

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT

Presented to City of Madison Committee on Employee Relations
On
October 22, 2020

Re: City of Madison Handbook Changes for 2020

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

1. Modifications Requiring Ordinance Change:

- a. Increase night shift premium by 25 cents per hour for Compensation Groups 15, 16, 20, 32, and 33. The shift differential will be \$1.00 an hour Monday through Friday, and \$1.25 on Sunday.
- b. Extend the practice of reporting for a call-in work shift that is currently afforded to Compensation Group 15 to Compensation Group 16 employees. The current practice is if an employee is called in and reports within one (1) hour, the employee is paid for twenty (20) minutes of travel.
- c. Increase tool allowance for Fleet Technicians from \$40 per month to \$80 per month in agreement to no longer perform personal vehicle repairs at any City facility, at any time.

2. Additional Modifications Agreed Upon Without Needed Ordinance Changes:

- a. Add to MCAA handbook: If any other agency adds a Hearing Examiner employee and the position is required to be a lawyer, they will be eligible to be an MCAA member.
- b. Add language to the Professional, Supervisor, and Confidential Employee Handbook affording protected, concerted activity, and access to the Committee on Employee Relations (CER). The City is awaiting the proposal from labor on their compensation group's concerns.
- c. Agreement with Streets Division and Local 236 on implementing a third shift of up to 10 employees, for winter snow and ice removal starting in January 2021. This shift will be filled on a voluntary basis and/or through new hires as needed. Growth of this shift may be expected over time. Hold in abeyance the double time provisions of MGO's until December 31, 2022. This shift work will begin January 1, 2021 and

thereafter begin the first Friday after Thanksgiving and run until mid- April of each succeeding year.

3. Wages for General Municipal Employees:

- a. The proposed budget for 2021 does not have a general wage increase for Compensation Groups 15, 16, 20 18, 20, 23, 32, 33, and 83.