



City of Madison

City of Madison
Madison, WI 53703
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Master

File Number: 66091

File ID: 66091

File Type: Resolution

Status: Items Referred

Version: 1

Reference:

Controlling Body: COMMITTEE ON
EMPLOYEE
RELATIONS

File Created Date : 06/18/2021

File Name: A RESOLUTION TO PROVIDE A PLAN FOR WAGE
INCREASE PARITY TO GENERAL MUNICIPAL
EMPLOYEES

Final Action:

Title: A resolution to provide a plan for wage increase parity to general municipal employees.

Notes:

Sponsors: Satya V. Rhodes-Conway, Lindsay Lemmer, Keith Furman, Arvina Martin, Patrick W. Heck, Jael Currie, Charles Myadze and Juliana R. Bennett

Effective Date:

Attachments: General Handbook Appendix E - Meet and Confer Process.pdf, Labor Coalition Position on 66091 for CER July 28 2021.pdf, The 2020 Resolution (#62649).pdf, The 2015 Resolution (#39320).pdf, IATSE wage equity resolution (#57531).pdf, 7-15-21 Written Public Comment #66091.pdf

Enactment Number:

Author: Greg Leifer, Labor Relations Manager

Hearing Date:

Entered by: bgillitzer@cityofmadison.com

Published Date:

History of Legislative File

Version:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Human Resources Department	06/18/2021	Referred for Introduction				
	Action Text:		This Resolution was Referred for Introduction				
	Notes:		Finance Committee (8/9/21), Committee On Employee Relations (7/28/21)				
1	COMMON COUNCIL	07/06/2021	Referred	FINANCE COMMITTEE			
	Action Text:		This Resolution was Referred to the FINANCE COMMITTEE				
	Notes:		Additional referral to Committee on Employee Relations				
1	FINANCE COMMITTEE	07/06/2021	Referred	COMMITTEE ON EMPLOYEE RELATIONS			
	Action Text:		This Resolution was Referred to the COMMITTEE ON EMPLOYEE RELATIONS				
	Notes:						

1	FINANCE COMMITTEE	07/12/2021	Refer	COMMITTEE ON EMPLOYEE RELATIONS	07/30/2021	Pass
	Action Text:	A motion was made to Refer to the COMMITTEE ON EMPLOYEE RELATIONS and should be returned by 7/30/2021. The motion passed by voice vote/other.				
1	COMMITTEE ON EMPLOYEE RELATIONS	07/28/2021				
1	FINANCE COMMITTEE	09/13/2021				

Text of Legislative File 66091

Fiscal Note

This resolution establishes a wage increase equity schedule for all General Municipal Employees. General Municipal Employees total approximately 1,400 permanent positions and include employees that are not in Police, Fire and Teamsters bargaining units. While Police and Fire commissioned staff and Teamsters employees can continue to collectively bargain and have various mediation/arbitration options for resolving impasses during contract negotiations, General Municipal Employees lost most of those bargaining rights when state laws were changed in 2011 Wisconsin Act 10.

General Municipal Employees are 6% behind protective service employees (Police and Fire commissioned staff) when comparing the total percentage of wage increases over the past several years. The intent of this schedule is to bring the wage increases for General Municipal Employees to parity with protective service employees by July 2024, assuming no increase for protective service employees during that period of time. The resolution provides for exploration of additional wage increase steps above those described in the resolution through the meet and confer process if protective service employees receive a wage increase prior to 2025 that increases the wage parity gap.

The wage increase schedule proposed in this resolution for General Municipal Employees and associated estimated annual cost increase over the prior year is shown below:

January 1, 2022 -- 1%

General and Library funds -- \$828,074
All Funds -- \$1,388,256

January 1, 2023 -- 1% and July 1, 2023 -- 1%

General and Library Funds -- \$1,258,714
All Funds -- \$2,110,219

January 1, 2024 -- 1% and July 1, 2024 -- 2%

General and Library Funds -- \$2,124,488
All Funds -- \$3,561,677

2025 Fiscal Effect to Fully Fund July 1, 2024 Increase

General and Library Funds -- \$853,187
All Funds -- \$1,430,357

The cost of this proposed wage increase equity schedule will need to be addressed through appropriation increases in each annual budget from 2022 through 2025.

Title

A resolution to provide a plan for wage increase parity to general municipal employees.

Body

WHEREAS, The City is committed to maintaining wage increase parity among all City employees,

WHEREAS, the City's general municipal employees are 6% percent behind the City's protective service employees, having last received a 3.25% pay increase in December 2019; and

WHEREAS, due to contracts bargained in 2018 by the prior administration, the City's protected services employee groups are receiving a 3.75% wage increase in January 2021, and

WHEREAS, the decision not to provide an increase for the general employees in 2021 was made due to the severe economic impacts from the COVID-19 pandemic combined with state-mandated limits on the city's budget, and

WHEREAS, the City's operating budget will continue to be very constrained by limitations from the state level, and furloughs and/or layoffs are a possibility in future years;

NOW, THEREFORE, BE IT RESOLVED that the Mayor and Common Council of the City of Madison approve the following wage increase equity schedule for all General Municipal Employees;

- January 1*, 2022: 1% wage increase
- January 1*, 2023: 1% wage increase
- July 1*, 2023: 1% wage increase
- January 1*, 2024: 1% wage increase
- July 1*, 2024: 2% wage increase

*The increase will become effective the start of the pay period that includes January 1 or July 1.

NOW, THEREFORE, BE IT FURTHER RESOLVED that if bargaining results in a wage increase that increases the wage parity gap between general municipal employees and any other bargaining unit prior to 2025, or if the City of Madison financial situation improves, additional wage increase steps will be explored via the meet and confer process; and

NOW, THEREFORE, BE IT FINALLY RESOLVED, that these wage increases will be contingent upon the absence of a need for layoffs or furloughs during these years.