

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT
Presented to City of Madison Common Council
On
October 28, 2025

Re: City of Madison Handbook Changes for 2026

The following is a summary of the modifications to the City of Madison General Municipal Handbook, Madison Professional and Supervisory Handbook, and Madison City Attorney Association Handbook.

1. Modifications Requiring Ordinance Change:

- a. Paid leave days: Employees scheduled or assigned to work on an established paid leave day shall be compensated at the rate of two times the employee's regular rate of pay for the hours worked. In addition, employees who work on a paid leave day will receive compensatory time for the hours worked on the paid leave day.
Anticipated cost: Increased by \$\$123,640

2. Additional Modifications Agreed Upon Without Needed Ordinance Changes:

- a. Parking Enforcement Uniform Allowance Increase to \$400
- b. Increase bilingual pay to \$2/hour
Anticipated Cost: \$28,944.43
- c. Parking Pretax Subsidy: Parking Flex Spending Account to go into effect Jan 2027
No Cost
- d. Paid Parental Leave for probationary employees
No Cost
- e. Three days bereavement leave for fetal loss
No Cost
- f. Remove OD tracks training from Handbook
No Cost
- g. Eliminate 10 day suspension step from discipline
No Cost, Anticipated Cost Savings
- h. Incarceration Status: Required to report before next shift.
No Cost
- i. Out of Class Pay: A representative from the respective Association copied on out of class approval e-mail.
No Cost
- j. Added Library Addendum
No Anticipated Cost
- k. Streets Summer Hours and Fleet Summer Hours alignment
No Cost

3. Additional Modifications Agreed Upon in Meet and Confer with IATSE

- l. Update Contract language and remove references to defunct Unions.
- m. Remove references to Overture Center
- n. Add lunch break information to Handbook
- o. Add four (4) hour minimum language
- p. Increase Health Insurance Contribution to 13%