

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT
Presented to City of Madison Common Council
On
October 17, 2023

Re: City of Madison Handbook Changes for 2023

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. Vacation leave: Employees will be able to use their prorated vacation time after the successful completion of their 3 month onboarding report.
- b. Standby pay: Increased to \$1.52 an hour. It will increase by \$.12/hour every subsequent year until reaching \$2/hour.
Anticipated Cost: Between \$12,000 and \$15,000 annually
- c. Uniform compensation: Crossing Guard allowance increased to \$215.
Anticipated Cost: Up to \$2,350

2. Additional Modifications Agreed Upon Without Needed Ordinance Changes:

- a. Vacation Convert to Cash: Those that have 25 vacation days are able to cash out up to 10 days. This item is effective for 2023 only.
Maximum Anticipated Cost: \$672,091.62
- b. Commercial Driver's License: Those that have their license revoked are able to use their earned compensatory time, floating holiday and vacation time.
- c. Driver's License: Those that have their license revoked are able to use their earned compensatory time, floating holiday and vacation time.
- d. Crossing Guards: As long as they work the afternoon shift before and morning shift after a holiday they get paid for that holiday.
- e. Crossing Guards: Compensate guards for one (1) shift per day in the occurrence of a weather cancellation of a school day by the school district.
- f. MCAA: Creation of a \$2/hour pay differential for those working as a Lead Prosecutor.
Anticipated Cost: \$4,160

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

- a. IATSE: Monona Terrace shall be provided access to Local 251 daily call sheet.
- b. IATSE: Health insurance contribution increased to 12%.
Anticipated Cost: \$11,000
- c. Holiday Pay: IATSE members will be paid 1 ½ times their applicable base rate on all worked City holidays.
Anticipated Cost: \$1,100
- d. IATSE Shifts: Monona Terrace has the right to cancel any shift with 24 hours of notice.
- e. Overtime Pay: IATSE members earn double time after 16 hours of work.
Anticipated Cost: None Anticipated
- f. Premium Pay: Work performed after sixteen (16) hours within the same work period between the hours of midnight and 7:00 a.m. shall be paid at three (3) times the applicable rate of pay.
Anticipated Cost: None Anticipated