



# City of Madison

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

## Master

**File Number: 06423**

**File Number:** 06423

**File Type:** Resolution

**Status:** Report of Officer

**Version:** 3

**Reference:**

**Controlling Body:** AFFIRMATIVE  
ACTION  
COMMISSION

**Requester:** AFFIRMATIVE  
ACTION  
COMMISSION

**Cost:**

**Introduced:** 05/09/2007

**File Name:** Request for study on and recommendations to improve gender balance in top City of Madison management positions and subsequent salaries.

**Final Action:**

**Title:** SUBSTITUTE - Request for study on and recommendations to improve the balance of gender/women, racial/ethnic minorities and people with disabilities balance in top City of Madison management positions and subsequent salaries.

**Notes:**

**Code Sections:**

**Agenda Date:** 06/19/2007

**Indexes:**

**Agenda Number:** 18.

**Sponsors:** Brenda K. Konkell, Lauren Cnare, Satya V. Rhodes Conway, Marsha A. Rummel, Robbie Webber, Larry Palm, Tim Gruber, Brian L. Solomon, Michael E. Verveer, Joseph R. Clausius, Julia S. Kerr and Eli Judge

**Enactment Date:**

**Attachments:** 06423.pdf

**Enactment Number:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Council Office	05/09/2007	Fiscal Note Required / Approval	Comptroller's Office/Approval Group		06/19/2007	
1	Comptroller's Office/Approval Group <i>Notes: Bohrod</i>	05/09/2007	Fiscal Note Pending	Council Office		05/09/2007	
1	Council Office <i>Notes: Affirmative Action Commission, Comptroller (for fiscal note)</i>	05/09/2007	Refer for Introduction				
1	COMMON COUNCIL	05/15/2007	Refer	AFFIRMATIVE ACTION COMMISSION		06/12/2007	
1	AFFIRMATIVE ACTION COMMISSION <i>Notes: Use after CC intro approval action &amp; send to AAC.</i>	05/16/2007	Fiscal Note Required / Approval	Comptroller's Office/Approval Group		06/19/2007	

1	Comptroller's Office/Approval Group	06/12/2007	Fiscal Note Pending	AFFIRMATIVE ACTION COMMISSION	06/12/2007
	<b>Notes:</b> Bohrod				
1	AFFIRMATIVE ACTION COMMISSION	06/12/2007	RECOMMEND TO COUNCIL WITH THE FOLLOWING RECOMMENDATIONS - REPORT OF OFFICER		Pass
	<b>Notes:</b> An amendment to include data on racial/ethnic groups and people with disabilities in the study, recommendations and annual report. In addition, the Commission wanted the Mayor's Office included on the study on commissions, committees and boards.				
2	Council Office	06/19/2007	Fiscal Note Required / Approval	Comptroller's Office/Approval Group	06/19/2007
2	Comptroller's Office/Approval Group	06/19/2007	Approved Fiscal Note By The Comptroller's Office (SUBSTITUTES)	Council Office	06/19/2007
	<b>Notes:</b> Bohrod				

**Text of Legislative File 06423**

**..Fiscal Note**

The Department of Civil Rights has estimated that costs for the study might require up to \$500 for staff overtime expense. These costs can be absorbed within the DCR 2007 Adopted Operating budget.

**..Title**

SUBSTITUTE - Request for study on and recommendations to improve the balance of gender, women, racial/ethnic minorities and people with disabilities balance in top City of Madison management positions and subsequent salaries.

**..Body**

WHEREAS, there has been a significant decrease in the number of women, racial/ethnic minorities and people with disabilities employed in top management positions for the City of Madison over the past four (4) years; and

WHEREAS, the top salaries in the City of Madison are primarily paid to men; and

WHEREAS, nationally, women, racial/ethnic minorities and people with disabilities are consistently paid less than men; and

WHEREAS, the Common Council approves these appointments and is interested in seeing the balance among gender, racial/ethnic and people with disabilities balance improve and has an interest in ensuring representatives from these groups that women are paid in an equitable manner;

NOW, THEREFORE, BE IT RESOLVED that the Common Council requests a report on the salaries of the few women, racial/ethnic minorities and people with disabilities in top management positions and the top salaries paid in the City of Madison.

BE IT FURTHER RESOLVED that the Common Council requests the Affirmative Action Commission and staff to make recommendations regarding the methodologies to ensure that women, racial/ethnic minorities and people with disabilities in top management positions are paid in a equitable manner and that women, racial/ethnic minorities and people with disabilities are recruited into the top paid positions in the City of Madison.

BE IT FINALLY RESOLVED that the Common Council requests an annual report on the balance of gender, racial/ethnic minorities and people with disabilities balance and salaries for top management and paid positions in the City of Madison.



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