



CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS

To: Chris Lee
Staff Assistant
Finance and Personnel Committee
Common Council
City of Milwaukee

From: Andrea Knickerbocker
Human Resources Manager
Department of Employee Relations
City of Milwaukee

Date: December 8, 2020

Re: Common Council File No. 200824

Please make the following corrections to the 2021 Salary Ordinance:

1. Under Section 1, Pay Range 1EX:
 - o Delete the title 'Health Communication Officer (3) (17)'
2. Under Section 1, Pay Range 1GX:
 - o Add title 'Long Range Planning Manager'
3. Under Section 2, Pay Range 2KX:
 - o Delete the title 'Long Range Planning Manager'
4. Under Section 5, Pay Range 5EN:
 - o Add footnotes (5) (10) to the title 'Police Services Specialist – Investigator (4) (9)'
5. Under Section 8, Holiday Pay:
 - o Delete current verbiage and replace with the following:

A. Eligibility: Unless stated otherwise in a collective bargaining agreement in full force and effect, eligible employees shall receive holiday pay when the employee has been on paid status for at least two work days during the calendar week in which the holiday occurred, or on the work day immediately before and on the work day immediately following said holiday. No holiday pay shall be allowed in any case where such holiday occurred within, immediately before or immediately after a period of disciplinary suspension or unauthorized absence. Additionally, no holiday pay shall be authorized in cases where the holiday occurred within or immediately after a period of layoff. An employee who is on mandatory furlough shall be regarded as being on 'paid status' for purposes of interpreting this paragraph. A work day, for purposes of this section, shall be defined as an employee's full, assigned and approved, work shift.

B. Timing: Whenever Independence Day, July 4, falls on a Saturday, the preceding Friday shall be observed as a holiday. Whenever Independence Day, July 4, falls on a Sunday the following Monday shall be observed as a holiday. Whenever New Year's Day or Christmas Day falls on a Saturday or Sunday, the following Monday shall be observed as a holiday.

- C. Holiday Pay - Full-Time Employees working less than Full-Time:** Employees working a less than full-time schedule due to medical restrictions shall be eligible for Holiday pay to the extent they are normally scheduled. Administration of this provision shall be in accordance with paragraph A, above.
- D. Holiday Pay - Part-Time Employees:** Non-exempt employees who work an average of 20 hours per week on a year-round basis in positions which are budgeted at half-time or more shall be eligible for Holiday pay to the extent they are normally scheduled. Administration of these provisions shall be in accordance with paragraph A, above.
- E. Holiday Pay – Separating Employees:** Employees separating from City service shall be eligible for Holiday Pay as long as the employee has been on paid status at least two work days during the calendar week in which the holiday occurred, one of which must be the day immediately before the holiday. Otherwise administration of this provision shall be in accordance with paragraph A, above.