

**CHAPTER 2017-16**

**No. 270 AN ORDINANCE IN AMENDMENT OF CHAPTER 16 OF THE CODE OF ORDINANCES OF THE CITY OF PROVIDENCE, ENTITLED: "OFFENSES AND MISCELLANEOUS PROVISIONS," TO CREATE SECTION 85, "EQUAL PAY TASK FORCE"**

**Approved June 6, 2017**

*Be it ordained by the City of Providence:*

SECTION 1: Chapter 16 of the Code of Ordinances of the City of Providence, entitled "Offenses and Miscellaneous Provisions" is hereby further amended by adding the following section.

Sec. 16-85. Equal Pay Task Force

(a) There is hereby established within the Providence Human Relations Commission, an Equal Pay Task Force, whose charge shall be to promote equal pay for equal work through activities including but not limited to studying best practices from other municipalities, collecting data from City contractors and departments, and making policy recommendations to the Mayor and the City Council.

(1) The Task Force shall consist of the following: seven (7) members: the Chair and Vice Chair of the Providence Human Relations Commission or their designees, the City Solicitor or designee, two (2) members appointed by the City Council, and two (2) members appointed by the Mayor.

(2) Members of the task force shall serve three-year terms, except that of the members first appointed:

The first members appointed by the City Council and Mayor shall serve two-year terms.

The second members appointed by the City Council and Mayor shall serve three-year terms.

(3) The Equal Pay Task Force shall serve without compensation, except for reasonable expenses incurred on task force business.

(4) The Task Force, in its first meeting, shall elect a chairperson and such other officers as it may deem necessary from among its members.

(5) The Task Force may adopt rules of procedure for the conduct of its business not inconsistent with the provisions of this Ordinance or of the Providence Home Rule Charter.

(6) The Task Force shall meet at least quarterly and shall hold special meetings upon the request of the Chairperson.

(b) *Powers and duties:* The powers and duties of the task force shall include, without limitation, the following:

(1) Analyze and recommend the best method or methods of data collection to identify the following, as they may exist among the City's contractors or subcontractors:

a. wage disparities by gender, among individuals performing same or similar job functions;

b. wage disparities by race, among individuals performing same or similar job functions; and

c. wage disparities by race and gender, among individuals performing same or similar job functions.

In determining the best method or methods, the Task Force will minimize the burden on City contractors and subcontractors providing the data.

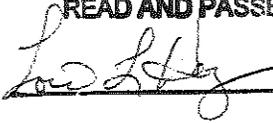
(2) Analyze and recommend criteria that will aid in the analysis of wage disparities, including but not limited to educational level achieved, years of work experience, and specialized skills.

(3) Recommend legislation, if necessary or desirable to implement its recommendations.

(4) Create and submit a finalized report of its activities, findings, and recommendations to the Providence Human Relations Commission, City Council, and Mayor, no later than December 31, 2017, and annually thereafter.

SECTION 2. This Ordinance shall take effect upon passage.

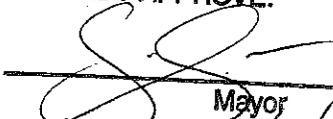
IN CITY COUNCIL  
MAY 24 2017  
FIRST READING  
READ AND PASSED

  
CLERK

IN CITY  
COUNCIL  
JUN 01 2017  
FINAL READING  
READ AND PASSED

  
PRESIDENT  
  
CLERK

I HEREBY APPROVE.

  
Mayor

Date: 6/6/17