



Legislation Details (With Text)

File #: 32175 **Version:** 1 **Name:** Non-represented increases
Type: Ordinance **Status:** Passed
File created: 11/12/2013 **In control:** BOARD OF ESTIMATES (ended 4/2017)
On agenda: 12/3/2013 **Final action:** 12/3/2013
Enactment date: 12/11/2013 **Enactment #:** ORD-13-00208
Title: Amending Sections 3.54(1)(b), (f), (i)1., (i)2., (j), (k), (o) and (p) and Sec. 3.54(2)(a) of the Madison General Ordinances to provide modified salary increases for Compensation Groups 17, 18, 19, 21, 43, and 44 and the hourly rate schedule and repealing Section 3.54(1)(r).
Sponsors: Paul R. Soglin

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
12/3/2013	1	COMMON COUNCIL	Adopt	Pass
11/25/2013	1	BOARD OF ESTIMATES (ended 4/2017)	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
11/19/2013	1	COMMON COUNCIL	Referred	
11/12/2013	1	Attorney's Office/Approval Group	Referred for Introduction	

This ordinance implements a 1.1% salary increase for non-represented employees, effective with the last pay period of 2013. The affected compensation groups (CG) include confidential (CG 17), professional and supervisory (CG 18), appointees (CG 19), managers (CG 21), transit office (CG 43), transit professional and supervisory (CG 44), and the hourly rate schedule. The cost of a 1.1% increase for these groups is estimated to be \$468,800 all funds and \$394,600 levy-supported funding in 2014. Providing 1.1% increase rather than the scheduled 2% increase is expected to save \$340,900 all funds and \$286,900 levy-supported funding in 2014. The 2014 adopted operating budget assumes a 1.1% increase for non-represented employees.

Amending Sections 3.54(1)(b), (f), (i)1., (i)2., (j), (k), (o) and (p) and Sec. 3.54(2)(a) of the Madison General Ordinances to provide modified salary increases for Compensation Groups 17, 18, 19, 21, 43, and 44 and the hourly rate schedule and repealing Section 3.54(1)(r).

DRAFTER'S ANALYSIS: This ordinance provides a 1.1% salary increase effective with the last pay period of 2013 for various non-represented employees and repeals the obsolete language regarding the temporary 5% wage increase given to non-represented employees as a result of 2011 Wisconsin Act 10.

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

1. Subdivision (b) of Subsection (1) entitled "Basic Salary Schedules By Compensation Groups" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended by amending therein the following: (Compensation Group 18)

"(b) Effective for persons compensated pursuant to such range steps on and after January 1, 2009, the following nonrepresented administrative, professional, and supervisory positions shall be compensated in accordance with the salary schedule, classifications, and salary ranges herein designated; provided, however, that salary designations applicable to individual range steps indicated with a single asterisk (*) shall be effective the last pay period of 2014-2013 and with a double asterisk (**) shall be effective the last pay period of 2012 and with a triple asterisk (***) shall be effective the last pay period of 2013."

2. Subdivision (f) of Subsection (1) entitled "Basic Salary Schedules By Compensation Groups" of

Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended by amending therein the following: (Compensation Group 17):

"(f) Effective for persons compensated pursuant to such range steps on and after June 28, 2009, the following positions listed in this paragraph, shall be compensated in accordance with the salary ranges as herein designated; provided, however, that salary designations applicable to individual range steps indicated with a single asterisk (*) shall be effective the last pay period of ~~2014~~2013 and with a double asterisk (**) shall be effective the last pay period of 2012 and with a triple asterisk (***) shall be effective the last pay period of 2013."

3. Paragraph 1. of Subdivision (i) entitled "Appendix. (Schedule of Salary Ranges for Noncivil Service Employees)" of Subsection (1) entitled "Basic Salary Schedules By Compensation Groups" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended by amending therein the following: (Compensation Group 19)

"1. Effective for persons compensated pursuant to such range steps on and after January 1, 2009, the basic biweekly salary schedules consisting of minimum and maximum rates with intervening steps for noncivil service positions within the classifications herein designated shall be as follows provided, however, that salary designations applicable to individual range steps indicated with a single asterisk (*) shall be effective the last pay period of ~~2014~~2013 and with a double asterisk (**) shall be effective the last pay period of 2012 and with a triple asterisk (***) shall be effective the last pay period of 2013."

4. Paragraph 2. of Subdivision (i) entitled "Appendix. (Schedule of Salary Ranges for Noncivil Service Employees)" of Subsection (1) entitled "Basic Salary Schedules By Compensation Groups" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended by amending therein the following: (Compensation Group 21)

"2. Effective for persons compensated pursuant to such range steps on and after January 1, 2009, the basic biweekly salary schedules consisting of minimum and maximum rates for noncivil service positions within the classifications herein designated shall be as follows; provided, however, that salary designations applicable to individual range steps indicated with a single asterisk (*) shall be effective the last pay period of ~~2014~~2013 and with a double asterisk (**) shall be effective the last pay period of 2012 and with a triple asterisk (***) shall be effective the last pay period of 2013."

