



City of Madison

City of Madison
Madison, WI 53703
www.cityofmadison.com

Meeting Minutes COMMITTEE ON EMPLOYEE RELATIONS

*Consider: Who benefits? Who is burdened?
Who does not have a voice at the table?
How can policymakers mitigate unintended consequences?*

Wednesday, July 28, 2021

5:00 PM

Virtual

CALL TO ORDER / ROLL CALL

The meeting was called to order by Ordaz.

Others present:

- Erin Hillson
- Greg Leifer
- David Schmiedicke
- Patricia Lauten

Present: 9 - Keith Furman; Jael Currie; Rob Phillips; Connie Thompson; Heather Stouder; Gretchen R. Lowe; Bethany E. Ordaz; Ellen M. La Luzerne and Harper Donahue

APPROVAL OF MINUTES

Motion was made by H. Stouder seconded by C. Thompson to approve the Minutes of the October 8, 2020 and October 22, 2020 meetings. The motion passed by voice vote.

PUBLIC COMMENT

1. Public Comment (7/28/21 Committee on Employee Relations Meeting)

There were 24 registrants in support.

DISCLOSURES AND RECUSALS

G. Lowe's daughter works for the City of Madison. C. Thompson's significant other is a Local 6000 employee.

NEW BUSINESS

2. A resolution to provide a plan for wage increase parity to general municipal employees.

Phillips moves the plan to provide wage equity resolution, Furman seconds. Discussion. La Luzerne, moves amendment to strike "WHEREAS, the City's operating budget will continue to be very constrained by limitations from the state level, and furloughs and/or layoffs are a possibility in future years;" and

“NOW, THEREFORE, BE IT FINALLY RESOLVED, that these wage increases will be contingent upon the absence of a need for layoffs or furloughs during these years,” and adding the language, “BE IT FINALLY RESOLVED if any other employee group is granted an increase in excess of that described in the above pay equity pattern (defined as the total wage increase across groups from 2021 through the last pay period of 2024), the employee groups listed above will be granted an identical wage increase.” Discussion. Roll call vote. Motion fails.

Phillips moves to strike “NOW, THEREFORE, BE IT FINALLY RESOLVED, that these wage increases will be contingent upon the absence of a need for layoffs or furloughs during these years,” Stouder seconds. Discussion. Roll call vote. Motion passes.

Motion by La Luzerne to substitute the resolution’s wage increase schedule with the Coalition’s attached wage increase schedule including Jan. 2022 – 1%, July 2022 – 2%, Jan. 2023 – 1%, July 2023, 2%. Discussion. Roll call vote. Motion fails.

Roll call vote on motion as amended. Motion passes.

ADJOURNMENT

A motion was made by Phillips, seconded by Furman, to Adjourn. The motion passed by voice vote/other.