

**CITY OF BATON ROUGE/PARISH OF EAST BATON ROUGE
OFFICE OF THE MAYOR-PRESIDENT
SHARON WESTON BROOME**

EXECUTIVE ORDER NO. SWB 2021-04

CITY-PARISH EQUAL PAY COMMISSION

- WHEREAS,** the Equal Pay Act of 1963 requires employers to pay men and women equally for doing the same work and prohibits employers from engaging in sex-based wage discrimination; and
- WHEREAS,** according to the U.S. Department of Labor, Bureau of Labor Statistics, December 2020, Report 1089, women who were full-time wage and salary workers had median usual weekly earnings that were 82 percent of those of male, full-time wage and salary workers; and
- WHEREAS,** according to the Institute for Women’s Policy Research, women in Louisiana aged 16 years and older who work full-time, year-round earn 69 cents for every dollar compared to what men make, and the discrepancy worsens for women who are Black (47 cents), Hispanic (52 cents), Native American (52 cents), Multiracial (55 cents) or White (67 cents) when compared to White men’s earnings; and
- WHEREAS,** the City of Baton Rouge and Parish of East Baton Rouge is fully dedicated to the equal economic and employment opportunities for all citizens, prohibiting discrimination based upon race, color, religion, sex, national origin, age, disability, veteran status, sickle cell trait, or genetic information; and
- WHEREAS,** a need exists to study the gender wage gap in the City of Baton Rouge and Parish of East Baton Rouge to determine whether compensation practices of businesses located within the City of Baton Rouge, East Baton Rouge Parish promote gender pay equity; and
- WHEREAS,** gender pay equity strengthens and secures families, reduces poverty, and lessens reliance on public assistance; while enhancing the local, State, and American economy; and
- WHEREAS,** a priority exists for the creation of an Equal Pay Commission for the City-Parish to study the gender wage gap in the City of Baton Rouge and Parish of East Baton Rouge.
- NOW THEREFORE,** pursuant to the authority vested in me, as the Chief Executive Officer of the City-Parish of East Baton Rouge and the powers accorded to this office under the East Baton Rouge City-Parish Plan of Government, and every other power hereto enabling, I hereby order and direct as follows:

1. There is hereby created in the City-Parish Office of the Mayor-President, the **City-Parish Equal Pay Commission**, referred to in this section as the “Commission”. The Commission shall consist of fifteen (15) members, as specifically set forth below:
 - a. A Chairperson appointed by the Mayor-President, or designee;
 - b. The City-Parish Human Resources Director, or designee;
 - Upon the vacancy of the Human Resources Director, or designee, the Mayor-President shall appoint a qualified person to complete the remainder of the unexpired term.

- c. **Mayoral Appointments:** The following members, nominated by a majority vote of the Commission and appointed by the Mayor-President:
- i. One (1) member representing a municipal business, which is currently contracted by City-Parish;
 - ii. One (1) member representing the City of Baton Rouge Metro Council;
 - iii. Two (2) members representing advocacy, educational, or legislative organizations whose primary objective consists of eliminating the gender wage gap between men and women;
 - iv. Two (2) members representing Labor organizations;
 - v. Two (2) members of a Women’s National Association or organization;
 - vi. One (1) member representing a National Organization that serves minority communities and communities of color;
 - vii. One (1) member who is a Louisiana licensed attorney who possesses experience in labor and employment issues;
 - viii. One (1) member representing the higher education community who possesses expertise in pay equity issues;
 - ix. One (1) member who is a private, for-profit employer with fewer than 15 employees; and
 - x. One (1) member who is a private, for-profit employer with 15 or more employees.
 - o Members appointed by the Mayor-President shall serve two (2) year terms, not to exceed two (2) consecutive terms of office.
 - o Upon the vacancy of a member appointed by the Mayor-President, the Commission, by a majority vote, shall nominate a qualified person to complete the remainder of the unexpired term.
2. **Commission Appointments:** The Mayor-President, or designee, shall make all “Commission Appointments”.
3. **Commission Responsibilities:** The Commission is charged with the following responsibilities:
- a. **Assistance:** Working with businesses and educational institutions to develop, identify, and maintain best practices for encouraging pay equity for all employees;
 - b. **Implementation:** Encouraging employers to implement equal pay strategies and practices in their places of business;
 - c. **Education:** Educating businesses in the City-Parish about the importance of equal pay and pay equity issues;
 - d. **Research:** Studying and reporting equal pay trends, including trends from comparable cities, to identify and implement best practices in City-Parish;
 - e. **Employer Recognition:** Identifying and recognizing employers who implement and pursue equal pay practices;
 - f. **Equal Pay Model:** Working to establish the City of Baton Rouge as a Model City with regard to pay equity;
 - g. **Comprehensive Strategy:** Develop and submit a comprehensive strategy to the Mayor-President on best practices regarding equal pay for employers;
 - h. **Employer Outreach:** Establish and develop partnerships with public and private entities to raise equal pay awareness.
4. The Commission shall convene its first meeting no later than January 28, 2022 and shall meet quarterly thereafter, or more frequently as necessary, based upon the majority vote of the Commission.
5. Members of the Commission shall serve without compensation and shall not be reimbursed for any expenses that they incur by serving on the Commission.
6. By October 2022, and by each October thereafter, the Commission shall submit a report to the Office of the Mayor-President detailing the work of the Commission to comply with the requirements provided in Section 3.

7. **Effective Date:** This Executive Order shall take effect upon signature, and shall continue in effect until amended, modified, terminated, or rescinded by the Mayor-President of the City of Baton Rouge and Parish of East Baton Rouge.

Signed this ____ day of December 2021.



SHARON WESTON BROOME
MAYOR-PRESIDENT
CITY OF BATON ROUGE/PARISH OF EAST BATON ROUGE