

**RESOLUTION NO. 20140320-053**

**WHEREAS**, wage gaps associated with race and gender have long been documented; and

**WHEREAS**, the most recently available data from 2012, as reported by the Institute for Women's Policy Research, states that although women make up almost half the workforce, and earn more college and graduate degrees than men, still female full time workers make only 77 cents for every dollar earned by men; and

**WHEREAS**, the City of Austin is a major employer in the Central Texas region with over 12,000 employees; and

**WHEREAS**, the City of Austin seeks to be a model employer and has adopted wage transparency in the interest of effectively empowering employees to address wage disparity; and

**WHEREAS**, this disparity is worse for workers of color; and

**WHEREAS**, according to the American Association of University Women and the National Women's Law Center, compared with non-Hispanic white men, Pacific Islander/Native Hawaiian women were paid 66 percent, African American women were paid 64 percent, African American men were paid 73 percent, American Indian/Alaska Native women were paid 60 percent, Hispanic men were paid 61 percent, and Hispanic women were paid just 53 percent; and

**WHEREAS**, the Paycheck Fairness Act is federal legislation that has been introduced to expand the scope of the Equal Pay Act of 1963 and the Fair Labor Standards Act to ensure that employers relying on a justification of 'factors other

than sex of the employee' may not pay men and women differently for substantially equal work unless the differential is justified by a job related reason such as education, training or experience, and is consistent with operational needs; and

**WHEREAS**, according to a study from the National Partnership for Women and Families, the wage gap for Austin women is 83 cents for every dollar a man earns, amounting to a yearly gap of \$8,366 between men and women who work full time; and

**WHEREAS**, the City of Austin has established repeatedly the values of fairness and equity by passing legislation that opposes discrimination in all its forms; and

**WHEREAS**, besides fairness, eliminating the wage gap would mean that Austin women would be able to purchase 73 more weeks of food, five more months of mortgage and utilities payments, or nine more months of rent, and this is particularly critical to the 73,296 households in Austin headed by women, 27% of whom are below the federal poverty line; and

**WHEREAS**, April 8 marks Equal Pay Day 2014, the day of the year to which women must work in order to earn what men earned in the previous year;  
**NOW, THEREFORE,**

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

The City's legislative agenda is amended to include support for the Paycheck Fairness Act, and support for legislation that addresses unfair disparities in pay, including, but not limited to the Texas Lilly Ledbetter Act.

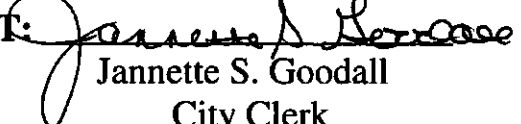
**BE IT FURTHER RESOLVED:**

The City Manager is hereby directed to provide an annual report to Council analyzing the City's compensation practices using appropriate sampling methods to ensure that City employees are paid based on lawful criteria rather than gender, race, ethnicity or other protected class status. The annual report should also include gender and race data specific to raises and promotions.

**BE IT FURTHER RESOLVED:**

The City Manager is directed to consider factors that can improve this reporting as the Human Capital IT System is being planned. The annual report shall be expanded to include additional criteria such as experience and education as new technology with additional capabilities is obtained by the City.

**ADOPTED:** March 20, 2014

**ATTEST:**   
Jannette S. Goodall  
City Clerk