



Legislation Details (With Text)

File #: 68125 **Version:** 1 **Name:** Amending certain sections of the MGOs to reflect meet and confer agreements with employee associations

Type: Ordinance **Status:** Passed

File created: 10/28/2021 **In control:** FINANCE COMMITTEE

On agenda: 12/7/2021 **Final action:** 12/7/2021

Enactment date: 12/16/2021 **Enactment #:** ORD-21-00089

Title: Amending Sections 3.32(7)(c), 3.32(9)(a), 3.54(15)(e), 3.32(7)(f), 3.54(14)(b)3., 3.54(15)(e), 3.54(20), 3.32(7)(d), 3.54(16)(a) and creating Sections 3.54(17)(f), 3.32(17) of the Madison General Ordinances to reflect meet and confer agreements with the City's employee associations.

Sponsors: Satya V. Rhodes-Conway

Indexes:

Code sections:

Attachments: 1. Body, 2. Changes to General Municipal Handbook, 3. MCAA Changes to Handbook, 4. MPSEA Changes to Handbook, 5. Vacation Payout Position City Employee and Labor Relations, 6. Labor Relations Report 2021 Meet and Confer

Date	Ver.	Action By	Action	Result
12/7/2021	1	COMMON COUNCIL	Adopt	Pass
11/22/2021	1	FINANCE COMMITTEE	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
11/18/2021	1	COMMITTEE ON EMPLOYEE RELATIONS	Return to Lead with the Recommendation for Approval	Pass
11/2/2021	1	FINANCE COMMITTEE	Referred	
11/2/2021	1	COMMON COUNCIL	Referred	
10/28/2021	1	Attorney's Office	Referred for Introduction	

Fiscal Note

These ordinance changes reflect the agreements reached between the City and its employee associations during the yearly meet and confer process. Below is a list of those changes that have a fiscal effect.

Positions that require an employee to be bilingual as a function of their positions and minimum qualifications would be paid a \$1.00 pay differential for all hours worked -- minimal fiscal effect.

Employees who are absent without pay for a portion of the day before or the day after a holiday will have the holiday pro-rated -- minimal fiscal effect.

Organ Donor Paid Leave of Absence -- bone marrow donor -- 5 days (\$1,400 per participating employee); organ donor -- 30 days -- (\$8,600 per participating employee) -- minimal fiscal effect

Safety Glasses -- adds city reimbursement for prescription safety glasses; up to \$150 every two years -- up to \$18,750.

Employees required to work Easter Sunday -- simplifies current process -- no fiscal effect.

Overtime pay for employees working a 10 hour shift -- clarifies current process -- no fiscal effect.

Water Utility clothing allowance for certain positions -- less than \$2,000

Standby pay -- increases target of phased expansion of standby pay from \$1.50 per hour to \$2.00 per hour and increases phases from 3 cents per year to 5 cents per year -- \$5,150 annual cost increase.

Compensated Time for Comp Group 18 Holiday Work -- clarifies that employees in compensation group 18 in pay range 14 or higher would be eligible for compensated time for work on a holiday -- minimal fiscal effect.

Non-Resident Longevity Pay Reduction -- repeals the longevity pay reduction of 1% for those employees who do not reside in the City -- \$114,000.

Title

Amending Sections 3.32(7)(c), 3.32(9)(a), 3.54(15)(e), 3.32(7)(f), 3.54(14)(b)3., 3.54(15)(e), 3.54(20), 3.32(7)(d), 3.54(16)(a) and creating Sections 3.54(17)(f), 3.32(17) of the Madison General Ordinances to reflect meet and confer agreements with the City's employee associations.

Body

See "Body" in Attachments.