



# City of Madison

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

## Meeting Minutes - Approved AFFIRMATIVE ACTION COMMISSION

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Tuesday, June 9, 2015

5:00 PM

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

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### 1. CALL TO ORDER / ROLL CALL

**Staff:** Lucía Nuñez, Norman Davis

**Present:** 6 - Sara Eskrich; Linda J. Ketcham; Ryan J. Moze; Tobin W. McGilligan; Emily E. Kuhn and Margaret M. McInnis

**Absent:** 5 - Theola V. Carter; Steven L. Rush; Dianne Mosley; Laura Sorensen and Angela Y. Fitzgerald

### 2. APPROVAL OF MINUTES

A motion was made by Moze, seconded by McGilligan to approve the minutes. The motion passed by voice vote/other; Ketcham abstained due to being absent at the April meeting.

### 3. PUBLIC COMMENT

None.

### 4. DISCLOSURES AND RECUSALS

None.

### DISCUSSION/POTENTIAL ACTION ITEMS

5. [38010](#) Proposal for Letter Regarding Prevailing Wage Bill

Attachments: [Prevailing Wage Laws](#)  
[2015 Assembly Bill 32](#)  
[2015 Senate Bill 49](#)

Davis explained the type of contracts that are required to use prevailing wage and that in addition to reviewing payroll, the Department of Civil Rights conducts onsite reviews to make sure employees are making prevailing wage. He explained there is currently a bill at the State that would eliminate prevailing wage. There was a discussion on the benefits of prevailing wage, including: providing a level playing field because a flat wage is required, helps with wage disparities. Ketcham would like to draft letter, Ald. Eskrich volunteered to sponsor a resolution at Common Council if time would permit. Nuñez said the department can draft and email letter to the Commission for review and input. McGilligan asked it be noted in letter that removing prevailing wage would perpetuate disparities. McInnis made a motion to write an op ed from the Commission to Madison newspapers and the Milwaukee Journal Sentinel, the motion was seconded by Ketcham. Motion passed by voice vote/other.

#### DISCUSSION ITEMS

6. [38009](#) 2015 Public Works Contracting Disparity Study Discussion

Attachments: [Public Works Contracting Disparity Study](#)

Davis gave an overview of the disparity study and the background of how the study was performed. He explained the final report has been delivered and posted to website. There was a discussion about the City of Madison showing the lowest numbers of availability seen by the consultant; there are more minorities in other industries and less in construction which is the opposite of most cities. The report shows the lack of a level playing field, but with such low numbers it is very hard to find a disparity. Davis reviewed the twenty-eight recommendations provided in the study as next steps and potential actionable items for the City to consider. There was a discussion about next steps, including: to ask Keen about realistic numbers of availability for the City to aim for, to work to develop potential businesses and existing S/W/MBE. Alder. Eskrich mentioned partnering with other agencies that are already doing the same thing to work more effectively.

**REPORTS**

7. [33325](#) Report from the Common Council

Alder Eskrich asked for the Commissioners to give a heads up if there are items at the Common Council that the Commission would like to have referred for discussion.

8. [33326](#) Report from the Director of the Department of Civil Rights

Nuñez reported on the upcoming budget and how the DCR budget breaks down, Ban the Box legislation coming to the Commission, and the passing of homelessness as a protected class.

9. [33327](#) Report from the Affirmative Action Division Manager

Davis reported that the Department has been working with IT to develop an online affirmative action plan submission process which will be ready for the next Public Works prequalification process. He also reported on the AASPIRE internship and the public relations project she is developing. Some of the projects on the horizon are: Judge Doyle Square, Royster Clark, Rethke development, and Truax development.

10. **FUTURE TOPICS FROM THE FLOOR**

Ketcham inquired about the ability to discuss Tony Robinson and the use of force policy. Nuñez will check with the City Attorney to make sure this is allowed.

11. **ANNOUNCEMENTS**

None.

12. **ADJOURNMENT**

A motion to adjourn was made by McGilligan, seconded by Ketcham. The motion passed by voice vote/other.