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4 **A RESOLUTION/ORDINANCE**  
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6 To amend Section 17.17(3) of the Milwaukee County Code of General Ordinances to  
7 change all minor County employee holidays to major holidays to reduce costs; and  
8 establish Christmas Eve Day as a major holiday and eliminate Election Day as a paid  
9 holiday  
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11  
12 WHEREAS, Milwaukee County must find creative solutions to address its  
13 ongoing budgetary structural deficit, whereby costs-to-continue are rising faster than  
14 revenues, but Milwaukee County continues to seek a fair deal partnership from the  
15 State to have a fair and sustainable local government finance regime (File Nos. 18-944,  
16 19-161, and 19-831); and  
17

18 WHEREAS, major holidays in which County operations may be closed include:  
19 January 1, the third Monday in January (Martin Luther King Jr., Day), the last Monday in  
20 May (Memorial Day), June 18 (Juneteenth Day), July 4 (Independence Day), the first  
21 Monday in September (Labor Day), the fourth Thursday in November (Thanksgiving),  
22 and December 25 (Christmas); and  
23

24 WHEREAS, minor holidays in which County operations are still open, but staff  
25 who work these hours will be credited with holiday pay include: the third Monday in  
26 February (Presidents Day), March 31 (Cesar Chavez Day), November 11 (Veterans  
27 Day), the Friday after the fourth Thursday in November, and the day of holding the  
28 General Election in November which is recognized in even numbered years; and  
29

30 WHEREAS, according to a memorandum from the Office of the Comptroller  
31 dated August 20, 2020 (heretofore attached to this file), if all Milwaukee County minor  
32 employee holidays were converted to major holidays, the County would save  
33 approximately \$120,000 per year; and  
34

35 WHEREAS, as part of Milwaukee County's ongoing mission to achieve racial  
36 equity, Juneteenth (June 19) was established in 2020 as a major employee holiday (File  
37 No. 20-463); and

38 WHEREAS, most Wisconsin Counties are closed on December 24 while the City  
39 of Milwaukee and State of Wisconsin mark that day as an employee holiday as well;  
40 and

41

42 WHEREAS, subsequently the Register of Deeds and County Clerk are unable to  
43 contact the State Registrar on December 24 regarding vital records, and the courts are  
44 closed except for custody intake, therefore County employees are not fully able to  
45 effectuate all the public services it provides; and

46

47 WHEREAS, it is not necessary for County employees to have a minor holiday on  
48 Election day as Wis. Stat. § 6.76 allows for all Wisconsin electors to be absent from  
49 work for up to three hours so long as the employer has been properly notified and no  
50 penalty may be imposed on the employee except for a pay deduction for the time  
51 absent; and

52

53 WHEREAS, Assistant Chiefs of Airport Firefighting, who have a standard 52-hour  
54 workweek, also require an update to the ordinances to reflect changes made in recent  
55 years (i.e. Cesar Chavez and Juneteenth Days) that were made without adjusting  
56 holiday time for these five positions; and

57

58 WHEREAS, Milwaukee County continues to find cost-savings wherever possible  
59 as its duty to County taxpayers and so money can be most effectively allocated to  
60 provide the services County citizens expect and deserve; and

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62 WHEREAS, the Committee on Personnel, at its meeting of December 1, 2020,  
63 recommended adoption of File No. 20-762 (vote 4-0); now, therefore,

64

65 BE IT RESOLVED, beginning in 2021, all minor Milwaukee County employee  
66 holidays shall be observed as major holidays, December 24 shall become a major  
67 holiday, and Election Day will no longer be a County employee holiday in even  
68 numbered years; and

69

70 BE IT FURTHER RESOLVED, Section 17.17(3) of the Milwaukee County Code  
71 of General Ordinances shall be amended to reflect the transition of making County  
72 employee holidays major rather than minor, creating a holiday for December 24, and  
73 eliminating Election Day as an employee holiday by adopting the following:

74

75 **AN ORDINANCE**

76  
77 The County Board of Supervisors of the County of Milwaukee does ordain as  
78 follows:

79 **SECTION 1.** Section 17.17(3) of the General Ordinances of Milwaukee County is  
80 hereby amended as follows:

81  
82 17.17 – Vacations and Holidays  
83

84 (3) The following days of each year are holidays **and county departments, offices, and**  
85 **institutions may be closed on these holidays:** January 1, the third Monday in  
86 January, the third Monday in February, March 31, the last Monday in May, June 19,  
87 July 4, **the first Monday in September,** November 11, the fourth Thursday in  
88 November, **the Friday after the fourth Thursday in November, December 24, and**  
89 ~~December 25, the day appointed by the governor as Labor Day, and the day of~~  
90 ~~holding the general election in November, unless as otherwise may be provided for~~  
91 ~~by collective bargaining agreements; county departments, offices, and institutions~~  
92 ~~may be closed on these holidays: January 1, the third Monday in January, the last~~  
93 ~~Monday in May, June 19, July 4, the first Monday in September, the fourth Thursday~~  
94 ~~in November, and December 25. Effective in 2002 the Friday after the fourth Thursday~~  
95 ~~in November shall be a holiday for non-represented employees and employees who~~  
96 ~~are represented by a collective bargaining unit which has agreed to this provision. All~~  
97 ~~county departments, offices, and institutions shall be open to the public for business~~  
98 ~~on all other statutory holidays. All employees, including those in the building and~~  
99 ~~mechanical trades group in subsection 17-32(2)(c) [sic], except employees paid on~~  
100 ~~an hourly or per diem basis and firefighter and equipment operators who receive off~~  
101 ~~days in lieu of holidays and assistant chiefs of airport rescue and firefighting who~~  
102 ~~receive off hours in lieu of holidays, shall be granted leave with pay on these days,~~  
103 ~~provided that if an employee is required to work on such days because of the needs~~  
104 ~~of the service, he shall be given equivalent time off or shall receive additional~~  
105 ~~compensation, if such compensation is authorized by the provisions of subsection 17-~~  
106 ~~16(5). Firefighter and equipment operators, who receive seven (7) off days in lieu of~~  
107 ~~all holidays, shall be granted such off days during their first calendar year of~~  
108 ~~employment as provided for in their collective bargaining agreements. Assistant~~  
109 ~~chiefs of airport rescue and firefighting, who receive one hundred nine **thirty-six** (409~~  
110 ~~**136**) hours of holiday time in lieu of holidays, shall be granted ~~fifty-four and one-half~~~~  
111 ~~(54.5) **sixty-eight (68)** hours, or one-half (½) of the annual allotment, on January 1st~~  
112 ~~of each year and the second half of the annual allotment, ~~fifty-four and one-half~~ **sixty-**~~  
113 ~~**eight** (54.5 **68**) hours, on August 1st of each year.~~

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115 **SECTION 2.** The provisions of this Ordinance shall become effective upon January 1,  
116 2021.

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118

119 12/01/2020

120 S:\Committees\2020\Dec\PER\Resolutions\20-762 Czarnezki et al - Major & Minor Holiday Conversion - no  
121 edits.docx