



## Pay

Provide an equitable living wage to all workers and ensure fair compensation practices.

### Strategies and Actions

**Provide all employees an equitable living wage.**

- Pay no less than an indexed, regionally defined living wage. Use tools like the Living Wage Calculator.
- Regularly assess and publish your pay, segmented by meaningful demographics.
- Assess and determine actions to reduce pay inequities by gender and race. For example, do not seek or rely on an applicant's salary history to screen, hire, or set compensation.

**Ensure that compensation practices are equitable and transparent.**

- Publish and regularly update all career paths and their pay. Clearly state required skills and competencies, and ensure that managers apply them.
- Advertise pay ranges for positions.
- Conduct pay-equity analysis by gender, ethnicity, and race and report on results transparently.
- Evaluate all practices that impact compensation, including bonuses, premium pay, overtime, and scheduling, to ensure that those practices are utilized in an equitable and transparent manner.

**Demonstrate fairness and recognition by compensating workers for improving performance.**

- Demonstrate fairness and recognition by increasing worker wages based on objective measures of performance improvement.
- Transparently link part of employee compensation to organizational and/or team performance, such as offering an annual bonus based on organization or team financial performance.

### Sample Resources

- [Good Jobs Diagnostic](#)
- [Future of Work in California](#)
- [Living Wage for Us: Living Wage Calculator \(clickable map\)](#)

