



Legislation Details (With Text)

File #: 74114 **Version:** 1 **Name:** Compensation for Uniform, Shoes, Tools
Type: Ordinance **Status:** Passed
File created: 10/5/2022 **In control:** Attorney's Office
On agenda: 10/11/2022 **Final action:** 11/1/2022
Enactment date: 11/12/2022 **Enactment #:** ORD-22-00115

Title: Amending 3.32(7)(b) to update designated holidays, repealing 3.32(9)(d), amending 3.54(15)(e) and creating 3.54(15)(g) and 3.54(15)(h) to update compensation for uniforms, safety shoes, and tools.

Sponsors: Satya V. Rhodes-Conway

Indexes:

Code sections:

Attachments: 1. 74114-MeetAndConferManagersReport.pdf

Date	Ver.	Action By	Action	Result
11/1/2022	1	COMMON COUNCIL	Adopt	Pass
10/31/2022	1	FINANCE COMMITTEE		
10/19/2022	1	COMMITTEE ON EMPLOYEE RELATIONS	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
10/12/2022	1	COMMITTEE ON EMPLOYEE RELATIONS	Refer	
10/11/2022	1	COMMON COUNCIL	Refer	Pass
10/5/2022	1	Attorney's Office	Referred for Introduction	

Fiscal Note

This proposed ordinance includes updates to uniform compensation for certain Water employees (\$4k increase), hourly rates for employees providing CDL instruction (\$2k increase), and shift differentials for certain Metro Supervisors (not more than a \$26k increase). Any additional costs associated with these items will be accommodated within existing budget appropriations.

Title

Amending 3.32(7)(b) to update designated holidays, repealing 3.32(9)(d), amending 3.54(15)(e) and creating 3.54(15)(g) and 3.54(15)(h) to update compensation for uniforms, safety shoes, and tools.

Body

DRAFTER'S ANALYSIS: This ordinance revises portions of Chapter 3 to update compensation for uniforms, safety shoes and tools.

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

1. Subdivision (b) 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:

"(b) The following are designated as holidays for City employees: January 1, the third Monday in January, the last Monday in May, June 19, July 4, the first Monday in September, Thanksgiving Day, and

December 25, and, for permanent and hourly employees in Compensation Group 15, Ho-Chunk Day (the day after Thanksgiving).”

2. Subdivision (d) of Subsection (9) entitled “Paid Leave Time” of Section 3.32 entitled “Absence of Employees from Duty” of the Madison General Ordinances is repealed.

3. Subdivision (e) entitled “Water Utility” 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:

(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 and fifty dollars (\$150 ~~400~~) and seventy-five dollars (\$75) for those positions currently designated as eligible for a reduced annual clothing allowance.

4. Subdivision (g) entitled “CDL Instruction” 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:

(g) CDL Instruction. Employees that have been designated by their appointing authority as CDL trainers will receive an additional two dollars (\$2) per hour while assigned by their supervisor to CDL training duties. This premium only applies to CDL related training, and will not apply to any other training.

5. Subdivision (h) entitled “Metro Shop and Operations” 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:

(h) Metro Shop and Operations. Shop and Operations supervisors in compensation groups 43 and 44, range 13 and below, will have three dollars (\$3) added to the regular base rate for those who perform work on Saturdays and Sundays. This premium will also apply to hours worked on Second and Third shift on weeknights. Premiums do not pyramid; i.e., work on a Saturday or Sunday night is only paid the Saturday/Sunday premium not the night premium.