

RESOLUTION NO. _____

**RESOLUTION OF THE COUNCIL OF THE CITY OF GLENDALE
IN SUPPORT OF THE CALIFORNIA EQUAL PAY PLEDGE**

WHEREAS, the California Equal Pay Pledge is an initiative led by the California Commission on the Status of Women and Girls and the Office of the First Partner, in partnership with the California Partners Project, to help close the pay gap in California;

WHEREAS, according to the California Commission on the Status of Women and Girls, policies that ensure equal pay for all Americans help businesses attract the strongest talent, boost productivity, and benefit our entire economy and the California Equal Pay Pledge is designed to help close the pay gap in California, with a recognition that more work needs to be done to ensure equal pay;

WHEREAS, the gender pay gap impacts women in a variety of ways: Women in the U.S. who work full time, year-round are typically paid only 84 cents for every dollar paid to their male counterparts (National Women's Law Center) and women in California earn less than men in almost every occupation and at every level of education (CalHR);

WHEREAS, women face an income gap in retirement, because they have earned less and therefore, have paid less into the Social Security system, and as a result receive less in Social Security benefits. They also lag behind men in pension benefits, as well as retirement savings (American Association of University Women);

WHEREAS, Companies that take the CA Equal Pay Pledge commit to conducting an annual company-wide gender pay analysis, reviewing hiring and promotion processes and procedures to reduce unconscious bias and structural barriers, and promoting best practices that will close the pay gap to ensure fundamental equity for all workers. Over 130 companies across California have taken the Equal Pay Pledge, as well as the cities of San Francisco, Oakland, Los Angeles, San Diego, Long Beach, Fresno, and Santa Barbara;

WHEREAS, the Equal Pay Act prohibits an employer from paying any of its employees wage rates that are less than what it pays employees of the opposite sex, or of another race, or of another ethnicity for substantially similar work, when viewed as a composite of skill, effort, and responsibility, and performed under similar working conditions; and

WHEREAS, at its February 12, 2024 Regular Meeting of the Glendale Commission on the Status of Women, the Commission adopted a motion to recommend to the Council that it sign the California Equal Pay Pledge.

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GLENDALE, CALIFORNIA:

SECTION 1. That the City Council hereby urges the elimination of any wage gap based on gender, and supports the California Equal Pay campaign led by First Partner Jennifer Siebel Newsom in partnership with the California Commission on the Status of Women and Girls (CCSWG) focused on closing the pay gap in California; and

SECTION 2. That the Council joins First Partner Jennifer Siebel Newsom in the California Equal Pay pledge and advance the implementation the California Fair Pay Act by: 1. Committing to conducting annual gender pay analysis; 2. Reviewing hiring and promotional

practices to minimize unconscious bias and structural barriers; and 3. Endorsing best practices to bridge the pay gap to promote equity for all employees; and

SECTION 3. That the Council allocate \$35,000 for the engagement of a specialized consultant to conduct a comprehensive gender pay analysis and to thoroughly review our hiring and promotional practices.

Adopted this _____ day of _____, 2024.

Mayor

ATTEST:

City Clerk

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS
CITY OF GLENDALE)

I, Dr. Suzie Abajian, City Clerk of the City of Glendale, do hereby certify that the foregoing Resolution No. _____ was adopted by the Council of the City of Glendale, California, at a regular meeting held on the _____ day of _____, 2024, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

City Clerk