

BOARD OF HEALTH FOR MADISON AND DANE COUNTY  
RESOLUTION NO. 19, 2007

ADOPTING EQUAL OPPORTUNITY FOR EMPLOYMENT, NONDISCRIMINATION  
POLICIES AND A LIVING WAGE REQUIREMENT

Article XIII, Sections D & E of the Intergovernmental Agreement Between The City of Madison and Dane County for Creation of a City-County Health Department (IGA) states that the Department of Health for Madison and Dane County (Department) shall determine to follow the affirmative action plan and civil rights compliance plan of either the County or the City. Subsection E further states that nondiscrimination and equal opportunity provisions shall apply to recipients of services in all areas relating to meaningful access to the delivery of programs and services. Article XIII, Section I of the IGA further states that the Department will follow the provisions of the living wage ordinance of either the City or the County, whichever provides for the higher living wage.

The city and the county have similar affirmative action and civil rights compliance plans, policies and ordinances. The county's ordinance regarding equal opportunity/nondiscrimination in the provision of services applies to both department staff and contractors, and better serves the IGA mandate to extend nondiscrimination and equal opportunities to all recipients of services. For purposes of uniformity, the Board of Health for Madison and Dane County has determined that the department shall follow the affirmative action plan and the equal opportunity/nondiscrimination in employment practices and provision of services plans of the county and implementing policies and ordinances. This includes the county's affirmative action, equal opportunity and nondiscrimination policies and ordinances regarding contracting.

The county's living wage ordinance is set at 100% of poverty level for a family of four. The city's living wage ordinance is set at 105% of the poverty level for a family of four. The department is required to apply the city's living wage ordinance since it provides for a higher living wage.

**NOW THEREFORE BE IT RESOLVED** that the Board of Health for Madison and Dane County hereby adopts Dane County's affirmative action plan, equal opportunity/nondiscrimination in employment practices plan and equal opportunity/nondiscrimination in provision of services plan, and implementing policies and ordinances.

**BE IT FURTHER RESOLVED** that the department shall follow the provisions of the city's living wage ordinance.

Public Health--Madison and Dane County

Comparison of Contracting Policies

	Dane County	City of Madison
Protected Classes (differences noted in bold type)	age, race, <b>ethnicity</b> , religion, color, gender, disability, marital status, sexual orientation, national origin, <b>cultural differences</b> , ancestry, physical appearance, arrest record or conviction record, <b>military participation</b>	race, religion, marital status, age, color, sex, disability, national origin or ancestry, <b>income level</b> or <b>source of income</b> , arrest record or conviction record, <b>less than honorable discharge</b> , physical appearance, sexual orientation, <b>political beliefs</b> , <b>student status</b>
Equal Opportunity/Non Discrimination in Employment Practices	Department and Contractors may not discriminate in employment based upon the County's protected classes	Department and Contractors may not discriminate in employment based upon the City's protected classes
Equal Opportunity/Non Discrimination in the Provision of Services	Services provided by Department staff and <b>contractors</b> must conform to Equal Opportunity standards.	Services provided by Department staff must conform to Equal Opportunity standards.
Affirmative Action	Contractors are <b>disbarred</b> if they do not comply with Affirmative Action policies	Disbarment, cancellation and termination of the contract, and financial penalties exist for contractors that do not ultimately comply.
Civil Rights Plan	Any entity contracting with the State Departments of Health and Family Services and Workforce Development is required to have a Civil Rights Plan on file. The Department will be required to have to submit its own Civil Rights Plan to the State. ( <i>still checking with the State on this</i> )	Any entity contracting with the State Departments of Health and Family Services and Workforce Development is required to have to submit its own Civil Rights Plan to the State. ( <i>still checking with the State on this</i> )
Living Wage Ordinance The IGA states that The Department will follow the ordinance with the higher wage (XIII, I).	Set at 100 percent of "poverty level" for a family of four.	Set at 105 percent of "poverty level" for a family of four.