



City of San Antonio

Agenda Memorandum

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Agenda Date: 3/3/2020

In Control: Economic and Workforce Development Committee

DEPARTMENT: Economic Development

DEPARTMENT HEAD: Alejandra Lopez

COUNCIL DISTRICTS IMPACTED: Citywide

SUBJECT:

Gender Pay Parity Briefing

SUMMARY:

This item provides a briefing on the status of gender pay parity for the City of San Antonio and provides recommendations for further action to address gender pay parity across the community.

BACKGROUND INFORMATION:

In November 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.

In May 2019, the City of San Antonio finalized a report on the status of women. Specifically, the report indicated that women in San Antonio are less likely than men to drop out of high school and are also more likely to complete a bachelor's degree. However, these education gains are not yet closing the earnings gap between men and women. Women without high school diplomas, with bachelor's degrees, and with graduate or professional degrees earn 64 cents, 81 cents, and 72 cents, respectively, for every dollar earned by men. Earning disparities are further compounded when considering race and ethnicity.

On October 8, 2019, a City Council Consideration Request 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 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.

ISSUE:

Gender pay parity is a multi-faceted issue. There are a number of factors that contribute to the overall higher earnings of men compared to women, even when education, experience, marital status, and parental status are controlled. Some of these factors include: job and industry choices with male-dominated occupations earning higher wages than female-dominated occupations; and, employers basing new employee salaries on earnings history.

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.

The results of meeting with internal and external stakeholders is the recommendation that the City should lead by example to address gender pay parity. Leading by example starts with the City sharing its analysis of employee compensation and the best practices the City implements to recruit, retain, and promote women. Further, DHS and EDD will ensure that the FY2021 and 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. Additionally, EDD recommends City Council consider the addition of gender wage parity best practices into the tax abatement policy to be updated this year.

Equal opportunity and pay equity are priorities of the Human Resources (HR) Department and the City of San Antonio as an organization. The City has implemented best practices that support an equitable compensation program and emphasize diversity in the workplace. In addition to developing compensation administration policies that memorialize fair, equitable, and competitive pay practices, the City also provides compensation transparency to include annual on-line total compensation report, pay plan, job descriptions and job postings with pay ranges. As a standard process, Human Resources conducts market studies to guide compensation levels regardless of gender. In addition, Human Resources regularly conducts individual analysis for compensation requests such as exceptional hires and salary adjustments. In December 2017, as a proactive measure, the City removed all salary preference and past salary history questions from employment applications.

As part of the City's commitment to female focused recruiting and development, in 2014 the Women's Leadership Mentoring Program was implemented. This program emphasizes professional development for managerial and executive level opportunities. Including the current class, a total of 216 female city employees have participated and 47.3% have been promoted since completing the program. The Management Fellowship Program was implemented to bring emerging local government professionals into the organization. To date the program has introduced 29 Fellows into the organization, 60% which have been female.

In an effort to retain talented female employees and keep them connected to the workforce, the City of San Antonio has implemented several Employer of Choice policies which include: flexible scheduling, six weeks of paid parental leave, wellness leave and mother's rooms. Further, the City's tuition reimbursement program, student loan reimbursement and Upgrade program promote continued education and professional development.

The combined results of these efforts have seen an overall increase in female employment in the organization. Currently 45% of all Civilian, full-time employees and 48% of executives are female.

In November 2013, a gender equity compensation review was presented to the Governance Committee. At that time, no pay disparities were found based on gender. Human Resources recently completed an updated review with the same results. Salary administration guidelines are being followed and any difference in pay is due to factors other than gender.

ALTERNATIVES:

This item is for briefing purposes only.

FISCAL IMPACT:

This item is for briefing purposes only.

RECOMMENDATION:

Staff will present a briefing on this item subject to possible action by the Committee.