



Legislation Details (With Text)

File #: 62649 **Version:** 2 **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: 10/14/2020 **In control:** Human Resources Department

On agenda: 11/17/2020 **Final action:** 11/17/2020

Enactment date: 11/24/2020 **Enactment #:** RES-20-00783

Title: SUBSTITUTE - 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, 2021 through December 31, 2021, and forwarding the CER's recommendations for achieving wage equity for all General Municipal Employee groups.

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Indexes:

Code sections:

Attachments: 1. File 62520.pdf, 2. Coalition Joint position paper to CER 10 2 2020.pdf, 3. City's reply to MCAA position paper.pdf, 4. Labor Relations Report Meet and Confer Changes 2020 second (002).pdf, 5. Resolution 62649 Version 1.pdf, 6. 62649-Wage Equity Fiscal Analysis.pdf

Date	Ver.	Action By	Action	Result
11/17/2020	2	COMMON COUNCIL	Adopt	Pass
10/26/2020	1	FINANCE COMMITTEE	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
10/22/2020	1	COMMITTEE ON EMPLOYEE RELATIONS	Return to Lead with the Following Recommendation(s)	Pass
10/20/2020	1	FINANCE COMMITTEE	Refer	
10/20/2020	1	COMMON COUNCIL	Refer	Pass
10/14/2020	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, Madison Professional and Supervisory Employees, and the Madison City Attorneys' Association for the year 2021. Proposed modifications include:

- Increase night shift premium and Sunday differential by \$0.25 (projected cost of \$9,300)
- Add similar language as the CG 15 call-in shift provision for CG 16 employees (projected cost of \$13,500);
- Increase in tools allowance for Fleet Employees by \$40 (projected cost of \$1,040);
- Add language for positions requiring a law degree to be eligible for MCAA membership (no projected cost); and

In total, these provisions are projected to result in a cost of \$23,840.

The overall impact of the proposed wage increase outlined in this resolution is \$16.6 million, the General Fund share of this increase is \$10.8 million over the full life of the wage proposal. See the attached document for a detailed fiscal analysis of the wage provisions of this proposal.

Title

SUBSTITUTE - 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, 2021 through December 31, 2021, and forwarding the CER's recommendations for achieving wage equity for all General Municipal Employee groups.

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 Handbooks 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 created a similar handbook for the Madison City Attorney's Association (MCAA); and,

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

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

WHEREAS, the CER met on October 8 to review the agreed handbook changes, and to hear the positions of the voluntary associations representing the general municipal employees groups (Local 6000, Local 236, MPSEA and MCAA) regarding a 6% wage disparity as of 2021 behind the represented employees, also heard the position of Labor Management regarding these topics; and

WHEREAS, the CER is an advisory body that makes recommendations to the Mayor and Common Council about wages and proposed changes to rates of pay; and

WHEREAS, at that meeting the CER voted to recommend the Associations' proposed wage package, "or an alternate path to achieve wage equity by 2024." The Association's wage package is as follows:

1. 2021
 - a. Accept City's proposal to not increase wages due to fiscal uncertainty.
2. 2022
 - a. Increase wages by 1.25% with retroactive equity pay to July 2019
 - b. Increase wages by 3.75% with retroactive equity pay to January 1, 2021
 - c. Increase wages by an agreed upon amount plus a "Me Too" clause
3. 2023
 - a. Increase wages by an agreed upon amount (3.25%) plus a "Me Too" clause
4. 2024
 - a. Increase wages by an agreed upon amount (3.25%) plus a "Me Too" clause

WHEREAS, the City is committed to providing equitable wage increases to employees at all levels of

the organization, as most recently expressed in resolutions RES-15-00778 (File No. 39320, establishing a multi-year wage package for general municipal employees) and RES-19-00720 (File No. 57531, granting a retroactive pay increase to a compensation group in the name of wage equity); and

NOW, THEREFORE, BE IT RESOLVED, the MCAA and Employee Benefits Handbook for General Municipal Employees created November, 2018, is modified to incorporate language regarding:

- Increase night shift premium by 25 cents per hour for Compensation Groups 15, 16, 20, 32, and 33. The shift differential will be \$1.00 an hour Monday through Friday, and \$1.25 on Sunday.
- Extend the practice of reporting for a call-in work shift that is currently afforded to Compensation Group 15 to Compensation Group 16 employees. The current practice is if an employee is called in and reports within one (1) hour, the employee is paid for twenty (20) minutes of travel.
- Increase tool allowance for Fleet Technicians from \$40 per month to \$80 per month in agreement to no longer perform personal vehicle repairs at any City facility, at any time.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Employee Benefit Handbooks for the Madison City Attorneys' Association for the period January 1, 2021 through December 31, 2021 is modified to incorporate language regarding:

- Add to MCAA handbook: If any other agency adds a Hearing Examiner employee and the position is required to be a lawyer, they will be eligible to be an MCAA member.

BE IT FURTHER RESOLVED the above handbook changes are hereby adopted in their entirety and confirmed in all respects and the Mayor and Clerk are authorized to sign any agreements needed; and

~~BE IT FINALLY RESOLVED that the GER recommends to the Common Council hereby adopts the wage package described above, or an alternate path to achieve wage equity by 2024.~~

BE IT FINALLY RESOLVED that the Common council recommends a wage package that achieves wage equity by 2024