



Legislation Text

File #: 41562, Version: 1

Fiscal Note

No fiscal impact.

Title

Amending Section 39.02(9)(c) of the Madison General Ordinances to require contractors to interview qualified applicants referred by other organizations designated by the City in addition to applicants referred by the Affirmative Action Division.

Body

DRAFTER'S ANALYSIS: This ordinance amends the requirement for City contractors to notify the City of job openings while their contract is pending and interview qualified candidates referred by the City. The only change is to allow referrals by outside organizations in addition to referrals by the Affirmative Action Division (AAD). Currently, contractors must interview all qualified applicants referred by the AAD. This amendment would also require contractors to interview qualified applicants referred by other organizations designated by the City. See Resolution ID # 41556, a companion to this ordinance, which authorizes the Department of Civil Rights to designate such organizations.

The Common Council of the City of Madison do hereby ordain as follows:

Subdivision (c) of Subsection (9) entitled "Contract Compliance Provisions" of Section 39.02 entitled "Affirmative Action Ordinance" of the Madison General Ordinances is amended to read as follows:

"(c) Every contract to which the City of Madison is a party, except those exempted by Sec. 39.02(9)(a)2.a., b., d., e., f., g., h., i. shall contain the following language:

The contractor agrees that, within thirty (30) days after the effective date of this agreement, the contractor will provide to the City of Madison Division of Affirmative Action certain workforce utilization statistics, using a form to be furnished by the City. If the contract is still in effect, or if the City enters into a new agreement with the contractor, within one year after the date on which the form was required to be provided, the contractor will provide updated workforce information using a second form, also to be furnished by the City. The second form will be submitted to the City Division of Affirmative Action no later than one year after the date on which the first form was required to be provided.

The contractor further agrees that, for at least twelve (12) months after the effective date of this contract, it will notify the City of Madison Division of Affirmative Action of each of its job openings at facilities in Dane County for which applicants not already employees of the contractor are to be considered. The notice will include a job description, classification, qualifications, and application procedures and deadlines, shall be provided to the City by the opening date of advertisement and with sufficient time for the City to notify candidates and make a timely referral. The contractor agrees to interview and consider candidates referred by the Division of Affirmative Action or an organization designated by that Division if the candidate meets the minimum qualification standards established by the contractor, and if the referral is timely. A referral is timely if it is received by the contractor on or before the date stated in the notice."