



ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

25 July 23, 2024

Edward Yen
EDWARD YEN
EXECUTIVE OFFICER

County of Los Angeles

July 23, 2024

Dawyn R. Harrison
County Counsel

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Board of Supervisors

Hilda L. Solis
Supervisor, First District

Holly Mitchell
Supervisor, Second District

Lindsey P. Horvath
Supervisor, Third District

Janice Hahn
Supervisor, Fourth District

Kathryn Barger
Supervisor, Fifth District

Re: Celebrating Women's History Month: Pay Transparency Board Policy (03/19/24 Board Agenda; Item No. 13)

Dear Supervisors:

On March 19, 2024, your Board directed our office to draft a Pay Transparency Board Policy requiring publication of the aggregate existing salary and demographic data of current County employees as well as the existing comparable information for County Contractors. The draft Board Policy is attached for your Board's consideration.

Very truly yours,

DAWYN R. HARRISON
County Counsel

By *Lucia Gonzalez*
LUCIA GONZALEZ
Senior Deputy County Counsel
Government Services Division



APPROVED AND RELEASED:

Judy W. Whitehurst

JUDY W. WHITEHURST
Chief Deputy

LG:ec

Attachments



Los Angeles County BOARD OF SUPERVISORS POLICY MANUAL

| Policy #: | Title: | Effective Date: |
|-----------|-------------------------|-----------------|
| 3.205 | Pay Transparency Policy | 01/01/25 |

PURPOSE

Advances the County of Los Angeles' commitment to transparency, accountability, and equity by establishing pay transparency and data reporting standards applicable to all County employees.

REFERENCE

March 19, 2024, Board Order No. 13 ([March 19, 2024](#))

July 25, 2023, Board Order No. 67 ([July 25, 2023](#))

County of Los Angeles Open Data Portal ([County of Los Angeles Open Data](#))

DEFINITIONS

Demographic Data: Information related to an employee's race, ethnicity, gender, age, and sexuality.

Compensation Data: The various factors that impact an individual employee's total compensation. This includes the County classification, employment status, length of time on current item, job category, salary schedule, and step placement.

POLICY

The County Information Officer shall, in collaboration with the Auditor-Controller, Director of Personnel, and each County department, publish on a publicly-available dashboard, the aggregate existing salary and demographic data of current County employees as well as the existing comparable information for County contractors.

Published information shall be de-identified to ensure employee privacy, including deleting employee names and providing only salary ranges rather than precise figures.

The Auditor-Controller and Director of Personnel shall provide the Board with semi-annual confidential reports consisting of individualized data that may not be publicly available.

RESPONSIBLE DEPARTMENT

Department of Human Resources
Auditor-Controller
Chief Executive Office, Office of the Chief Information Officer
Internal Services Department

DATE ISSUED/SUNSET DATE

Issue Date: January 1, 2025

Sunset Date: January 1, 2029