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STATE OF WISCONSIN
MEDIATION/ARBITRATION AWARD

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

In the Matter of the Mediation/Arbitration
between

CITY OF MADISON (PUBLIC LIBRARY)

and

PROFESSIONAL LIBRARIANS, LOCAL 60, AMERICAN
FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO

Re: Case CVII,
No. 32064
MED/ARB-2399
Decision No. 21488-A

APPEARANCES

For the Employer, City of Madison: Timothy C. Jeffery,
Director of Labor Relations, City of Madison, City-County
Building, 210 Monona Avenue, Madison, Wisconsin 53709.

For the Union, Local 60, Wisconsin Council 40, American
Federation of State, County and Municipal Employees, AFL-CIO:
Darold Lowe, Staff Representative, Wisconsin Council 40,
AFSCME, AFL-CIO, 5 Odana Court, Madison, Wisconsin 53719.

BACKGROUND

The Union represents a collective bargaining unit of all
regular full-time and regular part-time professional employees
of the City of Madison Public Library, excluding supervisory,
managerial, executive, craft, and confidential employees.
There are 16.5 full-time equivalent employees in the bargaining

unit. The Union was recognized by the City to represent these employees in 1982. The present dispute results from an impasse in bargaining over the terms of an initial labor agreement. Bargaining had commenced in December, 1982, and after eighteen bargaining sessions the Union filed a petition for mediation/arbitration on August 16, 1983. Following mediation by a staff member of the Wisconsin Employment Relations Commission, the Commission certified on March 12, 1984 that the conditions precedent to the initiation of mediation/arbitration had been met. The undersigned was notified of his selection as mediator/arbitrator on March 27, 1984. A mediation session was held on June 26. After the mediator/arbitrator had been unsuccessful in his mediation efforts, the parties agreed that a hearing should commence forthwith. The hearing was held immediately after the mediation session. A transcript was made of the proceedings, which was delivered to the parties and the arbitrator on July 19. The parties had agreed at the hearing to file written briefs with the mediator/arbitrator. The briefs were exchanged by the arbitrator on August 14. The hearing is considered closed as of that date.

THE ISSUE

The parties have agreed on all issues in the proposed labor agreement except one. The Union's final offer is not to change Article XIV, Section 14.01, Vacation Leave. As it now stands the provision calls for vacation leave to be granted to employees in the unit at the rate of twenty-two work days after one full year of continuous service, or twenty-seven work days

per year after completion of twenty-two years of continuous service. There are several other provisions in Section 14.01, but since neither party would change them, they need not be repeated here. The Employer's final offer is as follows:

Amend Section 14.01, Vacation Leave, by adding the following provision:

Employees appointed to positions within the bargaining unit after January 1, 1985 shall be granted vacation leave at the rate of:

1. Two (2) work weeks after one full year of continuous service, or
2. Twelve and one-half ($12\frac{1}{2}$) work days per year after completion of three (3) years of continuous service, or
3. Fifteen (15) work days per year after completion of seven (7) years of continuous service, or
4. Seventeen and one-half ($17\frac{1}{2}$) work days per year after completion of eleven (11) years of continuous service, or
5. Twenty (20) work days per year after completion of fifteen (15) years of continuous service, or
6. Twenty-five (25) work days per year after completion of twenty-two (22) years of continuous service.

This proceeding arises under the provisions of Sec. 111.70(4)(cm)6 of the Municipal Employment Relations Act. The arbitrator is obligated to select either the final offer of the Union or the final offer of the City as the award. In so doing the statute in Section 111.70(4)(cm)7 lists the following factors to be considered:

- a. The lawful authority of the municipal employer.
- b. Stipulations of the parties.
- c. The interests and welfare of the public and the financial ability of the unit of government to meet the costs of any proposed settlement.

- d. Comparison of wages, hours and conditions of employment of the municipal employees involved in the arbitration proceedings with the wages, hours and conditions of employment of other employees performing similar services and with other employees generally in public employment in the same community and in comparable communities and in private employment in the same community and in comparable communities.
- e. The average consumer prices for goods and services, commonly known as the cost-of-living.
- f. The overall compensation presently received by the municipal employees, including direct wage compensation, vacation, holidays and excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment and all other benefits received.
- g. Changes in any of the foregoing circumstances during the pendency of the arbitration proceedings.
- h. Such other factors, not confined to the foregoing, which are normally or traditionally taken into consideration in the determination of wages, hours and conditions of employment through voluntary collective bargaining, mediation, fact-finding, arbitration or otherwise between the parties, in the public service or in private employment.

