



## Legislation Details (With Text)

**File #:** 36083      **Version:** 2      **Name:** Chapter 3--former represented employees  
**Type:** Ordinance      **Status:** Passed  
**File created:** 11/6/2014      **In control:** COMMON COUNCIL ORGANIZATIONAL COMMITTEE (ended 4/2017)  
**On agenda:** 12/2/2014      **Final action:** 12/2/2014  
**Enactment date:** 12/11/2014      **Enactment #:** ORD-14-00173  
**Title:** SUBSTITUTE Amending Sections 3.32 and 3.54 of the Madison General Ordinances to include former represented employees whose labor agreements will expire on January 1, 2015.  
**Sponsors:** Paul R. Soglin  
**Indexes:**  
**Code sections:**

**Attachments:** 1. BODY, 2. Chapter 3 Current Salary Schedules, 3. BODY - SUB

Date	Ver.	Action By	Action	Result
12/2/2014	2	COMMON COUNCIL	Adopt	Pass
11/24/2014	2	BOARD OF ESTIMATES (ended 4/2017)	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
11/18/2014	2	COMMON COUNCIL ORGANIZATIONAL COMMITTEE (ended 4/2017)	Return to Lead with the Recommendation for Approval	Pass
11/11/2014	1	BOARD OF ESTIMATES (ended 4/2017)	Refer	
11/11/2014	1	COMMON COUNCIL	Referred	Pass
11/6/2014	1	Attorney's Office/Approval Group	Referred for Introduction	

### Fiscal Note

Among other items, the ordinance standardizes various approaches to night, holiday, Saturday premium, out of class and stand-by pay. The combined fiscal effect of these changes is minimal, with estimated increased costs of \$7,000 for night and standby pay offset by eliminating Saturday premium pay.

### Title

SUBSTITUTE Amending Sections 3.32 and 3.54 of the Madison General Ordinances to include former represented employees whose labor agreements will expire on January 1, 2015.

### Body

DRAFTER'S ANALYSIS: The passage of 2011 Wisconsin Act 10 and 2011 Wisconsin Act 32 altered the labor/management relationship for the City of Madison and its represented employees. With the expiration of the labor agreements, the City and its labor partners sought to develop a new approach to labor relations based on an interest based problem solving model to resolve conflict. These ordinance changes to Sections 3.32 and 3.54, MGO, along with changes to the Personnel Rules, the creation of the General Municipal Employee Handbook and the new Employee Relations Committee created by Sec. 33.10, MGO, are the result of approximately two years and 30 meetings with representatives of labor and management. The changes to Sec. 3.32 codify some of the leave provisions from expiring labor agreements. Other provisions are in the Employee Handbook and the Personnel Rules. The major change in Sec. 3.54 is to remove the long list of salary schedules from the ordinance. Instead, these will be maintained by the Human Resources Department and available on line through the Finance Department website at <http://www.cityofmadison.com/finance/salarieschedule>. Changes to the Handbook, Personnel Rules or

Salary Schedules must be approved by resolution of the Common Council.

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

Please see "BODY - SUB" in Attachments.