

RESOLUTION **2021 - 03 - 18 - 0020R**

**AFFIRMING THE CITY OF SAN ANTONIO'S COMMITMENT TO  
SUPPORT GENDER PAY PARITY AND SUPPORTING INITIATIVES TO  
CLOSE TO GENDER PAY GAP IN SAN ANTONIO**

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**WHEREAS**, in San Antonio, Texas, median annual pay for a woman who holds a full-time, year-round job is \$26,925.00 while median annual pay for a man who holds a full-time, year-round job is \$33,358.00 reflecting that women in San Antonio are paid 81 cents for every dollar paid to men, amounting to an annual gender wage gap of \$6,433.00; and

**WHEREAS**, the number of unemployment claims by women skyrocketed from 800 to 20,918 because of COVID-19 and Latinas have dramatically exited the workforce compared to other groups and

**WHEREAS**, Women of color who are within the working ages of 25-64 make up over 67% of the San Antonio population and the gap in workforce participation between men and women has increased to a difference of 48,236; and

**WHEREAS**, the Mayor and Council seek to continue to examine gender pay parity which includes equal pay for equal work but also examines work-life supports to foster women's economic success and acknowledges the added barriers presented by COVID-19; and

**WHEREAS**, the Mayor and Council recognize equity in the workforce as fundamental to ensuring employers and employees maximize their potential and that the actions of local government contribute to the health and well-being of everyone in the City of San Antonio; and

**WHEREAS**, there exist opportunities to improve employment and advance gender pay parity across the City of San Antonio community; and

**WHEREAS**, with approximately 12,000 employees, the City of San Antonio embraces practices that support an equitable compensation program as evidenced by its examination of potential wage disparities based on gender in reports provided to City Council in 2013, 2014, and 2020; by its adoption of Salary Administration Administrative Directives and Salary Administration Guidelines that standardize criteria for compensation actions; through individual analysis and market studies completed to guide compensation levels regardless of gender; and through its action in December 2017 to remove all general questions referencing salary preference and past salary history from City of San Antonio non-executive civilian applications; and

**WHEREAS**, the City of San Antonio has developed employee-focused policies in an effort to be an Employer of Choice and support workplace flexibility through remote work programs and alternative flex schedules. In addition to annual and personal leave, in 2016 the City of San Antonio implemented six weeks of paid parental leave and 32 hours of family wellness/education leave. Programs such as the Women's Leadership Mentoring Program, Tuition Reimbursement

and the recently implemented Student Loan Repayment Program support continued training and professional development; and

**WHEREAS**, the work of the City of San Antonio's Department of Human Services seeks to continue to foster gender pay parity by supporting economic success strategies in the San Antonio Community as a direct service provider and community funder of programs designed to improve educational attainment; strengthen social safety nets; increase access to affordable, high quality child care and education; provide emergency assistance financial counseling, tuition assistance and case management; provide leadership development opportunities; and family violence intervention; and

**WHEREAS**, the work of the City of San Antonio's Economic Development Department seeks to provide incentives and tools for women's economic success in the areas of entrepreneurship, business ownership, workforce development that includes upskilling services ranging from literacy and numeracy, GED attainment, work experience, occupational certification, and job placement; City contracting; access to capital; business development fee waivers; mentorship; and business consulting services; and

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SAN ANTONIO:**

**SECTION 1.** The City of San Antonio supports gender pay parity initiatives to close the gender wage gap in the City of San Antonio community.

**SECTION 2.** The City of San Antonio through its Human Resources Department will continue to evaluate its salary administrative directive for best practices, conduct analyses as necessary to avoid any pay inequities within the organization's pay structure, and monitor to ensure any pay inequities are addressed.

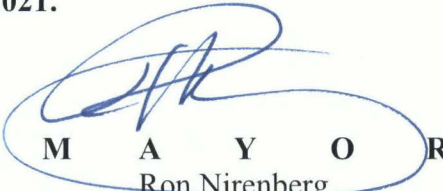
**SECTION 3.** The City of San Antonio through its Human Resources Department will continue to provide mentorship, training and development opportunities, generate awareness of flex and remote work programs, and provide structural support to promote women in leadership positions.

**SECTION 4.** The City of San Antonio through its Department of Human Services and Economic Development Department will examine, identify and recommend for Council consideration recommended best practices and strategies to close the gender wage-gap for services procured from those non-profits with which it contracts.

**SECTION 5.** The City of San Antonio through its Economic Development Department will examine, identify and recommend for Council consideration opportunities to incorporate and promote recommended best practices, such as gender awareness training and women sponsorship/leadership cultivation programs within companies seeking economic development incentives, including tax abatements.

RR  
03/18/21  
Item No. 14

**PASSED AND APPROVED this 18<sup>th</sup> day of March, 2021.**



M A Y O R  
Ron Nirenberg

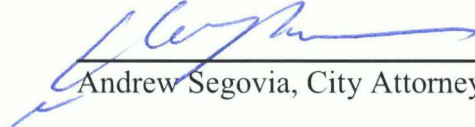
**ATTEST:**



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Tina J. Flores, City Clerk

**APPROVED AS TO FORM:**



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Andrew Segovia, City Attorney



# City of San Antonio

## City Council

March 18, 2021

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**Item: 14**

**File Number: 21-2357**

**Enactment Number:**

**2021-03-18-0020R**

Resolution reaffirming the City's commitment to support gender pay parity and supporting initiatives to close the gender wage gap in San Antonio. [Erik Walsh, City Manager; Alex Lopez, Director, Economic Development]

Councilmember Rebecca Viagran made a motion to approve. Councilmember Shirley Gonzales seconded the motion. The motion passed by the following vote:

**Aye:** 11 Nirenberg, Treviño, Andrews-Sullivan, Viagran, Rocha Garcia,  
Gonzales, Cabello Havrda, Sandoval, Pelaez, Courage and Perry