

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT
Presented to City of Madison Common Council
On
November 26, 2024

Re: City of Madison Handbook Changes for 2024

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. Standby pay: Increased to \$2.00 per hour.
Anticipated cost: Increased by \$49,614.82
- b. Out of class pay: Increased to \$0.75 per hour.
Anticipated cost: Increased by 16,023.46

2. Additional Modifications Agreed Upon Without Needed Ordinance Changes:

- a. Safety Glasses Reimbursement: Add additional information on how employees can access benefit.
- b. Driver's License: If required for job, required to report change in status by next shift worked.
- c. Commercial Driver's License: For those positions that require a CDL, the employee shall be allowed time at the DMV obtain their initial CDL license.
- d. MCAA: The City shall pay the full cost of one specialty bar association or legal affinity group membership for each member.
Anticipated cost: \$1,700