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

Sponsors: ALD. ZIELINSKI

Indexes: EMPLOYMENT, WAGES AND BENEFITS

Attachments: 1. 12-21-2005 City Clerks request for City Attorney opinion, 2. 2-24-2006 City Attorney's opinion, 3. 2-27-06 Ald. Murphy's letter, 4. 3-7-06 DER letter, 5. 050095 3-20-06 Proposed Substitute, 6. 3-20-06 Sub. 1 Fiscal note, 7. Testimony From Cheryl Maranto and Memo from Mary Ryan, 8. JS Online - article, 9. 6/15/06 Sub. 2 Fiscal note

Date	Ver.	Action By	Action	Result	Tally
5/3/2005	0	COMMON COUNCIL	ASSIGNED TO		
5/4/2005		FINANCE & PERSONNEL COMMITTEE	REFERRED TO		
12/8/2005	1	CITY CLERK	DRAFT SUBMITTED		
3/6/2006	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
3/20/2006	1	FINANCE & PERSONNEL COMMITTEE	AMENDED	Fail	2:2
3/20/2006	1	FINANCE & PERSONNEL COMMITTEE	HELD TO CALL OF THE CHAIR	Pass	3:1
6/8/2006	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
6/14/2006	1	FINANCE & PERSONNEL COMMITTEE	SUBSTITUTED	Pass	4:0
6/14/2006	2	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR ADOPTION	Pass	4:0
6/14/2006	2	CITY CLERK	DRAFT SUBMITTED		
6/20/2006	2	COMMON COUNCIL	ADOPTED	Pass	12:2
6/29/2006	2	MAYOR	SIGNED		

[..Number](#)

050095

SUBSTITUTE 2

ALD. ZIELINSKI

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

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 12 months of adoption of this resolution. Upon submission of the report, the task force shall oversee any recommendations that are implemented.

This resolution also creates a pay equity task force fund to accept private contributions for the purposes of engaging a consultant to assist in the study where appropriate. The fund shall accept monetary contributions up to \$50,000.

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; and various entities are interested in contributing funds to engage a consultant to assist in the study where appropriate; 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 AFSCME 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 City is authorized to accept up to \$50,000 in contributions for the purpose of engaging a consultant to assist in the study where appropriate, and to expend such funds in accordance with s. 304-24 of the Code of Ordinances and established City policies and procedures; and, be it

Further Resolved, That upon receipt and deposit of these funds, the City Comptroller is authorized and directed to establish a special account within the City Clerk's Office for the expenditure of contributions; and, be it

Further Resolved, That the City Comptroller is authorized and directed to transfer appropriations and estimated revenue from the Special Purpose Account for Contributions (0001-2110-0001-D001-006300), and the Estimated Revenue Account for Contributions (0001-9990-0001- -009850), to the City Clerk special account (0001-1310-0001-DXXX-006300), and the City Clerk estimated revenue account (0001-1310-0001- -009850) up to the amount of \$50,000; and, be it

Further Resolved, That the task force shall submit a report of its findings and recommendations to the Common Council within 12 months, and, upon submission of the report, the task force shall oversee any recommendations that are implemented.

LRB05183-4
AEH
6/14/2006