FINDINGS OF FACT

There is disagreement between the parties on how the existing policy providing for twenty-two days of vacation after one year of employment and twenty-seven days after twenty-two years of employment became effective and whether it has any legal status. On August 7, some six weeks after the hearing but before the briefs were received, the Union moved to introduce a document purporting to be the minutes of the Board of Directors of the Madison Free Library, dated December 14, 1944, in which the Board was recorded as having voted to pay the

annual salaries of librarians in twelve monthly installments. The action also stated that each librarian was employed for eleven months of the year. Prior to January, 1945 the librarians had received eleven monthly payments each year and had had a one month unpaid vacation.

The City objected to what it considered the untimely introduction of this document. The City also argues that "there is no indication (in the minutes) that the salary for librarians was increased by one eleventh in order to convert the one month unpaid leave to a one month paid vacation" and the conclusion of the Union that one month paid vacations were initiated on January 1, 1945 is further undermined by the minutes of the Board of Directors for September 12, 1946, introduced by the Union at the hearing, wherein the Head Librarian proposed that "public librarians should be paid for twelve months each year at the same monthly rate as teachers and school librarians and should have one month vacation each year."

Although it is unusual for one party to offer a new piece of evidence after the conclusion of the hearing, I am inclined to accept the document referred to above, as submitted by the Union on August 7, for the reason that it seems to establish the fact that these librarians have had a one month paid vacation since January 1, 1945. Whether it was the result of an additional twelfth month of pay or whether the total of the former eleven month payments was divided by twelve so as to lower the monthly salary rates seems to me to be immaterial. Nor does it seem to me that the September 12, 1946 document, which attempts to apply coordinated principles to school librarians and public

librarians, indicates that the public librarians did not already have a paid vacation. I am convinced by the evidence submitted by the Union that these public librarians have had a one month paid vacation since January 1, 1945.

From the evidence presented at the hearing it also seems clear that there is no ordinance, as is assumed to be the case with other employees, establishing the current vacation benefits for the librarians in this unit. Thus the authority for this condition of employment appears to be the action of the Madison Free Library Board of Directors in 1944, referred to above, and the fact that it has become a well-established practice, even though the amount of vacation benefits for these employees was not known to the Office of Labor Relations until June, 1983, after negotiations for this labor agreement had commenced. Perhaps these facts would not be remarkable except that the vacation benefit for these employees is different from the benefits that have been negotiated in all other bargaining units of City employees. In nine of those units, covering most organized City employees, the vacation benefits are as follows:

After 1 year	10.0 days
After 3 years	12.5 days
After 7 years	15.0 days
After 11 years	17.5 days
After 15 years	20.0 days
After 22 years	25.0 days

In two other units, covering employees in mass transit and elderly and handicapped transit, the vacation benefits are as follows:

After 1 year	1 week
After 2 years	2 weeks
After 7 years	3 weeks
After 12 years	4 weeks
After 20 years	5 weeks

THE UNION'S POSITION

The Union's principal argument is that the vacation benefits for the librarians in this unit were established almost forty years ago and therefore have the status of a condition of employment that should not be changed unless the City is willing to offer some additional consideration. The Union introduced Common Council Proceedings dated December, 1945 authorizing the personnel board to vary the prevailing vacation benefits for particular professions or employees if the board thought such action was necessary in order to facilitate recruitment in those classifications. The Union argues that this action provided the authority for the establishment of these vacation benefits for professional librarians even though there may not exist any ordinance specifying these particular benefits.

In terms of comparable rates the Union introduced data purporting to show that the following sixteen public libraries in the State of Wisconsin have the number of working days of vacation herein shown after one year of employment:

Phillips Memorial (Eau Claire)	24
Superior	23
Arrowhead	20
Beloit	20
Burlington	20
Indianhead	20
Janesville	20
Lake Geneva	20
Merrill	20
Northwest Library System	20
Rhineland	20
Shawano	20
Sheboygan	20
South Central Library System	20
Waukesha	20
West Bend	20

The Union also showed the following vacation comparisons for cities of a size comparable to Madison in neighboring states:

<u>State</u>	<u>City</u>	<u>Population</u>	<u>Employer</u>	<u>Vacation Earned</u>
Wisconsin	Madison	170,000	City	Currently in mediation/arbitration
Illinois	Rockford	139,712	City	4 weeks
Iowa	Cedar Rapids	110,243	City	4 weeks
Iowa	Des Moines	119,003	City	4 weeks
Michigan	Ann Arbor	107,316	School Dist.	24 days
Ohio	Youngstown	115,436	City-County	22 days

The Union cited two recent arbitration awards by Edward Krinsky and Robert Mueller involving employees in Dane County in which the arbitrators stated that they were not persuaded that longstanding conditions of employment should be changed.

