Legislation Details (With Text)

File #:	15279	**Version:**	1	**Name:**	Approving and adopting the City of Madison Personnel Rules, revised 2009.
Type:	Resolution			**Status:**	Passed
File created:	6/30/2009			**In control:**	PERSONNEL BOARD
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Title: Approving and adopting the City of Madison Personnel Rules, revised 2009.

Sponsors: David J. Cieslewicz

Indexes:

Code sections:

Attachments: 1. PerRules Final Draft July 2009.pdf, 2. 1970 Rules.pdf, 3. Memo to Councilpersrules.pdf, 4. PerRules Final Draft July 13 2009.pdf, 5. PerRules Per Board sugg7-13-09.pdf

Date	Ver.	Action By	Action	Result
9/15/2009	1	COMMON COUNCIL	Adopt	Pass
9/2/2009	1	PERSONNEL BOARD	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
7/27/2009	1	BOARD OF ESTIMATES (ended 4/2017)	Return to Lead with the Recommendation for Approval	Pass
7/21/2009	1	PERSONNEL BOARD	Refer	
7/21/2009	1	COMMON COUNCIL	Referred	
7/14/2009	1	Human Resources Department	Referred for Introduction	

Fiscal Note

The revised rules include two provisions which will result in a modest increase in expenditures, the extent of which is dependent on how often the provisions are used. The first provision relates to probationary employees. Under the current rules, an employee who has a one-year probationary period (as approved by the Human Resources Director) rather than the standard six-month period receives a step increase at the end of the probationary period. The new rules would provide the step increase at the end of six months of employment. This change would result in advancement to all subsequent steps (an increase of about four percent each) six months earlier than under the present rules. Historically, there have been relatively few cases where employees are hired with a one-year probationary period. The second provision relates to promoted employees. Under the current rules, a promoted employee's salary is set at the next higher step closest to the employee's current salary. The new rules allow the Human Resources Director to authorize hiring above the minimum when the employee has exceptional qualifications and/or experience and the job announcement states that potential applicants may be hired above the minimum of the salary range. The cost will be dependent on the extent this provision is used by the Human Resources Director.

Title

Approving and adopting the City of Madison Personnel Rules, revised 2009.

Body

Whereas Section 3.53(4) of the MGO authorizes the Personnel Board to formulate rules and regulations for the administration of the City of Madison civil service system, subject to approval of the Common Council and

Whereas after many hours of discussion and consideration, the Personnel Board has reviewed and recommended adoption of the City of Madison Personnel Rules, revised 2009, a copy of which is attached,

Now therefore be it resolved that the Common Council approves and adopts the City of Madison Personnel Rules, revised 2009.