

Personnel Committee on 2021-09-08 2:15 PM - VIRTUAL MEETING

This meeting will be live-streamed on the County Legislative Information Center (CLIC):

<https://milwaukeecounty.legistar.com/Calendar.aspx>

Meeting Time: 09-08-21 14:15

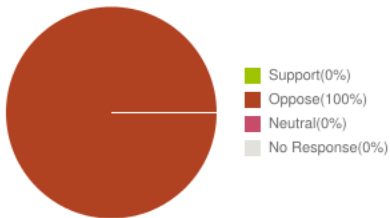
eComments Report

Meetings	Meeting Time	Agenda Items	Comments	Support	Oppose	Neutral
Personnel Committee on 2021-09-08 2:15 PM - VIRTUAL MEETING This meeting will be live-streamed on the County Legislative Information Center (CLIC): https://milwaukeecounty.legistar.com/Calendar.aspx	09-08-21 14:15	29	17	0	17	0

Sentiments for All Meetings

The following graphs display sentiments for comments that have location data. Only locations of users who have commented will be shown.

Overall Sentiment



Personnel Committee on 2021-09-08 2:15 PM - VIRTUAL MEETING

This meeting will be live-streamed on the County Legislative Information Center (CLIC):

<https://milwaukeecounty.legistar.com/Calendar.aspx>

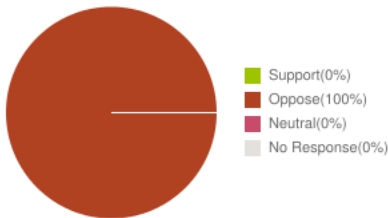
09-08-21 14:15

Agenda Name	Comments	Support	Oppose	Neutral
1 20-762 A resolution/ordinance to amend Section 17.17(3) of the Milwaukee County Code of General Ordinances to change all minor County employee holidays to major holidays to reduce costs; and establish Christmas Eve Day as a major holiday and eliminate Election Day as a paid holiday. (12/17/20 County Board Meeting: Referred to the Committee on Personnel) (06/08/21: Laid Over to the Call of the Chairperson)	17	0	17	0

Sentiments for All Agenda Items

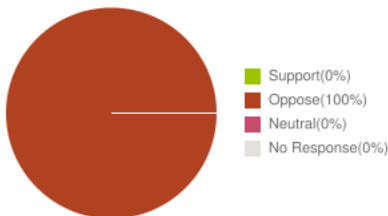
The following graphs display sentiments for comments that have location data. Only locations of users who have commented will be shown.

Overall Sentiment



Agenda Item: eComments for 1 20-762 A resolution/ordinance to amend Section 17.17(3) of the Milwaukee County Code of General Ordinances to change all minor County employee holidays to major holidays to reduce costs; and establish Christmas Eve Day as a major holiday and eliminate Election Day as a paid holiday. (12/17/20 County Board Meeting: Referred to the Committee on Personnel) (06/08/21: Laid Over to the Call of the Chairperson)

Overall Sentiment



Peter Brzozowski

Location:

Submitted At: 1:54pm 09-08-21

I oppose this resolution. This is a small benefit for the employees as well as the county departments. It allows Milwaukee County employees and departments flexibility with keeping staffing around the holidays. I hope the county board votes to oppose this resolution.

Thanks
Pete

Matthew Chaplock

Location:
Submitted At: 1:46pm 09-08-21

The minor holidays are essential to our maintenance team so we can maintain coverage throughout our parks system. Major holidays would take coverage away from emergencies throughout the parks system.

Jack McCarthy

Location:
Submitted At: 1:37pm 09-08-21

Please do not get rid of the minor holidays at the county. Having those is a benefit to the employees in a time that more and more benefits are being taken away from us. One of our problems is retaining employees. When you keep taking benefits away it just makes that decision a little easier. We use those hours to have the flexibility to take time off and not have to lie and use other hours as sick time. We have given so much up in the last 10 years here. The people that I work with really love being here but feel like we are being backed into a corner. Please reconsider this.

Mark Schwacher

Location:
Submitted At: 11:51am 09-08-21

The minor holiday is a tool used by many of us in FMD to take care of personal business during weeks when we have to work overtime.

Taking that away will only make it harder to find people to work OT, life goes on and there are many times when people have to leave during a week they are scheduled for overtime because of an emergency at home, doctor appointments and other situations. No one wants to work for straight time past 40 hours.

Most of us here in the trades use all of our saved holiday time for these situations.

Make it so that you have to use that time and it does not pay out. Everyone still gets their day off, people don't refuse overtime and costs are reduced.

Thank You

Miguel Avila

Location:
Submitted At: 10:56am 09-08-21

Yes, I oppose this.

CHARLES DALE

Location:
Submitted At: 10:53am 09-08-21

The represented trades workers oppose this. Having Minor Holidays is a way recruit new employees, since the pay is less than outside contracts. We also use these Minor Holidays to to get work done in Courthouse and Safety, when the staff levels are less and we can get into the spaces. By making these Major Holidays, you make us have to use outside contractors at a much higher rate instead of in house work. We have highly skilled tradesmen at the county and should be using them to our full potential. I do not know if there is a way to keep the Represented Trades out of this Mandatory Holiday mandate.

