



Legislation Details (With Text)

File #: 90489 **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: 10/16/2025 **In control:** Human Resources Department

On agenda: 11/25/2025 **Final action:** 11/25/2025

Enactment date: 11/26/2025 **Enactment #:** RES-25-00600

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, 2026 through December 31, 2026.

Sponsors: Satya V. Rhodes-Conway

Indexes:

Code sections:

Attachments: 1. 2025 Employee and Labor Relations Manager's Report GME(final).pdf

Date	Ver.	Action By	Action	Result
11/25/2025	1	COMMON COUNCIL	Adopt Unanimously	Pass
11/17/2025	1	FINANCE COMMITTEE	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
11/4/2025	1	COMMITTEE ON EMPLOYEE RELATIONS		
10/28/2025	1	FINANCE COMMITTEE	Refer	
10/28/2025	1	COMMON COUNCIL	Refer	Pass
10/16/2025	1	Human Resources Department	Referred for Introduction	

Fiscal Note

The proposed resolution adopts modifications to the Employee Benefit Handbooks for the General Municipal Employees, the Madison City Attorneys' Association, and the Madison Professional and Supervisory Employee Association and includes modifications related to International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists, and Allied Crafts of the United States, its Territories and Canada (IATSE).

Proposed modifications with a fiscal impact include:

- Change 3 paid leave days to be paid at double time. Anticipated total cost of \$123,640
- Increase bilingual pay to \$2/hour: Anticipated total cost of \$28,944.
- IATSE: Increase the hourly minimum from three hours to four hours. Anticipated cost of \$3,000.
- IATSE: Increase health insurance contribution to 13%. Anticipated cost of \$10,000.

The total impact of the proposed resolution is \$165,584. Expenses would be absorbed in the adopted 2026

budget. No additional appropriation 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, 2026 through December 31, 2026.

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:

- Increase Parking Enforcement Uniform Allowance
- Increase Bilingual Pay
- Parking Pre-tax Benefit to begin in 2027
- Pro-rated Paid Parental Leave during probationary period
- Bereavement leave for fetal loss
- Post incarceration notification requirement
- Update MPSEA Handbook and remove that OD tracks training

- Eliminate the 10 day suspension step
- Change the 3 paid leave days to be paid at double time
- Mirror Streets summer hours to Fleet summer hours
- For all new out of class pay scenarios a representative from the respective Association must be copied on the confirmation e-mail
- IATSE changes: 4 hour minimum
- IATSE: Add they are entitled to a lunch break when scheduled for 8 hours
- IATSE: Health insurance contribution increased to 13%.