

**BODY FOR LEGISTAR FILE NO. 68125**

DRAFTER'S ANALYSIS: These ordinance changes reflect the agreements reached between the City and its employee associations during the yearly meet and confer process.

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The Common Council of the City of Madison do hereby ordain as follows:

1. Subdivision (f) of Subsection (17) entitled "Premium Pay" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is created as follows:

"(f) Bilingual Pay. For positions that require an employee to be bilingual as a function of their position and minimum qualification, a one dollar (\$1.00) pay differential will apply to all hours worked."

2. Subdivision (c) of Subsection (7) entitled "Designated Holidays" of Section 3.32 entitled "Absence of Employees from Duty" of the Madison General Ordinances is amended as follows:

"(c) Employees must work or be on authorized paid leave the work day before and after a designated holiday in order to receive pay for the holiday. Employees who are absent without pay for a portion of the day before or the day after a holiday will have the holiday pro-rated. All City offices except those performing required duty shall be closed on the days listed in (b) above."

3. Subdivision (a) entitled "Eligibility" of Subsection (9) entitled "Paid Leave Time" of Section 3.32 entitled "Absence of Employees from Duty" of the Madison General Ordinances is amended as follows:

"(a) Eligibility. All City employees shall be eligible for paid leave time. Employees must work or be in an approved paid leave status the workday before and after a paid leave day in order to receive pay for the paid leave day. Employees who are absent without pay for a portion of the day before or the day after a paid leave day will have the paid leave day pro-rated."

4. Subsection (17) entitled "Organ Donation – Donor Leave of Absence" of Section 3.32 entitled "Absence of Employees from Duty" of the Madison General Ordinances is created follows:

"(17) Organ Donation – Donor Leave of Absence.

(a) The Department or Division may grant a paid leave of absence of five (5) working days to any employee who requests a leave of absence to serve as a bone marrow donor, if the employee provides the appointing authority with written verification that the employee is to serve as a bone marrow donor.

(b) The Department of Division may grant a paid leave of absence of thirty (30) work days to any employee who requests a leave of absence to serve as a human organ donor if the employee provides the appointing authority with written verification that the employee is to serve as a human organ donor.

(c) An employee who is granted a leave of absence under this subsection shall remain on paid status without interruption during the leave of absence. The leave of absence shall count against the employee's annual entitlement under the federal and state Family and Medical Leave Acts. If additional time off from work in excess of that authorized by sub. (a) or (b) is needed, the employee will be required to utilize accrued leave."

5. Subdivision (e) entitled “Safety Shoes” of Subsection (15) entitled “Uniforms, Safety Shoes, and Tools” of Section 3.54 entitled “Compensation Plan” of the Madison General Ordinances is amended as follows and the subdivision lettering changed accordingly:

“(ef) Safety Shoes and Glasses. The City may require the wearing of industry approved safety shoes for foot protection. The City shall reimburse those permanent employees required to wear safety shoes for foot protection. The City shall reimburse those permanent employees required to wear safety shoes for eligible foot protection purchases up to a maximum rate of:

Bi-Annual Period (In Calendar Years)	Bi-Annual Period Maximum Reimbursement
2019-2020	179.00
2021-2022	187.00
2023-2024	195.00
2025-2026	200.00

Employees classified as Parking Service Workers may use this reimbursement for either clothes or shoes. Any submission for reimbursement must be made within two weeks of the date of purchase, and any purchases must be made during the two-year calendar period of eligibility for reimbursement.

Reimbursement for prescription safety glasses will be provided in accordance with the City’s Prescription Safety Glasses Reimbursement Program.”

6. Subdivision (f) of Subsection (7) entitled “Designated Holidays” of Section 3.32 entitled “Absence of Employees from Duty” of the Madison General Ordinances is amended as follows:

“(f) ~~Employees occupying positions in Compensation Groups 16, 17, 18, 20, and 33 who are regularly scheduled to work a normal shift on Sundays shall receive Easter Sunday as a designated holiday. However, such employees shall forfeit one (1) floating holiday in lieu of Easter Sunday. Employees required to work on Easter Sunday will be paid double time for all hours worked.~~”

7. Amending Paragraph 3. of Subdivision (b) entitled “Overtime Compensation for Other Civil Service Employees” of Subsection (14) entitled “Overtime Compensation” of Section 3.54 entitled “Compensation Plan” of the Madison General Ordinances is amended as follows:

“3. One and one half (1 ½) times the regular rate of pay occurs after a regular scheduled shift. Two (2) times the rate of pay or compensatory time off shall be provided for all hours worked in excess of twelve (12) consecutive hours. Employees may decline any hours of overtime in excess of sixteen (16) consecutive hours without penalty.”

