for employees in the Milwaukee Water Works – Plant Operations division to receive overtime compensation due to an emergency call-out for a shift replacement or a department directive for an employee to work additional hours following the employee's regularly scheduled work shift due to an unexpected staffing shortage. These hours shall be considered overtime in accordance with applicable provisions of the Salary Ordinance.

Language will be added, 350-3-5.5-e, that will allow for employees in the Milwaukee Fire Department – Technical Services Division to receive overtime compensation for hours worked as a result of a department directive for an employee to work additional hours following the



employee's regularly scheduled work shift due to an unexpected staffing shortage. These hours shall be considered overtime in accordance with applicable provisions of the Salary Ordinance.

Language will be added to 350-3-5 which will make all hours worked by an eligible, Fair Labor Standards Act covered employee, on a floating holiday, 350-2-2-a and 350-2-2.5, compensable at overtime rates.

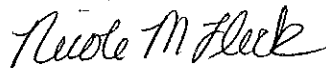
350-37. Existing language in 350-37-1-b will be modified to allow, at the discretion of the department head, an employee to be excused for a paid absence of 2 hours or less to attend medical, dental, and City workplace clinic appointments, as well as, the annual health appraisal without using sick leave, for up to 8 hours in a calendar year. Currently the language allows for 3 occurrences of 2 hours or less for only doctor and dentist visits.

350-40. New language will be added in 350-40-1 to allow for time served as an elected official to count toward the determination of vacation accrual level if that elected official is appointed as an employee or Public Official, under 62.51 Wis, Stats., of the City.

New language will also be added in 350-40-12 clarify the fact that an employee request to be allowed to extend their time on payroll by using their vacation balance will not be granted. This language is necessary to deal with the situation of employee's remaining payroll for weeks prior to retirement. When employees remain on payroll for extended periods of time prior to retirement it keeps the employing department from being able to fill the position in a timely manner and allows for the employee to accrue more vacation which will then be paid out in a lump sum payment upon retirement.

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

Sincerely,



Nicole M. Fleck
Labor Negotiator

Attachments

NMF
180501_F&P_CodeChanges_7-25-18
labr/2018/CC_F&P_Files

