

ALBANY CALIFORNIA



CITY OF ALBANY
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ALBANY, CA 94706
www.AlbanyCA.org

Date: April 1, 2024

MEMORANDUM

To: Albany City Council Members

From: Vice Mayor López & Councilmember Tiedemann

Re: Equal Pay Ordinance

RECOMMENDATION

That the Council direct staff to prepare an Equal Pay Ordinance that codifies pay parity across genders for contractors/vendors conducting business in the City of Albany. Moreover, it is recommended that an Equal Pay Ordinance for the City of Albany gives the City the ability to terminate the contract of any business in violation.

BACKGROUND

On the March 18th, 2024 City Council meeting, Vice Mayor López suggested that an Equal Pay Ordinance be considered as a future agenda item. There were both broad and personal reasons for this suggestion. First, doing so would further the City's longheld goal of justice and equity, a goal that is especially pertinent during Women's History Month for Vice Mayor López. Our society must continually reckon with issues of pay parity across intersectional lines of gender and race. Secondly, Vice Mayor López, was inspired by the research of his daughter and her fellow rising scholars in Albany Unified School District (AUSD), during their "I-search" project, a self-directed and substantial critical research project undertaken by students at Albany Middle School. The daughter of Vice Mayor López took on the topic of feminism, which led to personal conversations regarding pay gaps across genders, and frustration that her research could not possibly address the true scope of the problem. Therefore, this is policy recommendation is inspired by local youth – reminding them that their voice matters.

DISCUSSION

While a local Equal Pay Ordinance may seem difficult, there is precedence at the state and local level. At the state level, there clearly exist the California Equal Pay Act and Fair Pay Act. At the local level, similar action has been taken by past elected leaders in the cities of San Francisco, San Jose, and San Diego. Furthermore, most recently, in 2021 the city leaders in Hercules approved an Equal Pay Ordinance. The City of Albany and our elected leaders have an opportunity to ensure accountability is codified with respect to equal pay and situate Albany as a leader in Alameda County for long overdue policy.

This ordinance affords Albany the opportunity to ensure employers who contract with the City of Albany must pay employees equal wage rates for equal or substantially similar work, regardless of an employee's gender, race or ethnicity.

Holding contracted entities accountable to state laws is absolutely a necessity. As highlighted by the National Partnerships for Women and Families, via Census Bureau data analysis, overall women workers are typically paid just 78 cents for every dollar paid to a man – adding up to a difference of \$11,450 over the course of the year. Such disparities persist across all job sectors, impacting folks of minoritized backgrounds the most, regardless of educational attainment level. An Equal Pay Ordinance policy, that is in alignment with cities across California, will ensure proper support systems are in place for employees of contracted businesses in the City of Albany.

SUSTAINABILITY CONSIDERATIONS

N/A

SOCIAL EQUITY AND INCLUSIVITY CONSIDERATIONS

Ensuring codified protection for equity in pay, regardless of gender, ethnic background, or race, advances the City's equity goals.

CITY COUNCIL STRATEGIC PLAN INITIATIVES

Implementing an equal pay ordinance would advance Goal #4 of the City's Strategic Plan: Encourage Community Connectivity Through Diversity, Equity & Inclusivity

FINANCIAL CONSIDERATIONS

TBD