An act to add Section 19818.11 to the Government Code, relating to civil service.

LEGISLATIVE COUNSEL’S DIGEST

AB 271, as amended, Cooper. Civil service: Personnel Classification Plan: salary equalization.

Existing law, the State Civil Service Act, provides for filling certain state positions through the process of examinations and the establishment of eligible lists and promotional lists. Existing law requires the Department of Human Resources to administer the Personnel Classification Plan for state civil service positions, including the allocation of every position to the appropriate class in the classification plan.

This bill would require the Department of Human Resources to, by December 31, 2020, and every 2 years thereafter, evaluate all civil service classifications and prepare a detailed report on gender and ethnicity pay equity in each classification where there is an underrepresentation of women and minorities. The bill would require each state agency to submit specified information to the department about each state civil service classification within the agency. The bill would require the department to prepare a plan for each state agency to attain pay equity if a discrepancy is found and a specified plan to recruit, attract, and retain women and minorities into
positions where there is an underrepresentation of those subgroups. The bill would, until January 1, 2030, require the department to submit the report to the Legislature, not later than January 1 of each year, as specified.


The people of the State of California do enact as follows:

SECTION 1. Section 19818.11 is added to the Government Code, to read:

19818.11. (a) The department shall, by December 31, 2020, and once every two years thereafter, evaluate all state civil service classifications in the Personnel Classification Plan and prepare a detailed report on gender and ethnicity pay equity in each classification where there is an underrepresentation of women and minorities.

(b) (1) Each state agency shall, by a date determined by the department and in a format determined by the department, provide statistical information to the department for each state civil service classification within that state agency.

(2) The report shall include a plan for each state agency to attain pay equity if a discrepancy is found and a plan that is lawful and consistent with existing law to recruit, attract, and retain women and minorities into positions where there is an underrepresentation of those subgroups. The department shall develop the plan in a collaborative manner with each state agency.

(3) On or before a date determined by the department, each state agency shall submit to the department information regarding the state agency’s progress toward the state agency’s plan described in paragraph (2) for wage parity and increasing those underrepresented groups, including women and minorities. This shall include a detailed proposed timeline for meeting the goal of wage parity and creating a diverse workforce subject to paragraph (2).

(c) Until January 1, 2030, the department shall submit the report to the Legislature no later than January 1 following the completion of the report described in subdivision (a), in accordance with Section 9795. The facts and findings from the report for each state agency shall be presented by the head of each state agency, or their
representative, to the appropriate legislative budget subcommittees
when the budget of that state agency is before the subcommittee.
The report shall include the state agency’s efforts toward meeting
the goals for wage parity and increasing the number of women
and minorities in the state agency subject to paragraph (2) of
subdivision (b).