



Legislation Details (With Text)

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Title: SUBSTITUTE - Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees and the Madison City Attorneys' Association for the period January 1, 2019 through December 31, 2019.

Sponsors: Paul R. Soglin

Indexes:

Code sections:

Attachments: 1. 2018 General Municipal Changes Summary Final.pdf, 2. 53660 By Title Only v 1.pdf, 3. Master15-Nov-2018-08-57-48.pdf, 4. 53660 v 2.pdf, 5. Revised 2018 General Municipal Changes Summary from CER1.pdf

Date	Ver.	Action By	Action	Result
12/4/2018	3.	COMMON COUNCIL	Adopt	Pass
11/20/2018	3.	COMMON COUNCIL	Refer	Pass
11/12/2018	2	COMMITTEE ON EMPLOYEE RELATIONS	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
10/31/2018	1	COMMITTEE ON EMPLOYEE RELATIONS	Referred	
10/30/2018	1	COMMON COUNCIL	Refer	Pass
10/29/2018	1	Human Resources Department	Referred for Introduction	

Fiscal Note

The proposed resolution adopts modifications to the Employee Benefits Handbook for General Municipal Employees and the Madison City Attorneys' Association. Attachment one to this resolution includes a summary of the changes to the handbook. Items nine through 11 of the attachment have been included in the 2019 Adopted Operating Budget. Items one through eight, as shown in the attachment, will cost approximately \$30,000 and will be absorbed by agency's 2019 adopted budget authority. No additional City appropriation is required.

Title

SUBSTITUTE - Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees and the Madison City Attorneys' Association for the period January 1, 2019 through December 31, 2019.

Body

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

WHEREAS, 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 MCAA and Employee Benefits Handbook for General Municipal Employees created November, 2018, as modified to incorporate language regarding:

- Modifications to schedules;
- ~~Adding reference to CG 17 hourly employees;~~
- Increase in tools allowance for Fleet Employees;
- Modification to the vacation carryover date;
- Increase in crossing guard uniform allowance to \$165 annually;
- Increase in hourly limitation to 1,350 hours annually for some hourly employees;
- Standardization of out of class pay amounts;
- Modification to eligibility for stand-by pay; and
- Inclusion of Paid Parental Leave.