It is the Union's position that keeping this condition of employment for current employees and changing vacation benefits for new employees so that they could conform with

vacation conditions for most other organized City employees would have a severely disruptive effect within the collective bargaining unit as turnover takes place and new employees perceive their disadvantage when comparing their vacation benefits to those of the employees presently in the unit.

The Union believes that if the City wants to change a benefit of such long standing, it should pay for the change with an offer of higher salary rates for all members of the unit.

THE CITY'S POSITION

The City makes three principal arguments to support its position that the current vacation benefits should be grandfathered and that new employees should be covered by the same vacation conditions that apply to most other represented employees of the City.

The first argument is that the present vacation benefits for these employees have no legal standing, having never been adopted by the City Council in the form of an ordinance nor in any way recognized by anyone except by the employees themselves and the Library Board of Directors. Although the City may be somewhat embarrassed by the fact that the Office of Labor Relations did not know that these conditions existed until the information came out in the bargaining in 1983, the City sees no valid reason for continuing the benefit for new employees, no reason at all why the Union should feel that the City should "buy" the benefit back, and, in fact, believes that the grand-

fathering proposal is very liberal from the standpoint of employees in the unit.

The City's second argument is that it has a consistent policy of attempting to make benefits for all City employees, represented and unrepresented, essentially equal. The City maintains that there was no evidence introduced at the hearing that would support the proposition that professional librarians should be entitled to greater amounts of vacation than other City employees. The City acknowledges a document introduced at the hearing by the Union entitled "Minimum Standards for Public Library Systems, 1966," published by the American Library Association, stating that "vacation allowance for persons holding professional positions should not be less than one month annually." But the City considers the document to be self-serving and inadequate in demonstrating that professional librarians need more vacation than other employees.

The City points out that in 1978 the Police Officer's Association sought a greater fringe benefit than that provided to other City employees and that an arbitrator upheld the City's position of maintaining uniformity of fringe benefits among City employees. Since the librarian's vacation schedule now "constitutes the only departure from the City's historical pattern of bargaining unit uniformity," the City argues that it is reasonable to retain the benefit for current employees rather than reducing vacation benefits but to offer new librarians hired after January 1, 1985 the same vacation benefits that apply to other City employees.

The City's third argument is that the total wage and benefit

package of the librarians in the unit is superior to the wage and benefit packages of librarians in comparable cities. The City is critical of the comparables introduced by the Union at the hearing on grounds that the Wisconsin cities were selected without regard for population data and that another list could have been introduced that would have led to different conclusions. The comparables introduced by the City include the fourteen largest cities in Wisconsin. Rather than try to describe these comparisons or to attempt to condense them, I have reproduced City Exhibits 17 through 23 as respectively Addenda A through G attached to this report.

These data purport to show that among the fourteen largest cities in Wisconsin seven (Eau Claire, Fond du Lac, Janesville, LaCrosse, Racine, Sheboygan and Waukesha) have vacation benefits for librarians comparable to those that have been in effect in Madison. (The City might have added that an eighth, Oshkosh, has vacation benefits that compare more closely to Madison's than those of the other six cities.) The City points out that State of Wisconsin librarians have vacation conditions more closely akin to those being proposed by the City for newly hired librarians. The City also points out that among the seven cities that it identifies as having comparable vacation conditions to those that have existed in Madison, only one, Racine, has a longevity pay plan. The City argues that if longevity pay for Madison librarians is included with salary rates, only Racine has higher rates for Librarian I after five years than Madison has and no city has higher rates for this classification for employees with ten or more years of service. And for Librarian II

the comparisons indicate that only Kenosha has higher rates for this classification after five years and no city has higher rates for employees in the Librarian II classification who have been employed for ten years or longer. The City points out further (in Addendum G) that its accumulated sick leave conversion policy further distinguishes its benefits policy as being superior to those of the other comparable cities.

