File #: 80333, **Version:** 1

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.

Crossing Guard Uniform Allowance: The ordinance increases the allowance from $165 to $215 per year, for a total additional cost up to $2,350 per year.

Standby Pay: Increased from $1.12 to $1.52 per hour. In addition, there will be an annual increase by $0.12 per hour every subsequent year until reading $2/hour. The annual cost will be between $12,000 and $15,000 annually.

Title

Amending Sections 3.32(6)(a), 3.54(15)(d), and 3.54(20) of the Madison General Ordinances to reflect meet and confer agreements with the City's employee associations.

Body

DRAFTER'S ANALYSIS: These ordinance changes reflect the agreements reached between the City and its employee associations during the yearly meet and confer process. Companion Resolution with additional handbook changes under Legistar File #80305.

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

1. Subdivision (a) entitled "Eligibility" of Subsection (6) entitled "Vacation" of Section 3.32 entitled "Absence of Employees from Duty" of the Madison General Ordinances is amended as follows:

"(a) Eligibility . ~~All City employees who have completed an original probationary period shall be eligible to receive an annual leave of absence with pay to serve as vacation. However,~~ ~~employees~~ Employees are not eligible to use vacation time until the successful completion of their three (3) month onboarding report (or equivalent three (3) month review), after which time the employee is able to use the prorated amount of their vacation balance they have earned to that date. Employees who are required to serve a probationary period in excess of six (6) months shall be eligible to receive earned paid vacation leave after completion of six (6) months of probation, not to exceed fifty percent (50%) of the employee's authorized starting vacation balance. In the event that an employee in a seasonal or hourly position who is otherwise ineligible to receive vacation shall move from the status of seasonal or hourly to the status of permanent without an interruption of continuous service of more than two consecutive pay periods, then the employee so appointed shall upon completion of probation be credited for vacation leave of one (1) day for each two hundred eight (208) hours worked from the earliest date of employment followed by continuous service. This provision does not apply to crossing guards."

2. Subdivision (d) entitled "Crossing Guards" of Subsection (15) entitled "Uniforms, Safety Shoes, and Tools" of Section 3.54 entitled "Compensation Plan" of the Madison General Ordinances is amended as follows:

"(d) Crossing Guards. The City shall provide protective clothing consisting of a safety vest, an orange raincoat and an orange parka. In addition to the protective clothing the City will provide a clothing allowance up to ~~one hundred sixty-five dollars ($165)~~ two hundred fifteen dollars ($215) per year towards the purchase of hats, scarves, sweaters, gloves, waterproof pants and boots. Newly hired Crossing Guards shall not be eligible to receive reimbursement during the first month of employment. Upon completion of their first month of employment, the clothing allowance shall be retroactively applied."

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

"(20) Standby Pay. 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 ~~twelve cents ($1.12)~~ fifty-two cents ($1.52) per hour for such assignment. Beginning on January 1, ~~2016~~ 2024, this amount will increase by ~~five cents ($.05)~~ twelve cents ($.12) each calendar year until reaching a maximum of two dollars ($2.00) per hour. 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."

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