



OFFICE OF THE COUNTY EXECUTIVE

Chris Abele

MILWAUKEE COUNTY EXECUTIVE

DATE: May 19, 2015

TO: The Honorable Milwaukee Board of Supervisors

FROM: Chris Abele, Milwaukee County Executive

RE: County Board File No. 15-313 on amending Section 17.17(3) of the Milwaukee County Code of General Ordinances designating the birthday of Cesar Chavez, March 31st, as a minor holiday for County employees

I am returning County Board File No. 15-313 unsigned. I applaud the County Board's decision to honor the legacy of Cesar Chavez, the American civil rights and labor movement activist. I am leaving this file unsigned because there are financial implications that come with creating a new minor holiday for County employees. When Milwaukee County has a minor holiday, county offices remain open and employees generally have the option to either take the day off with pay or employees can work that day and 'bank' that time and use it at a later date. Rather than replacing a current minor holiday, this act by the Board creates a new minor holiday.

The addition of a new minor holiday comes with financial and productivity costs, and should be considered in the context of the County's larger employee policy and procedural framework. Since the first new Cesar Chavez Minor Holiday will not occur until 2016, there is time for the County to work on a more sustainable holiday and vacation policy in a way that mutually respects the legacy of Chavez as well as the taxpayers of Milwaukee County.