



Kate Harrison
Councilmember District 4

CONSENT CALENDAR
January 21, 2020

To: Honorable Mayor and Members of the City Council
From: Councilmember Harrison
Subject: Budget Referral to Conduct an Equal Pay Audit

RECOMMENDATION

1. Refer to the June 2020 Budget Process \$20,000 to pay for an Equal Pay Audit for City of Berkeley employees. The audit would include pay band analyses and analyses of job segregation and glass ceilings.
2. Issue an RFP to complete the Equal Pay Audit

BACKGROUND

In January 2016, the Commission on the Status of Women (COSOW) formed an equal pay subcommittee in response to a referral from Councilmember Worthington. A year later in April 2017, COSOW made a three-part recommendation to the City Council that included a gender pay audit for city employees.

In the May 2017 Re-weighted Range Voting (RRV) process, the City Council voted to make an equal pay audit the second highest priority¹. Two years later, COSOW brought the item back to Council with the recommendation that it be performed by an outside vendor, Dr. Martha Burk, because it remained incomplete despite high prioritization. Dr. Burk conducted a similar audit in New Mexico and gave a presentation on it to the Berkeley COSOW. The City Council approved funding for this presentation at the July 9, 2019 meeting².

The Council expressed interest in the audit but did not approve the request, because the request was made outside the regular budgeting process and no RFP was completed. This referral intends to complete the work that was already approved and prioritized.

The audit intends to examine pay equity among City of Berkeley employees by looking at three different metrics: job segregation, pay band analyses and glass ceilings. Job segregation is a count of the number of male and female employees in each department. Pay band analyses examine the grouping of employees within a certain salary range in a

¹ Item 1, May 30, 2017 Berkeley City Council Special Meeting, "2017 City Council Referral Prioritization Process Using Re-Weighted Range Voting (RRV)".

² Item 9, July 9, 2019 Berkeley City Council Meeting, "Gender Pay Equity Salary Negotiation Workshop".

given department, irrespective of job titles. A glass ceiling analysis determines whether men or women are concentrated in lower-paying jobs.

This audit is meant to be a preliminary examination that will indicate whether a more thorough examination is needed (including a comparison of different classifications in different departments).

The final report will include:

1. The number of pay bands examined
2. Number of pay bands segregated by gender
3. Bands containing both genders
4. Bands with no gender wage gap
5. Bands with a gap that favors women
6. Bands with a gap that favors men

FISCAL IMPLICATIONS

The audit will require \$20,000 for surveilling and processing data from the different departments.

RATIONALE FOR RECOMMENDATION

The gender pay gap runs contrary to the values of the City of Berkeley and our Strategic Plan goal of championing social justice. This audit will inform the City whether further action is required to close any gender pay gap among City employees.

After a recommendation has been approved by Council and prioritized highly, its timely completion builds trust in local government.

ENVIRONMENTAL SUSTAINABILITY

No impact.

CONTACT PERSON

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