



City of Culver City

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Staff Report

File #: 24-917, **Version:** 1

Item #: A-5.

CC - ACTION ITEM: (1) Discussion of and, if Desired, Authorization to Sign Onto the California Equal Pay Pledge; (2) Direction as to Dissemination of the Pledge; and (3) Direction to the City Manager, as Deemed Appropriate.

Meeting Date: April 29, 2024

Contact Person/Dept.: Shelly Wolfberg/City Manager's Office

Phone Number: (310) 253-6000

Fiscal Impact: Yes ☐ No ☒ **General Fund:** Yes ☐ No ☐

Attachments: Yes ☐ No ☒

Public Notification: (E-Mail) Meetings and Agendas - City Council (04/24/2024)

Department Approval: John M. Nachbar, City Manager (04/24/2024)

RECOMMENDATION

Staff recommends the City Council (1) discuss and, if desired, authorize signing onto, the California Equal Pay Pledge; (2) provide direction to staff on how to disseminate the Pledge; and (3) provide other direction to the City Manager as deemed appropriate.

BACKGROUND/DISCUSSION

The California Equal Pay Pledge is an initiative led by the California Commission on the Status of Women and Girls and the Office of the First Partner, in partnership with the California Partners Project, to help close the pay gap in California. According to the California Commission on the Status of Women and Girls, policies that ensure equal pay for all Americans help businesses attract the strongest talent, boost productivity, and benefit our entire economy, and the California Equal Pay Pledge is designed to help close the pay gap in California, with a recognition that more work needs to be done to ensure equal pay.

The gender pay gap impacts women in a variety of ways. Women in the U.S. who work full time, year-round are typically paid only 84 cents for every dollar paid to their male counterparts (National Women's Law Center), and women in California earn less than men in almost every occupation and at every level of education (California Department of Human Resources). Women face an income

gap in retirement, because they have earned less and therefore, have paid less into the Social Security system, and as a result, receive less in Social Security benefits. They also lag behind men in pension benefits, as well as retirement savings (American Association of University Women).

Companies that take the California Equal Pay Pledge commit to conducting an annual company-wide gender pay analysis, reviewing hiring and promotion processes and procedures to reduce unconscious bias and structural barriers, and promoting best practices that will close the pay gap to ensure fundamental equity for all workers. Over 130 companies across California have taken the Equal Pay Pledge, as well as the cities of San Francisco, Oakland, Los Angeles, San Diego, Long Beach, Fresno, Glendale, and Santa Barbara. The Equal Pay Act prohibits an employer from paying any of its employees' wage rates that are less than what it pays employees of the opposite sex, or of another race, or of another ethnicity for substantially similar work, when viewed as a composite of skill, effort, and responsibility, and performed under similar working conditions.

At the March 11, 2024, City Council Meeting, Mayor McMorris received majority consensus to agendaize consideration to sign onto the California Equal Pay Pledge.

FISCAL ANALYSIS

There are no immediate fiscal impacts to sign onto the California Equal Pay Pledge. The City has engaged a consultant to prepare an Equal Employment Opportunity (EEO) Plan in the current fiscal year. However, there may be other costs associated with (1) conducting an annual organization-wide gender pay analysis as a component of the EEO Plan; (2) reviewing hiring and promotion processes and procedures to reduce unconscious bias and structural barriers; and (3) promoting best practices that will close the pay gap to ensure fundamental equity for all workers.

ATTACHMENTS

None.

MOTIONS

That the City Council:

1. Discuss and, if desired, authorize signing onto the California Equal Pay Pledge; and
2. Provide direction to staff on how to disseminate the statement; and
3. Provide other direction to the City Manager as deemed appropriate.