



OFFICE OF THE MAYOR
CITY OF CHICAGO

RAHM EMANUEL
MAYOR

OFFICE OF THE
CITY CLERK

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Executive Order No. 2018-1

WHEREAS, Equality in pay between men and women continues to be a problem in the United States, including Chicago; and

WHEREAS, Women in Illinois make up almost half the workforce, yet earn only 79% of what men earn for equal work, and many women of color earn even less; and

WHEREAS, Since women consistently earn less than men for equal work, basing wages on a worker's previous pay serves to perpetuate wage inequality; and

WHEREAS, Applicants who are asked about their current salary risk anchoring their future compensation to that salary, regardless of whether they are currently being paid appropriately; and

WHEREAS, Applicants who refuse to answer questions about their salary history risk an assumption that the applicant makes less than they actually do, or that the potential employer will find them uncooperative and disqualify the applicant from further consideration; and

WHEREAS, Employers have alternatives to ensure applicants are being hired at the right salary, including researching the pay rate for similar jobs, disclosing the salary range to the applicant, or asking the applicant what his or her desired salary is; and

WHEREAS, Because salary history can be used to perpetuate wage inequality, an applicant's salary should never negatively affect their compensation for future roles; and

WHEREAS, In light of the state's ongoing failure to address the gender wage gap issue, it is appropriate for Chicago to take the lead on this issue by prohibiting inquiries into an applicant's wage history as part of the hiring process; and

WHEREAS, It is necessary and appropriate to exercise the executive authority vested in my office to address the problem of the gender wage gap without further delay; and

WHEREAS, Prohibiting City departments from asking job applicants about salary history during the hiring process will make substantial progress toward closing the gender wage gap; now, therefore,

I, **RAHM EMANUEL**, Mayor of the City of Chicago, do hereby order as follows:

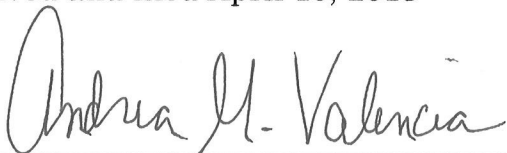
1. The City of Chicago reaffirms its commitment to gender pay equality, and commits itself to taking steps to close the gender pay gap.
2. No City department shall screen job applicants based on their wage or salary history, including by requiring that an applicant's prior wages, including benefits or other compensation, satisfy minimum or maximum criteria, or requesting or requiring that an applicant disclose prior wages or salary: (i) as a condition of being interviewed, (ii) as a condition of continuing to be considered for an offer of employment, (iii) as a condition of an offer of employment or an offer of compensation, or (iv) as a condition of employment.
3. No City department shall seek the wage or salary history, including benefits or other compensation, of any job applicant from any current or former employer.
4. I call upon the City's sister agencies to enact similar prohibitions as part of their hiring practices.
5. **Effective Date**

This Order shall take effect upon its execution and filing with the City Clerk.



Mayor

Received and filed April 10, 2018



City Clerk