



Office of the Comptroller

# Milwaukee County

Scott B. Manske • Comptroller

DATE: June 23, 2020

TO: Supervisor Marcelia Nicholson, Chairwoman, County Board of Supervisors

FROM: Cynthia (CJ) Pahl, Financial Services Manager

SUBJECT: Possible Amendment to File 20-463: A resolution/ordinance to amend Section 17.17(3) of the Milwaukee County Code of General Ordinances designating Juneteenth Day, June 19th, as a minor holiday for County employees to permit workers to observe this day to celebrate African American freedom and achievement

---

As requested, our office has reviewed the fiscal impact of creating Juneteenth Day as a major holiday rather than a minor holiday.

The change in fiscal impact between a major and minor holiday occurs because of how minor holidays are treated in County ordinance. All facilities and departments must remain open during a minor holiday. In order to remain open, most non 24-7 departments require a small staff to work on the holiday, but also allow other employees the choice to work or to take time off. Employees who work on a minor holiday then accrue the number of hours worked to their accrued holiday bank. For non FLSA-exempt employees, if the accrued holiday time expires before taking it as time off, that employee is paid out for those hours. If an FLSA-exempt employee terminates employment before using any holiday time accrued as time off, then that employee is paid out for that accrued time. It is those payouts of accrued holiday time that generate a direct fiscal impact to the County.

When a major holiday occurs, all facilities and departments close except for 24-7 service. Therefore, the number of employees working during a major holiday is automatically less than the number working during a minor holiday because departments are not required to remain open. With less employees working, there are less hours accrued and therefore, a lesser fiscal impact to the County.

Utilizing the same assumptions as the previous fiscal note, the fiscal impact between a major and minor holiday is shown in the chart below:

	Minor	Major
<b>FLSA-Exempt (Accrual Paid out at Termination)</b>	\$ 5,400	\$ 700
<b>Non FLSA-Exempt (Accrual Paid out 14 Pay Periods Later)</b>	\$ 79,000	\$ 49,300
<b>Revenue Offset</b>	\$ (12,000)	\$ (1,600)
<b>Fiscal Impact</b>	\$ 72,400	\$ 48,400

It is important to note that this analysis does not consider the operational impact of lost productivity and loss of public access that occurs when granting additional time off beyond what is currently in ordinance. While departments remain open and accessible to the public during minor holidays, the public has no access to certain services on major holidays. Although these operational changes likely have some financial impact, those costs are incalculable.



---

Cynthia (CJ) Pahl, Financial Services Manager  
Office of the Comptroller

cc: County Executive David Crowley  
Supervisor Jason Haas, Chairman, Finance & Audit Committee  
MaryJo Meyers, County Executive Chief of Staff  
Shanin Brown, Committee Coordinator, County Clerk  
Stephen Cady, Research Director, Office of the Comptroller