The City also argues that the paraprofessional employee unit in the City Library, which has 53 full-time equivalent employees, currently has the same vacation benefit that applies to other City employees. Since many of the current professional librarians will be replaced by members of that unit as turnover takes place, the grandfathering provision will not produce any profound change in the expectations of new employees entering the unit.

In sum, the City believes that (1) its offer is fair to current employees in the unit and not injurious to new employees who will receive the same vacation benefits as other City employees, (2) it is basic to the City's policy of treating its employees equitably, (3) that overall compensation conditions for the professional employees in the library are superior to those of such employees employed elsewhere in the State of Wisconsin, and (4) that since there has been no legal basis for the vacation benefit these employees have enjoyed and will continue to enjoy, there is no reason that it should be continued for new employees as the present employees are replaced.

DISCUSSION

In applying the factors spelled out in Section 111.70 (4)(cm)7 of the Statutes, it is my opinion that subparagraphs a., b., c., e., and g., are only so remotely involved in this dispute that I need not discuss their applicability to these considerations. I will therefore devote my attention to subparagraphs d., f., and h.

In my opinion subparagraph d. includes two propositions. The first is a comparison of wages, hours and conditions of employment of these municipal employees with such conditions for other employees performing similar services. The second is a comparison of wages, hours and conditions of employment of these employees with other employees generally in public employment in the same community, in private employment in the same community, and in comparable communities. The Union has presented numerical data only to support the kind of comparisons listed under proposition one, while the City has presented numerical data to support its position on both propositions.

On the first proposition the City has shown that about half of the largest cities in the State of Wisconsin have vacation conditions for professional librarians that are comparable to what is currently applicable to that classification in Madison and that about half of the largest cities have vacation benefits that are more similar to what is being proposed in this dispute for new employees. The City also shows that

the State of Wisconsin, which presumably employs a substantial number of professional librarians in the City of Madison, has vacation benefits roughly similar to those being proposed by the City in this proceeding for newly hired librarians. The Union has presented a list of comparable cities that provide vacation benefits of 20 days after one year for librarians. It includes only four of the cities on the list provided by the City. While it is impressive that many smaller cities in the State of Wisconsin offer four weeks of vacation to librarians after one year of employment, I must agree with the City that there is no clear rationale presented by the Union for including the particular cities on its list. Thus in my opinion neither side has effectively demonstrated that its position in this dispute should be maintained on the basis of the practice of comparable cities in the State of Wisconsin. The City, however, comes closer to making a case to support its position, since it has made a selection of comparables with a rational basis, even though only half of them provide support for the City's position. The City has also shown that two other cities among its comparables have adopted grandfather provisions in the process of bringing their vacation benefits for professional librarians in line with vacation benefits for other employees. (There was no evidence presented to show whether or not the grandfather clause was accepted in those situations in exchange for a "buy out.")

On the second proposition the Union has implied, and perhaps it feels that it has expressly stated, that professional librarians have greater need for a liberal vacation period than other City employees generally. Union testimony suggests that these librarians should be considered as similar to teachers in their

need for a period of renewal, which of course in the case of teachers involves a more substantial period. But clearly, the record of the Library Board minutes indicates that librarians and teachers have similarities in connection with consideration of vacation periods. The Union also included the recommendation for one month of paid vacation from the librarians' professional association. The City counters these arguments with a suggestion that professional librarians are not all that unique and that there are many other professional employees of the City who could argue that they have the same need for renewal that an extended vacation offers. But more important to the City is the consideration of uniformity of benefits. If these employees are to continue to have one month of vacation after a first year of employment, why should employees in other bargaining units be satisfied with less vacation? Why could not a social worker or a policeman or a firefighter argue that he or she needs the kind of extended period that the librarians have for renewal of knowledge and energy and interest in the work?

On this issue I believe there should be a rebuttable presumption that City employees should not have widely varying vacation benefits. In my opinion the Union has not shown reasons that convince me that librarians need to be treated differently than other employees.

In my consideration of the factors in subparagraph d. I believe that the City has submitted more convincing evidence to support its position than the Union has.

