



Department of Administration
Budget and Policy Division

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To: Finance and Personnel Committee
From: Mark Nicolini *MN*
Budget and Management Director
Re: Special Duty Pay in the Milwaukee Fire Department

I'm writing to clarify some facts regarding special duty pay in the Milwaukee Fire Department as it affects Local 215 members.

"Special duty" is work time that is outside an employee's scheduled work periods. The rate of pay for special duty is a separate issue.

The key fact: **not all special duty is paid at "time and ½ rates"**. Some special duty is paid on "straight time". Whether special duty is paid as straight time or time and half relates to the Fair Labor Standards Act (FLSA) applicable work period.

The applicable FLSA work period for our firefighters is 27 consecutive days.

- Any special duty that falls within the 27 day period and DOES NOT exceed 204 hours is paid at straight time.
- Any special duty that falls within the 27 day work period AND exceeds 204 hours is paid at time and half.
- The 204 hour calculation applies only to actual time worked, not sick leave, vacation, etc.

The average scheduled work week is 49.8 hours but actual experience of any firefighter may vary considerably from this average.

I hope this information is useful.

MN:dmr