



CONSENT CALENDAR

Agenda Item # 3

AGENDA REPORT SUMMARY

Meeting Date: March 23, 2021

Subject: Resolution No. 2021-13 Resolution Proclaiming March 24, 2021 to be Equal Pay Day 2021

Prepared by Andrea Chelemengos, City Clerk
Reviewed by Jon Maginot, Deputy City Manager
Approved by: Brad Kilger Interim City Manager

Attachment(s):

1. Resolution No 2021-13

Initiated by:

Staff per a request from the member of the public.

Previous Council Consideration:

None

Fiscal Impact:

None

Environmental Review:

Not applicable

Background:

Prior to the March 9th City Council meeting staff was contacted by Claire Noonan of Los Altos-Mountain View American Association of University Women Board inquiring how to request an item be placed on the agenda for consideration. Staff had provided Ms. Noonan instructions. Allyson Johnson of Los Altos-Mountain View American Association of University Women attended the March 9th meeting to request the Council to consider, at its March 23rd meeting, a resolution declaring March 24, 2021 to be Equal Pay Day 2021. However, due to technical difficulties Ms. Johnson was unable to make the request. Given the time constraint that March 24 is the day immediately after the March 23 City Council meeting, staff has placed the matter on the agenda for Council's consideration.

Policy Question(s) for Council Consideration:

Does the City Council wish to adopt the proposed resolution declaring March 24, 2021 to be Equal Pay Day 2021?

Reviewed By:

City Manager

BK

City Attorney

JH

Finance Director

N/A



Subject: Resolution No. 2021-13 Resolution Proclaiming March 24, 2021 to be Equal Pay Day 2021

Staff Recommendation:

Adopt Resolution No. 2021-13 declaring March 24, 2021 to be Equal Pay Day 2021.

RESOLUTION NO. 2021-13

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
ACKNOWLEDGING MARCH 24, 2021 EQUAL PAY DAY 2021 RESOLVES TO ENSURE
PAY EQUITY STANDARDS IN THE CITY GOVERNMENT AND TO ENCOURAGE
PAY EQUITY STANDARDS THROUGHOUT THE CITY'S BUSINESS COMMUNITY**

WHEREAS, fifty-eight years after the passage of the 1963 Equal Pay Act women, especially women of color, continue to suffer the consequences of unequal pay, and

WHEREAS, passage of the Paycheck Fairness Act in Congress to update the 1963 Equal Pay Act will help close the pay gap by eliminating loopholes in the Equal Pay Act, and

WHEREAS, according to the U.S. Census Bureau, women working full-time year-round in 2020 typically earned 82¢ for every dollar paid to men, showing minor change in the gender pay gap from the past year, and

WHEREAS, Black women earn only 62¢ for every dollar earned by men, Native American women earn 60¢, and Latina women, the largest group of women workers after White and Asian women in Santa Clara County, earn only 55¢ and

WHEREAS, between February and April 2020, due to the pandemic economic distress, men were unemployed at 9.9%, while women's unemployment was 12.5% because of the "occupation segregation" factor for women who hold the highest number of jobs in the hard-hit hospitality and retail businesses, and due to women dropping out of work for caregiving responsibilities, and

WHEREAS, more women than men graduate from college, the women graduates hold two-thirds of the nation's outstanding student loan debt totaling over \$929 billion and are less likely to be able to pay off their debt due to wage disparities, and

WHEREAS, a lifetime of lower pay means women have less income to save for retirement and less income counted in Social Security or pension benefit formulas, and

WHEREAS, March 24 is Equal Pay Day 2021, marking the day that signals how far into 2021 women must work to make what men were paid in 2020,

NOW, THEREFORE, the City Council of Los Altos, proclaims March 24, 2021 to be Equal Pay Day 2021, and

FURTHERMORE, resolves to ensure pay equity standards in the city government and to encourage pay equity standards throughout the city's business community.

PASSED AND ADOPTED this 23rd day of March, 2021, by the following vote:
vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Neysa Fligor, MAYOR

Attest:

Andrea Chelemengos, MMC, CITY CLERK