



Legislation Details (With Text)

**File #:** 45994      **Version:** 1      **Name:** Providing a minimum wage rate for Supported Employees  
**Type:** Ordinance      **Status:** Passed  
**File created:** 2/1/2017      **In control:** BOARD OF ESTIMATES (ended 4/2017)  
**On agenda:** 2/28/2017      **Final action:** 2/28/2017  
**Enactment date:** 3/9/2017      **Enactment #:** ORD-17-00027  
**Title:** Amending Section 3.54(4) of the Madison General Ordinances to provide a minimum wage pay rate for Supported Employees.  
**Sponsors:** Paul R. Soglin, Mark Clear, Sara Eskrich

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
2/28/2017	1	COMMON COUNCIL	Adopt	Pass
2/13/2017	1	BOARD OF ESTIMATES (ended 4/2017)	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
2/7/2017	1	COMMON COUNCIL	Refer	Pass
2/1/2017	1	Attorney's Office/Approval Group	Referred for Introduction	

**Fiscal Note**

There are 18 active City employees in the Special Worker classification; of the existing 18 employees 5 currently earn an hourly wage that is below the minimum wage. The proposed ordinance change will provide a 2.2% to these employees. The annualized impact of the increase is approximately \$4,000. Costs associated with the increase will be absorbed within agency's existing budgets.

**Title**

Amending Section 3.54(4) of the Madison General Ordinances to provide a minimum wage pay rate for Supported Employees.

**Body**

DRAFTER'S ANALYSIS: The ordinance revision changes the rate of pay for City supported workers with disabilities to minimum wage or higher.

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

Subsection (4) entitled "Hourly Rate for Special Workers" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended to read as follows:

- "(4) Hourly Rate for Special WorkersSupported Employees.
  - (a) Persons certified into the nonrepresented hourly classification of "Special WorkerSupported Employee" by the Human Resources Director, who perform services for the City on an hourly basis may, after their regular performance level is established by means of a task analysis, be compensated at an hourly pay rate designated by the Human Resources Director which is within the Allowable Hourly Pay range.
  - (b) The pay rate for each Special WorkerSupported Employee shall be determined by means of a specialized task analysis of the work which the Special WorkerSupported Employee is able to

perform and which, when approved by the Human Resources Director, shall establish an hourly pay rate which is a percentage of the pay rate for a full level of performance; and, that the percentage so established will be applied to the hourly pay rate of the full performance classification to establish an hourly pay rate for the individual ~~Special Worker~~Supported Employee that is no lower than minimum wage.

- (c) The Allowable Hourly Pay Range, within which the hourly rate of pay for any ~~Special Worker~~Supported Employee must be placed, shall be minimum wage and shall not exceed eighty-five percent (85%) of the hourly rate of the classification which identifies the full performance level of the work performed by the ~~special worker~~Supported Employee.”