As to the factors spelled out in subparagraph f., "overall compensation presently received by the municipal employees,"

the City has shown that these employees are treated better in terms of their overall direct wage compensation than librarians in similar employment in comparable communities elsewhere in the State of Wisconsin. Although neither party introduced data to compare "holidays, excused time, insurance and pensions, medical and hospitalization benefits, continuity and stability of employment, and all other benefits," the City did present data that indicated more liberal policies of conversion of accumulated sick leave for these employees than exist in the other thirteen communities used for comparison. On this factor the City has presented better support for its final offer than the Union has.

The other factor to be considered is in subparagraph h. This includes such other factors as are normally or traditionally taken into consideration in the determination of conditions of employment. In this connection there are three parts of the Union position that need to be considered. First is the valid expectation of employees that a condition of employment that has existed for forty years will continue. The second part is that if this longstanding condition of employment is to be changed for new employees, there should be an increase in salary as compensation for loss of the more favorable conditions of employment. The third part is the Union's assertion (in its brief) that adoption of the City's proposals "will create absolute violence within the collective bargaining unit in the future, and must be viewed by the arbitrator as unfair and unreasonable." (Underlining occurs in the original.)

In view of the offer of the City to continue the more liberal vacation benefits for all present employees, I do not see any special merit in the Union's argument on the first part of its position. Present employees will continue to have that condition of employment. Those who are not yet employed can have no valid expectation that they will have the same benefit that has existed in the past. Although it is understandable that unions and employees do not like to have less favorable wages and employment conditions apply to prospective new employees while current employees continue to enjoy more favorable conditions, the practice has become well-established in collective bargaining in the past few years.

As to the second part of the Union's position, I would be more sympathetic if it were not for the kind of economic conditions that employers are facing in both the private and public sectors. In response to the claim that changing the vacation benefit for new employees should be compensated with a salary increase, the City might well say that the grandfathering of the condition for current employees is itself the compensation or the quid pro quo.

As to the third part of the Union's position, I am puzzled by what the Union can mean by saying that adoption of the City's final offer "will create absolute violence within the collective bargaining unit in the future. . ." As a class I believe that librarians are considered to have fairly stable personalities, unlikely to perform violent acts. Therefore, I assume that the comment is not meant to be taken literally. But as to any

disruptive effects on the employees in the collective bargaining unit, I would point out to the Union that the results of adopting the City's offer would very likely to be much more modest than might be represented by the adoption of a two tier system of wage payment, with new employees being paid at a rate only 75 to 80 per cent of the starting rate for current employees. And yet such concessions by unions in collective bargaining are now very common. I have checked recent issues of the section on "Developments in Industrial Relations" which appears in each Monthly Labor Review. This section gives some details of the most noteworthy labor-management settlements that have occurred during the month. In five of the last six issues the establishment of two tier wage systems have been noted as the result of collective bargaining settlements. Specifically, such settlements are noted in the issues for March, 1984 (page 57 - Greyhound settlement with Amalgamated Transit Union); April (page 49 - McDonnell Douglas Corp. at Long Beach settlement with International Association of Machinists and Aerospace Workers, and page 51 - Blue Cross of Northern California settlement with Office and Professional Employees); June (page 55 - Frontier Airlines settlement with Air Line Employees Association, and page 58 - Council of Hawaii Hotels settlement with Hotel and Restaurant Employees); July (page 45 - McDonnell Douglas Corp. at St. Louis settlement with IAMAW); and August (page 41 - New York and New Jersey grocery store chains settlement with United Food and Commercial Workers). Although I can understand why employees in the unit would be dissatisfied with this kind of a settlement of the dispute, I

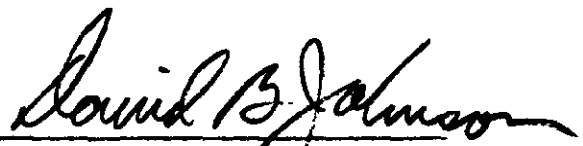
would like to disabuse them of the notion that there is something unusual about this kind of adjustment in the current labor-management climate. It is happening all the time.

Although I get no satisfaction from the process of reducing the vacation benefits for new employees in the unit after January 1, 1985, in my opinion the City has made a better case for adoption of its final offer than the Union has.

AWARD

I have carefully considered the application of the factors in subparagraphs a. through h. of Section 111.70 to the final offers of the parties. It is my judgment that the final offer of the City should be adopted as the award in this proceeding.

