



Legislation Details (With Text)

File #: 86160 **Version:** 1 **Name:** Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees, the Madison City Attorneys' Association (MCAA) and the Madison Professional and Supervisory Employee Association (MPSEA) for the period January 1

Type: Resolution **Status:** Passed

File created: 11/19/2024 **In control:** Human Resources Department

On agenda: 12/10/2024 **Final action:** 12/10/2024

Enactment date: 12/13/2024 **Enactment #:** RES-24-00728

Title: Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees, the Madison City Attorneys' Association (MCAA) and the Madison Professional and Supervisory Employee Association (MPSEA) for the period January 1, 2025 through December 31, 2025.

Sponsors: Satya V. Rhodes-Conway

Indexes:

Code sections:

Attachments: 1. 2024 Employee and Labor Relations Manager's Report GME(final).pdf

Date	Ver.	Action By	Action	Result
12/10/2024	1	COMMON COUNCIL	Adopt	Pass
12/3/2024	1	COMMITTEE ON EMPLOYEE RELATIONS		
12/2/2024	1	FINANCE COMMITTEE	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
11/26/2024	1	FINANCE COMMITTEE	Referred	
11/26/2024	1	COMMON COUNCIL	Refer	Pass
11/19/2024	1	Human Resources Department	Referred for Introduction	

Fiscal Note

The proposed resolution would adopt and confirm modifications to the Employee Benefits Handbook for General Municipal Employees, the Madison City Attorneys' Association (MCAA) and the Madison Professional and Supervisory Employee Association (MPSEA) in 2025. Proposed modifications with a fiscal impact include:

- Standby Pay Increase: Increased to \$2.00/hour; Anticipated total cost of \$49,615
- Out of Class Pay Increase: Increased to \$0.75/hour; Anticipated total cost of \$16,023
- MCAA: City to pay for full cost of one specialty bar association or legal affinity group membership for each member; Anticipated total cost of \$1,700

The total impact of the proposed resolution is \$67,338. Expenses would be absorbed in the adopted 2025 operating budget. No additional appropriation is required.

Title

Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal

Employees, the Madison City Attorneys' Association (MCAA) and the Madison Professional and Supervisory Employee Association (MPSEA) for the period January 1, 2025 through December 31, 2025.

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

- Standby Pay Increase
- Out of Class pay Increase
- Safety Glasses Reimbursement Clarification
- Driver's License Change Reporting Requirement
- Commercial Driver's License acquisition during work time
- MCAA Specialty Bar Allotment