



City of Madison
Meeting Minutes - Final
AFFIRMATIVE ACTION COMMISSION

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

Tuesday, October 11, 2005

5:00 PM

215 Martin Luther King, Jr. Blvd.
Room LL-120 (Madison Municipal Building)

1 CALL TO ORDER

Meeting called to order at 5:02 p.m.

2 ROLL CALL

Staff Present: Enis T. Ragland, Mayoral Assistant, Robin Bloom, Secretary,
Christie Hill, Affirmative Action Specialist
Staff Excused - Norman Davis, Interim Director

Present: Malika S. Monger, Mary M. Lin, Angela R. Russell, Joseph R. Clausius, Linda
Hoskins, Lendell S. Alston, Victoria S. Selkove, Bhavani "Shree" Sridharan and
Tracey A. Caradine

Absent: Jennifer L. Drew

Excused: Ald. Brian Benford

3 PUBLIC COMMENT

None

4 APPROVAL OF MINUTES

**A motion was made by Selkove, seconded by Monger, to Approve the Minutes.
The motion passed by acclamation.**

5 Director's Report - Christie Hill

*Salary Savings Directed to M. Jackson - Commissioners questioned why M. Jackson was working in Planning & Development Department on the Neighborhood Conference on AAD money. C. Hill told Commissioners AASPIRE interns were usually paid out of the AA budget, but this year different departments funded or partially funded their AASPIRE intern. E. Ragland also told the Commissioners there were salary savings in the AAD due to workers compensation payments, absence without pay of AAD staff time, and leave savings, and these savings were used to extend his funding. V. Selkove & other Commissioners still questioned why this money was going to M. Jackson's salary especially since he was not working in the AAD or on AAD or DCR related projects. E. Ragland said that if the Commissioners wanted the funds to be spent in another way they need to specify and request that by expressing their wishes to the AAD Director. He asked the Commissioners if there was anything the Commissioners wanted the money used for. The Commissioner did not have any specific suggestions. L. Hoskins stated she was glad M. Jackson was working on the Neighborhood Conference in the Planning and Development Department even though he was there on AAD money, because he is reaching out to grass root people and gathering feedback, which she feels is very important. C. Hill told the Commissioners that it is hoped that AASPIRE interns will eventually join the City's work force. S. Sridharan expressed concern about the precedent it sets to have staff being used in another department and being paid out of the AAD budget. This item will be put on future agenda for more discussion.

*Budget Item Implementation - E. Ragland explained that all City departments were required to submit a budget to the Mayor that was 3% less than 2005. AAD put up an unnamed staff person to be cut, since all line items were already cut to the bare bones during past years budgets. Increases for office rent, insurance and workers compensation cost increases were an element of the 2006 budget that the AAD had to work around. Approximately approximately \$80,000 in cuts were made by the department. It was thought Engineering would not be paying \$35,000 for Prevailing Wages, but the Mayor reinstated that item to the AAD budget. The Administrative Clerk 1 position was eliminated and changed to a Clerk Typist 2 position since co-location with DCR and the new Internet protocol phone system means only one receptionist would be needed by the combined departments. AAD still needs support staff and the Clerk Typist 2 position will fill that need. V. Selkove's questions about amounts in the Executive Budget were answered by E. Ragland. He said there is no concerns that client services would be affected, and the Budget worked out pretty well for the AAD, which showed the Mayor's strong commitment to the department and the DCR.

*Affirmative Action/Civil Rights Compliance Information Survey - C. Hill said there was still time to get information to her. J. Clausius commended the dept. on the report.

*C. Hill reminded Commissioners their 2006 meeting schedule was in their packets.

6 Common Council Update - B. Benford

None

7 Amending Section 3.60(2) of the Madison General Ordinances to permit that the Reverend Doctor Martin Luther King, Jr. Humanitarian Award may be presented to non-City of Madison residents.

A motion was made by Monger, seconded by Russell, to Return to Lead with the Recommendation for Approval to the EQUAL OPPORTUNITIES COMMISSION. The motion passed by acclamation.

8 Amending Section 3.58(3)(a) of the Madison General Ordinances to modify the composition of the Affirmative Action Commission.

A motion was made by Sridharan, seconded by Hoskins, to Return to Lead with the Recommendation for Denial to the COMMON COUNCIL ORGANIZATIONAL COMMITTEE Vote by Commission was "no" due to the process the Mayor used. Commission supported the proposal but could not approve it because they were concerned that the action was taken by the Mayor's office before the fact. The motion failed by the following vote:

Absent: Drew

Excused: Benford

Aye: Monger, Russell, Clausius and Selkowe

No: Lin, Hoskins, Alston, Sridharan and Caradine

9 Department of Civil Rights

***E. Ragland informed the AAC that the application period for the DCR Director was extended to October 21st so there would be a larger applicant pool. More applications have been coming in. The extended deadline means the Director position will probably not be filled until later in 2006 than originally expected. E. Ragland is looking for people to rank/grade the Achievement History questionnaires comparing them to established benchmarks. J. Clausius & V. Selkowe volunteered to perform this service. Commissioners can contact E. Ragland if they decide to perform this service.**

***Commissioners asked E. Ragland about the two DCR Committees. One is charged with ensuring that the community has input on how the department comes together and the other is a staff committee which handles the "nitty gritty" of the setup.**

10 Election of New Vice Chair of Committee

Vicky Selkowe & Malika Monger accepted nominations for the Vice Chair position. Malika Monger was voted Vice Chair by the Commission.

11 Commission Goals for the Year

***C. Hill distributed materials that N. Davis provided. Commissioners will review and this item will be put on the next agenda.**

Three Commissioners left, but quorum was still kept.

Present: Angela R. Russell, Joseph R. Clausius, Lendell S. Alston, Victoria S. Selkove, Bhavani "Shree" Sridharan and Tracey A. Caradine

Absent: Jennifer L. Drew

Excused: Ald. Brian Benford, Malika S. Monger, Mary M. Lin and Linda Hoskins

12 New Business Items

***Combined Retreat - C. Hill told Commissioners the Affirmative Action Department and the Equal Opportunities Commission Department would like to meet before there is a combined retreat with the CPD, EOC, AAC & staff from both departments. Commissioners thought this was a good idea. This will become a future agenda item.**

13 ADJOURNMENT

A motion was made by Russell, seconded by Caradine, to Adjourn at 5:55 p.m. The motion passed by acclamation.