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Title: Substitute resolution directing the Department of Employee Relations to establish a policy for City employee resource groups to be organized and recognized as official City entities.

Sponsors: ALD. PEREZ, ALD. COGGS, ALD. STAMPER

Indexes: GOVERNMENT EMPLOYEES

Attachments: 1. Boston Employee Resource Group Info.pdf, 2. Diversity by Department 9.17.18.pdf, 3. EARN-Employee Resource Groups.pdf, 4. Memphis Employee Resource Group Info.pdf, 5. Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
9/5/2018	0	COMMON COUNCIL	ASSIGNED TO		
9/14/2018	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
9/14/2018	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
9/14/2018	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
9/14/2018	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
9/14/2018	1	CITY CLERK	DRAFT SUBMITTED		
9/19/2018	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR ADOPTION	Pass	5:0
9/19/2018	1	FINANCE & PERSONNEL COMMITTEE	RECONSIDERED	Pass	5:0
9/19/2018	1	FINANCE & PERSONNEL COMMITTEE	AMENDED	Pass	5:0
9/19/2018	2	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR ADOPTION	Pass	5:0
9/25/2018	2	COMMON COUNCIL	ADOPTED	Pass	14:0
10/4/2018	2	MAYOR	SIGNED		

180799
SUBSTITUTE 2

ALD. PEREZ, COGGS AND STAMPER

Substitute resolution directing the Department of Employee Relations to establish a policy for City employee resource groups to be organized and recognized as official City entities.

This resolution directs the Department of Employee Relations to establish a policy for City employee resource groups to be organized and recognized as official City entities. As official City entities, City employee resource groups would be authorized to make use of some City resources, including City

meeting spaces and e-mail addresses.

Whereas, From time to time, groups of City employees desire to organize, network and engage in activities focused on common interests and resources, in what are commonly referred to as employee resource groups; and

Whereas, City employee resource groups could provide opportunities for personal and professional development, leadership, mentoring, volunteerism, cultural enrichment and community involvement; and

Whereas, City employee resource groups would also provide a greater sense of inclusion within the City of Milwaukee workplace by fostering diversity, camaraderie and community building; and

Whereas, The development and fostering of City employee resource groups would benefit from a framework for organizing and from recognition as official City entities authorized to make use of appropriate City resources, including the ability to gather in City meeting spaces and communicate via City e-mail addresses; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that the Department of Employee Relations is directed to establish a policy for City employee resource groups to be organized and recognized as official City entities; and, be it

Further Resolved, That the policy shall include the authorization of official City employee resource groups to make use of appropriate City resources, including City meeting spaces and City e-mail addresses; and, be it

Further Resolved, That the Department of Employee Relations shall submit a report of its findings and recommendations with respect to establishing City employee resource groups to the Common Council's Finance and Personnel Committee within 60 days of adoption of this resolution.

LRB172075-3
Dana J. Zelazny
September 19, 2018