



County of San Mateo

Inter-Departmental Correspondence

Department: BOARD OF SUPERVISORS
DISTRICT 2
File #: 24-163

Board Meeting Date: 3/12/2024

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors
From: Supervisor Noelia Corzo, District 2
Supervisor Dave Pine, District 1

Subject: Resolution to Recognize the Importance of Closing the Gender Pay Gap, Sign the California Equal Pay Pledge for County of San Mateo, and Commit to its Tenets

RECOMMENDATION:

Adopt a resolution to recognize the importance of closing the gender pay gap, sign the California Equal Pay Pledge for County of San Mateo, and commit to its tenets.

BACKGROUND:

The California Equal Pay Pledge is an initiative led by the California Commission on the Status of Women and Girls in partnership with the California Department of Fair Employment and Housing (DFEH). The pledge aims to advance workplace pay equity by encouraging employers to commit to certain principles and actions that promote equal pay for equal work.

DISCUSSION:

March 12, 2024, is National Equal Pay Day, symbolizing how far into the year women must work to earn what men earned in the previous year. The County of San Mateo has demonstrated its dedication to advancing equity through many initiatives, including the creation of an interactive pay equity dashboard. However, even though that pay gap is well below the 2021 National Gender Pay Gap of 16.9% as reported by the Bureau of Labor and Statistics, as of March 31, 2023, the County's female workforce earned, on average, 5.8% less than its male counterpart.

Policies that ensure equal pay can help the County of San Mateo attract and retain the strongest talent, boost productivity, and benefit the entire economy. By signing the Equal Pay Pledge, employers acknowledge that they play a crucial role in promoting a culture of pay equity and that pay discrimination is not just a women's issue but also harms families and the County's and state's economies.

Nearly 200 California employers, including the cities of Oakland, San Francisco, Los Angeles, Fresno, Long Beach, and San Diego, the city and County of San Francisco, and the state of

California have already signed on to the Equal Pay Pledge.

At its February 2024 meeting, the San Mateo County Commission on the Status of Women discussed the importance of the Equal Pay Pledge.

FISCAL IMPACT:

Signing the California Equal Pay Pledge does not impose any direct financial costs on the County of San Mateo. However, there may be associated administrative expenses related to implementing certain actions outlined in the pledge, such as conducting pay equity analyses, reviewing compensation policies, and providing training to employees on pay equity matters. These costs are expected to be minimal and could be absorbed within existing departmental budgets.

Furthermore, signing the pledge may yield long-term benefits for the county, including improved employee morale, enhanced recruitment and retention efforts, and reduced risk of potential litigation related to pay discrimination claims.