

FY 2023-2024 BUDGET QUESTION
Response to Request for Information

DEPARTMENT(S): Human Resources Department

CBQ NO.: 143

REQUESTED BY: Alter (D5)

DATE REQUESTED: 07/26/2023

DATE POSTED: 08/01/2023

REQUEST: Please share current summary metrics on gender pay equity for city employees.

RESPONSE:

From 2016 to 2022, a consultant was hired to conduct a comprehensive pay equity study that includes collecting, comparing, and monitoring pay differences among different genders and races.

A general comparison by gender was conducted to track the City's pay equity status:

Median Pay for Female City Employees Compared to Median Pay for Male City Employees as a Percentage				
Female Median Pay vs Male Median Pay				
Year	Non-Sworn	Police	Fire	EMS
2016	93%	107%	84%	100%
2017	96%	100%	91%	93%
2018	95%	100%	88%	93%
2019	96%	100%	88%	100%
2020-2021	98%	100%	98%	100%
2021-2022	98%	100%	99%	100%

- Overall, the unadjusted gender pay gap in the City is significantly narrower than the national trend of 83.1% female vs. male pay.
- In comparison to previous years, the City has maintained a similar level of ideal gender pay equity status.

The Overall Dispersion of Gender by Job Value for Non-Sworn

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	2020-2021				2021-2022			
Grade-Mid Hourly Rate	Female	Female	Male	Male	Female	Female	Male	Male
\$16* to \$20	454	12.64%	767	13.65%	305	8.24%	583	10.01%
\$20 to \$30	1392	38.74%	2059	36.63%	1479	39.95%	2225	38.20%
\$30 to \$40	962	26.77%	1257	22.36%	1041	28.12%	1352	23.21%
\$40 to \$50	584	16.25%	1158	20.60%	644	17.40%	1235	21.21%
\$50 to \$60	146	4.06%	252	4.48%	171	4.62%	285	4.89%
\$60 to \$70	36	1.00%	100	1.78%	40	1.08%	117	2.01%
\$70 or above	19	0.53%	28	0.50%	22	0.59%	27	0.46%
Total	3593	100.00%	5621	100.00%	3702	100.00%	5824	100.00%

- The percentage of the female population in jobs with a grade mid-point of \$30-\$60 has increased by 3.06%.
- The percentage of female employees in jobs in \$30-\$60 range surpassed that of male employees in FY22 (50.14% vs. 49.31%).