



## Legislation Details (With Text)

**File #:** R-13-245  
**Type:** Resolution  
**Status:** Enacted  
**File created:** 9/16/2013  
**In control:** City Council  
**Final action:** 11/4/2013  
**Enactment date:** 11/22/2013  
**Enactment #:** R-2013-124  
**Title:** Establishing A City Policy Of No Tolerance For Gender Pay Inequality; Directing The Administration To Identify All Areas Of Pay Inequality Based On Gender Occurring In City Of Albuquerque Government And To Prepare A Report To The City Council On The City's Action Plan For Correcting And Preventing Such Inequality; Directing The Administration To Implement A Policy For Requiring Contractors And Vendors Doing Business With The City To Demonstrate Their Compliance With The Federal Equal Pay Act; And Requiring The City's Action Plan To End Pay Inequality On The City's Transparency Website (Benton)  
**Sponsors:** Isaac Benton  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. R-245, 2. R-245final, 3. R-245Enacted

Date	Ver.	Action By	Action	Result
11/22/2013	2	Mayor	Signed by the Mayor	
11/22/2013	2	City Clerk	Published	
11/13/2013	1	City Council	Sent to Mayor for Signature	
11/4/2013	1	City Council	Passed	Pass
10/21/2013	1	City Council	Accepted Without Recommendation	
10/14/2013	1	Finance & Government Operations Committee	Sent to Council Without Recommendation	Pass
9/16/2013	1	President	Referred	
9/16/2013	1	City Council	Introduced and Referred	

## CITY of ALBUQUERQUE TWENTIETH COUNCIL

COUNCIL BILL NO. R-13-245 ENACTMENT NO. \_\_\_\_\_  
SPONSORED BY: Isaac Benton

### RESOLUTION

Establishing A City Policy Of No Tolerance For Gender Pay Inequality; Directing The

Administration To Identify All Areas Of Pay Inequality Based On Gender Occurring In City Of Albuquerque Government And To Prepare A Report To The City Council On The City's Action Plan For Correcting And Preventing Such Inequality; Directing The Administration To Implement A Policy For Requiring Contractors And Vendors Doing Business With The City To Demonstrate Their Compliance With The Federal Equal Pay Act; And Requiring The City's Action Plan To End Pay Inequality On The City's Transparency Website (Benton)

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

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

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

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

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

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

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

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

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

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

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