



City of Madison

City of Madison
Madison, WI 53703
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Master

File Number: 62649

File ID: 62649

File Type: Resolution

Status: Items Referred

Version: 1

Reference:

Controlling Body: COMMITTEE ON
EMPLOYEE
RELATIONS

File Created Date : 10/14/2020

File Name: Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees, the Madison City Attorneys' Association (MCAA) and the Madison Professional and Supervisory Employee Association (MPSEA) for the period January 1

Final Action:

Title: Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees, the Madison City Attorneys' Association (MCAA) and the Madison Professional and Supervisory Employee Association (MPSEA) for the period January 1, 2021 through December 31, 2021, and forwarding the CER's recommendations for achieving wage equity for all General Municipal Employee groups.

Notes:

CC Agenda Date: 10/20/2020

Sponsors: Satya V. Rhodes-Conway and Michael E. Verveer

Effective Date:

Attachments: File 62520.pdf, Coalition Joint position paper to CER 10 2 2020.pdf, City's reply to MCAA position paper.pdf, Labor Relations Report Meet and Confer Changes 2020 second (002).doc

Enactment Number:

Author: Human Resources

Hearing Date:

Entered by: bgillitzer@cityofmadison.com

Published Date:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Human Resources Department	10/14/2020	Referred for Introduction				
	Action Text: This Resolution was Referred for Introduction						
	Notes: Finance Committee (10/26/20), Committee on Employee Relations (10/22/20), Common Council (11/10/20).						
1	COMMON COUNCIL	10/20/2020	Refer	FINANCE COMMITTEE			Pass
	Action Text: A motion was made by Carter, seconded by Abbas, to Refer to the FINANCE COMMITTEE. The motion passed by voice vote/other.						
	Notes: Additional referral to Committee on Employee Relations (10/22/20)						

1	FINANCE COMMITTEE	10/20/2020	Refer	COMMITTEE ON EMPLOYEE RELATIONS
	Action Text:	This Resolution was Refer to the COMMITTEE ON EMPLOYEE RELATIONS		
	Notes:			
1	COMMITTEE ON EMPLOYEE RELATIONS	10/22/2020		
1	FINANCE COMMITTEE	10/26/2020		

Text of Legislative File 62649

Fiscal Note

The overall impact of the proposed wage pay outlined in this resolution is \$16.6 million, the General Fund share of this increase is \$10.8 million. The table below summarizes this cost by year.

The costs presented here do not include the annual step and longevity increases provided to General Municipal Employees. These annual increases equate to approximately 1% each year. The table below summarizes the additional impact of these increases over the life of this proposal.

If this plan is adopted, the impact on the 2022 General Fund is \$5.3 million (this includes step and longevity increases). This increase is the equivalent of adding 72 positions in a single year to the operating budget. The costs presented here do not include potential pension rate increases.

Title

Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees, the Madison City Attorneys' Association (MCAA) and the Madison Professional and Supervisory Employee Association (MPSEA) for the period January 1, 2021 through December 31, 2021, and forwarding the CER's recommendations for achieving wage equity for all General Municipal Employee groups.

Body

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 Handbooks 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 created a similar handbook for the Madison City Attorney's Association (MCAA); and,

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

WHEREAS, the handbooks 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 handbooks will be modified and updated in cooperation with the employee representatives and approved by the Committee on Employee Relations (CER) and the Common Council, and

WHEREAS, the CER met on October 8 to review the agreed handbook changes, and to hear the positions of the voluntary associations representing the general municipal employees groups (Local 6000, Local 236, MPSEA and MCAA) regarding a 6% wage disparity as of 2021 behind the represented employees, also

heard the position of Labor Management regarding these topics; and

WHEREAS, the CER is an advisory body that makes recommendations to the Mayor and Common Council about wages and proposed changes to rates of pay; and

WHEREAS, at that meeting the CER voted to recommend the Associations' proposed wage package, "or an alternate path to achieve wage equity by 2024." The Association's wage package is as follows:

NOW, THEREFORE, BE IT RESOLVED, the MCAA and Employee Benefits Handbook for General Municipal Employees created November, 2018, is modified to incorporate language regarding:

- 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.
- 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.
- 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.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Employee Benefit Handbooks for the Madison City Attorneys' Association for the period January 1, 2021 through December 31, 2021 is modified to incorporate language regarding:

- 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.

BE IT FURTHER RESOLVED the above handbook changes are hereby adopted in their entirety and confirmed in all respects and the Mayor and Clerk are authorized to sign any agreements needed; and

BE IT FINALLY RESOLVED that the CER recommends to the Common Council the wage package described above, or an alternate path to achieve wage equity by 2024.