

**TOWNSHIP OF VERONA  
COUNTY OF ESSEX, STATE OF NEW JERSEY**

**RESOLUTION No. 2020-216**

A motion was made by Councilman Giblin; seconded by Councilwoman McGrath; that the following resolution be adopted:

**REQUESTING THE TOWNSHIP MANAGER PERFORM A SALARY  
ANALYSIS OF ALL EMPLOYEE TITLES/POSITIONS TO ENSURE  
CONFORMITY WITH THE DIANE B. ALLEN EQUAL PAY ACT**

**WHEREAS**, the New Jersey Legislature created the New Jersey Division of Civil Rights (DCR) to enforce the New Jersey Law Against Discrimination (LAD) and to “prevent and eliminate discrimination” in the State of New Jersey; and

**WHEREAS**, notwithstanding the LAD’s protections, pay gaps still exist in New Jersey and across the country; and

**WHEREAS**, in 2018, women in New Jersey earned only 81.3% as much as their male counterparts; and

**WHEREAS**, black women nationwide earned only 80% as much as white women, and only 65% as much as white men; and

**WHEREAS**, Hispanic women earned only 76% as much as white women nationwide, and only 62% as much as white men; and

**WHEREAS**, on April 24, 2018, Governor Phil Murphy signed into law the Diane B. Allen Equal Pay Act (Equal Pay Act); and

**WHEREAS**, the Equal Pay Act made numerous changes to the LAD, with the goal of further reducing and eliminating pay disparities based on protected characteristics; and

**WHEREAS**, the Equal Pay Act expanded upon the equal pay protections that already existed in the New Jersey Law Against Discrimination (LAD), and has been called “the most sweeping equal pay legislation in the nation”; and

**WHEREAS**, the Act generally prohibits an employer from paying an employee who is a member of an LAD-protected class less than what it pays an employee who is not a member of that LAD-protected class for substantially similar work; and

**WHEREAS**, by contrast, the federal Equal Pay Act, 29 U.S.C. § 206, covers only gender-based pay disparities and only requires equal pay for “equal” work, not “substantially similar” work; and

**WHEREAS**, the new law took effect on July 1, 2018; and

**WHEREAS**, the Township Council desires to have a salary analysis performed to ensure that all Township employee positions contained in the Township’s organizational chart are appropriately compensated and all employees receive equal pay for performing substantially similar work as compared to their fellow Township employees, notwithstanding the possibility that they made hold different titles.

**NOW, THEREFORE, BE IT RESOLVED** by the Township Council of the Township of Verona, in the County of Essex, State of New Jersey, that Township Manager is hereby directed to perform, or have performed, within the next 90 days, a salary analysis to confirm that all Township employee positions contained in the Township’s organizational chart that perform substantially similar work, notwithstanding the possibility that they made hold different titles, receive equal pay; and

**BE IT FURTHER RESOLVED** that the analysis should include salary comparisons of similar municipalities for each position; and

BE IT FURTHER RESOLVED that the analysis shall include any salary adjustments that are recommended based upon the findings of the analysis to ensure compliance with the Act.

ROLL CALL:

AYES: McGrath, Giblin, Ryan, Roman, McEvoy

NAYS:

THIS IS TO CERTIFY THAT THE FOREGOING IS A TRUE AND EXACT COPY OF A RESOLUTION **NOT** ADOPTED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF VERONA AT THE REGULAR MEETING HELD ON DECEMBER 21, 2020.

  
JENNIFER KIERNAN  
MUNICIPAL CLERK



**NOT APPROVED**