



# City of Madison

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

## Meeting Minutes - Draft AFFIRMATIVE ACTION COMMISSION

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Tuesday, July 14, 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

Laura Sorensen presiding.

Staff: Norman Davis, Kate McCarthy, Gloria Reyes

Presenters: Chief Mike Koval, David Jugovich

**Present:** 8 - Sara Eskrich; Linda J. Ketcham; Ryan J. Moze; Steven L. Rush; Tobin W. McGilligan; Laura Sorensen; Emily E. Kuhn and Margaret M. McInnis

**Absent:** 3 - Theola V. Carter; Dianne Mosley and Angela Y. Fitzgerald

### 2. APPROVAL OF MINUTES

A motion to approve the minutes was made by Rush, seconded by Kuhn. The motion passed with seven aye's; Ketcham abstained due to absence at June meeting.

**Absent:** 3 - Theola V. Carter; Dianne Mosley and Angela Y. Fitzgerald

**Ayes:** 7 - Sara Eskrich; Ryan J. Moze; Steven L. Rush; Tobin W. McGilligan; Laura Sorensen; Emily E. Kuhn and Margaret M. McInnis

**Abstentions:** 1 - Linda J. Ketcham

### 3. PUBLIC COMMENT

None.

### 4. DISCLOSURES AND RECUSALS

None.

### PRESENTATIONS

5. [39281](#) Presentation from Police Chief Koval

Chief Koval presented on many topics, including: how the Police department is looking for means and mechanisms to get the MPD story to the public given the national literature, outreach for police officer recruitment, sensitivity trainings for officers, and collaborating with other law enforcement agencies. He requested the Commission send any suggestions or ideas on these topics to him. Chief Koval reported on the representation of the Police department, and that the new officers coming in September will increase their female and racial/ethnic employee numbers. He reviewed what the average recruit for MPD looks like, and that MPD is constantly being studied by other municipalities for reasons such as: recruits who identified as gay or lesbian would only apply to Madison's police force. Chief Koval also reported on what sort of outreach the department does for police officer recruiting. Chief Koval encouraged the Commissioners to attend the civilian police academy. He reported the use of programs such as: Amigos en Azul, Black Youth Academy, Latino Youth Academy to create interest in becoming a police officer in youth. Koval reviewed some of the community groups the Madison Police Department works with regularly including: United Way, UW Police, Dane County Sherriff's, Centro Hispano, NAACP, MMSD, and 100 Black Men. Meeting with these groups has helped the department form better relationships with the community.

#### REFERRALS FROM COMMON COUNCIL

6. [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.

**Attachments:** [Ban the Box adopted Resolution](#)  
[Vulnerable Populations Resolution](#)

Davis informed the Commission about the Ban the Box policy, who worked on the resolution and the structure of the policy. A motion was made by Ketcham to recommend to Council to adopt the policy, seconded by Eskrich. Rush asked Davis what the role of the Commission would be in the process. Davis explained the options of recommending to adopt or not, adding notes, etc. The motion passed by voice vote/other.

#### NEW BUSINESS

7. [39282](#) Election of 2015-2016 Officers

McInnis nominated Ketcham as Chair, seconded by Sorensen. Ketcham accepted nomination. Ketcham was elected Chair. Sorensen nominated McInnis as Vice Chair, seconded by Rush. Kuhn nominated Rush, seconded by Ald. Eskrich. McInnis and Rush both accepted the nominations. By a vote, McInnis was elected Vice Chair.

**REPORTS**

8. [33325](#) Report from the Common Council

Ald. Eskrich informed the Commission of the budget conversations that have been going on and how it is a priority of the Council to be more strategic about what the budget priorities are. The Board of Estimates reviewed the Capital budget and identified the core functions of the City for what needs to be done over the next few years. Ald. Eskrich also mentioned the Judge Doyle Square negotiations and the proposal for Exact Sciences. Ald. Eskrich informed the Commission that affirmative action requirements are a priority of the Council. McGilligan asked what the repeal of prevailing wage meant for Judge Doyle Square. Davis informed the Commission he is waiting to hear from the City Attorney on what the repeal means on the municipal level, but that any project with federal dollars will have Davis Bacon requirements. Ald. Eskrich departed at 6:41p.m.

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

Davis informed the Commission that the budget is due on August 3rd, and what the proposed cuts for the department are. He also reviewed some of the projects initiated as part of the disparity study recommendations. The Department held an event where they invited community based organizations and contractors to listen to a webinar on increasing female representation in pre apprenticeship programs. Some other projects Davis reviewed were: the Union Corners project, the start of the annual \$25,000 default list. He also informed the Commission of the vacancy for the Affirmative Action Specialist, as Melissa Gombar moved to Human Resources.

10. **FUTURE TOPICS FROM THE FLOOR**

There was a request to invite JDS developer and George Austin to present on their affirmative action utilization and plan.

11. **ANNOUNCEMENTS**

None.

12. **ADJOURNMENT**

A motion to adjourn was made by Moze, seconded by Kuhn. The meeting adjourned at 7:01p.m.