



Legislation Text

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Fiscal Note

Based on historical employee retirement practices, the estimated cost of the increased sick leave eligibility at the time of retirement will be approximately \$6,000 per year, beginning in 2007. The expanded definition of "immediate family" for bereavement leave purposes will have no significant budgetary impact.

Title

Amending Sections 3.36(6)(e)2. and 3., 3.36(13)(a)2. and 3.52(1)(b)3 and (4) of the Madison General Ordinances to modify the amount of sick leave accumulation received upon retirement, to clarify that an annual cash payment is available to all employees with sick leave credits in excess of 150 days, and to expand the definition of "immediate family" as it applies to bereavement leave.

Body

DRAFTER'S ANALYSIS: These provisions increase to 163 days the amount of sick leave employees may accumulate when eligible for retirement or disability, and expand the definition of "immediate family" for purposes of bereavement leave.

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

1. Paragraph 2. entitled "Accumulation of Sick Leave and Distribution of Value Thereof" of Subdivision (e) entitled "Sick Leave Accumulation" of Subsection (6) entitled "Sick Leave and Worker's Compensation Supplement." of Section 3.36 entitled "Absence of Employees From Duty" of the Madison General Ordinances is amended to read as follows:

"2. Accumulation of Sick Leave and Distribution of Value Thereof.

- a. Sick leave may be accumulated to a total not in excess of one hundred fifty ~~(150)~~ sixty-three (163) working days, ~~except for purposes of Sec. 3.36(6)(d)3. below. Employees enumerated in Sec. 3.36(1)(a) above~~ Employees in Compensation Groups 17, 18, 19, and 21 who retire or who become disabled and who are also eligible to receive either Social Security benefits, Wisconsin Retirement Fund annuity payments or other publicly established retirement fund annuities, shall receive the equivalent value of one hundred per cent (100%) of their accumulated unused sick leave credits, not to exceed one hundred fifty (150) days.
- b. ~~Employees enumerated in Sec. 3.36(1)(a) above shall receive the cash equivalent of their unused sick leave credits, as defined in Sec. 3.36(6)(d)2.a. above at the time of retirement, or in the case of disability, as soon as the employee's disability has been established by either the Social Security Office or the Wisconsin Retirement Fund Board.~~
- c. ~~Employees in Sec. 3.36(1)(a) above, shall also have the option to have the City place funds representing the value of unused sick leave credits as described above. These funds will be placed into the City of Madison Post-Retirement Sick Leave Conversion Medical Reimbursement Plan and Trust, pursuant to the terms of the Plan, or the City of Madison Governmental 401(a) Special Pay Plan and Trust, pursuant to the terms of the Plan, as the same may be amended from time to time. Other employees may participate in these plans pursuant to their terms.~~

2. Paragraph 3. entitled "Accumulation of Sick Leave and Distribution of Value Thereof" of Subdivision (e) entitled "Sick Leave Accumulation" of Subsection (6) entitled "Sick Leave and Worker's Compensation Supplement." of Section 3.36 entitled "Absence of Employees From Duty" of the Madison General Ordinances is amended to read as follows:

"3. Accumulation in Excess of One Hundred Fifty (150) Days. ~~Except for employees in Compensation Groups 17, 18 and 21, employees earning sick leave in excess of one hundred fifty (150) days shall receive a cash sum equivalent to the employee's regular salary times seventy-five percent (75%) the number of said excess days which payment is to be made on the last payday of the year. Employees in Compensation Groups 17, 18 and 21 earning sick leave in excess of one hundred fifty (150) days shall receive a cash sum equivalent to employee's regular salary times the number of excess days which payment is to be made on the last payday of the year.~~

~~Employees may accumulate more than one hundred fifty (150) days of sick leave for purposes of this paragraph only but no employee shall conclude the year with more than one hundred fifty (150) days of sick leave accumulated in accordance with the provisions of Paragraph 2. above."~~

3. Paragraph 2. of Subdivision (a) entitled "Death in Employee's Family or Otherwise" of Subsection (13) entitled "Sick Leave and Worker's Compensation Supplement." of Section 3.36 entitled "Absence of Employees From Duty" of the Madison General Ordinances is amended to read as follows:

