City of Madison

Legislation Details (With Text)

File #:	86175	**Version:**	1	**Name:**	Meet & Confer 2024
Type:	Ordinance			**Status:**	Passed
File created:	11/19/2024			**In control:**	Attorney's Office
On agenda:	12/10/2024			**Final action:**	12/10/2024
Enactment date:	12/24/2024			**Enactment #:**	ORD-24-00086

Title: Amending Sections 3.54 (19) and 3.54 (20) of the Madison General Ordinances to reflect the 2024 Meet and Confer changes for General Municipal Employees.

Sponsors: Satya V. Rhodes-Conway

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
12/10/2024	1	COMMON COUNCIL	Adopt	Pass
12/3/2024	1	COMMITTEE ON EMPLOYEE RELATIONS	Return to Lead with the Recommendation for Approval	Pass
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	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.

· Standby Pay Increase: Increased to $2.00/hour; Anticipated total cost of $49,615 in 2025
· Out of Class Pay Increase: Increased to $0.75/hour; Anticipated total cost of $16,023 in 2025

Title

Amending Sections 3.54 (19) and 3.54 (20) of the Madison General Ordinances to reflect the 2024 Meet and Confer changes for General Municipal Employees.

Body

DRAFTER'S ANALYSIS: This Ordinance reflects the 2024 Meet and Confer changes for General Municipal Employees. The companion Resolution is 86160.

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The Common Council of the City of Madison do hereby ordain as follows:

1. Subsection (20) entitled "Standby Pay" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended as follows:

"(20) Standby Pay. ~~Any~~ Beginning January 1, 2025, any permanent employee assigned to be on standby duty for technical, maintenance, or repair work during hours outside the employee's general work

schedule shall be compensated at the rate of ~~one dollar and fifty-two cents ($1.52) per hour for such assignment. Beginning on January 1, 2024, this amount will increase by twelve cents ($.12) each calendar year until reaching a maximum of~~ two dollars per hour ($2.00) per hour for such assignment. An employee who is on standby duty shall be immediately accessible by telephone and/or by portable radio and/or by pager as determined by the employer. An employee who cannot be immediately contacted while on standby duty or who does not report to the work site within a reasonable period after time of having received notice shall not be eligible for standby pay for that day. Standby duty shall not be counted as hours worked. Employees called in for overtime work from standby duty shall be compensated for such time worked pursuant to applicable contract provisions and ordinances and for such period of time worked shall not receive standby pay. This subsection shall not apply to employees in Compensation Group 21 or to employees in Compensation Groups 18 and 44, Range 14 and above."

2. Subsection (19) entitled "Out-of-Class Pay" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended as follows:

"(19) Out-of-Class Pay. Employees eligible to receive overtime, who by assignment perform work in a position of a classification that falls in a pay range which is higher than the pay range of the employee's classification, shall receive an additional compensation of ~~fifty cents ($.50)~~ seventy-five cents ($.75) per range per hour of work. This subsection shall not apply to employees in Compensation Groups 21, 23, 18, or 44."

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