



Department of Employee Relations

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November 5, 2025

REVISED

The Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Communication from the Department of Employee Relations amending the Salary Ordinance to amend the language authorizing shift and weekend differential pay.

Dear Committee Members:

This communication requests the following language be amended in the 2025 Salary Ordinance in order to clarify and standardize the administration of shift and weekend differential pay. It is important for the city to standardize the administration of this pay so that it is applied equitably across city departments.

Shift Differential:

Employees holding positions classified as non-exempt under the FLSA shall receive shift differential if they work between the hours of 5 pm and 5 am, when an employee works hours within that timeframe, they shall be compensated at a rate that includes the shift differential. Hours are no longer capped at 40 hours weekly. Employees working on an “emergency call out” or otherwise eligible for automatic, pensionable overtime pay shall not be eligible for shift differential for the hours worked under the automatic, pensionable overtime provision.

Weekend Differential:

Employees holding positions classified as non-exempt under the FLSA shall receive fifty cents (\$.50) per hour for all Saturday work and sixty cents (\$.60) per hour for all Sunday work. In no case shall an employee receive both shift and weekend differential rates for the same hours worked. Hours are no longer required to be regularly scheduled. Employees working on an “emergency call out” or otherwise eligible for automatic, pensionable overtime pay shall not be eligible for weekend differential for the hours worked under the automatic, pensionable overtime provision.

Action Required – Effective Pay Period 1, 2026 (December 21, 2025)

In the Salary Ordinance:

Under Part II, Section 9 – F. Shift Differential

- Delete contents and replace with the following:

F. Shift Differential: Employees holding positions classified as non-exempt under the FLSA whose hours of work occur between the time period beginning at 5:00 p.m. and ending at 5:00 a.m. shall

receive, in addition to base salary, a shift differential of \$.45 per hour. Only hours worked falling within this timeframe shall be considered eligible for the shift differential. Eligible employees in the Department of Public Works whose workday begins after 1:00 a.m. and before 4:00 a.m. shall be eligible to receive the shift differential for all hours worked.

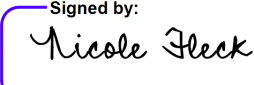
Shift differential shall be paid for all hours for which an employee would have received a shift assignment but for the fact that the employee was on vacation, holiday, sick leave, doctor/dentist appointments (miscellaneous unapplied time - 069 time), funeral leave, or paid parental leave. In no case shall an employee receive both shift and weekend differential rates for the same hours worked. Employees working on a Holiday shall not be eligible for shift differential for the hours worked on a Holiday. Employees working on an "emergency call out" or otherwise eligible for automatic, pensionable overtime pay shall not be eligible for shift differential for the hours worked under the automatic, pensionable overtime provision.

Under Part II, Section 9 – G. Weekend Differential

- Delete contents and replace with the following:

G. Weekend Differential: Employees holding positions classified as non-exempt under the FLSA shall receive fifty cents (\$.50) per hour for all Saturday work and sixty cents (\$.60) per hour for all Sunday work. In no case shall an employee receive both shift and weekend differential rates for the same hours worked. Weekend differential shall be paid for all hours for which an eligible employee would have received the differential but for the fact that the employee was on vacation, holiday, sick leave, doctor/dentist appointments (miscellaneous unapplied time - 069 time), funeral leave, or paid parental leave. Employees working on a Holiday shall not be eligible for weekend differential for the hours worked on a Holiday. Employees working on an "emergency call out" or otherwise eligible for automatic, pensionable overtime pay shall not be eligible for weekend differential for the hours worked under the automatic, pensionable overtime provision.

Respectfully submitted,

Signed by:

Nicole M. Fleck
Labor Negotiator