Legislation Details (With Text)

File #:	62520	**Version:**	1	**Name:**	Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees, Madison Professional and Supervisory Employees, and the Madison City Attorneys' Association for the period January 1, 2021 through December 31, 2
Type:	Miscellaneous			**Status:**	Filed
File created:	10/6/2020			**In control:**	Human Resources Department
On agenda:				**Final action:**	10/8/2020
Enactment date:				**Enactment #:**	

Title: Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees, Madison Professional and Supervisory Employees, and the Madison City Attorneys' Association for the period January 1, 2021 through December 31, 2021

Sponsors: Satya V. Rhodes-Conway

Indexes:

Code sections:

Attachments: 1. Labor Relations Report Meet and Confer Changes 2020 Final.pdf, 2. Coalition Joint position paper to CER 10 2 2020.pdf, 3. MCAA 2020 position paper to CER corrected.pdf, 4. MCAA supporting materials for CER meeting.pdf, 5. Dane County comptroller estimates adding Juneteenth will cost the County $66,000 in 2021.pdf, 6. Dane County resolution declaring Juneteenth a paid holiday for all Dane County Government Employees.pdf, 7. From State of Wisconsin employee vacation benefits website for adding vacation.pdf, 8. Wage Increases Table City of Madison Employee Groups.pdf

Date	Ver.	Action By	Action	Result
10/8/2020	1	COMMITTEE ON EMPLOYEE RELATIONS	Receive and Place On File	Pass
10/6/2020	1	Human Resources Department	Refer	

Fiscal Note

The proposed resolution would adopt and confirm modifications to the Employee Benefits Handbook for General Municipal Employees, Madison Professional and Supervisory Employees, and Madison City Attorneys' Association for the year 2021. Proposed modifications include:

- Increase night shift premium and Sunday differential by $0.25 (projected cost of $9,300)
- Add similar language as the CG 15 call-in shift provision for CG 16 employees (projected cost of $13,500);
- Increase in tools allowance for Fleet Employees by $40 (projected cost of $1,040);
- Adding a third shift to the Streets Division for winter snow and ice removal (projected savings of $160,000);
- Add language for positions requiring a law degree to be eligible for MCAA membership (no projected cost); and
- Add language to Professional and Supervisory Employees allowing access to CER (no projected cost).

In total, the provisions are projected to result in a net savings of $136,160.

Title

Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees, Madison Professional and Supervisory Employees, and the Madison City Attorneys' Association for the period January 1, 2021 through December 31, 2021

Body

WHEREAS, 2011 Wisconsin Act 10 ("Act 10"), 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 night shift premium and Sunday differential;
- Add similar language as the CG 15 call-in shift provision for CG 16 employees;
- Increase in tools allowance for Fleet Employees;
- Adding a third shift to the Streets Division for winter snow and ice removal;
- Add language for positions requiring a law degree to be eligible for MCAA membership; and
- Add language to Professional and Supervisory Employees allowing access to CER;

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