



Legislation Text

File #: 16030, Version: 1

Fiscal Note

No appropriation required.

Title

Amending Sec. 3.54(11)(a)6. to allow the Human Resources Director to extend the deadline for usage of compensatory hours if special circumstances due to workload are shown.

Body

DRAFTER'S ANALYSIS: Currently, non-represented employees must use any compensatory time carryover in excess of forty (40) hours or must have a plan to reduce the balance to 40 hours or less by March 31. In some instances, such as in the Clerk's Office when there are spring elections, workload makes this impractical. This ordinance change allows the HR Director to extend the deadline for reduction to June 30, if special circumstances due to workload are shown. Represented employees have similar provisions in their collective bargaining agreements, and APM 2-5 sets similar rules for vacation time.

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

Paragraph 6. of Subdivision (a) entitled "Overtime Compensation for Nonrepresented Civil Service Employees in Compensation Groups 18 and 21" of Subsection (11) entitled "Overtime Compensation" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended to read as follows:

"6. The decision to compensate overtime hours worked in the form of money or compensatory time off shall be made by the employee's appointing authority. Compensatory time shall be taken off only at times mutually agreed to between the appointing authority and the employee. However, appointing authorities of employees with compensatory time balances in excess of forty (40) hours as of the date of publication of this ordinance will submit plans to the Human Resources Director by December 31, 1996, showing how the balances will be reduced to forty (40) hours or less by December 31, 1998. Thereafter, all compensatory time balances shall be reduced to forty (40) hours or less by the end of each year, or by March 31 of the succeeding year with the approval of the Human Resources Director. Under special circumstances where workload makes it impractical for employees to meet the March 31 deadline, the Human Resources Director may extend the deadline to June 30."