



For Immediate Release

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Councilmember LaCava Spearheads First City Council Vote in Favor of Pay Equity at the City of San Diego

San Diego —Today, San Diego City Council unanimously supported Councilmember LaCava’s Resolution to Support the Principles of Pay Equity in the City’s Workforce and Requesting Information and Support from the Mayor.

“As this council looks to act through an equity lens on a variety of issues, there is no better place to start than with our own human capital,” said Councilmember LaCava. “Our City employees represent the City, our goals, and our values. We must provide them benefits to include equal access and opportunity and I look forward to seeing that come to fruition.”

In January 2021, the City’s Performance and Analytics Department (Panda) and Analytica Consulting released the City’s first Pay Equity Study, which analyzed pay equity issues in the City’s workforce and identified sources of apparent pay gaps among City employees. While the study uncovered no direct evidence of deliberate gender or racial bias in the City, it did recommend the City take targeted, cost-efficient, simple actions to mitigate any pay gap. This study was presented at council as an information item, which required no vote to be taken.

Created in collaboration with City staff, as well as several advocacy and non-profit organizations, the Resolution Supporting Principles of Pay Equity in the City of San Diego’s Workforce calls for several policy priorities targeting pay equity. These policy priorities include:

- Creating open and transparent compensation policies and culture
- Including intentional, gender-neutral descriptive language in vacancy postings
- Providing diversity outreach and training programs for high-paying positions
- Standardizing the City’s overtime pay award system
- Expanding future studies to include a more robust collection of employee data
- Reducing and eliminating the “Parenthood Penalty”
- Completing a cost assessment and implementation plan to determine employee benefits directly targeting the work-life balance needs of mothers and parents of color

“Today’s resolution is only possible thanks to the cooperation and collaboration from the Mayor’s office, Panda, and the work of the City Auditor, who initiated this good work,” said Councilmember LaCava. “I would also like to thank our coalition of community partners including: the Center on Policy Initiatives, the San Diego Workforce Partnership, Jewish Family Services of San Diego, the San Diego YMCA, San Diego for Every Child, the San Diego Early Care and Education Advocacy Coalition, and the Hispanic Chamber of Commerce for taking the time to share their expertise and strengthen the resolution.

Councilmember Joe LaCava represents San Diego City Council District 1, which includes the communities of Carmel Valley, Del Mar Heights, Del Mar Mesa, La Jolla, Pacific Highlands Ranch, Torrey Hills, Torrey Pines, and University City.

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