



Legislation Details (With Text)

**File #:** 80305      **Version:** 1      **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

**Type:** Resolution      **Status:** Passed

**File created:** 10/10/2023      **In control:** Human Resources Department

**On agenda:** 11/7/2023      **Final action:** 11/7/2023

**Enactment date:** 11/10/2023      **Enactment #:** RES-23-00698

**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, 2024 through December 31, 2024.

**Sponsors:** Satya V. Rhodes-Conway

**Indexes:**

**Code sections:**

**Attachments:** 1. 2023 Employee and Labor Relations Manager's Report GMEv4 - CK Edits - updated.pdf

Date	Ver.	Action By	Action	Result
11/7/2023	1	COMMON COUNCIL	Adopt	Pass
10/23/2023	1	FINANCE COMMITTEE	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
10/19/2023	1	COMMITTEE ON EMPLOYEE RELATIONS	Return to Lead with the Recommendation for Approval	Pass
10/17/2023	1	FINANCE COMMITTEE	Refer	
10/17/2023	1	COMMON COUNCIL	Referred	
10/10/2023	1	Human Resources Department	Referred for Introduction	

**Fiscal Note**

The proposed resolution would adopt and confirm modifications to the Employee Benefits Handbook for General Municipal Employees the Madison City Attorneys' Association (MCAA) and the Madison Professional and Supervisory Employee Association (MPSEA) for the year 2024.

Proposed modifications with a fiscal impact include:

- Standby Pay Increase: Increased from \$1.12 to \$1.52 per hour. In addition, there will be an annual increase by \$0.12 per hour every subsequent year until reading \$2/hour. (Anticipated Cost: Between \$12,000 and \$15,000 annually).
- Crossing Guard Uniform Allowances: The ordinance increases the allowance from \$165 to \$215 per year (Anticipated Cost: Up to \$2,350 annually).
- Vacation Convert to Cash: Those that have 25 vacation days are able to cash out up to 10 days. This item is effective for 2023 only (Maximum Anticipated Cost: \$672,092)
- Creation of Lead Prosecutor Pay: Creation of a \$2/hour pay differential for those working as a Lead Prosecutor (Anticipated Cost: \$4,160)

- IATSE updates: Increasing health insurance contribution to 12% (Anticipated cost: \$11,000) and Paying 1.5 times the applicable base rate on all worked City Holidays (\$1,100)

The overall impact of the proposed resolution is \$705,702 over the full life of the wage proposal. See the attached document for a detailed fiscal analysis of the wage provisions in this proposal.

### 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, 2024 through December 31, 2024.

### 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 Handbook 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,

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Common Council approves and adopts the MPSEA, MCAA and Employee Benefits Handbook for General Municipal Employees created November, 2018, as modified to incorporate language regarding:

- Use of vacation leave after 3 months
- Standby Pay Increase
- Uniform Allowances
- Vacation Convert to Cash
- Driver's License revocation rules
- Creation of Lead Prosecutor Pay
- IATSE updates