Date: September 13, 1984
at Madison, Wisconsin

Signed: 
David B. Johnson
Mediator/Arbitrator

COMPARABLE COMMUNITIES
FIFTEEN LARGEST CITIES IN WISCONSIN

<u>CITY</u>	<u>POPULATION</u>	<u>LIBRARY NAME</u>
Milwaukee	618,170	Milwaukee Public Library
Madison	172,263	Madison Public Library
Green Bay	90,530	Brown County Public Library
Racine	81,733	Racine Public Library
Kenosha	76,162	Kenosha Public Library
West Allis	64,755	West Allis Public Library
Appleton	60,605	Appleton Public Library
Eau Claire	54,452	L.E. Phillips Memorial Public Library
Waukesha	51,633	Waukesha Public Library
Janesville	51,096	Janesville Public Library
Wauwatosa	50,941	Wauwatosa Public Library
Oshkosh	50,675	Oshkosh Public Library
LaCrosse	48,773	LaCrosse Public Library
Sheboygan	47,749	Mead Public Library
Fond du Lac	35,925	Fond du Lac City-County Library Services

Source: 1983 Population Data, State Department of Administration, Demographic Services Center (See Appendix A)

COMPARISON OF VACATION SCHEDULES
FOR PROFESSIONAL LIBRARIANS IN COMPARABLE COMMUNITIES

APPLETON ¹		EAU CLAIRE		FOND DU LAC		GREEN BAY ²		JANESVILLE	
After 1 Yr	10 Days	After 1 Yr	24 Days	After 1 Yr	21 Days	After 1 Yr	5 Days	After 1 Yr	20 Days
After 8 Yr	15 Days					After 5 Yr	13 Days		
After 15 Yr	20 Days					After 10 Yr	16 Days		
After 20 Yr	25 Days					(See Appendix B for complete schedule)			
KENOSHA		LA CROSSE		MADISON		MILWAUKEE		OSHKOSH	
Less Than 1	5 Days	After 1 Yr	10 Days	After 1 Yr	22 Days	After 1 Yr	10 Days	After 1 Yr	15 Days
After 1 Yr	15 Days	After 2 Yr	22 Days	After 22 Yr	27 Days	After 8 Yr	15 Days	After 3 Yr	20 Days
After 5 Yr	18 Days					After 15 Yr	20 Days	After 6 Yr	25 Days
After 10 Yr	20 Days					After 23 Yr	25 Days		
After 15 Yr	22 Days								
After 25 Yr	25 Days								
RACINE		SHEBOYGAN		WAUKESHA		WAUWATOSA		WEST ALLIS	
After 1 Yr	20 Days	After 1 Yr	20 Days	After 1 Yr	4 Weeks	After 1 Yr	2 Weeks	After 1 Yr	10 Days
		After 25 Yr	25 Days			After 7 Yr	3 Weeks	After 8 Yr	15 Days
						After 15 Yr	4 Weeks	After 16 Yr	20 Days
						After 22 Yr	5 Weeks	After 20 Yr	21 Days
								After 21 Yr	22 Days
								After 22 Yr	23 Days
								After 23 Yr	25 Days
STATE OF WISCONSIN									
		After 1 Yr		80 Hours					
		After 6 Yr		120 Hours					
		After 11 Yr		136 Hours					
		After 16 Yr		160 Hours					
		After 21 Yr		176 Hours					
		After 26 Yr		200 Hours					

Note: (1) Effective 7/01/83 this new vacation schedule was implemented for professional librarians. Four employees were "grandfathered" under the old vacation schedule which provided 4 weeks of vacation after 1 year of service.
(2) Employees hired prior to 1/01/78 were "grandfathered" and receive 20 days after 1 year of service and up to 25 days after 22 years of service (See Appendix B for complete schedule).

Source: Survey Responses

City # 10

ADDENDUM "C"

