

City of Madison Reply
To MCAA Position Paper

1. **Additional vacation time for as proposed by the schedule.** This request has a citywide impact and Labor Relations does not have the authority from the Mayor to agree to an overall increase in vacation time.
2. **Carryover of vacation from 2021 to 2022.** Human Resources has not been given the authority by the Mayor to allow the carryover of vacation beyond 2021 at this time. This request also has a citywide impact.
3. **All unused vacation to be cashed out annually.** This request would establish a new benefit and the City is not able to establish new fiscal benefits due to current and future operating budget restrictions.
4. **All professional time earned during the pandemic to be cash out.** The City would counter with the following:
 - All professional time earned from March 13, 2020 forward may be used until December 31, 2021..
 - If an employee terminates between now and December 31, 2021 professional time will paid out on the last check.
5. **Increase the starting salary.** The City does not have any issues attracting candidates for ACA positions, and therefore we do not think any adjustment is required. The current salary schedule for ACA's has 16 salary progression steps, the most of any compensation group in the City salary schedules. The City would propose removing the first four steps of the CG 23 salary schedule, which could offer a higher starting salary of new hires.
6. **Increasing the salary schedule.** See the answer to 5 above. While the City may raise the starting salary for ACAs, Human Resources is not interested in adding any steps to the top of the range as this CG is already among the highest paid employee group in the City.
7. **Declare Juneteenth Day a City wide holiday.** This request has a citywide impact and Labor Relations does not have the authority from the Mayor to agree to any additional paid holiday.
8. **Declare Election Day a citywide holiday.** This has a citywide impact and Labor Relations does not have the authority from the Mayor to agree to any additional paid holiday.