



City of San Antonio

Agenda Memorandum

File Number:21-2357

Agenda Item Number: 14.

Agenda Date: 3/18/2021

In Control: City Council A Session

DEPARTMENT: Economic Development

DEPARTMENT HEAD: Alejandra Lopez

COUNCIL DISTRICTS IMPACTED: Citywide

SUBJECT:

Gender Pay Parity Resolution

SUMMARY:

A resolution reaffirming the City's commitment to support gender pay parity and supporting initiatives to close the gender wage gap in San Antonio.

BACKGROUND INFORMATION:

In November of 2018, the City of San Antonio unanimously approved a resolution on Women's Equity, reaffirming the commitment of the City to improve the status of women. As a result, a comprehensive study on the status of women in San Antonio was prepared by the University of Texas at San Antonio in May of 2019. This report utilized a variety of data sources to provide a detailed account of the standing of women in regard to health, education, work, housing, civic engagement, and violence, among others.

On October 8, 2019, a City Council Consideration Request (CCR) was sponsored by Council Members Shirley Gonzales and Rebecca Viagran. The request called for a feasibility study and action plan by the City's Department of Human Services (DHS) in collaboration with the Economic Development Department (EDD), to develop a set of economic programs and policies designed to address gender pay disparities.

On November 14, 2019, the City Council Governance Committee considered this CCR and requested a compensation analysis for City of San Antonio employees and an analysis of pay parity for the companies that contract with the City, including those companies that receive economic incentives from the City. The Governance Committee also requested DHS explore practices to close the gender pay gap with those agencies with which it contracts through its delegate agency process. They also requested for EDD to coordinate with nonprofit organizations and business stakeholder organizations to explore best practices as an option by which companies can qualify when seeking economic development incentives.

In response to the Governance Committee's requests, EDD met with local business stakeholder organizations to understand their view on gender pay parity and how to best reduce the gap. EDD also met with internal departments such as DHS, HR, City Attorney's Office, and Finance to discuss gender pay parity regarding companies and organizations with which the City contracts.

In March of 2020, the requested compensation analysis was shared with the Economic and Workforce Development Committee. Based on the various stakeholder meetings, staff recommended for the City to lead by example, starting with sharing its analysis of employee compensation and the best practices the City implements to recruit, retain, and promote women. Further, DHS will ensure that the FY2022 Consolidated Funding RFP will request information from non-profit agencies regarding gender pay parity and gender awareness training policies. The RFP will also prioritize services for women of color that promote economic mobility and independence. EDD will request similar information within solicitations issued. Additionally, EDD will research and consider incorporating gender wage parity best practices into the tax abatement policy currently under review.

ISSUE:

This resolution for City Council consideration reaffirms the City's commitment to support gender pay parity and supports initiatives to close the gender wage gap in San Antonio.

These initiatives are led by three City Departments: Human Resources, Human Services and Economic Development.

The City's 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. Additionally, the 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.

The City's 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. Furthermore, the Economic Development Department will examine, identify, and recommend 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.

ALTERNATIVES:

This item is a resolution.

FISCAL IMPACT:

This item has not fiscal impact.

RECOMMENDATION:

Staff recommends approved of this resolution.