Exhibit No. 99

COMPARISON OF LONGEVITY PAY PLANS
FOR PROFESSIONAL LIBRARIANS
IN COMPARABLE COMMUNITIES

<u>COMMUNITY/LIBRARY</u>	<u>LONGEVITY PAY PLAN</u>
Appleton (Appleton Public Library)	None
Eau Claire (L.E. Phillips Memorial Public Library)	None
Fond du Lac (Fond du Lac City-County Library Services)	None
Green Bay (Brown County Public Library)	After 8 Yr. \$120/Yr. After 12 Yr. \$240/Yr. After 16 Yr. \$360/Yr.
Janesville (Janesville Public Library)	None
Kenosha (Kenosha Public Library)	After 5 Yr. \$ 60/Yr. After 10 Yr. \$120/Yr. After 15 Yr. \$180/Yr. After 20 Yr. \$240/Yr.
LaCrosse (LaCrosse Public Library)	None
Milwaukee (Milwaukee Public Library)	None
Oshkosh (Oshkosh Public Library)	None
Racine (Racine Public Library)	After 5 Yr. 2.0% of base pay After 10 Yr. 3.5% of base pay After 15 Yr. 5.0% of base pay
Sheboygan (Mead Public Library)	None
Waukesha (Waukesha Public Library)	None
Wauwatosa (Wauwatosa Public Library)	None
West Allis (West Allis Public Library)	After 5 Yr. \$50/Yr. After 6 Yr. \$60/Yr. After 7 Yr. \$70/Yr. (Etc. - \$10/Yr of Service)
State of Wisconsin	After 5 Yr. \$ 50/Yr. After 10 Yr. \$100/Yr. After 15 Yr. \$150/Yr. After 20 Yr. \$200/Yr. After 25 Yr. \$250/Yr.
MADISON (MADISON PUBLIC LIBRARY)	After 4 Yr. 3% of base pay After 9 Yr. 6% of base pay After 13 Yr. 8% of base pay After 15 Yr. 9% of base pay After 17 Yr. 10% of base pay After 19 Yr. 11% of base pay

Source: Survey Responses; Certified Tentative Agreement

ADDENDUM "D"

EXHIBIT NO. 20

CITY OF MADISON
PUBLIC LIBRARY

DISTRIBUTION OF AFSCME LOCAL 60
PROFESSIONAL LIBRARIANS BY
YEARS OF SERVICE AND LONGEVITY

<u>Years of Service</u>	<u>Longevity Increase</u>	<u>Number of Employees</u>
0 - 4	0%	1
5 - 9	3%	4
10 - 13	6%	4
14 - 15	8%	4
16 - 17	9%	2
18 - 19	10%	3
20 - +	11%	<u>1</u>
		19*

NOTE: 73.7% of the Professional Librarians have at least 10 years of service.
31.6% of the Professional Librarians have at least 16 years of service.

* 19 employees, or 16.5 Full-time Equivalent Positions

Source: Payroll Report No. 91, dated 5/31/84

1984 COMPARATIVE SALARY SURVEY
FOR LIBRARIAN I
(BASE WAGE AND LONGEVITY)

<u>CITY</u>	<u>MINIMUM ANNUAL BASE WAGE</u>	<u>MAXIMUM ANNUAL BASE WAGE</u>	<u>YEARS TO MAXIMUM Merit</u>	<u>AFTER 5 YEARS</u>	<u>AFTER 10 YEARS</u>	<u>AFTER 15 YEARS</u>	<u>AFTER 20 YEARS</u>	<u>AFTER 25 YEARS</u>
Appleton	\$18,720	\$26,208	Merit	--	--	--	--	--
Eau Claire	20,976	26,697	Merit	--	--	--	--	--
Fond du Lac	17,874	20,488	1.5	20,488	20,488	20,488	20,488	20,488
Green Bay	16,692	19,130	1.0	19,130	19,250	19,370	19,490	19,490
Janesville	17,788	20,990	Merit	--	--	--	--	--
Kenosha	22,361	24,074	4.0	24,134	24,194	24,254	24,314	24,314
LaCrosse	13,832	15,101	10.0	--	15,101	15,101	15,101	15,101
Milwaukee	19,758	23,030	5.0	23,030	23,030	23,030	23,030	23,030
Oshkosh	16,728	20,328	4.0	20,328	20,328	20,328	20,328	20,328
Racine	20,010	24,066	5.0	24,547	24,908	25,269	25,269	25,269
Sheboygan	18,221	24,190	15.0	--	--	24,190	24,190	24,190
Waukesha	N/A	N/A	--	--	--	--	--	--
Wauwatosa	18,206	20,225	2.0	20,225	20,225	20,225	20,225	20,225
West Allis	21,008	23,357	3.0	23,407	23,457	23,507	23,557	23,607
State of Wisconsin	17,004	22,344	No Set Progression	--	--	--	--	--
MADISON	20,466	23,602	3.5	24,310	25,018	25,726	26,198	26,198

Source: Survey Responses
N/A = Not Available

APPENDIX "F"

