



NURY MARTINEZ
COUNCILWOMAN, SIXTH DISTRICT

October 18, 2016

Members of the Personnel and Animal Welfare Committee
Councilmember and Chair, Paul Koretz
200 N. Spring Street
Los Angeles, CA 90012

RE: CF 16-0929 Eliminating Salary History Information from City Employment Applications

Dear Personnel and Animal Welfare Committee:

Thank you for discussing my motion on Eliminating Salary History Information from City Employment Applications. This motion was inspired by AB 1676 (Campos) which initially sought to prohibit employers from seeking job candidates' salary histories. AB 1676 was amended to state that salary history, by itself, cannot justify any disparity in compensation, and removed any portion that removed salary history from job applications. This bill was recently signed into law by Governor Jerry Brown. As amended, I do not believe that AB 1676 goes far enough. A woman with the same work experience as a man but with a lower salary history should not be penalized as she advances through her career.

It has been 50 years since the enactment of the Equal Pay Act and seven years since President Obama signed the Lilly Ledbetter Fair Pay Act, and still women continue to make less than men. Within the City of Los Angeles' government workforce, the gap is 83 cents for every dollar a man makes. On average, women who are employed full time lose a total of approximately \$37.7 billion every year due to the wage gap. Those lost wages mean families have less money to spend on goods and services that help drive economic growth.

Several key departments have much larger gender wage gaps due in part to the disparity of the types of positions held by men, as compared to women. These gaps are often the result of women serving in administrative, rather than leadership or operational positions within city departments. According to the City of Los Angeles' Report on the Status of Women and Girls, six City departments currently have gender wage gaps greater than \$0.25.

I ask that you adopt the motion so that Personnel Department can begin reviewing the steps necessary to eliminate salary history from city employment applications, and so the City Attorney can report on the feasibility of implementing a citywide ordinance. If you have any questions, please contact Arcelia Arce of my staff at arcelia.arce@lacity.org or 213.473.7006.

Sincerely,

NURY MARTINEZ
Councilwoman, 6th District

CD6.LAcity.org

City Hall Office • 200 N. Spring Street, Suite 470, Los Angeles, CA 90012 • (213) 473-7006 • Fax: (213) 473-7779

Van Nuys Office • 14410 Sylvan Street, Suite 215, Van Nuys, CA 91401 • (818) 778-4999 • Fax: (818) 778-4998

Sun Valley Office • 9300 Laurel Canyon Blvd., 2nd Floor, Sun Valley, CA 91331 • (818) 771-0236 • Fax: (818) 767-7821

