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Assemblymember Cooper’s Pay Equity Evaluation Bill Sent to Governor

SACRAMENTO, CA – Assembly Bill 271, authored by Assemblymember Jim Cooper (D-Elk Grove), was approved on a unanimous bi-partisan vote by the California State Senate. The bill will help close the gender and ethnicity pay gap as well as address the underrepresentation of women and minorities in state civil service classifications.

“Two years ago, I authored AB 46, which was signed by the Governor. The bill leveled the playing field for California’s working women and people of color,” said Assemblymember Jim Cooper. “However, pay disparities and underrepresentation of women and minorities in California’s civil service sector remains an issue. I am grateful that my colleagues in both the Assembly and the Senate agree that it is imperative that we continue our fight for equal pay and equal representation within all levels and classifications of our government,” added Cooper.

AB 271 requires the Department of Human Resources to evaluate all civil service classifications on a biennial basis and prepare a detailed report on gender and ethnicity wage disparity as well as the underrepresentation of women and minorities in each agency.

Each state agency will be required to create a detailed plan and timeline for meeting the goal of wage parity along with recruiting, attracting, and retaining women and minorities into all levels and classifications where a discrepancy was found to create a more diverse workforce.

“I am glad to team up with Assemblymember Cooper to ensure pay equity for government employees,” said Assemblymember Autumn Burke (D-Inglewood). “It’s important that all public and private sector employees are protected under pay equity laws.”

AB 271 would require the facts, findings and plans for each state agency be presented annually to the appropriate legislative budget subcommittee when the budget of that state agency is being considered.

AB 271 has been sent to Governor Newsom for consideration.

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Assemblymember Cooper represents the Cities of Sacramento, Elk Grove, Galt, and Lodi.