

**RESOLUTION No. 37202**

Direct 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 (Resolution)

WHEREAS, Women across the country earn, on average, 79% of what men earn for comparable work, and in the State of Oregon, women can expect to earn only 82% of what their male counterparts make, and

WHEREAS, Women of Color face wage discrimination at even higher rates, with African American women earning just 68% 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, This resolution commits the City of Portland to pay equity, and the desire to implement measures to evaluate pay equity at the City of Portland; and

WHEREAS, For the City of Portland to be an effective leader in pay equity across sectors, analyzing our existing workforce data own and pay equity practices is a necessity; 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;

NOW, THEREFORE, BE IT RESOLVED; That City Council directs the Bureau of Human Resources to review data on City employee job placement, discretionary pay increases and promotional opportunities to analyze and assess the City of Portland's pay equity practices; and

BE IT FURTHER RESOLVED; The Bureau of Human Resources report to Council its findings, and to establish a consistent baseline of pay equity data collection that can be used in the future to evaluate pay equity policies and practices at the City of Portland.

Adopted by the Council: APR 13 2016

Commissioner Dan Saltzman  
Prepared by: Tia Williams  
Date Prepared: 3/28/2016

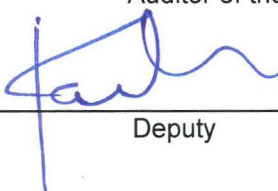
**Mary Hull Caballero**  
Auditor of the City of Portland

By

  
Deputy

Agenda No. **37202**  
**RESOLUTION**  
 Title

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<p style="text-align: center;"><b>INTRODUCED BY</b>                  Commissioner/Auditor:  <b>Dan Saltzman</b></p>	CLERK USE: DATE FILED <u>APR 05 2016</u>
<p style="text-align: center;"><b>COMMISSIONER APPROVAL</b></p> <p>Mayor—Finance and Administration - Hales</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Novick</p>	<p style="text-align: center;">Mary Hull Caballero                  Auditor of the City of Portland</p> <p>By:  _____                  Deputy</p>
<p style="text-align: center;"><b>BUREAU APPROVAL</b></p>	<p><b>ACTION TAKEN:</b></p>
Prepared by: Tia Williams Date Prepared: March 30 <sup>th</sup> , 2016	
Financial Impact & Public Involvement Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
<b>City Auditor Office Approval:</b> required for Code Ordinances	
<b>City Attorney Approval:</b>	
Council Meeting Date <b>April 13<sup>th</sup>, 2016</b>	

<b>AGENDA</b>
<b>TIME CERTAIN</b> <input type="checkbox"/> Start time:
<b>Total amount of time needed:</b> (for presentation, testimony and discussion)
<b>CONSENT</b> <input type="checkbox"/>
<b>REGULAR</b> <input checked="" type="checkbox"/> <b>Total amount of time needed: 15 min.</b> (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Novick	4. Novick	✓	
Hales	Hales	✓	