


REPORT
FROM



THE PERSONNEL
DEPARTMENT

TO: THE HONORABLE PERSONNEL AND ANIMAL WELFARE COMMITTEE	February 16, 2017
REFERENCE: Personnel Department - Revision of City of Los Angeles Employment Application Form	COUNCIL FILE 16-0929
SUBJECT: PERSONNEL DEPARTMENT'S REPORT BACK REGARDING THE FEASIBILITY OF ELIMINATING SALARY HISTORY INFORMATION FROM THE CITY OF LOS ANGELES EMPLOYMENT APPLICATION	
<p>RECOMMENDATION: That the City Council receive and file this report regarding the Personnel Department's response regarding the elimination of salary history information from the City's employment application.</p> <p>SUMMARY: Council Resolution 16-0929 instructed the Personnel Department to report on the feasibility of eliminating salary history information for the City's employment application and any costs associated with making this change to the paper and on-line applications. This resolution was in support of State Assembly Bill 1676 which was approved by the Governor in September 2016. AB 1676 codified existing laws with respect to the provision stating that prior salary cannot, by itself, justify a wage differential. The AB targets a practice that perpetuates discriminatory wages by basing workers' new wages on their old wage instead of basing it on their qualifications, experience, and training or the value of the position itself.</p> <p>DISCUSSION: The City of Los Angeles uses a third party on-line enterprise system, NeoGov, to collect and process City civil service on-line applications. NeoGov was contacted to determine if salary information fields could be removed from the on-line application. NeoGov administrators informed staff that other government agencies have made similar requests and NeoGov is currently planning on implementing enhancements to the on-line application by March 2017. These enhancements will allow the City the option to hide the salary field within the Work Experience and Education Section of the application. There is no projected cost associated with this enhancement.</p> <p>Personnel Department staff may also modify any existing electronic versions of the City application to exclude salary information and direct all City Departments to do the same. This would include any and all job application forms used by the City of Los Angeles for any civil service or exempt position. As hard copies of applications would be replaced with revised versions as necessary, there would be no projected cost to replace existing applications. The projected costs would be minimal as they would be related to the amount of staff time required to perform the revisions.</p> <p>Based on our research of the question, should the City Council direct the Personnel Department to eliminate salary history information on the City's employment application and direct all departments to do the same on any employment application forms, we expect Personnel Department staff could complete this change by July 1, 2017.</p> <p style="text-align: right;"> _____ WENDY G. MACY General Manager</p>	