



## **CITY OF GLENDALE, CALIFORNIA REPORT TO THE CITY COUNCIL**

### **AGENDA ITEM**

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Report: Consideration of Recommendation to the City Council to Sign the California Equal Pay Pledge.

1. Resolution of the Council to Sign the California Equal Pay Pledge
2. Resolution of Appropriation

### **COUNCIL ACTION**

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**Item Type:** Action Item

**Approved for** February 27, 2024 **calendar**

### **EXECUTIVE SUMMARY**

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The California Equal Pay Pledge, a collaborative effort by the California Commission on the Status of Women and Girls, the Office of the First Partner, and the California Partners Project, aims to narrow the pay disparity in the state. This initiative is grounded in the belief, as stated by the California Commission on the Status of Women and Girls, that equitable pay policies not only enhance business attractiveness by drawing top-tier talent but also increase productivity and contribute positively to the broader economy. Acknowledging the ongoing nature of this endeavor, the California Equal Pay Pledge is a step towards ensuring pay equity in California.

### **RECOMMENDATION**

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Staff respectfully recommends that the City Council sign the California Equal Pay Pledge and approve the resolution of appropriation.

### **ANALYSIS**

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The gender pay gap adversely affects women in numerous ways. In the U.S., women working full time, year-round typically earn only 84 cents for every dollar their male counterparts make, according to the National Women's Law Center. In California, this disparity persists across almost all occupations and educational levels, as reported by the California Department of Human Resources, the agency responsible for human resource management of state employees, including issues related to salaries and

benefits. The wage gap results in significant median annual earnings losses: \$22,692 for Black women, \$29,724 for Latinas, and \$28,797 for Native women per the National Women's Law Center. Moreover, mothers face a larger pay gap than childless women, earning just 71 cents for every dollar fathers earn, leading to an annual earnings loss of about \$16,000, as stated by the American Association of University Women.

Women also experience a substantial income gap in retirement. Due to lower lifetime earnings, they contribute less to the Social Security system and, consequently, receive lower benefits. Women also tend to accumulate fewer pension benefits and retirement savings than men, as highlighted by the American Association of University Women.

Companies endorsing the California Equal Pay Pledge are committed to conducting annual gender pay analysis, reviewing hiring and promotional practices to minimize unconscious bias and structural barriers, and endorsing best practices to bridge the pay gap to promote equity for all employees. Over 130 companies throughout California, along with cities like San Francisco, Oakland, Los Angeles, San Diego, Long Beach, Fresno, and Santa Barbara, have adopted this pledge.

By signing the Equal Pay Pledge, the city will:

1. Commit to conducting annual gender pay analysis
2. Review hiring and promotional practices to minimize unconscious bias and structural barriers
3. Endorse best practices to bridge the pay gap to promote equity for all employees

On February 6, 2024, Councilmember Elen Asatryan proposed that the California Equal Pay Pledge be discussed in a future City Council meeting. The Council agreed to place this item on the agenda for a subsequent discussion. At its February 12, 2024 Regular Meeting, the Glendale Commission on the Status of Women adopted a motion recommending the City Council sign the California Equal Pay pledge.

Staff proposes 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. This investment is crucial for identifying and addressing any existing pay disparities and for ensuring our recruitment and advancement procedures are equitable and free of bias. Allocating these funds demonstrates our commitment to gender pay equity and aligns with our City's core values of fairness and inclusivity.

## **FISCAL IMPACT**

The engagement of a specialized consultant is going to cost \$35,000, which was not included as a part of the FY 2023-24 budget. Therefore, staff is requesting for an appropriation of \$35,000 from the City's undesignated fund balance. The appropriation request is outlined below:

<b>Requesting Appropriation</b>
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Amount	From (Account String)	To (Account String)	Funding Source
\$35,000	25300-1010-000	43110-1010-HRD-0010-P0000	General Fund

### **ENVIRONMENTAL REVIEW (CEQA/NEPA)**

This item is not subject to CEQA review.

### **CAMPAIGN DISCLOSURE**

This item is exempt from campaign disclosure requirements.

### **ALTERNATIVES TO STAFF RECOMMENDATION**

Alternative 1: Not approve the resolution as submitted.

Alternative 2: The City Council may consider other alternatives not proposed by staff.

### **ADMINISTRATIVE ACTION**

**Submitted by:**

Paula Adams, Chief Human Resources Officer

**Prepared by:**

Paula Adams, Chief Human Resources Officer

**Approved by:**

Roubik R. Golanian, P.E., City Manager

### **EXHIBITS**

Exhibit 1: Factsheet on “California Equal Pay Champions” highlighting companies committed to the California Equal Pay Pledge

Exhibit 2: #EqualPayCA Factsheet