



City of Madison

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

Meeting Minutes - Approved 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?*

Thursday, October 22, 2020

5:00 PM

Virtual

CALL TO ORDER / ROLL CALL

Present: 8 - Keith Furman; Michael E. Verveer; Rob Phillips; Connie Thompson; Heather Stouder; Bethany E. Ordaz; Ellen M. La Luzerne and Harper Donahue
Absent: 1 - Gretchen R. Lowe

PUBLIC COMMENT

1. [62653](#) Public Comment (10/22/20 Committee on Employee Relations Meeting)
All registrants will speak at time of agenda item.

DISCLOSURES AND RECUSALS

Connie - Partner is Local 6000 member.

NEW BUSINESS

2. [62649](#) Adopting and confirming modifications to the Employee Benefits Handbooks for the General Municipal Employees, the Madison City Attorneys' Association (MCAA) and the Madison Professional and Supervisory Employee Association (MPSEA) for the period January 1, 2021 through December 31, 2021, and forwarding the CER's recommendations for achieving wage equity for all General Municipal Employee groups.

Motion to amend resolution by La Luzerne with the 'Whereas' and 'Be it finally resolved' clauses listed below. Seconded by Ordaz.

WHEREAS, the City is committed to providing equitable wage increases to employees at all levels of the organization, as most recently expressed in resolutions RES-15-00778 (File No. 39320, establishing a multi-year wage package for general municipal employees) and RES-19-00720 (File No. 57531, granting a retroactive pay increase to a compensation group in the name of wage equity); and

BE IT FINALLY RESOLVED that the CER recommends to the Common Council, and the Common Council hereby adopts, the wage package described above, or an alternate path to achieve wage equity by 2024.

Point of Order clarification. Motion withdrawn by LaLuzerne; no objections.

Reintroduced motion for resolution by LaLuzerne, seconded by Phillips.

New motion by LaLuzerne to amend the resolution with 'Whereas' clause.

Seconded by Furman

Amendment 1 passes with no objections.

Motion to amend resolution by LaLuzerne with 'Be it finally resolved' clause,
seconded by Ordaz.

Beth. Amendment 2 passes with no objections.

Friendly motion to amend language and strike the CER recommends to the
Common Council, and; motion accepted by Ellen.

Motion to add Amendments

Roll Call Vote

Rob – No

Keith – No

Ellen – Yes

Connie – Yes

Mike – Yes

Beth – Yes

Heather – Yes

Motion Passes.

Motion to recommend Main Resolution as Amended

Roll Call Vote

Rob – Yes

Keith – No

Ellen – Yes

Connie – Yes

Mike – Yes

Beth – Yes

Heather – Yes

Main Resolution as Amended Passes.

Absent: 1 - Gretchen R. Lowe

Ayes: 6 - Michael E. Verveer; Rob Phillips; Connie Thompson; Heather Stouder;
Bethany E. Ordaz and Ellen M. La Luzerne

Noes: 1 - Keith Furman

Non Voting: 1 - Harper Donahue

ADJOURNMENT

This was Adjourn