



Department of Employee Relations

Cavalier Johnson
Mayor

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Labor Negotiator

March 9, 2026

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

Dear Committee Members:

Re: Common Council File #231617

File #231617 is recommending amendments to Chapter 350, subchapters 1, 3, and 4, of the Milwaukee Code of Ordinances. These amendments will allow for sworn management, non-represented, employees of the Milwaukee Fire Department (MFD) to earn benefits similar to their subordinates who are represented by The Milwaukee FireFighters' Association, Local 215 as these individuals promote from those represented ranks.

An explanation of the changes are as follows:

350-2 – Modify 2-a-1 to read: Effective calendar year 2026, an employee working 24-Hour shifts shall received ~~24~~ **96** hours off per calendar year in lieu of holidays or holiday pay, earned at a rate of ~~2~~ **8** hours per month. This holiday time-off shall be taken in the calendar year in which it was earned.

350-37 – Modify 15-g to read: Effective trimester 1, 2026, an employee working a 53-hour work week shall be eligible to accrue up to a maximum of 144 hours of special incentive leave into a separate special incentive leave account. An employee working a 53-hour work week shall earn ~~16~~ **24** hours of special incentive leave per trimester for which it is earned

350-40 – Modify 15-b-2 to read: Time earned per Pay Period: Non-civilian Management whose normal hours of work exceed 40 hours per week:

- c. 8.4 hours per pay period for employees who have completed 11 years but fewer than ~~19~~ **18** years of active service
- d. 10.2 hours per pay period for employees who have completed ~~19~~ **18** years or more years of active service

These changes are to align with changes bargained in the 2023-2026 Labor Agreement with Milwaukee FireFighters' Association, Local 215 for employees whose normal hours of work

exceed 40 hours per week. This provides for consistency for these employees as they are promoted into command staff positions within the Milwaukee Fire Department.

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

Nicole M Fleck
Labor Negotiator

Attachments

NMF
231617_F&P_MCO CH 350 CAO Changes_03-09-2026
labr/2026/CC_F&P_Files