

CITY of ALBUQUERQUE

TWENTIETH COUNCIL

COUNCIL BILL NO. R-13-245 ENACTMENT NO. _____

SPONSORED BY: Isaac Benton

1 RESOLUTION

2 ESTABLISHING A CITY POLICY OF NO TOLERANCE FOR GENDER PAY
3 INEQUALITY; DIRECTING THE ADMINISTRATION TO IDENTIFY ALL AREAS
4 OF PAY INEQUALITY BASED ON GENDER OCCURRING IN CITY OF
5 ALBUQUERQUE GOVERNMENT AND TO PREPARE A REPORT TO THE CITY
6 COUNCIL ON THE CITY'S ACTION PLAN FOR CORRECTING AND
7 PREVENTING SUCH INEQUALITY; DIRECTING THE ADMINISTRATION TO
8 IMPLEMENT A POLICY FOR REQUIRING CONTRACTORS AND VENDORS
9 DOING BUSINESS WITH THE CITY TO DEMONSTRATE THEIR COMPLIANCE
10 WITH THE FEDERAL EQUAL PAY ACT; AND REQUIRING THE CITY'S ACTION
11 PLAN TO END PAY INEQUALITY ON THE CITY'S TRANSPARENCY WEBSITE.

12 WHEREAS, despite the adoption of federal laws to prohibit wage
13 discrimination based on gender, wage inequality persists throughout the
14 Country; and

15 WHEREAS, the Mayor recently announced that the City of Albuquerque has
16 not achieved gender equal pay; and

17 WHEREAS, though the percentages separating men's and women's wages
18 for similar jobs are not as high in City government as they are in other parts of
19 the State and nation, the disparity still exists in Albuquerque within and
20 outside of City Hall; and

21 WHEREAS, the City has staffed its Human Rights Office which was
22 established to enforce civil and human rights and to provide a vehicle to
23 address discrimination complaints; and

24 WHEREAS, the City should be a leader in combating compensation
25 discrimination and ending wage inequality.

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1 BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF
2 ALBUQUERQUE:

3 Section 1. The Administration is directed to identify all areas and
4 instances of gender pay inequality within City of Albuquerque government and
5 to prepare a report to be presented to the City Council within 120 days from
6 the adoption of this resolution that sets forth the City's action plan for
7 correcting and preventing gender pay inequality within City government.

8 Section 2. The Administration is directed to develop and implement a
9 policy for requiring contractors and vendors doing business with the City to
10 demonstrate that they are in compliance with the Federal Equal Pay Act prior
11 to their selection by the City.

12 Section 3. The Administration is directed to place the City's gender pay
13 equality action plan and progress reports on the City's Transparency website.
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