

# City of Madison

City of Madison Madison, WI 53703 www.cityofmadison.com

## Legislation Details (With Text)

File #: 38891 Version: 2 Name: Adopting the Employee Handbook for General

Municipal Employees

Type: Resolution Status: Passed

File created: 6/10/2015 In control: COMMITTEE ON EMPLOYEE RELATIONS

**On agenda:** 6/16/2015 **Final action:** 7/21/2015

Enactment date: Enactment #: RES-15-00636

**Title:** SUBSTITUTE Adopting the Employee Benefits Handbook for General Municipal Employees.

**Sponsors:** Denise DeMarb, Michael E. Verveer

Indexes:

Code sections:

Attachments: 1. 2015 Employee Benefits Handbook, 2. Version 1.pdf

Date	Ver.	Action By	Action	Result
7/21/2015	2	COMMON COUNCIL	Adopt	Pass
7/14/2015	2	COMMITTEE ON EMPLOYEE RELATIONS	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
6/16/2015	1	COMMON COUNCIL	Refer	Pass
6/10/2015	1	Attorney's Office	Referred for Introduction	

#### **Fiscal Note**

No appropriation required.

#### **Title**

SUBSTITUTE Adopting the Employee Benefits Handbook for General Municipal Employees.

### **Body**

WHEREAS, 2011 Wisconsin Act 10 ("Act 10") and 2011 Wisconsin Act 32 ("Act 32"), removed bargaining rights for general municipal employees other than base wages and;

WHEREAS, since the passage of Act 10 and Act 32, the City's bargaining units (with the exception of Police, Fire, IATSE, and Metro) have not re-certified as labor organizations and;

WHEREAS, the City, with the input of non-represented general municipal employees, recommended changes to the Madison General Ordinances ("MGO") in light of the passage of Act 10 and Act 32 and;

WHEREAS, the Common Council approved changes to Sections 3.32, 3.54 and 3.53 of the MGOs and the creation of Section 33.10 MGO establishing the new Committee on Employee Relations and;

WHEREAS, in keeping with these new procedures, 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 cerate 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:

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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 Employee Benefits Handbook for General Municipal Employees created June, 2015 <u>as modified to incorporate language regarding Saturday premium pay for employees in COMPENSATION GROUPS 32 & 33</u>.