



MEMORANDUM

To: Mayor and Council
From: Mark Washington, Interim Assistant City Manager
Date: August 7, 2015
Subject: Pay Comparison Report for 2015

Attached is the 2015 report of pay comparison as conducted by the Human Resources Department. This year's report provides summary data for protected class members in sworn and non-sworn ranks but also provides additional analysis at the job classification level where there is at least one male and one female working in the same job classification.

Even when comparing employees in the same job classification, further manual research and analysis by staff is required to identify whether the differences in pay are justified based on qualifications, job performance, seniority, education, prior work experience, training, and certifications – all legitimate, lawful factors that are used by management to make compensation decisions.

Limitations in the City's human resource information system continue to prevent us from easily comparing all of the lawful factors that contribute to pay determination for every employee in the workforce. Therefore, the information in this report cannot be used to determine whether the City is in compliance with federal and state equal pay laws. The City's compensation policy is to establish employee pay based only on lawful, job-related criteria. Education, training, experience, and job performance are the most common criteria used to set pay, though other lawful factors, such as external market competition, seniority, internal equity considerations, and the requirements of labor agreements, may also be used.

Although the data from the City of Austin continues to compare more favorably to the national data from the 2015 study conducted by the Institute for Women's Policy Research (IWPR), we will continue to monitor the impact of pay policies and practices for all employees in protected classes.

C: Marc Ott, City Manager
Assistant City Managers
Department Directors

Attachment



MEMORANDUM

TO: Mark Washington, Interim Assistant City Manager

FROM: Joya Hayes, Interim Director, Human Resources and Civil Service

DATE: August 7, 2015

SUBJECT: Response to Resolution #20140320-053

The purpose of the memorandum is to provide the annual analysis of compensation practices in compliance with Resolution #20140320-053. The March 20, 2014 resolution directed the City Manager to provide an annual report to Council analyzing the City's compensation practices to ensure that City employees are paid, promoted, and given raises based on lawful criteria rather than on gender, race, ethnicity, or other protected class status. The resolution cites comparative data from various sources reporting a nationwide wage gap based upon gender, ethnicity, and age as compared to White males.

OVERVIEW

This 2015 report updates last year's data and provides additional pay comparisons. It is critical to note that the data in these reports cannot be used to draw reliable conclusions about how and why these employees were or are paid as they are, or to conclude that any individual employee is underpaid as compared to relevant peers. Limitations in the City's human resource information system currently prevent us from easily comparing employees' pay based on qualifications, job performance, education, prior work experience, training, and certifications – all legitimate, lawful factors that are used by management to make compensation decisions. Even when comparing employees in the same job classifications, further manual research and analysis by staff will be required to identify whether justification exists in cases of significant gaps, including where females earn significantly more than males for equal work. Thus, the information in this report cannot be used to determine whether the City is in compliance with federal and state equal pay laws.

The City's compensation policy sets employee pay based only on lawful, job-related criteria. Education and training, experience, and job performance are the most common criteria used to set pay, though other lawful factors, such as external market competition, internal equity considerations, and the requirements of labor agreements, may also be used.

With these factors in mind, the following report contains pay data as of April 1, 2015. The gaps in pay between male and female City employees, and between White employees and employees of other ethnicities, have decreased in almost all areas compared to 2014.

A Study¹ conducted by the Institute for Women's Policy Research (IWPR) this year shows that, nationally, the median pay for women is 82.5% of the median pay for men. While the Study may make assumptions that may not be comparable to the City, such as the representation of women and minorities in lower-paid versus higher-paid jobs and the types of jobs included, this report relies on the aforementioned Study as a comparison to national data since the Council Resolution cites that source

Throughout this document, the average pay of one group of employees is compared to another group of employees, as a percentage. For example, in the first chart, the average pay for non-sworn female City employees is 96% of the average pay for non-sworn male City employees. In this case, female City employees are earning 4% *less*, on average, than male City employees.

In cases where the percentage is greater than 100%, that group of employees is earning *more*, on average, than the other group of employees. For example, in the first chart, the average pay for female City Police employees is 101% of the average pay for male City Police employees. In this case, female City Police employees are earning, on average, 1% more than male City Police employees.

Below is a listing of the various pay comparisons covered in this report:

- I. 2015 Gender Pay Comparisons by Job Title – Also see Appendix***
- II. Pay Comparison of Female to Male City Employees***
- III. Pay Comparison of Females of Various Ethnicities to White Male City Employees***
- IV. Pay Comparison of Female to Male City Employees Above and Below Age 35***
- V. Pay Comparison of Employees of Various Ethnicities to White City Employees***
- VI. 2015 Pay Comparison of City Employees Over Age 40 to Employees Under Age 40***

PAY COMPARISONS

I. 2015 Gender Pay Comparisons by Job Title

As mentioned in last year's report, in order to draw a more definitive conclusion on pay equity, a detailed analysis of the incumbents in more than 1,000 job classifications was necessary. Staff reviewed job classifications in which there are at least one male and one female incumbent - a total of 445 job classifications (See Appendix for a detailed report of the 445 jobs with at least one male and one female). This analysis results in a closer comparison of "*equal pay for equal work*".² Based on a review of those classifications, pay gaps at the City of Austin are smaller than those cited in the Study for 98% of those classifications. Moreover, women earn more, on average, than men in 206 of the 445 classifications (46%) reviewed. More research is needed on the seven (7) classifications that fall below the pay gap identified in the Study to determine if the differentials are attributed to lawful criteria of education, skills and experience. Future opportunities to analyze many of the other job classifications can be provided concurrent with the proposed City-wide market study implementation once incumbents are able to update

¹ Hegewisch, Ariane, Emily Ellis, and Heidi Hartmann, Ph.D. "The Gender Wage Gap: 2014; Earnings Differences by Race and Ethnicity." *The Gender Wage Gap: 2014; Earnings Differences by Race and Ethnicity — IWPR*. Institute for Women's Policy Research, 1 Mar. 2015. Web. 22 July 2015.

