



City of Madison

City of Madison
Madison, WI 53703
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Meeting Minutes - Approved EQUAL OPPORTUNITIES COMMISSION EMPLOYMENT SUBCOMMITTEE

Thursday, October 8, 2015

12:00 PM

UW Hospital & Clinics
301 S. Westfield Rd., 3rd Fl. Conference Rm.
Madison, WI 53717

CALL TO ORDER / ROLL CALL

Meeting called to order at 12:10 p.m. with Jenny Wohlfert, Chair presiding.

Non-voting members present: Bonita Platta, Ellen Molitor, Will Strycker, Sean Saiz and Anika Stockheimer

Non-voting members excused: Mary Coddington and Rochelle Wanner

Staff: Lucía Nuñez, Annie Weatherby-Flowers, Lara Mainella (City Attorney's Office)

Present: 7 - Laura J. Zweber; Danielle A. Dieringer; Margaret Leitinger; Cynthia A. Schmelzer; Vernon E. Blackwell; Jenny Wohlfert and Michele Thoren

Excused: 3 - Kathy Hansen; Georgia Pride Euler and David Witkowski

APPROVAL OF MINUTES

September 10, 2015: <http://madison.legistar.com/Calendar.aspx>

A motion was made by Schmelzer, seconded by Blackwell, to Approve the Minutes with one correction - under section 38877 "rationale behind exceptions related to Ban the Box." The motion passed by voice vote/other.

PUBLIC COMMENT

No public comments.

DISCLOSURES AND RECUSALS

No disclosures or recusals.

HOST OVERVIEW

Ellen Molitor gave an overview of UW Medical Foundation and UW Hospitals and Clinics, Unity Health Insurance have integrated into one entity, UW Health in July. Molitor gave an update on the New American Center – full hospital and clinics that features specialty clinics and new innovative treatment approaches.

REPORTS

1. Chair Report

Wohlfert's report centered around instructing members to arrive before noon, so that the meeting can start and end on time, indicating that the Subcommittee has lots of tasks to complete, such as the 2015/16 goals.

2. Equal Opportunities Commission Report

Sean Saiz, Commission reported that the Commission did not meet due to lack of quorum.

3. DCR Staff Report

Nunez reported that there were no increases in DCR's budget for the AASPIRE and Interpreting/Language Services. Mayor has proposed some amendments to Capital Budget and the Operating Budget will go before BOE in October and then the Council in October/November.

DISCUSSION / ACTION ITEMS

4. [38877](#)

Creating Section 39.08 and Section 33.07(7)(k)14. of the Madison General Ordinances to create a policy requiring certain city contractors to "Ban the Box" by eliminating questions about criminal and arrest record in their hiring practices, when contracting with the City, creating Sec. 33.07(7)(k)14. to make Ban the Box a prequalification requirement, and amending Sec. 39.07(3)(c)10. to exempt credit rating agencies from the Equal Benefits ordinance.

The Subcommittee discussed the expansion Section 39.08 and Section 33.07(7)(k)14, of the Madison General Ordinances to create a policy requiring certain city contractors to "Ban the Box" by eliminating questions about criminal and arrest record in their hiring practices, when contracting with the City, creating Sec. 33.07(7)(k)14; to make Ban the Box a prequalification requirement, and amending Sec. 39.07(3)(c)10; to exempt credit rating agencies from the Equal Benefits Ordinance.

Lara Mainella from the City Attorney Office was in attendance to provide the Subcommittee with the following information pertaining to the Ordinance such as the rationale, exemptions, and substantial relationships. Mainella provided information regarding the scope and intent of the Ordinance, how it will be implemented, monitored and enforced.

Mainella also explained discussed geographical jurisdiction issues, exceptions, emergency provision, and its vulnerable populations' component. Mainella replied to questions and input from the Subcommittee, such as, the potential for impacting a number of protected classes, its contrast to existing city ordinance from a legal standpoint/standard, and ethical review of Section 12, safeguard for positions not covered and instituting best practices.

Wohlfert called for the Subcommittee's recommendation regarding the

adoption of the Ordinance. Blackwell moved to recommend that the EOC Commission assess any risk having the Mayor as the sole decision maker.

5. [40224](#) Formalization of 2015-2016 Subcommittee Goals

A motion was made by Wohlfert, seconded by Schmelzer, to Table Finalization of the 2015/2016 Goals until next meeting. The motion passed by voice vote/other.

FUTURE TOPICS FROM THE FLOOR

New Members Orientation in December.

ANNOUNCEMENTS

- Wohlfert asked members to review the goals and mission updates prior to the next meeting.
- Leitinger made a request for two volunteers for Lapham School.

ADJOURNMENT

A motion was made by Wohlfert, seconded by Schmelzer, to Adjourn at 1:30 p.m. The motion passed by voice vote/other.