

**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 11 2018

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

**Mary Hull Caballero**  
Auditor of the City of Portland  
By 

Deputy

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

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

<b>AGENDA</b>
<p><b>TIME CERTAIN</b> <input type="checkbox"/></p> <p>Start time: _____</p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p>
<p><b>CONSENT</b> <input type="checkbox"/></p>
<p><b>REGULAR</b> <input checked="" type="checkbox"/></p> <p>Total amount of time needed: <b>10 minutes</b> (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz <i>[Signature]</i>	✓	
2. Fish <i>[Signature]</i>	✓	
3. Saltzman <i>[Signature]</i>	✓	
4. Eudaly <i>[Signature]</i>	✓	
Wheeler <i>[Signature]</i>	✓	