Legislation Details (With Text)

File #:	75518	**Version:**	1	**Name:**	Adopting updates to the City of Madison Personnel Rules to allow for Reinstatement Policy to apply to general municipal employees as well as non-represented employees; and creating a Furlough Policy as requested by Common Council.
Type:	Resolution			**Status:**	Passed
File created:	1/10/2023			**In control:**	Human Resources Department
On agenda:	2/7/2023			**Final action:**	2/7/2023
Enactment date:	2/10/2023			**Enactment #:**	RES-23-00117

Title: Adopting updates to the City of Madison Personnel Rules to allow for Reinstatement Policy to apply to general municipal employees as well as non-represented employees; and creating a Furlough Policy as requested by Common Council.

Sponsors: Satya V. Rhodes-Conway

Indexes:

Code sections:

Attachments: 1. PB Meet and Confer Memo (1-2023) - copyedited.pdf

Date	Ver.	Action By	Action	Result
2/7/2023	1	COMMON COUNCIL	Adopt	Pass
1/30/2023	1	FINANCE COMMITTEE	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
1/26/2023	1	PERSONNEL BOARD	Return to Lead with the Recommendation for Approval	Pass
1/17/2023	1	FINANCE COMMITTEE	Refer	
1/17/2023	1	COMMON COUNCIL	Refer	Pass
1/10/2023	1	Human Resources Department	Referred for Introduction	

Fiscal Note

The proposed resolution updates City Personnel Rules to 1) allow former general municipal employees to apply for reinstatement to their former position within one year of resignation and 2) creates a City furlough policy. No additional City appropriation is required for these updates to the Personnel Rules. Any costs associated with reinstating a former incumbent would be managed within an Agency's approved budget. Any furlough plan created from the proposed policy would be subject to Council approval.

Title

Adopting updates to the City of Madison Personnel Rules to allow for Reinstatement Policy to apply to general municipal employees as well as non-represented employees; and creating a Furlough Policy as requested by Common Council.

Body

Whereas Section 3.53(3) of the MGO authorizes the Personnel Board to formulate rules and regulations for the administration of the City of Madison civil service system, subject to approval of the Common Council and

Whereas, on January 5, 2021 the Common Council directed staff to develop a furlough policy and

Whereas through the Meet and Confer process, all parties agreed to including reinstatement language and furlough policy, making it necessary to update the Personnel Rules at this time

Be it further resolved that the Common Council approves and adopts the following changes to the City of Madison Personnel Rules:

(Chapter 7.D) The former incumbent of a permanent non-represented position, or general municipal employee position may apply for reinstatement to their former position within one (1) year of the date of their resignation from City employment. The position must be a vacancy currently authorized to be filled, and the former incumbent must compete for the vacant position in accordance with the selection process outlined in Chapter 5, as well as passed their initial probationary period.

(Chapter 8) Layoff, Recall and Furlough

(Chapter 8. C) Furlough Procedures, Furlough Plan Criteria, and General Consideration sections to be added with approved language from memo.

(Chapter 8. D) Review section renumbered.

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