

**CITY OF BALTIMORE
COUNCIL BILL 17-0051R
(Resolution)**

Introduced by: Councilmembers Sneed, Henry, Clarke, President Young, Councilmembers Scott, Costello, Burnett, Bullock, Schleifer, Middleton, Stokes, Pinkett, Cohen

Introduced and read first time: October 30, 2017

Assigned to: Labor Committee

REFERRED TO THE FOLLOWING AGENCIES: Department of Finance, Department of Human Resources

A RESOLUTION ENTITLED

1 A COUNCIL RESOLUTION concerning

2 **Investigative Hearing – Equal Pay for Women**

3 FOR the purpose of reaffirming Baltimore City’s commitment to equal treatment of any and all
4 employees, and particularly equal treatment of women in the workplace; calling for the City
5 to take concrete steps to accelerate the closing of the pay gap between men and women to
6 empower women and reduce poverty; and requesting that the Department of Finance
7 complete a management research project on the possibility of pay disparity between men and
8 women on the City’s payroll so that City officials can make informed decisions about what
9 steps would be most effective in eliminating any existing gaps.

10 **Recitals**

11 One of the ongoing civil rights issues is the pay disparity between men and women. This gap
12 is further stratified along racial lines. Although the gap has been slowly narrowing over time,
13 recent studies show that on its current path true pay equity would not arrive until 2059.

14 Repeated studies have shown that women in Baltimore City, and the country at large, make
15 approximately 80 cents or less for every dollar a man earned, and this gap is wider for women of
16 color. This has very real costs for women, families, and society at large. Over her entire career,
17 a woman can expect to earn as much as \$2 million less than a man with a similar level of
18 education. As a result, roughly a quarter of female headed households in Maryland live below
19 the poverty line, 2.5 times the rate for the state’s population as a whole. And a recent study by
20 the McKinsey Global Institute found that the United States could add \$4.3 trillion to the
21 economy by achieving pay equity by 2025; for Maryland, achieving pay equity would grow the
22 economy by more than 10%.

23 The impacts of the pay gap fall disproportionately on cities like Baltimore, making it essential
24 that the City work to reduce the gap both in the public and private sectors. The best way to
25 improve equity in the workforce is to lead by example, the City must study its own practices in
26 order to further its commitment to addressing this inequity.

27 With recent events, it has become imperative that the City of Baltimore take proactive action
28 on this front. The City Council and Mayor cannot act to solve the issue of pay disparity in
29 government without an understanding of the issue as it exists. Attaining that understanding

EXPLANATION: Underlining indicates matter added by amendment.
~~Strike out~~ indicates matter deleted by amendment.

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1 means taking a hard look at how men, women, and people of color in the City’s workforce are
2 actually paid.

3 **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE,** That the
4 Council reaffirms Baltimore City’s commitment to equal treatment of any and all employees, and
5 particularly equal treatment of women in the workplace; calls for the City to take concrete steps
6 to accelerate the closing of the pay gap between men and women to empower women and reduce
7 poverty; and requests that the Department of Finance complete a management research project on
8 the possibility of pay disparity between men and women on the City’s payroll so that City
9 officials can make informed decisions about what steps would be most effective in eliminating
10 any existing gaps.

11 **AND BE IT FURTHER RESOLVED,** That a copy of this Resolution be sent to the Mayor, the
12 Director of Finance, the Chief of the Finance Department’s Bureau of Budget and Management
13 Research, the Director of Human Resources, and the Mayor’s Legislative Liaison to the City
14 Council.