



Human Resources Manager's Report

Organization, Personnel & Technology Committee
Item 7a
November 4, 2019

California Equal Pay Act

- Requires Equal Pay for “substantially similar work”
 - Started as gender based act
 - Effective January 1, 2017 added race and ethnicity
 - Effective January 1, 2018 added public employers
 - Effective January 1, 2019 added provisions to prohibit prior salary as pay differential explanation
- Wage differences are allowed based on:
 - Bona fide factor other than sex, race, or ethnicity
 - Education, training, experience
 - Job Related criteria
 - Consistent with business necessity

California Equal Pay Act

- Metropolitan's policies and actions
 - Merit-based salary step system for each represented job regardless of sex, race or ethnicity
 - Merit increases are negotiated for all
 - Review of job descriptions as necessary
 - Ensure education, certifications and experience are defined
 - External market data and internal salary comparisons
 - Comparator agencies in Administrative Code
 - Do not ask for salary information in the application process
 - Employees have negotiated right to request job audit if they feel they are misclassified
 - Prohibit retaliation and protect employees who seek to enforce the law

