

RESOLUTION NO. _____

APPROVE A RESOLUTION DIRECTING THE CITY MANAGER TO REPORT BACK TO COUNCIL WITH AN IMPLEMENTATION PLAN TO REQUIRE PAY EQUITY REPORTING FOR ENTITIES THAT CONTRACT WITH THE CITY BY PROVIDING REPORTS ON COMPENSATION DATA PAID TO EMPLOYEES BY RACE AND GENDER.

WHEREAS, the Equal Pay Act of 1963 requires that men and women in the same workplace receive equal pay for equal work; and

WHEREAS, according to the American Association of University Women (AAUW), for every dollar a Caucasian male earns today, a Caucasian woman earns 78 cents, a Native Hawaiian or Pacific Islander earns 66 cents, an American Indian or Alaska Native earns 60 cents, an African-American woman earns 64 cents, and a Hispanic or Latina woman earns 53 cents; and

WHEREAS, steps should be taken to address the significant consequences that pay discrimination has on women and minorities in our workforce; and

WHEREAS, the White House estimates that that over the course of a career, the typical woman employed on a full-time basis will lose \$431,000 because of the gender pay gap which could buy a home, put two kids through college, buy 21,900 gallons of gas, and feed a family of four for 6.4 years; and

WHEREAS, on April 8, 2014, President Obama directed the United States Labor Department to write rules requiring pay equity reporting for federal contractors that will include compensation data by race and gender; and

WHEREAS, in 2009, Governor Bill Richardson of New Mexico issued Executive Order 2009-004 'Fair and Equal Pay for All New Mexicans Initiative' that established

identifying and combating pay inequity and job segregation was the policy of the state of New Mexico; and

WHEREAS, as part of this initiative, companies wishing to contract with the state of New Mexico are required to provide basic pay equity reports; and

WHEREAS, New Mexico based the reports on the nine occupational categories used by the federal Equal Employment Opportunity Commission's (EEOC) EEO-1 forms; and

WHEREAS, the EEOC only requires reports for companies with 100 or more employees, but New Mexico requires reports from companies that either had a minimum of 10 employees, or companies with less than 10 employees if at least 8 people are in the same occupational group; and

WHEREAS, for each occupational category, companies provided the number of employees by gender, including full-time and part-time, and the percentage gender pay gaps in each category, with calculations based on average hourly wages; and

WHEREAS, the state of New Mexico provided contractors with spreadsheets including embedded formulas for producing reports; and

WHEREAS, over the first seven months of implementation, fewer than 50 of 3,200 companies required to comply with the pay equity reporting requirements requested assistance from the state of New Mexico for preparing the reports, and there was a lack of resistance or compliance issues related to the program from early on; and

WHEREAS, collecting data for a period of time could provide an opportunity to develop a scoring system for evaluating responses to solicitations in the future; **NOW, THEREFORE**,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

The City Manager is directed to develop an implementation plan to require pay equity reporting for entities that contract with the City that includes compensation data paid to their employees by race and gender. The City Manager shall present recommendations to Council no later than August 7, 2014.

ADOPTED: _____, 2014 **ATTEST:** _____
Jannette S. Goodall
City Clerk