



**CITY OF SAN ANTONIO
OFFICE OF THE CITY COUNCIL
COUNCIL CONSIDERATION REQUEST**

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CITY OF SAN ANTONIO
CITY CLERK

13 JUN 20 AM 10:35

TO: Mayor & City Council

FROM: Councilman Cris Medina, District 7

COPIES TO: Sheryl Sculley, City Manager; Leticia Vacek, City Clerk; Edward Benavides, Chief of Staff; Chris Callanen, Assistant to the City Council; Michael Bernard, City Attorney; John Peterek, Interim Management Services Administrator

SUBJECT: Equal Pay for SA

DATE: June 19, 2013

Issue Proposed for Consideration

I ask for your support for the inclusion of the following item on the agenda of the earliest available meeting of the Governance Committee:

I, Councilman Cris Medina, seek a discussion of any studies conducted by the City of San Antonio (CoSA) or on behalf of CoSA that measures any pay disparity between male and female employees, including SAPD and SAFD. Should none exist, I request an expedited study of CoSA compensation that measures if there exists a pay disparity between men and women in comparable positions, an explanation of the causes of any disparity, and a briefing on any initiatives CoSA has in place or is considering to close any gender gap.

Should the study reveal a pay disparity, CM requests a discussion of what initiatives CoSA can implement to immediately close this gender gap.--

Brief Background

According to the National Women's Law Center: Women today are paid, on average, only 77 cents for every dollar paid to men. And the gap is even worse for women of color - African American women earn only 64 cents and Latina women earn only 55 cents for each dollar earned by males.

According to a study compiled by the American Association of University Women, the national average salary for men is \$48,202 and the national average salary for women is \$37,118. This means that nationally women earn, on average, 77% of what men earn.

Texas fairs slightly better than the national average with women earning, on average, 82% of what men earn. But, according to the 2011 American Community Survey, women who work in the field of public administration in Texas actually do worse than the national average. On average, they earn just under 75% of what men earn.

Submitted for Council consideration
by:

Councilman Cris Medina, District 7

Supporting Councilmembers' Signatures (4 only)

District No.

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Greg R. Taylor

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