



**Honorable Mayor and Members of the Hermosa Beach City Council**

**AN UPDATE FOR THE CITY OF HERMOSA BEACH TO ACHIEVE GENDER EQUITY THROUGH ITS WORKFORCE, OPERATIONS, AND SERVICES**

(Interim Human Resources Manager Cynthia Stafford)

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**Recommended Action:**

Staff recommends City Council receive and file an update to Resolution No.19-7218 to achieve gender equity through its workforce, operations and services.

**Executive Summary:**

The City of Hermosa Beach adopted Resolution No. 19-7218 (**Attachment 1**) expressing its commitment to achieving gender equity in its workforce, operations and services. Upon passage of the resolution, the City assessed its operations and services through a gender-focused lens to help the City better tailor its management practices to improve equal access to opportunities and services for the public, City staff, and key stakeholders. This item provides an update to the 2019 program and provides next steps in achieving gender equity in the workplace.

**Background:**

The California Fair Pay Act, last amended in 2019, is considered the strongest equal pay law in the nation, as well as SB 973 requiring large California employers to report salary data. The Salary Transparency bill, SB 1162, was signed into law by Governor Newsom in September 2022, requiring employers to report salary data by gender, race and occupational category.

The California Fair Pay Act prohibits an employer from paying any of its employees' wage rates that are less than what it pays employees of the opposite sex, or of another race, or of another ethnicity for substantially similar work, when viewed as a composite of skill, effort, and responsibility, and performed under similar working conditions.

“Substantially similar work” refers to work that is mostly similar in skill, effort, responsibility, and performed under similar working conditions. Skill refers to the experience, ability, education, and training required to perform the job. Effort refers to the amount of physical or mental exertion needed to perform the job. Responsibility refers to the degree of accountability or duties required in performing the job. Working conditions has been

interpreted to mean the physical surroundings (temperature, fumes, ventilation) and hazards.<sup>1</sup>

While the difference between the earnings of women and men has decreased over time, it has done so incrementally, creating a persistent gap over decades. There continues to be a disparity in how men and women are paid, even when all compensable factors are controlled for, according to research by Payscale, meaning that women are paid less than men due to no attributable reason other than gender. In 2023, the National Women’s Law Center estimates the gender wage gap is \$0.84 for every \$1 that men make, and these numbers only get worse for women of color, LGBTQ women, and mothers.<sup>2</sup>

While a publicly available and set pay scale assists with reducing gender pay inequity, it is not the solution. At its October 22, 2019 meeting, City Council directed staff to return with a resolution supporting the City’s efforts to achieve gender equity through its workforce, operations and services. At its November 12, 2019 meeting, City Council adopted Resolution No. 19-7218 (**Attachment 1**) expressing its commitment to achieving gender equity in its workforce, operations and services.

### ***Past Council Actions***

<b>Meeting Date</b>	<b>Description</b>
<a href="#">October 22, 2019</a>	City Council requested staff to return to City Council with a resolution supporting the City’s efforts to achieve gender equity through its workforce, operations, and services.
<a href="#">November 12, 2019</a>	City Council approved a resolution to achieve gender equity through its workforce, operations, and services.

### **Discussion:**

The most recent analysis of the City of Hermosa Beach’s workforce and leadership indicates significant gender equity progress in key areas, with other aspects meriting further study, evaluation and/or attention.

### **City Workforce / Women’s Leadership**

While women are currently well represented among City leadership positions, the total full-time workforce is 36 percent women, which represents a 2 percent reduction from 2019. However, in 2019, the City had 45 women in its workforce and now that number is 52, representing a strong increase for the City’s female workforce.

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<sup>1</sup> California Department of Industrial Relations

<sup>2</sup> California Commission on the Status of Women and Girls.

- **City Council:** None of the five Councilmembers are women. AOne of the five candidates running in the 2024 General Municipal Election is female. Since 1980, there have been 11 (31%) women Councilmembers of 36 total.
- **Elected Officials:** The City Treasurer is a woman (100%).
- **Boards & Commissions:** Nine of the 25 appointed board members and commissioners are women (36%). Excluding the Building Board of Appeals which meets on an as-needed basis, eight of 20 (40%) serving on the remaining four advisory bodies (Civil Service Board, Parks and Recreation Commission, Planning Commission and Public Works Commission) with women with two chairpersons (50%).
- **Appointed Officials:** City Manager, City Attorney and City Prosecutor. Two of three (67%) are women.
- **City Department Heads:** The City currently has one department head vacancy (Community Development). Of the remaining six, three (50%) are women.
- **City Staff (Full-Time):** For City staff, 52 of 143 (36%) full-time employees are women. According to the City’s Equal Employment Opportunity statistics for full-time staff reported to the federal government (table below), as of October 15, 2024, men make up the majority of employees in the Protective Service (Police), Professionals (engineers and accountants) and Skilled Craft (Public Works crews) categories, while women predominate in the Administrative Support category. While significant differences in certain categories may merit further study, a large difference may not necessarily indicate a lack of equity. For instance, according to FBI statistics, the percentage of female police officers is 12 percent nationwide.

<b>City Staff - Full Time</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
Officials / Administrators	3	43%	4	57%
Professionals	14	74%	5	26%
Technicians	9	50%	9	50%
Protective Service	34	87%	5	13%
Para-Professional	3	43%	4	57%
Administrative Support	4	14%	25	86%
Skilled Craft	19	100%	0	0%
Service / Maintenance	5	100%	0	0%
<b>Totals</b>	<b>91</b>	<b>64%</b>	<b>52</b>	<b>36%</b>

Overall, women are well represented in leadership, technician (analyst, accountant) and para-professional (senior accounting tech, accounting tech) positions. Additional areas of focus could include an assessment of mid-level management positions and the cultivation

of Hermosa Beach's next generation of leaders, including encouragement and facilitation of women running for elected office.

### Next Steps

As the City furthers its commitment to gender equality in the workplace and as staffing permits, some steps that could be taken include:

1. Review the language the City uses in its communications to ensure gender neutrality (they vs. he/she).
2. Provide unconscious bias training for employees.
3. Adhere to strict interview processes to ensure consistency, including sending anonymous applicant information (with no personal information) to the subject matter expert's so that they are only looking at education and experience.
4. Remove barriers to employment, such as allowing a combination of education and experience to qualify for jobs instead of a strict education and experience requirement.
5. Partner with trade schools to hire females as apprentices in traditionally male-dominated professions.
6. Conduct a Pay Equity Analysis.
7. Encourage women residents to volunteer to be on a City board or commission.

### General Plan Consistency:

This report and associated recommendation have been evaluated for their consistency with the City's General Plan.

### *Governance Element*

#### **Goal 1. A high degree of transparency and integrity in the decision-making process.**

Policies:

- **1.2 Strategic planning.** Regularly discuss and set priorities at the City Council and management level to prioritize work programs and staffing needs.
- **1.7 Diversity of representation.** Strive to reflect a comprehensive cross-section of the community in appointments to Commissions and Advisory Committees.

### Fiscal Impact:

There is no fiscal impact related to the recommended action.

**Attachment:**

Resolution No. 19-7218

**Respectfully Submitted by:** Cynthia Stafford, Interim Human Resources Manager

**Noted for Fiscal Impact:** Brandon Walker, Administrative Services Director

**Reviewed by:** Angela Crespi, Deputy City Manager

**Approved:** Suja Lowenthal, City Manager