

Received May 8, 2020

Dear CC President Johnson and Council Members,

The May 7th Proclamation by the Mayor is needed for the following reasons:

1. To ensure that Health Department employees who are eligible for overtime hours when they work outside of their regular schedules as authorized by the first proclamation of March 15th are able to receive service credit for retirement purposes up to a maximum of 80 straight-time hours. This is necessary because overtime hours are not counted for service credit purposes. This provision would allow employees to be made whole. It is necessary to make this change effective March 15th.
2. To ensure that hours not worked as a result of the implementation of Work Share Plans are counted as hours worked for benefit accrual purposes. Sick leave hours and vacation hours accrue based on time on the payroll. Such accruals should not be reduced by hours not worked due to a Work Share Plan.
3. To ensure that employees who are furloughed during the Memorial Day Holiday and/or the Independence Day Holiday are able to receive a floating holiday to be used upon return to employment but no later than the end of the 2020 fiscal year.
4. To allow general City employees who are at or near the maximum of the vacation balances authorized in the Milwaukee Code who are unable to use any vacation, either because they are considered critical infrastructure workers who must report to work or because they are directly supporting the City's response to COVID-19, to accrue up to an additional 80 hours of vacation as approved by the DER. This will ensure that such employees are not losing vacation hours that they would have had the opportunity to earn otherwise.
5. The last provision is to repeal the ability to have employees continue to get paid if they are not working per the City's Sever Weather Emergency Policy as authorized by the first proclamation on March 15th. This is being recommended in conjunction with the implementation of furloughs and reduction of hours as recommended by file 200020.

I am happy to answer any questions you may have.

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