

**CITY of ALBUQUERQUE  
TWENTIETH COUNCIL**

COUNCIL BILL NO. R-13-245

ENACTMENT NO.

**B-2013-124**

SPONSORED BY: Isaac Benton

1

**RESOLUTION**

2

**ESTABLISHING A CITY POLICY OF NO TOLERANCE FOR GENDER PAY**

3

**INEQUALITY; DIRECTING THE ADMINISTRATION TO IDENTIFY ALL AREAS**

4

**OF PAY INEQUALITY BASED ON GENDER OCCURRING IN CITY OF**

5

**ALBUQUERQUE GOVERNMENT AND TO PREPARE A REPORT TO THE CITY**

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**COUNCIL ON THE CITY'S ACTION PLAN FOR CORRECTING AND**

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**PREVENTING SUCH INEQUALITY; DIRECTING THE ADMINISTRATION TO**

8

**IMPLEMENT A POLICY FOR REQUIRING CONTRACTORS AND VENDORS**

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**DOING BUSINESS WITH THE CITY TO DEMONSTRATE THEIR COMPLIANCE**

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**WITH THE FEDERAL EQUAL PAY ACT; AND REQUIRING THE CITY'S ACTION**

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**PLAN TO END PAY INEQUALITY ON THE CITY'S TRANSPARENCY WEBSITE.**

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**WHEREAS, despite the adoption of federal laws to prohibit wage**

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**discrimination based on gender, wage inequality persists throughout the**

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**Country; and**

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**WHEREAS, the Mayor recently announced that the City of Albuquerque has**

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**not achieved gender equal pay; and**

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**WHEREAS, though the percentages separating men's and women's wages**

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**for similar jobs are not as high in City government as they are in other parts of**

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**the State and nation, the disparity still exists in Albuquerque within and**

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**outside of City Hall; and**

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**WHEREAS, the City has staffed its Human Rights Office which was**

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**established to enforce civil and human rights and to provide a vehicle to**

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**address discrimination complaints; and**

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**WHEREAS, the City should be a leader in combating compensation**

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**discrimination and ending wage inequality.**

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1 BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF  
2 ALBUQUERQUE:

3 Section 1. The Administration is directed to identify all areas and  
4 instances of gender pay inequality within City of Albuquerque government and  
5 to prepare a report to be presented to the City Council within 120 days from  
6 the adoption of this resolution that sets forth the City's action plan for  
7 correcting and preventing gender pay inequality within City government.

8 Section 2. The Administration is directed to develop and implement a  
9 policy for requiring contractors and vendors doing business with the City to  
10 demonstrate that they are in compliance with the Federal Equal Pay Act prior  
11 to their selection by the City.


12 Section 3. The Administration is directed to place the City's gender pay  
13 equality action plan and progress reports on the City's Transparency website.  
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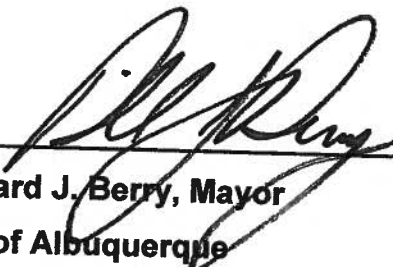
1 PASSED AND ADOPTED THIS 4<sup>th</sup> DAY OF November, 2013  
2 BY A VOTE OF: 8 FOR 0 AGAINST.  
3

4 Excused: Winter  
5

6   
7 \_\_\_\_\_  
8 Daniel P. Lewis, President  
9 City Council  
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11  
12 APPROVED THIS 22nd DAY OF November, 2013  
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15  
16 Bill No. R-13-245  
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19 \_\_\_\_\_  
20 Richard J. Berry, Mayor  
21 City of Albuquerque  
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24 ATTEST:

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26 \_\_\_\_\_  
27 Amy B. Bailey, City Clerk  
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