



Department of Employee Relations

Cavalier Johnson

Mayor

Harper Donahue, IV

Director

Renee Joos

Employee Benefits Director

Nicole M. Fleck

Labor Negotiator

January 8, 2024

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

Dear Committee Members:

Re: Common Council File #231319

File #231319 is recommending an amendment to Chapter 350-40 of the Milwaukee Code of Ordinances. This amendment will allow for sworn management, non-represented, employees of the Milwaukee Fire Department (MFD) whose normal hours of work average 40 hours per week to earn vacation at a rate equal to other general city employees whose normal hours of work average 40 hours per week.

An explanation of the changes is as follows:

350-40 – Modify 15-b-3 to read: Time earned per Pay Period: Non-civilian Management:

- a. 3.7 hours per pay period for employees who have completed fewer than 4 years of service
- b. 5.3 hours per pay period for employees who have completed 4 but fewer than 9 years of service
- c. 6.8 hours per pay period for employees who have completed 9 but fewer than 14 years of service
- d. 8.4 hours per pay period for employees who have completed 14 but fewer than 21 years of service
- e. 9.9 hours per pay period for employees who have completed at least 21 years of active service

This change is being requested as the employees in this category are earning less vacation than other employees within the city and the department in which they work. This change is effective only when employees are assigned to duties which place them in a work week which averages 40 hours per week. The requested change will currently affect eight individuals within MFD.

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
231319_F&P_MCO CH 350-40 Changes_1-08-2024
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