



**CITY OF SAN ANTONIO
OFFICE OF THE CITY COUNCIL
COUNCIL CONSIDERATION REQUEST**

TO: Mayor and City Council
FROM: Councilwoman Shirley Gonzales, District 5; Councilwoman Rebecca Viagran, District 3
COPIES TO: Erik Walsh, City Manager; Leticia Vacek, City Clerk; Andy Segovia, City Attorney; John Peterek, Assistant to the City Manager; Christopher Callanen, Assistant to City Council
SUBJECT: Pay Parity
DATE:

Issue Proposed for Consideration

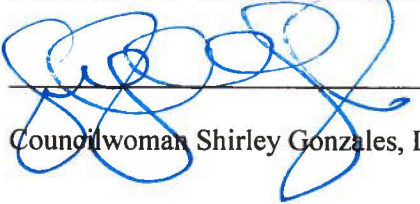
I ask for your support for the inclusion of the following item on the agenda of the earliest available meeting of the Governance Committee:

A request for a feasibility study and action plan by COSA's Department of Human Services (DHS), in collaboration with the Department of Economic Development (DED), to develop a set of economic programs and policies designed to address gender pay disparities in San Antonio.

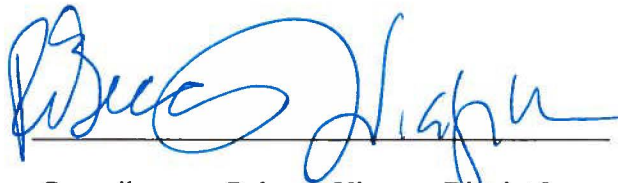
Brief Background

Equal pay for women in San Antonio is necessary for fostering a sustainable and inclusive city. The report on the Status of Women in San Antonio reveals significant gender disparities across multiple indicators, but particularly highlights significant disparities in pay and underemployment between women and men. Women in the San Antonio-New Braunfels Metropolitan Area earn about 82.5% of what men earn. These earning gaps are prevalent at all education levels—women with graduate and professional degrees earn .72 cents for every one dollar of their male counterparts.

Submitted for Council consideration by:



Councilwoman Shirley Gonzales, District 5



Councilwoman Rebecca Viagran, District 3



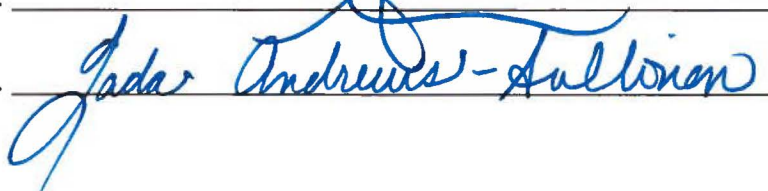
Supporting Councilmembers' Signatures (3 only)

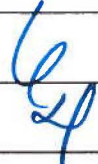

District

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