



Legislation Text

File #: 02097, **Version:** 1

Fiscal Note

This resolution authorizes a provisional appointment of Overture Center Director and a double-fill of the position during the time the former incumbent is receiving vacation pay. The provisional appointee will receive a \$23,525 increase in salary over his current salary as an Overture Center Associate Director. The amount of the City's subsidy to Overture Center is established by the Operation and Cooperation Agreement between the City and the Madison Cultural Arts District and will not change as a result of this resolution.

Title

Authorizing that the position of "Overture Center Director" in Compensation Group 21, Range 20, shall be double-filled during the period from October 3, 2005 through November 18, 2005 and that Michael Goldberg shall be provisionally appointed to said position effective October 3, 2005, at an annual rate of \$100,000.

Body

Whereas, the key management position of "Overture Center Director" has been vacated (with the former incumbent receiving payment for accumulated leave through November 18, 2005 as a result of contractual obligations);

Whereas, it is crucial that it be filled by a highly qualified individual without delay;

Whereas, MGO 3.35(6)(h) states: "The Human Resources Director, with the approval of the Mayor and of the Common Council, if the action requires expenditure of more than \$2,000 and/or is for longer than 30 days, is authorized to double-fill any position for a period not to exceed forty-five (45) calendar days unless such period is extended by action of the Common Council."

Whereas, Michael Goldberg currently holds the subordinate civil service position of "Overture Center Associate Director - Programming and Development" in Compensation Group 18, Range 15, at an annual rate of \$76,475; and is imminently qualified to assume the role of the "Overture Center Director";

Whereas, Michael Goldberg's provisional appointment to said position under the standard civil service provisions would yield only a nominal salary increase (\$3,750) at the minimum of the range (\$80,225) for the "Overture Center Director";

Whereas, said salary would be almost \$5,000 less than his highest level subordinate and over \$40,000 less than the former incumbent, said appointment would not be equitable;

Whereas, Madison General Ordinance 3.38(7)(b) provides that in cases of inequity the Personnel Board may recommend to the Common Council a beginning salary at any step within the fixed range which it deems necessary to address the inequity;

Whereas, the Personnel Board accordingly recommends an annualized salary of \$100,000 for Michael Goldberg;

Whereas, the revenue source for the additional salary comes from Overture funds and not the tax levy;

Whereas, said salary falls well within the fixed salary range for this position; is significantly less than the earnings of the former incumbent; provides adequate differential (approximately 15%) relative to the highest level subordinate; and has been deemed equitable between the parties; and

Whereas, failure to take said actions may negate Michael Goldberg's appointment to this position and will likely result in this key position remaining vacant at a crucial juncture in the evolution of the Overture Center.

Be it hereby resolved that the position of "Overture Center Director" in Compensation Group 21, Range 20, shall be double-filled during the period from October 3, 2005 through November 18, 2005; and that Michael Goldberg shall be provisionally appointed to said position effective October 3, 2005, at an annual rate of \$100,000, consistent with the

Personnel Board recommendation.