RESOLUTION No. 37350

Recognize April 10, 2018 as Equal Pay Day (Resolution)

WHEREAS, Equal Pay Day was originally created by the National Committee on Pay Equity (NCPE) in 1996 as a public awareness event to illustrate the gap between men's and women's wages, and

WHEREAS, women across the country earn, on average, 80% of what men earn for comparable work; and

WHEREAS, in the State of Oregon, women can expect to earn only 79% of what their male counterparts make; and

WHEREAS, women of color face wage discrimination at even higher rates, with African American women earning just 63% of all men's earnings, and Latinas earning just 60.4% of all men's earnings; and

WHEREAS, equal pay is both a human rights and economic development issue, and studies have proven that parity in wages improves productivity potential and uplifts families and children which benefits the community as a whole; and

WHEREAS, the City of Portland is an equal opportunity employer and maintains a comprehensive compensation policy that pays similarly situated employees at similar rates, without regard to gender or race/ethnicity; and

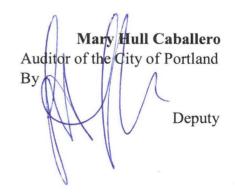
WHEREAS, City Council believes pay equity is a foundational component of a prosperous and successful community, and the internal actions of our local government affects the well-being of our employees, their families, and the entire Portland community; and

WHEREAS, City Council directs the Bureau of Human Resources to evaluate existing workforce data and determine whether, and how, gender impacts types of appointments, pay at appointment, progression through the pay range and promotional opportunities.

NOW, THEREFORE, BE IT RESOLVED; The Portland City Council recognizes April 10, 2018 as Equal Pay Day and will continue to evaluate and promote equal pay policies.

Adopted by the Council: APR 1 1 2018

Mayor Wheeler and Commissioners Saltzman, Eudaly, Fish and Fritz Prepared by: Brendan Finn Date Prepared: 4/5/2018



346-1

Agenda No. **RESOLUTION NO. 37350** Title

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INTRODUCED BY Wheeler, Eudaly, Fish, Fritz, Saltzman	CLERK USE: DATE FILED APR 09 2018
COMMISSIONER APPROVAL	Mary Hull Caballero
Mayor—Finance & Administration – Wheeler	Auditor of the City of Portland
Position 1/Utilities - Fritz	By: autom
Position 2/Works - Fish	Deputy
Position 3/Affairs - Saltzman	ACTION TAKEN:
Position 4/Safety - Eudaly	
Bureau:	
Bureau Head:	
Prepared by: Brendan Finn	
Date Prepared: April 5, 2018	
Impact Statement	
Completed Amends Budget	
Portland Policy Document If "Yes" requires City Policy paragraph stated	
in document.	
Yes 🗆 No 🛛	
City Auditor Office Approval: required for Code Ordinances	
City Attorney Approval: required for contract, code. easement, franchise, charter, Comp Plan	
Council Meeting Date April 11, 2018	

AGENDA	FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
			YEAS	NAYS
Start time:	1. Fritz Angult th	1. Fritz	\checkmark	
Total amount of time needed: (for presentation, testimony and discussion)	2. Fish	2. Fish		
	3. Saltzman	3. Saltzman	\checkmark	
REGULAR	4. Eudaly CDE WINK	4. Eudaly	\checkmark	
Total amount of time needed: <u>10 minutes</u> (for presentation, testimony and discussion)	Wheeler 490	Wheeler	\checkmark	