

..Number
050095
..Version
PROPOSED SUBSTITUTE
..Reference

..Sponsor
ALD. ZIELINSKI

..Title

A substitute resolution creating a task force to study pay equity in city government.

..Analysis

This resolution creates a task force to examine gender pay equity in City of Milwaukee government. The task force shall determine if there is pay inequity in city employment, and present its findings and recommendations to the Common Council within 18 months of adoption of this resolution. Upon submission of the report, the task force shall oversee any recommendations that are implemented.

..Body

Whereas, The City of Milwaukee is dedicated to fostering pay equity; and

Whereas, Pay equity, also called comparable worth, means eliminating discrimination in pay for female dominated jobs; and

Whereas, Despite the Equal Pay Act of 1963 and Title VII of the 1964 Civil Rights Act, which make discrimination in wages illegal, full-time female workers are still earning less than that of full-time male workers; and

Whereas, A comparable worth study evaluates salaries based on the skill, effort and responsibility each job requires relative to other jobs in an organization, and a city-wide study could result in more uniform pay equity in city government; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that a pay equity task force is created composed of 18 members:

1. One member of the Common Council, to be appointed by the Common Council President.
2. Two citizen members to be appointed by the Common Council President.
3. Three citizen members to be appointed by the Mayor.
4. The director of the YWCA of Greater Milwaukee or the director's designee.
5. The director of the Executive Board of Milwaukee AFSME District Council 48 or the director's designee.
6. The president of the Association of Law Enforcement Allied Services Personnel Local 218 or the president's designee.
7. The president of the Public Employees' Union Local 61 Laborers' International Union of North America or the president's designee.

8. The president of The Greater Milwaukee Committee or the president's designee.
9. The director of the University of Wisconsin-Milwaukee, Center for Economic Development or the director's designee.
10. The director of the Women's Fund of the Greater Milwaukee Foundation or the director's designee.
11. The director of the FairVote-Center for Voting and Democracy or the director's designee.
12. The director of the Institute for Wisconsin's Future or the director's designee.
13. The director of the 9to5, National Association of Working Women or the director's designee.
14. The director of the Marquette University Department of Management or the director's designee.
15. The director of the University of Wisconsin-Milwaukee Department of Financial Aid or the director's designee.

; and, be it

Further Resolved, That the Common Council President shall designate the Chair of the pay equity task force; and, be it

Further Resolved, That the purpose of this task force shall be to:

- a. Determine, through conducting a study, if there is a pay equity discrepancy in city government.
- b. Make recommendations to the Common Council regarding potential remedies to possible pay inequity in city government.

; and, be it

Further Resolved, That the Department of Employee Relations and the City Clerk's Office shall provide staff assistance; and, be it

Further Resolved, That all departments are authorized and directed to provide assistance to this task force as needed; and, be it

Further Resolved, That the task force shall submit a report of its findings and recommendations to the Common Council within 18 months, and, upon submission of the report, the task force shall oversee any recommendations that are implemented.

..Requestor

..Drafter
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AEH

3/20/2006