



Policy Purpose

Because employees should be paid based on their years of relevant experience and / or education and because women have historically been paid at rates significantly less than men, the city is committed to offering wages not based on what prospective employees *currently* earn, but rather based on consideration of internal rates of pay of employees who are performing the same work and external market data. Salt Lake City Corporation's goal is to eliminate systemic bias and discrimination that adds to the under-valuation of work performed by women and to ensure that women are treated equally in terms of compensation for work performed.

- I. General
 - a. In accordance with applicable law, Salt Lake City Corporation prohibits discrimination based on a person's race, color, national origin, sex, including pregnancy, gender identity, religion, age, disability, genetic information, sexual orientation, gender identity, or any other legally protected class.
 - b. Pay decisions, which include but are not limited to, new hire pay determinations, promotional pay offers, merit pay increases, or any other pay adjustments, cannot be based on a person's gender.
 - c. Salt Lake City Corporation's pay practices are intended to provide equal pay for equal work, without regard to gender.
- II. Interview Practices
 - a. Individuals participating in a city hiring process (including, but not limited to, hiring managers, members of interview panels, and employees of the Human Resources Department) are prohibited from asking an applicant about their current salary or past salary history. If an applicant voluntarily discloses current or past salary information, the city will not rely on such information as the basis for any salary offer it may make.
- III. Workplace Expectations
 - a. Gender pay equity among employees in all jobs will be evaluated on a regular basis through an HR audit.

Current References: 3.02.01 Compensation & Pay Practices
Responsible Agency: Department of Human Resources
Initial Effective Date: 1st date of March, 2018