



March 3, 2015

Dear Mayor Soglin and City of Madison Alderpersons:

Over the past several years, the City of Madison's employees have worked with the City's elected officials to meet financial challenges and in doing so have created pay inequities.

Approximately one year ago, in the Spring of 2014, all employee groups conceded approximately 0.9% of wages or an equivalent amount in benefits for which only some groups have been made whole.

Likewise, in the development of the 2015 budget, the City's general employees also accepted a 1.5% smaller wage increase than the City's protected status employees.

We ask for your support tonight for Resolution 37336. It provides for a March 1, 0.75% base wage increase for all employee groups that received the 1.5% smaller wage increase as part of the 2015 budget.

We would also like to thank our friends at MPSEA and the elected officials who shepherded this resolution through the early stages to bring it before you tonight.

Finally, we ask for your continued efforts to eliminate the balance of the pay gap, including the 0.9% Spring 2014 concession for certain groups that have not been made whole, as well as for the balance (0.75%) of the 1.5% gap created by the 2015 budget.

We agree that pay equity is an essential component in keeping all City employees engaged and motivated to provide excellent public service to our community. We believe that working creatively and collaboratively, we can chart a successful path forward.

City of Madison Employees, Local 6000, AFSCME, AFL-CIO  
City of Madison Library Employees, Local 6000, AFSCME, AFL-CIO  
City of Madison Library Page Employees, Local 6000, AFSCME, AFL-CIO  
City of Madison Professional Librarians, Local 6000, AFSCME, AFL-CIO