- "2. The term "immediate family" as used in this subsection shall be limited to the following:
- a. Parents or stepparents.
 - b. Husband or wife.
 - c. Children, stepchildren, ~~or grandchildren, or foster children.~~
 - d. Spouse's foster children.
 - ~~d. Father-in-law or mother-in-law.~~
 - e. Brother or sister.
 - f. Grandfather, ~~or grandmother, great grandfather or great grandmother.~~
 - g. A person designated in writing by the employee as a family partner or that partner's children, stepchildren, ~~or grandchildren, or foster children; parents or stepparents; brother, sister, stepbrother or stepsister; son-in-law or daughter-in-law; grandparents or great grandparents .~~ The Mayor shall establish rules and procedures for such designation of family partners.
 - h. Father-in-law , mother-in-law, stepfather-in-law , or stepmother-in-law.
 - ~~h.i. Sister-in-law, or brother-in-law, stepsister-in-law or stepbrother-in-law.~~
 - j. Son-in-law or daughter-in-law.
 - k. Spouse's son-in-law or daughter-in-law.
 - l. Spouse's grandparents or great grandparents
 - i.m. A Domestic Partner registered with the City Clerk as provided in Section 3.23(10) of these ordinances."

4. Paragraph 3. entitled "Sick Leave" of Subdivision (b) entitled "Absence of Employees from Duty" of Subsection (1) of Section 3.52 entitled "Nonrepresented Transit Division Employees" of the Madison General Ordinances is amended to read as follows:

- "3. Sick Leave.
- a. ~~Permanent full-time employees shall earn sick leave at the rate of one (1) day (8 hours) for each month and may accumulate sick leave to a one hundred fifty (150) day maximum. Effective January 1, 1992, sick leave shall be accumulated at the rate of one-half (1/2) day per biweekly pay period to a one hundred fifty (150) sixty-three (163) day maximum.~~
 - b. Sick or injured employees shall not receive sick leave benefits except for scheduled work hours on scheduled work days.
 - c. Employees in Compensation Groups 43 and 44 who retire or who become disabled and who are also eligible to receive either Social Security benefits, Wisconsin Retirement Fund annuity payments or other publicly established retirement fund annuities, shall receive the cash equivalent of one hundred percent (100%) of the employee's accumulated unused sick leave credits, ~~up to one hundred fifty (150) days computed at the employee's straight time rate of pay, including longevity in effect at the time of disability, as soon as the employee's disability has been established by either the Social Security Office or the Wisconsin Retirement Fund Board.~~
 - ~~d. Employees in Compensation Groups 43 and 44 shall also have the option to have the City place funds representing the value of unused sick leave credits as described above, These funds will be placed into the City of Madison Post-Retirement Sick Leave Conversion Medical Reimbursement Plan and Trust, pursuant to the terms of the Plan, or the City of Madison Governmental 401(a) Special Pay Plan and Trust, pursuant to the terms of the Plan, as the same may be amended from time to time.~~
 - e.d. Employees earning sick leave in excess of one hundred fifty (150) days shall receive a cash sum equivalent to the employee's regular salary times the number of any unused excess days, which payment is to be made on the pay day immediately preceding December 25th."

5. Paragraph 4. entitled "Death Benefits" of Subdivision (b) entitled "Absence of Employees from Duty" of Subsection (1) of Section 3.52 entitled "Nonrepresented Transit Division Employees" of the Madison General Ordinances is amended to read as follows:

"4. Death Benefits.

- a. Upon notification to the Transit Manager, paid funeral leave of up to three (3) working days will be granted for necessary absence from work caused by death in an employee's immediate family. Immediate family shall be limited to parents, brother, sister, spouse, children, foster children, step children, grandchildren, legal guardian, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, great grandparents, and a designated family partner, his or her parents, stepparents, brother, and sister, and a spouse's or designated family partner's step brother, step sister, children, foster children, grandchildren, son-in-law, daughter-in-law, grandparents, and great grandparents.
- b. ~~As approved by the Transit Manager, up to two (2) days off, if necessary, will be granted for the death of brothers-in-law, sisters-in-law, grandchildren and spouse's grandparents."~~