Thank You

Paula Johnson

Location:
Submitted At: 10:52am 09-08-21

The employees of Milwaukee County are the backbone for the services delivered to the residents of Milwaukee County. Attracting and retaining employees has become more and more challenging; with the private sector often paying higher wages, offering lower monthly benefit costs, higher retirement match, incentives for pay for performance, more vacation and/or sick time, etc. Milwaukee County employees often are asked to do more with less; such as the annual pay increase of 1% as related to the national cost of living or to those increases offered

in the private sector.

Converting these three/four minor holidays to major holidays takes away the flexibility for those employees who have little accrued vacation or sick time, those who use these minor holidays at a different time in the year, or those employees who just might need the flexible holiday or holiday's pay to make ends meet.

You are sending a strong and clear message to Milwaukee County employees that we do not matter, especially for a low cost savings of \$120,000 per year; cost savings over employee morale. The negative impact that this will have on Milwaukee County employees in my opinion is something that I ask you to reconsider. If you want to find another way to save \$120,000 per year, perhaps ask the employees to submit cost saving ideas, as we see them every day in our jobs. Please don't take away a this flexibility; we already give enough to the County at public servants with our hard work, passion and dedication with little reward.

Thank you for your consideration.

Tony Cramlet

Location:

Submitted At: 10:48am 09-08-21

I oppose this action. Thank you

Troy Galkowski

Location:

Submitted At: 10:24am 09-08-21

I oppose this action. Thank you

Juan Munoz

Location:

Submitted At: 8:39am 09-08-21

Oppose

mark anger

Location:

Submitted At: 7:48am 09-08-21

i oppose

joel salmon

Location:

Submitted At: 7:18am 09-08-21

The cost savings of changing minor to major holidays, I don't feel are worth shutting down Milwaukee County services for these days. That coupled with the fact that employees like the flexibility of being able to use these days off at later dates and times is also a nice benefit. Why eliminate benefits the employees enjoy that have little to no cost effect on the county.

Thank you

Joel

Ryan Dix

Location:

Submitted At: 7:15am 09-08-21

In a time when we as county employees are losing benefits this is another little benefit that will lower morale

Blake Prusak

Location:

Submitted At: 7:59pm 09-07-21

The elimination of minor holidays will directly affect employee retention and departmental flexibility. Our current environment continually removes employee benefits while placing more responsibilities on a already stressed work force. Currently the employee has the choice to work on the minor holiday allowing certain department's

essential services to function and allow for public events to take place.

Howard Silvestre

Location:

Submitted At: 2:46pm 09-07-21

In general, I don't oppose-or-support this change from minor-to-major holidays because I am required to work most holidays anyway, especially during the winter heating season when our boiler need to be monitored on a daily basis. However, I do very much oppose eliminating voting day as a holiday. If there is one day in this country that should be a national/federal/regional/state/local holiday, it is the day on which we exercise our right to vote. This is now more important than ever in light of current dynamics at play in this country politically speaking.

Tony Crivello

Location:

Submitted At: 2:34pm 09-07-21

I strongly oppose this resolution. This will negatively affect employee retention.

Mark Metzke

Location:

Submitted At: 1:12pm 09-07-21

Reasons:

1. Minimal savings - Where are the numbers backing this claim? Do the savings justify the resulting fallout? How does dictating what day is used save money? Most workers have 6 months to use this day or it gets paid out. I suppose if a raise occurred in that time period, a slightly greater amount would be paid. This amount is not significant at current raise rates of 1%.
2. Courts operations - Mandatory staffing to keep the buildings open to facilitate Wisc Courts operations on holidays that do not align. Minimum 50% staffing is typically used as a guideline. These would be fully extra costs at 1.5x labor rates.
3. Criminal Justice Facility - Mandatory call-ins for off duty Facility staff to handle problems such as daily clogged toilets and other frequent maintenance needs in the housing units. Minimum 50% staffing is typically used as a guideline. These would be fully extra costs at 1.5x labor rates.
4. Employee morale/retention - This amounts to basically 4 or 5 (depending on an election year) lost vacation days for people that bank most of these holidays. MC is currently losing many people to retirement and better opportunities. This will be another big morale problem to overcome.
5. Employee recruitment - These 4 or 5 bankable days are a huge benefit to new employees that do not have a large amount of vacation time. If a new person starts mid-year, the extra 2 or 3 days are a big help for those with families until the next year rolls around.
6. Demographics & Equity - You are assuming by this resolution that all MC employees observe Christmas Eve the same way or at all. You are also assuming that everyone likes to be off of work the day after Thanksgiving to go shopping, or wants to observe other minor holidays by staying home. Basically our choices and preferences are being removed.

As you can see, there is more here than meets the eye at first glance.