



## Legislation Details (With Text)

<b>File #:</b>	31739	<b>Version:</b>	1	<b>Name:</b>	Intent to continue to improve the balance of women, racial/ethnic minorities and people with disabilities employed by the City of Madison and further streamline the reporting process.
<b>Type:</b>	Resolution	<b>Status:</b>	Passed		
<b>File created:</b>	9/25/2013	<b>In control:</b>	AFFIRMATIVE ACTION COMMISSION		
<b>On agenda:</b>	1/7/2014	<b>Final action:</b>	1/7/2014		
<b>Enactment date:</b>	1/8/2014	<b>Enactment #:</b>	RES-14-00013		

**Title:** Intent to continue to improve the balance of women, racial/ethnic minorities and people with disabilities employed by the City of Madison and further streamline the reporting process.

**Sponsors:** Joseph R. Clausius

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
1/7/2014	1	COMMON COUNCIL	Adopt	Pass
12/10/2013	1	AFFIRMATIVE ACTION COMMISSION	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	
10/1/2013	1	COMMON COUNCIL	Referred	
9/25/2013	1	Attorney's Office	Referred for Introduction	

### Fiscal Note

No appropriation is required. Existing staff resources will be utilized to formulate a report for consideration by the Council.

### Title

Intent to continue to improve the balance of women, racial/ethnic minorities and people with disabilities employed by the City of Madison and further streamline the reporting process.

### Body

WHEREAS, the Common Council is interested in continuously improving the balance in its employees regarding gender, race/ethnicity and people with disabilities; and

WHEREAS, the Common Council has an interest in ensuring representatives from these groups are treated in an equitable manner; and

WHEREAS, nationally, women, racial/ethnic minorities and people with disabilities are consistently paid less than men and are underrepresented in certain job groups; and

WHEREAS, the current reporting process about Top Management does not provide a complete picture of all levels, job categories, salaries, and diversity in City employment; and

NOW, THEREFORE BE IT RESOLVED that the Common Council requests the Affirmative Action Commission and staff to continue to make recommendations regarding strategies to ensure that women, racial/ethnic minorities and people with disabilities employed by the City are paid in a equitable manner and that women, racial/ethnic minorities and people with disabilities are recruited for employment in the City of Madison.

BE IT FURTHER RESOLVED that the Common Council requests an annual report at the first Common Council Meeting in February on the balance of gender, racial/ethnic minorities and people with disabilities and their salaries for all paid positions in the City of Madison.

BE IT FINALLY RESOLVED that this resolution will supersede resolutions RES-07-00632 and RES-07-00631 passed by the Common Council in 2007 as it expands the reporting requirement from Top Management to all job categories.