List 1-2

1984 COMPARATIVE SALARY SURVEY
FOR LIBRARIAN II
(BASE WAGE AND LONGEVITY)

<u>CITY</u>	<u>MINIMUM ANNUAL BASE WAGE</u>	<u>MAXIMUM ANNUAL BASE WAGE</u>	<u>YEARS TO MAXIMUM</u>	<u>AFTER 5 YEARS</u>	<u>AFTER 10 YEARS</u>	<u>AFTER 15 YEARS</u>	<u>AFTER 20 YEARS</u>	<u>AFTER 25 YEARS</u>
Appleton	\$22,360	\$31,304	Merit	--	--	--	--	--
Eau Claire	22,731	28,932	Merit	--	--	--	--	--
Fond du Lac	21,533	24,575	1.5	24,575	24,575	24,575	24,575	24,575
Green Bay	19,032	21,431	1.0	21,431	21,551	21,671	21,791	21,791
Janesville	18,322	21,620	Merit	--	--	--	--	--
Kenosha	24,988	26,754	4.0	26,814	26,874	26,934	26,994	26,994
LaCrosse	16,037	18,720	10.0	--	18,720	18,720	18,720	18,720
Milwaukee	22,510	25,780	5.0	25,780	25,780	25,780	25,780	25,780
Oshkosh	18,936	21,960	4.0	21,960	21,960	21,960	21,960	21,960
Racine	N/A	N/A	--	--	--	--	--	--
Sheboygan	19,635	26,229	15.0	--	--	26,229	26,229	26,229
Waukesha	N/A	N/A	--	--	--	--	--	--
Wauwatosa	N/A	N/A	--	--	--	--	--	--
West Allis	23,212	25,792	3.0	25,842	25,892	25,942	25,992	26,042
State of Wisconsin	19,572	25,848	No Set Progression	--	--	--	--	--
MADISON	21,759	25,620	3.5	26,389	27,157	27,926	28,438	28,438

Source: Survey Responses
N/A = Not Available

APPENDIX "E"

1/1/85

ADDENDUM "G"

EXHIBIT NO. 23

COMPARATIVE SURVEY OF CONVERSION
OF ACCUMULATED SICK LEAVE UPON RETIREMENT
AND ANNUAL CASH CONVERSION OF EXCESS UNUSED SICK LEAVE

<u>COMMUNITY/LIBRARY</u>	<u>CONVERSION OF ACCUMULATED SICK LEAVE UPON RETIREMENT</u>	<u>ANNUAL CASH CONVERSION OF EXCESS UNUSED SICK LEAVE</u>
Appleton (Appleton Public Library)	Pay for half of accumulated sick leave up to maximum of 60 days	None
Eau Claire (L.E. Phillips Memorial Public Library)	None	None
Fond du Lac (Fond du Lac City-County Library Services)	None	None
Green Bay (Brown County Public Library)	Half of accumulated sick leave up to maximum of 45 days*	None
Janesville (Janesville Public Library)	None	None
Kenosha (Kenosha Public Library)	Pay for half of accumulated sick leave up to maximum of 60 days	None
LaCrosse (LaCrosse Public Library)	Pay for 30% of accumulated sick leave up to maximum of 36 days	None
Milwaukee (Milwaukee Public Library)	Pay for accumulated sick leave up to maximum of 30 eight-hour work shifts	None
Oshkosh (Oshkosh Public Library)	Pay for half of accumulated sick leave up to maximum of 66 days	None
Racine (Racine Public Library)	Pay for 45% of accumulated sick leave up to maximum of 54 days	None
Sheboygan (Mead Public Library)	Pay for balance of unused accumulated sick leave up to maximum of 48 days	None
Waukesha (Waukesha Public Library)	Up to maximum of 120 days of accumulated sick leave may be converted for payment of health insurance premiums only	None
Wauwatosa (Wauwatosa Public Library)	None	None
West Allis (West Allis Public Library)	None	None
State of Wisconsin	Unused accumulated sick leave may be converted at current value and used to offset the cost of health insurance premiums	None
MADISON (MADISON PUBLIC LIBRARY)	Three-fourths of accumulated sick leave up to maximum of 112.5 days*	75% of sick leave accrued in excess of 150 days (maximum payment-9.75 days)

* = Payment in cash upon retirement, or set up in escrow account to provide for health insurance payments

Source: Survey Responses; Certified Tentative Agreements