

Ordinance of the City of Jersey City, N.J.

File No. Ord. 22-026
Agenda No. 3.2 (1st Reading)
Agenda No. 4.2 (2nd Reading and Final Passage)



ORDINANCE AMENDING CHAPTER 148 (DISCRIMINATION) TO INCLUDE A “PAY TRANSPARENCY” REGULATION FOR JERSEY CITY EMPLOYERS IN THE JERSEY CITY MUNICIPAL CODE

COUNCIL AS A WHOLE offered and moved adoption of the following ordinance:

WHEREAS, the City of Jersey City (the “City”) wishes to help combat the wage gap for its minority members of its community; and

WHEREAS, women earn 84% of what men make for the same work or position; minorities and minority women are paid even less for the same work or position; and

WHEREAS, it is in the interest of the City to ensure that women and minorities are paid equally for the same work or position; and

WHEREAS, job seekers spend considerable time, energy, and money interviewing for a role or position only to receive a job offer less than their peers or not within their salary range; and

WHEREAS, pay transparency will help attract and retain the best talent, foster a better work environment through unity and trust within an organization or company, and ensures that residents of the City are paid fairly and equally in comparison to their colleagues; and

WHEREAS, the City’s Women’s Advisory Board shall provide outreach to minority groups, schools, and/or universities that may benefit positively from this Ordinance and the Women’s Advisory Board may provide guidance regarding the implementation of this Ordinance.

NOW THEREFORE, THE MUNICIPAL COUNCIL OF THE CITY OF JERSEY CITY DOES ORDAIN:


CHAPTER 148: DISCRIMINATION

§148-4.1 Pay Transparency

- A. An employer, with their principal place of business within the City of Jersey City and which uses any print or digital media circulating within the City to provide notice of employment opportunities, shall be required to post a minimum and maximum salary and/or hourly wage, and benefits to said posting or advertisement in the City. In stating the minimum and maximum salary and/or hourly wage for a position, the range may extend from the lowest to the highest salary the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion or transfer opportunity.
- B. This subdivision does not apply to an employer who employs four (4) or less employees.
- C. As per N.J.S.A. § 34:6B-20, it shall be unlawful for a New Jersey employer to screen a job applicant based on the applicant’s salary history or to require that the applicant’s salary history satisfy any minimum or maximum criteria.
- D. Any violations regarding this section may be reported to the City’s Office of Code Compliance (OCC) or to the Women’s Advisory Board for referral to the OCC.
 - I. All ordinances and parts of ordinances inconsistent herewith are hereby repealed.
 - II. The City Clerk and the Corporation Counsel may change any chapter numbers, article numbers and section numbers if codification of this ordinance reveals a conflict between those numbers and the existing code, in order to avoid confusion and possible repeals of existing provisions.

APPROVED AS TO LEGAL FORM


Business Administrator


Corporation Counsel

Ordinance Amending Chapter 148 (Discrimination) to Include A “Pay Transparency” Regulation for Jersey City Employers in the Jersey City Municipal Code

III. This ordinance shall take effect at the time and in the manner provided by law.

IV. This ordinance shall be a part of the Jersey City Code as though codified and incorporated in the official copies of the Jersey City Code.

NOTE: All new material to be inserted is underscored and material [~~struck through~~] is omitted.

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RECORD OF COUNCIL VOTE ON INTRODUCTION – Mar 9 2022						
RIDLEY	AYE	SALEH	AYE	DEGISE	AYE	9-0
PRINZ-AREY	AYE	SOLOMON	AYE	RIVERA	AYE	
BOGGIANO	AYE	GILMORE	AYE	WATTERMAN, PRES	AYE	

RECORD OF COUNCIL VOTE TO CLOSE PUBLIC HEARING – Mar 23 2022						
RIDLEY	AYE	SALEH	AYE	DEGISE	AYE	8-0
PRINZ-AREY	AYE	SOLOMON	AYE	RIVERA	ABSENT	
BOGGIANO	AYE	GILMORE	AYE	WATTERMAN, PRES.	AYE	

SPEAKERS:

Shannon Dwyer

RECORD OF COUNCIL VOTE ON AMENDMENTS, IF ANY –						
RIDLEY		SALEH		DEGISE		
PRINZ-AREY		SOLOMON		RIVERA		
BOGGIANO		GILMORE		WATTERMAN, PRES.		

RECORD OF FINAL COUNCIL VOTE – Mar 23 2022						
RIDLEY	AYE	SALEH	AYE	DEGISE	AYE	8-0
PRINZ-AREY	AYE	SOLOMON	AYE	RIVERA	ABSENT	
BOGGIANO	AYE	GILMORE	AYE	WATTERMAN, PRES.	AYE	

Adopted on first reading of the Council of Jersey City, N.J. on **Mar 9 2022**

Adopted on second and final reading after hearing on **Mar 23 2022**

This is to certify that the foregoing Ordinance was adopted by the Municipal Council at its meeting on Mar 23 2022



City Clerk



Joyce E. Watterman, President of Council
Approved: Mar 23 2022



Steven M. Fulop, Mayor
Date to Mayor: Mar 24 2022
Approved: Mar 24 2022

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FACT SHEET -

This summary sheet is to be attached to the front of any ordinance that is submitted for Council consideration. Incomplete or vague fact sheets will be returned with the ordinance.

Project Manager

Yousef Saleh, Councilperson	(201) 547-5485	YSaleh@jcnj.org
Division	Municipal Council	

Note: Project Manager must be available by phone during agenda meeting (Wednesday prior to council meeting @ 1:00 p.m.)

Purpose

Ordinance Amending Chapter 148 (Discrimination) to Include A “Pay Transparency” Regulation for Jersey City Employers in the Jersey City Municipal Code. (Co-sponsors by Councilwoman Ridley & Council Pres. Watterman).

Cost (Identify all sources and amounts)

n/a

Contract term (include all)

Approved by
Elizabeth Barna, Assistant Corporation Counsel
John Metro, usiness Administrator

Status:
Approved - Feb 25 2022
Approved - Mar 02 2022