



City of Madison

City of Madison
Madison, WI 53703
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Master

File Number: 53660

File ID: 53660

File Type: Resolution

Status: Items Referred

Version: 2

Reference:

Controlling Body: COMMITTEE ON
EMPLOYEE
RELATIONS

File Created Date : 10/29/2018

File Name:

Final Action:

Title: Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees and the Madison City Attorneys' Association for the period January 1, 2019 through December 31, 2019.

~~BY TITLE ONLY - Adopting modifications for 2019 to the Employee Benefits Handbooks for General Municipal Employees and the Madison City Attorneys Association.~~

Notes:

CC Agenda Date: 10/30/2018

Agenda Number: 85.

Sponsors: Paul R. Soglin

Effective Date:

Attachments: 2018 General Municipal Changes Summary Final.pdf,
53660 ByTitleOnly.pdf

Enactment Number:

Author: City Attorney's Office

Hearing Date:

Entered by: lveldran@cityofmadison.com

Published Date:

Approval History

Version	Date	Approver	Action
2		Brent Sloat	Approve

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Human Resources Department	10/29/2018	Referred for Introduction				
	Action Text:	This Resolution was Referred for Introduction					
	Notes:	Committee on Employee Relations, Finance Committee (11/26/18), Common Council (12/4/18)					

1	COMMON COUNCIL	10/30/2018	Refer	COMMITTEE ON EMPLOYEE RELATIONS	Pass
	Action Text:	A motion was made by Baldeh, seconded by Carter, to Refer to the COMMITTEE ON EMPLOYEE RELATIONS. The motion passed by voice vote/other.			
	Notes:	Additional referral to Finance Committee			
1	COMMITTEE ON EMPLOYEE RELATIONS	10/31/2018	Referred	FINANCE COMMITTEE	
	Action Text:	This Resolution was Referred to the FINANCE COMMITTEE			
	Notes:				
2	COMMITTEE ON EMPLOYEE RELATIONS	11/12/2018			
2	COMMON COUNCIL	11/20/2018			

Text of Legislative File 53660

Fiscal Note

The proposed resolution adopts modifications to the Employee Benefits Handbook for General Municipal Employees and the Madison City Attorneys' Association. Attachment one to this resolution includes a summary of the changes to the handbook. Items nine through 11 of the attachment have been included in the 2019 Adopted Operating Budget. Items one through eight, as shown in the attachment, will cost approximately \$30,000 and will be absorbed by agency's 2019 adopted budget authority. No additional City appropriation is required.

Title

Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees and the Madison City Attorneys' Association for the period January 1, 2019 through December 31, 2019.

~~BY TITLE ONLY—Adopting modifications for 2019 to the Employee Benefits Handbooks for General Municipal Employees and the Madison City Attorneys Association.~~

Body

~~..Body~~

~~Resolution was introduced by title only at the 10/30/18 Common Council meeting.~~

WHEREAS, 2011 Wisconsin Act 10 ("Act 10") and 2011 Wisconsin Act 32 ("Act 32"), removed bargaining rights for general municipal employees and MCAA other than base wages and;

WHEREAS, the City created the Employee Benefits Handbook for General Municipal Employees which is a general guide for the discussion, application, and enforcement of the provision of benefits to employees within the applicable compensation groups and;

WHEREAS, the existence of the handbook does not create an expressed or implied contract and is not a collectively bargained agreement and;

WHEREAS, the handbook will not override the Madison General Ordinances, City Administrative Procedure Memoranda or State and Federal law and;

WHEREAS, it is the City's intent that the handbook will be modified and updated in cooperation with the employee representatives and approved by the Committee on Employee Relations and the Common Council.

NOW, THEREFORE, BE IT RESOLVED, that the Common Council approves and adopts the MCAA and Employee Benefits Handbook for General Municipal Employees created November, 2018, as modified to incorporate language regarding:

- **Modifications to schedules;**
- **Adding reference to CG 17 hourly employees;**
- **Increase in tools allowance for Fleet Employees;**
- **Modification to the vacation carryover date;**
- **Increase in crossing guard uniform allowance to \$165 annually;**
- **Increase in hourly limitation to 1,350 hours annually for some hourly employees;**
- **Standardization of out of class pay amounts;**
- **Modification to eligibility for stand-by pay; and**
- **Inclusion of Paid Parental Leave.**