

**LRB-RESEARCH AND ANALYSIS SECTION**

**FINANCE AND PERSONNEL COMMITTEE**

**ITEM 8, FILE # 051510**

**MARCH 20, 2006**

**MARK A. RAMION**

File # 051510 is a substitute resolution creating a task force to study pay equity in city government and reserving the sum of up to \$25,000 within the 2006 Common Council Contingent Fund for the purposes of consultant contractual services.

**Background**

1. This resolution creates a task force to examine gender pay equity in the City of Milwaukee government. The task force will examine pay equity issues in city employment and will present its findings to the Common Council within 18 months of adoption of this resolution.
2. This resolution further reserves \$25,000 in the 2006 Common Council Contingent Fund in the event that a consultant needs to be retained to accomplish the goals of the study.

**Discussion**

1. This resolution creates a pay equity task force comprised of 15 members that will conduct a comparable worth study and evaluate salaries in city employment.
2. The goal of this task force study is to determine whether pay inequities exist, especially as any inequity in pay is based upon gender

**Fiscal Effect**

The total amount of this resolution is \$25,000, to be reserved in the 2006 Common Council Contingent Fund. The 2006 Contingent Fund is budgeted for \$5.5 million.

Prepared by: Mark A. Ramion, X8680  
LRB-Research and Analysis Section  
March 17, 2006

Cc: Marianne Walsh  
W. Martin Morics  
Maria Monteagudo