8. Subdivision (e) of Subsection (15) entitled “Uniforms, Safety Shoes, and Tools” of Section 3.54 entitled “Compensation Plan” of the Madison General Ordinances is created as follows:

“(e) Water Utility. Water Utility employees in the positions of Equipment Operator 1-3, Maintenance Mechanic 1-2, Public Works Maintenance Worker 1-3, Water Hydrant Inspector and Water Utility Operator Leadworker shall receive an annual clothing allowance of one hundred dollars (\$100.00).”

9. Subsection (20) entitled “Standby Pay” of Section 3.54 entitled “Compensation Plan” of the Madison General Ordinances is amended as follows:

“(20) Standby Pay. Any permanent employee assigned to be on standby duty for technical, maintenance, or repair work during hours outside the employee's general work schedule shall be compensated at the rate of one dollar and twelve cents (\$1.12) per hour for such assignment. Beginning on January 1, 2016, this amount will increase by three cents (\$.035) each calendar year until reaching a maximum of ~~one dollar and fifty cents (\$1.50)~~ two dollars (\$2.00) per hour. An employee who is on standby duty shall be immediately accessible by telephone and/or by portable radio and/or by pager as determined by the employer. An employee who cannot be immediately contacted while on standby duty or who does not report to the work site within a reasonable period after time of having received notice shall not be eligible for standby pay for that day. Standby duty shall not be counted as hours worked. Employees called in for overtime work from standby duty shall be compensated for such time worked pursuant to applicable contract provisions and ordinances and for such period of time worked shall not receive standby pay. This subsection shall not apply to employees in Compensation Group 21 or to employees in Compensation Groups 18 and 44, Range 14 and above.”

10. Subdivision (d) of Subsection (7) entitled “Designated Holidays” of Section 3.32 entitled “Absence of Employees from Duty” of the Madison General Ordinances is amended as follows:

“(d) In those cases where employees must perform required duty on the holidays listed in (b) above, they shall be compensated or granted time off at the rate currently in effect, in the employee's division or department, such time off to be taken at a time which is agreeable to the employee and the division or department head. For Compensation Groups 15, 16, 20, 32, 33 and 71 only, the compensated rate is two (2) times the employee's regular rate of pay for hours worked on the holidays listed in (b) above. Employees in Compensation Group 18 required to work on a holiday will be eligible for equivalent time off in the future.”

11. Subdivision (a) entitled Subsection (16) entitled “Longevity Provisions” of Section 3.54 entitled “Compensation Plan” of the Madison General Ordinances is amended as follows:

“(a) All permanent full-time and permanent part-time employees as defined in Sec. 3.32(1)(a) except those managerial employees identified by position in Section 3.54(9)(b) ~~who reside in the City of Madison~~ shall receive longevity pay based on a percentage of base pay in accordance with the following schedule:

1. Three percent (3%) of base pay beginning with the fifth (5th) year of continuous employment.
2. An additional three percent (3%) (total 6%) of base pay beginning with the tenth (10th) year of continuous employment.
3. An additional two percent (2%) (total 8%) of base pay beginning with the fourteenth (14th) year of continuous employment.
4. An additional one percent (1%) (total 9%) of base pay beginning with the sixteenth (16th) year of continuous employment.
5. An additional one percent (1%) (total 10%) of base pay beginning with the eighteenth (18th) year of continuous employment.
6. An additional one percent (1%) (total 11%) of base pay beginning with the twentieth (20th) year of continuous employment.
7. An additional one percent (1%) (total 12%) of base pay beginning with the twenty-fifth (25th) year of continuous employment, effective with the pay period which includes January 1, 2003.

~~The foregoing schedule of longevity increases shall be reduced by one (1) percentage for those employees in Compensation Group 18 who do not reside in the City of Madison.”~~