



City of Madison
Agenda – Approved
EOC Executive Committee

City of Madison
Madison, WI 53703
www.cityofmadison.com

"Consider: Who benefits? Who is burdened? Who does not have a voice at the table? How can policymakers mitigate unintended consequences?"

Monday, December 2, 2024

5:00 P.M.

Via Zoom Meeting – Link and
Instructions Enclosed

The City of Madison is holding the Equal Opportunities Commission Executive Committee meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic.

1. **Written Comments:** You can send comments on agenda items to eoc@cityofmadison.com.
2. **Register for Public Comment:**
 - Register to speak at the meeting.
 - Register to answer questions.
 - Register in support or opposition of an agenda item (without speaking).

If you want to speak at this meeting, you must register. You can register at <https://www.cityofmadison.com/MeetingRegistration>. When you register to speak, you will be sent an email with the information you will need to join the virtual meeting.

3. **Watch the Meeting:** If you would like to join the meeting as an observer, please visit <https://www.cityofmadison.com/WatchMeetings>.
4. **Listen by Phone:**
(877) 853-5257 (Toll Free)
Meeting ID: 854 8691 7767

If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity, or program, please call the phone number below at least three business days prior to the meeting.

Si necesita un intérprete, un traductor, materiales en formatos alternativos u otros arreglos para acceder a este servicio, actividad o programa, comuníquese al número de teléfono que figura a continuación tres días hábiles como mínimo antes de la reunión.

Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb hnuv ua hauv lwm ua ntej yuav tuaj sib tham.

For accommodations, contact: Department of Civil Rights Language Access at lap@cityofmadison.com.

CALL TO ORDER / ROLL CALL

EOC Executive Committee members should notify Angela Banks at either (608) 266-4910 or abanks@cityofmadison.com of their attendance for this meeting.

1. PUBLIC COMMENT

The committee shall not take action on a matter raised in the public comment portion of the meeting unless that matter is otherwise on the agenda. Members of the public who comply with the applicable rules must pre-register and shall be permitted at least three (3) minutes to speak. If the speaker requires an interpreter, either because of his/her/their limited English proficiency or because of a disability, he/she/they shall be allowed no less than six (6) minutes.

DISCLOSURES AND RECUSALS

APPROVAL OF MINUTES

November 4, 2024

NEW BUSINESS ITEMS

2. Amending Section 39.03(8)(i)3.b. of the Madison General Ordinances related to the Equal Opportunities Ordinance to align with state law.

- This change to the City's Equal Opportunities Ordinance replaces the 3-year limitation on crimes or other offenses that an employer can consider when making an employment decision regarding an employee. This change is to make the City's Ordinance more congruent with state law.

i. The Common Council of the City of Madison do hereby ordain as follows:

1. Subparagraph b. or Paragraph 3. of Subdivision (i) of Subsection (8) entitled "Employment Practices" of Section 39.03 entitled "Equal Opportunities Ordinance" of the Madison General Ordinances is amended as follows:

"b. Has been ~~within the past three (3) years~~ placed on probation, paroled, released from incarceration, or paid a fine, for a felony, misdemeanor, or other offense, the circumstances of which substantially relate to the circumstances of the particular job or licensed activity; ~~Whether the circumstances of any such offense substantially relate to the circumstances of the particular job or licensed activity shall be based on the facts of the particular offense, including but not limited to the seriousness of the offense, the passage of time since the employee or applicant was placed on probation, paroled, released from incarceration, or paid a fine, for a felony, misdemeanor, or other offense, the age of the employee or applicant at the time the offense occurred, and the character of the employee or applicant.~~

3. EOC Work Plan
4. Community Listening Session November 21st - Debrief
5. Future Topics
 - Executive Committee and EOC 2025 meeting dates
 - Racial Discrimination in the Workplace
6. Equal Opportunities Commission Agenda for December 14, 2024
 - Budget Implications and Referendum – Norm Davis, DCR operating budget
 - Community Development Authority – Larry Kilmer

ADJOURNMENT