



**Office of the City Manager**

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# Memo

**To:** Members of Dublin City Council

**From:** Dana L. McDaniel, City Manager

**Date:** January 14, 2020

**Initiated By:** Jennifer L. Miglietti, Director of Human Resources

**Re:** Dublin's Commitment to Pay Equity

## Background

In 1963 the Equal Pay Act, designed to abolish the gender pay gap, was signed into law. However, nearly 60 years later, many opportunities exist to improve communities by sharing and expanding best practice solutions with the intent of contributing to the economic vibrancy of our greater community.

Pay equity means paying jobs of similar value, skill, responsibility and working conditions equitably. From a gender perspective, that means ensuring female-dominated jobs are paid equitably to male-dominated jobs of similar value and worth to the organization.

The Gender Pay Gap, or wage gap, refers to women's median annual income compared to men's median annual income. It compares different jobs across sectors and industries using census data. Issues of equal pay for equal work and pay equity drive the gender pay gap. In the Columbus Region, the gender pay gap is 78 cents to \$1, meaning women make 78 cents for every dollar men make. Nationally, women earn 80 cents for every dollar men make. There is an even larger disparity for women of color.

City of Columbus Mayor Andrew Ginther has challenged surrounding communities to join him and First Lady Shannon Ginther in pledging to close the gender wage gap. This voluntary, employer-led initiative includes promoting innovation to address gender- and race-based pay inequities.

## Procedures

The City of Dublin is committed to pay equality and equity. Annually, the Human Resources Director reviews the Compensation Plan for the Non-Union Personnel and analyzes the workforce to ensure the systems for offering starting salaries and annual increases eliminate gender bias. The union personnel collective bargaining agreements are gender neutral, and wages and increases are based on experience and longevity with the City. Based on these assessments, staff has confidence that the systems in place are free of bias.

## Recommendation

It is my recommendation that we respond to the invitation from the City of Columbus and offer our voluntary pledge to continue our commitment to pay equality through our current practices

and procedures, but also engage with other organizations to find additional ways to ensure we are meeting and exceeding best practice standards.

# RECORD OF RESOLUTIONS

Dayton Legal Blank, Inc., Form No. 30045

Resolution No. 13-20

Passed \_\_\_\_\_, 20\_\_\_\_

## A RESOLUTION AFFIRMING DUBLIN'S COMMITMENT TO ACHIEVING AND MAINTAINING PAY EQUITY WITH CITY PERSONNEL

**WHEREAS**, the City of Dublin is committed to attracting and retaining the highest quality and most talented workforce; and

**WHEREAS**, the City of Dublin recognizes the impact of pay inequity and implicit bias and how it contributes to the disproportionate impact across different races, ethnicities and genders; and

**WHEREAS**, the City of Dublin reviews objective information to understand how hiring, promotional, and pay practices may lead to gender, ethnic and racial disparities; and

**WHEREAS**, the City of Dublin invests time and talent to address gender and raced-based wage disparity.

**NOW, THEREFORE, BE IT RESOLVED** by the Council of the City of Dublin, \_\_\_\_ of its elected members concurring, that:

**Section 1.** The City of Dublin is committed to pay equity in the workforce.

**Section 2.** The City demonstrates a commitment to pay equity through processes that reflect gender-neutral salary offers and wage increases.

**Section 3.** The City's union workforce has collective bargaining agreements that are gender neutral and wages that are bargained based on longevity of service.

**Section 4.** The City's non-union workforce annual increases and salary offers are based on algorithms and analysis that eliminate gender bias.

**Section 5.** This Resolution shall be effective upon passage in accordance with Section 4.04(a) of the Revised Charter.

Passed this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

\_\_\_\_\_  
Mayor - Presiding Officer

ATTEST:

\_\_\_\_\_  
Clerk of Council