



October 19, 2015

Aldersperson Jill Hennessey
Personnel Committee Chair
City Hall
900 Quay Street
Manitowoc, WI 5420

Subject: Holiday Pay

Dear Alder Hennessey and Members of the Personnel Committee,

As Chair for the Personnel Committee, the employees of the City of Manitowoc Wastewater Treatment Facility are writing to seek a spot on the agenda for the next Personnel Committee meeting on November 2, 2015. The employees would like to address the issue of holiday pay. We would like to present two different scenarios:

The first scenario, which is the favored outcome, is any employees who are required to work on a holiday that is observed by the City are to be paid at a rate of time and one half in addition to their holiday pay.

The second scenario is any employees who are required to work on a holiday that is observed by the City are to be paid at the straight time rate for all hours worked and given holiday pay, and granted compensatory time off, at a rate of time and one half. Example: Employee works 8 hours on Thanksgiving. Employee would receive 8 hours straight time rate, 8 hours holiday pay, and 4 hours compensatory time.

We are aware this issue has been discussed with the committee by Mr. Brian Helminger in the past with no resolution. This is why we want to revisit this issue on November 2, 2015 at the Personnel Committee meeting.

The employees at the Wastewater Treatment Facility feel they are being treated unfairly and will be providing comparisons from Manitowoc Public Utilities (a City of Manitowoc owned entity) and other municipalities. We are planning on showing sufficient documentation that being paid time and a half pay on holidays is the industry standard.

This issue is affecting employee retention and morale and there is no incentive for working on holidays. We are asking to be treated fairly and given a chance to discuss this matter with the committee.

Sincerely,

Scott Krause
Operator-WWTF

cc: Brian Helminger, Superintendent-WWTF
Rochelle Blindauer- Human Resources Director-City of Manitowoc

Comparables for Holiday Pay

ORGANIZATION	HOLIDAY PAY POLICY
Manitowoc Public Utilities	One and one half times the hourly rate of pay in addition to holiday pay
City of Manitowoc-Fire Dept.	One and one half times the hourly rate of pay in addition to holiday pay
City of Manitowoc-Police Dept.	One and one half times the hourly rate of pay in addition to holiday pay
City of Manitowoc-Transit Dept.	Two times the hourly rate of pay in addition to holiday pay
City of Appleton	Two times the hourly rate of pay in addition to holiday pay
City of Green Bay (New Water)	Two times the hourly rate of pay in addition to holiday pay
City of Fond Du Lac	Paid OR granted compensatory time off at a rate of time and one half in addition to holiday pay
City of Grand Chute	Two times the hourly rate of pay in addition to holiday pay
City of Oshkosh	Two times the hourly rate of pay in addition to holiday pay