

e-Alert

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Reminder: California Pay Data Reporting Approaching

Background

In September 2020, California implemented the [California Pay Data Reporting](#) legislation in an effort to reduce gender and racial pay gaps. It is the time of the year again where qualified employers subject to [California Pay Data Reporting](#) will need to file their employee pay data reports. The filing deadline is **April 1, 2022**.

Summary

Required Employers:

- Private employers with 100 or more employees that are required to file an annual EEO-1 report under federal law

Frequency:

- Annually – due March 31 each year
 - As March 21, 2022 falls on a state holiday (Cesar Chavez Day) the deadline this year will be April 1, 2022

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Required Data:

- “Snapshot” of a single pay period between October 1, 2021 and December 31, 2021
- All employees assigned to a California establishment and/or working within California during the Snapshot period **must** be included in the Pay Data Report (any employees assigned to establishments outside of California and working outside of California may be included in the report, but it is not essential to include them)

NEW PAY BANDS REQUIREMENT!

- The state's [online portal](#) has been updated to reflect the [new pay bands](#) established by the Bureau of Labor Statistics that employers are required to use for 2021 filings; **these pay bands differ from the pay bands used last year.**
- For pay data reports due to the DFEH in 2022, the pay bands are:
 - \$19,239 and under
 - \$19,240 - \$24,959
 - \$24,960 - \$32,239
 - \$32,240 - \$41,079
 - \$41,080 - \$53,039
 - \$53,040 - \$68,119
 - \$68,120 - \$87,359
 - \$87,360 - \$112,319
 - \$112,320 - \$144,559
 - \$144,560 - \$186,159
 - \$186,160 - \$239,199
 - \$239,200 and over

ADP Workforce Now Standard Report

- For clients utilizing ADP for payroll, clients can utilize the California Pay Data report feature to extract the required data from the ADP portal
- **Please note:** The California Pay Data report in ADP will not meet filing requirements until mid-March when the report is updated to reflect newly released pay bands and modified filing formats from DFEH.

Employer Next Steps

- The [California Department of Fair Employment and Housing \(DFEH\)](#) has been updated with employer filing requirements and FAQs
- If you are a qualifying employer, you must use the state's [online portal](#) to submit your pay data report to the DFEH no later than March 31, 2022
- If you are interested in outsourcing the preparation and submission of your company's California's pay data, please [email us](#)

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