



Legislation Details (With Text)

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On agenda: 1/3/2017 **Final action:** 1/3/2017

Enactment date: 1/6/2017 **Enactment #:** RES-17-00036

Title: Adopting the Employee Benefits Handbook for General Municipal Employees with modifications and updates.

Sponsors: Paul R. Soglin

Indexes:

Code sections:

Attachments: 1. REVISED FINAL Annual Meet and Confer Process final document docx.pdf, 2. REVISED Summary to Changes.pdf, 3. Summary to Changes.pdf, 4. Annual Meet and Confer Process final document (PAL).pdf, 5. Memo On Agenda Items 090816.pdf

Date	Ver.	Action By	Action	Result
1/3/2017	1	COMMON COUNCIL	Adopt	Pass
11/28/2016	1	BOARD OF ESTIMATES (ended 4/2017)	Return to Lead with the Recommendation for Approval	Pass
11/9/2016	1	COMMITTEE ON EMPLOYEE RELATIONS	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
10/19/2016	1	COMMITTEE ON EMPLOYEE RELATIONS	Referred	
10/18/2016	1	COMMON COUNCIL	Add Referral(s)	Pass
10/13/2016	1	COMMITTEE ON EMPLOYEE RELATIONS	Refer	Pass
10/4/2016	1	COMMON COUNCIL	Refer	Pass
9/28/2016	1	Human Resources Department	Referred for Introduction	

Fiscal Note
No appropriation required.

Title

Adopting the Employee Benefits Handbook for General Municipal Employees with modifications and updates.

Body

WHEREAS, 2011 Wisconsin Act 10 ("Act 10") and 2011 Wisconsin Act 32 ("Act 32"), removed bargaining rights for general municipal employees other than base wages and;

WHEREAS, since the passage of Act 10 and Act 32, the City's bargaining units (with the exception of Police, Fire, IATSE, and Metro) have not re-certified as labor organizations and;

WHEREAS, the City, with the input of non-represented general municipal employees, recommended changes to the Madison General Ordinances ("MGO") in light of the passage of Act 10 and Act 32 and;

WHEREAS, the Common Council approved changes to Sections 3.32, 3.54 and 3.53 of the MGOs and the creation of Section 33.10 MGO establishing the new Committee on Employee Relations and;

WHEREAS, in keeping with these new procedures, the City created the Employee Benefits Handbook for General Municipal Employees which is a general guide for the discussion, application, and enforcement of the provision of benefits to employees within the applicable compensation groups and;

WHEREAS, the existence of the handbook does not create an expressed or implied contract and is not a collectively bargained agreement and;

WHEREAS, the handbook will not override the Madison General Ordinances, City Administrative Procedure Memoranda or State and Federal law and;

WHEREAS, it is the City's intent that the handbook will be modified and updated in cooperation with the employee representatives and approved by the Committee on Employee Relations and the Common Council.

NOW, THEREFORE, BE IT RESOLVED, that the Common Council approves and adopts the Employee Benefits Handbook for General Municipal Employees created June, 2015 as modified to incorporate language regarding:

- Department/Division discretion to allow hourly/seasonal employees immediate reimbursement for safety shoes;
- Changes to annual sick leave/comp payout date;
- Yardwaste Attendant annual start date clarification;
- Daily overtime for Permanent Part-time employees;
- Leave of Absence without Pay (12 to 15 days);
- Clarification to "Standby pay" increases occurring in first pay period of year;
- An appendix being including which details the Meet and Confer Process and timeline; and
- Information on Association VEBA Plans.