



Legislation Text

File #: 45994, Version: 1

**Fiscal Note**

There are 18 active City employees in the Special Worker classification; of the existing 18 employees 5 currently earn an hourly wage that is below the minimum wage. The proposed ordinance change will provide a 2.2% to these employees. The annualized impact of the increase is approximately \$4,000. Costs associated with the increase will be absorbed within agency's existing budgets.

**Title**

Amending Section 3.54(4) of the Madison General Ordinances to provide a minimum wage pay rate for Supported Employees.

**Body**

DRAFTER'S ANALYSIS: The ordinance revision changes the rate of pay for City supported workers with disabilities to minimum wage or higher.

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

Subsection (4) entitled "Hourly Rate for Special Workers" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended to read as follows:

- "(4) Hourly Rate for ~~Special Workers~~Supported Employees.
  - (a) Persons certified into the nonrepresented hourly classification of "~~Special Worker~~Supported Employee" by the Human Resources Director, who perform services for the City on an hourly basis may, after their regular performance level is established by means of a task analysis, be compensated at an hourly pay rate designated by the Human Resources Director which is within the Allowable Hourly Pay range.
  - (b) The pay rate for each ~~Special Worker~~Supported Employee shall be determined by means of a specialized task analysis of the work which the ~~Special Worker~~Supported Employee is able to perform and which, when approved by the Human Resources Director, shall establish an hourly pay rate which is a percentage of the pay rate for a full level of performance; and, that the percentage so established will be applied to the hourly pay rate of the full performance classification to establish an hourly pay rate for the individual ~~Special Worker~~Supported Employee that is no lower than minimum wage.
  - (c) The Allowable Hourly Pay Range, within which the hourly rate of pay for any ~~Special Worker~~Supported Employee must be placed, shall be minimum wage and shall not exceed eighty-five percent (85%) of the hourly rate of the classification which identifies the full performance level of the work performed by the special-workerSupported Employee."