5. Subdivision (j) of Subsection (1) entitled "Basic Salary Schedules By Compensation Groups" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended by amending therein the following: (Compensation Group 21 - Police Chief)

"(j) Commencing with the pay period on or after January 1, 2009, the basic biweekly salary schedule for the following supervisory and management positions of the Madison Police Department shall be compensated in accordance with the classifications and salary ranges hereinafter designated; provided, however, that salary designations applicable to individual range steps indicated with a single asterisk (*) shall be effective the last pay period of ~~2014~~2013 and with a double asterisk (**) shall be effective the last pay period of 2012 and with a triple asterisk (***) shall be effective the last pay period of 2013."

6. Subdivision (k) of Subsection (1) entitled "Basic Salary Schedules By Compensation Groups" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended by amending therein the following: (Compensation Group 21 - Fire Chief)

"(k) Commencing with the pay period on or after January 1, 2009, the basic biweekly salary schedule for the following supervisory and management positions in the Madison Fire Department shall be compensated in accordance with the classifications and salary ranges hereinafter designated; provided, however, that salary designations applicable to individual range steps indicated with a single asterisk (*) shall be effective the last pay period of ~~2014~~2013 and with a double asterisk (**) shall be effective the last pay period of 2012 and with a triple asterisk (***) shall be effective the last pay period of 2013."

7. Subdivision (o) of Subsection (1) entitled "Basic Salary Schedules By Compensation Groups" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended by amending therein the following: (Compensation Group 43)

"(o) Effective for persons compensated pursuant to such range steps on and after June 28, 2009, the following nonrepresented Transit Division positions listed in this paragraph shall be compensated in

accordance with the salary schedule, classifications, and salary ranges herein designated; provided, however, that salary designations applicable to individual range steps indicated with a single asterisk (*) shall be effective the last pay period of 2011~~2013~~ and with a double asterisk (**) shall be effective the last pay period of 2012 and with a triple asterisk (***) shall be effective the last pay period of 2013.”

8. Subdivision (p) of Subsection (1) entitled “Basic Salary Schedules By Compensation Groups” of Section 3.54 entitled “Compensation Plan” of the Madison General Ordinances is amended by amending therein the following: (Compensation Group 44)

“(p) Effective for persons compensated pursuant to such range steps on and after January 1, 2009, the following nonrepresented administrative professional and supervisory Transit Division positions shall be compensated in accordance with the salary schedule, classifications, and salary ranges herein designated; provided, however, that salary designations applicable to individual range steps indicated with a single asterisk (*) shall be effective the last pay period of 2011~~2013~~ and with a double asterisk (**) shall be effective the last pay period of 2012 and with a triple asterisk (***) shall be effective the last pay period of 2013.”

9. Subdivision (a) of Subsection (2) entitled “Hourly Rate Schedule” of Section 3.54 entitled “Compensation Plan” of the Madison General Ordinances is amended by amending therein the following: (Hourly Positions)

“(a) Effective for persons compensated pursuant to such range steps on and after June 28, 2009, the following Hourly Positions which are not included in any recognized bargaining unit shall be compensated in accordance with the hourly rates specified for the classifications herein designated; provided, however, that salary designations applicable to individual range steps indicated with a single asterisk (*) shall be effective the last pay period of 2011~~2013~~ and with a double asterisk (**) shall be effective the last pay period of 2012 and with a triple asterisk (***) shall be effective the last pay period of 2013.”

10. This ordinance authorizes the City Attorney and the Finance Director to compute the one-point-one percent (1.1%) increase effective the last pay period of 2013 and to make changes to the ordinances including, but not limited to, the salary schedules in Section 3.54, MGO, for Compensation Groups 17, 18, 19, 21, 43, and 44 and the hourly rate schedule.

11. Subdivision (r) entitled “Temporary Wage Increase For Non-Represented City Employees” of Subsection (1) entitled “Basic Salary Schedules By Compensation Groups” of Section 3.54 entitled “Compensation Plan” of the Madison General Ordinances is hereby repealed.

EDITOR’S NOTE:

Sec. 3.54(1)(r) currently reads as follows:

“(r) Temporary Wage Increase For Non-Represented City Employees. Notwithstanding Section 3.54(6), for employees covered by Secs. 3.54(1)(b), (f), (i)1, (i)2, (j), (k), (o), (p) and 2(a), MGO, there will be a temporary supplemental wage increase of five percent (5%) commencing in the first payroll period if and when those employees are required to begin paying five-point-eight percent (5.8%) of gross wages towards the Wisconsin Retirement System, pursuant to 2011 Wisconsin Act 10, or other similar legislation. The temporary five percent (5%) wage increase will sunset with the pay period ending December 10, 2011. These increases are indicated by four asterisks (****) in the relevant salary schedules.”