

COMMITTEE SUBSTITUTE FOR RESOLUTION NO. 180519

Directing the City Manager to amend the City's employment application and interview process to eliminate disclosure of past salary history.

WHEREAS, research has shown that the practice of asking for past and current salary information by prospective employers may perpetuate gender and racial disparities in compensation; and

WHEREAS, the gender pay gap continues to be significant, with women earning around 80 cents to a man's dollar, and with African-American and Latina women earning around 60 cents and 55 cents respectively, for every dollar earned by Caucasian men; and

WHEREAS, continuing to ask the question during talent acquisition processes may exacerbate the wage gap by institutionalizing and perpetuating the salary differential each time those who have experienced pay discrimination changed jobs; and

WHEREAS, it is prudent to remove obstacles to employment for all people but particularly those who have historically suffered from pervasive discrimination in many areas of life, including employment, housing, and education; and

WHEREAS, the collective workforce views pay differently, with some applicants willing to consider a multitude of factors when considering job acceptance i.e., pay, flexible schedules, easier commutes, and other benefits; and

WHEREAS, the City of Kansas City, Missouri may have a need to ask questions related to salary history after an individual has been hired at an agreed upon salary, such as for verification; NOW, THEREFORE;

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the City Manager shall revise the City's employment application to eliminate the field requiring disclosure of past salary history.

Section 2. If there is a need for salary information, that the City shall not inquire about an applicant's salary history until after an individual otherwise qualified for the position, has been hired at an agreed upon salary.

Section 3. That the City Manager shall report to the City Council within ninety days regarding the feasibility of requiring all City contractors to comply with this policy.

---