

**COMMISSION FILE NO:** 25-085-6 **DATE INTRODUCED:** June 9, 2025

**INTRODUCED BY:** Executive Director (Signature on File in the Office of the Commission)

**REFERRED BY COMMISSION CHAIRPERSON TO:** Policy, Finance, and Personnel Committee

**RELATING TO:** Rescind Commission Policy 1-77.52, Affirmative Action, and Revise Commission Policy 1-77.54, Nondiscrimination and Equal Employment Opportunity

**SUMMARY:**

The Commission is requested to rescind Commission Policy 1-77.52, Affirmative Action, and to approve the attached revised Commission Policy 1-77.54, Nondiscrimination and Equal Employment Opportunity.

In 2020, District staff presented comprehensive Commission Policy changes to the Commission for approval. In that effort, many policies were eliminated due to redundancy and/or outdated or inaccurate practices or terminology, or to combine into other policies for better fit and organization. Since 2020, staff continue to routinely review policies for needed updates.

Staff proposes to eliminate Commission Policy 1-77.52, Affirmative Action, as much of the content is duplicative of Commission Policy 1-77.54, Nondiscrimination and Equal Employment Opportunity.

The proposed revisions to Commission Policy 1-77.54, Nondiscrimination and Equal Employment Opportunity, also reduce duplicity within the policy and reduce some administrative burden, while ensuring that all employees and applicants are protected against illegal discrimination and that staff continues its efforts to eliminate any illegal barriers to employment.

**ATTACHMENTS:** BACKGROUND ☐ KEY ISSUES ☐ RESOLUTION ☒

FISCAL NOTE ☐ S/W/MBE ☐ OTHER ☒ Redlined and clean policies

*PFP\_Nondiscrimination\_Policy\_Revision\_legislative\_file.docx*  
05-02-25

**COMMITTEE ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**COMMISSION ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

## **RESOLUTION**

Rescind Commission Policy 1-77.52, Affirmative Action, and Revise Commission Policy 1-77.54, Nondiscrimination and Equal Employment Opportunity

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**RESOLVED**, by the Milwaukee Metropolitan Sewerage Commission, that Commission Policy 1-77.52, Affirmative Action, is rescinded, and that Commission Policy 1-77.54, Nondiscrimination and Equal Employment Opportunity, is hereby revised as shown in the attached policies.