



Legislation Details (With Text)

**File #:** 200184      **Version:** 1

**Type:** Ordinance      **Status:** Passed

**File created:** 5/27/2020      **In control:** COMMON COUNCIL

**On agenda:**      **Final action:** 3/2/2021

**Effective date:**

**Title:** A substitute ordinance relating to employee wages, benefits and regulations.

**Sponsors:** THE CHAIR

**Indexes:** WAGES AND BENEFITS

**Attachments:** 1. DER Letter, 2. Fiscal Impact Statement Wage and Benefit, 3. Fiscal Impact Statement SLCIP, 4. Hearing Notice List, 5. CAO Approval

Date	Ver.	Action By	Action	Result	Tally
5/27/2020	0	COMMON COUNCIL	ASSIGNED TO		
2/18/2021	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
2/18/2021	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
2/19/2021	1	CITY CLERK	DRAFT SUBMITTED		
2/24/2021	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
3/2/2021	1	COMMON COUNCIL	PASSED	Pass	15:0
3/10/2021	1	MAYOR	SIGNED		
3/19/2021	1	CITY CLERK	PUBLISHED		

200184  
SUBSTITUTE 1

THE CHAIR

A substitute ordinance relating to employee wages, benefits and regulations.

- 350-30-1-d      am
- 350-30-1-e      am
- 350-37-15-c      am
- 350-37-15-g      cr
- 350-237-3-b      rp
- 350-237-3-c      rp

This ordinance repeals the requirement that an employee in a city laborer position work 2,080 hours before being eligible for certain benefits.

This ordinance also makes changes to the accumulation and administration of special incentive leave time by a noncivilian management employee of the fire department.

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Section 350-30-1-d and e of the code is amended to read:

**350-30. Health Benefits. 1. DEFINITIONS.**

d. "Full-benefit employee" means any employee in a position which is authorized by the common council to work for at least 21 hours a week on an annual basis ~~[[or a person with the position of city laborer who has completed 2,080 hours of work]].~~

e. "Limited-benefit employee" means any employee in a position which is authorized by the common council to work for less than 21 hours a week on an annual basis ~~[[or a person with the position of city laborer who has not completed 2,080 hours of work]].~~

Part 2. Section 350-37-15-c of the code is amended to read:

**350-37. Sick and Disability Leave.**

**15. SICK LEAVE INCENTIVE CONTROL PROGRAM.**

c. Special incentive leave time shall be added to the vacation leave account of the employee as it is earned. Special incentive leave time shall be administered like vacation and shall be subject to scheduling approval by the department head. The employee may elect to take cash in lieu of time-off ~~[[, except a noncivilian management employee of the fire department who shall take all earned leave in cash]].~~

Part 3. Section 350-37-15-g of the code is created to read:

g. Effective trimester 1, 2021, a noncivilian management employee in the fire department, working a 40-hour work week or 53-hour work week, shall be eligible to accrue up to a maximum of 48 hours of special incentive leave into a separate special incentive leave account. An employee working a 40-hour work week shall earn 8 hours of special incentive leave per trimester for which it is earned. An employee working a 53-hour work week shall earn 16 hours of special incentive leave per trimester for which it is earned. If an employee has reached the maximum accrual allowed of special incentive leave the employee shall be paid in cash for any additional special incentive leave earned. The special incentive leave may be carried over into the next year. If an employee leaves the employ of the city for any reason, the employee shall not be paid the balance of the employee's special incentive leave account upon separation. Additional guidelines and administration of this section shall be by the fire chief.

Part 4. Section 350-237-3-b and c of the code is repealed.

APPROVED AS TO FORM

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Legislative Reference Bureau  
Date: \_\_\_\_\_

IT IS OUR OPINION THAT THE ORDINANCE  
IS LEGAL AND ENFORCEABLE

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Office of the City Attorney

Date: \_\_\_\_\_

Dana J. Zelazny  
LRB176546-1  
2/18/21