² A federal law, the Equal Pay Act (EPA), requires employers to pay men and women equally for doing the same work -- equal pay for equal work. The Equal Pay Act was passed in 1963 as an amendment to the Fair Labor Standards Act

their relative education and experience in order to make the appropriate pay determinations.

The chart below summarizes the counts of those 445 classifications broken into groups by percentage of average female pay to average male pay. The bottom row represents those jobs where the pay gap for female City employees when compared to male City employees is greater than 82.5%, which is cited in the Study. *Note that these differences do not account for differences in education, experience, or other factors that would legitimately result in pay disparity among the groups compared.*

Jobs in Bands Comparing Female to Male Pay as a Percentage

% of Female Pay as Compared to Male Pay	# of Jobs	% of Jobs
Over 120%	12	2.7%
Over 110% to 120%	36	8.1%
Over 100% to 110%	158	35.5%
100%	16	3.6%
90% to Less than 100%	185	41.6%
82.5% to Less than 90%	31	7.0%
Less than 82.5%	7	1.6%

COMPARISONS TO 2014 PRELIMINARY REPORT

II. Pay Comparison of Female to Male City Employees

- National data from 2014 showed some female full-time workers earning 77% of the pay for men. Similar data now shows women are earning 82.5% of men.
- Pay rates for female City employees compared to male City employees exceed the pay gaps identified in the Study across all groups that were compared. *[Note: this data does not account for differences in occupational category, education, length of time in the workforce, or other factors that would legitimately result in pay disparity among the groups compared.]*
- The chart shows the average pay of female City employees compared to male City employees, as a percentage. For example, the comparison for non-sworn female City employees to non-sworn male City employees was derived by averaging the salaries of the 5,351 non-sworn male City employees (\$28.97 per hour) and the salaries of the 3,332 non-sworn female City employees (\$27.69 per hour), and dividing the female average by the male average.

Average Pay for Female City Employees Compared to Male City Employees as a Percentage

Year	Nat'l Data for Females	Female City Employees			
		Non-Sworn	Police	Fire	EMS
2014	77%	95%	102%	88%	94%
2015	82.5%	96%	101%	91%	94%

III. Pay Comparison of Females of Various Ethnicities to White Male City Employees

- Some national data shows that Pacific Islander/Native Hawaiian women were paid 65% of the pay of non-Hispanic White men, African American women were paid 64%,

American Indian/Alaska Native women were paid 59%, and Hispanic women were paid 54%.³

- Pay rates for non-White female City employees as compared to White male City employees exceed the national average across all groups measured. *[Note: this data does not account for differences in occupational category, education, length of time in the workforce, or other factors that would legitimately result in pay disparity among the groups compared.]*
- The following chart shows the average pay of female City employees of the ethnicities listed compared to White male City employees, as a percentage. For example, the comparison for non-sworn Hispanic female City employees to non-sworn White male City employees was derived by averaging the salaries of the 2,608 non-sworn White male City employees (\$32.47 per hour) and the salaries of the 1,059 non-sworn Hispanic female City employees (\$24.15 per hour), and dividing the Hispanic female average by the White male average. *[Note that the national data lists "Native Hawaiian and Other Pacific Islander" (65%) and "Asian American" (90%) as separate metrics, and our human resources information system combines the two into "Asian/Pacific Islander."]*

Average Pay for Female City Employees of Various Ethnicities Compared to White Male City Employees as a Percentage

Year	Ethnicity	Nat'l Data for Females	Female City Employees			
			Non-Sworn	Police	Fire	EMS
2014	American Indian/Aleutian	60%	104%	N/A	82%	N/A
	Asian/Pacific Islander	66%	100%	97%	66%	74%
	Black	64%	83%	103%	77%	86%
	Hispanic	53%	74%	98%	87%	96%
2015	American Indian/Aleutian	59%	107%	N/A	78%	N/A
	Asian/Pacific Islander	65%	103%	99%	68%	76%
	White*	78%	91%	102%	92%	92%
	Black	64%	83%	104%	88%	87%
	Hispanic	54%	74%	95%	79%	94%

* White female pay compared to White male pay was not reported last year

IV. Pay Comparison of Female to Male City Employees Above and Below Age 35

- Some national data shows that among some younger workers, women were paid about 90% of what men were paid. From age 35 through retirement, women in these surveys were typically paid 75 – 80% of what men are paid. This data has not changed from the previous report.³
- In both younger worker and over-35 categories, pay rates for female City employees as compared to male City employees are at or above the national survey rates among almost all groups measured. *[Note: this data does not account for differences in occupational category, education, length of time in the workforce, or other factors that would legitimately result in pay disparity among the groups compared].*
- The following chart shows the average pay of female City employees above and below 35 years of age compared to male City employee of the same age group, as a percentage.

³ "The Simple Truth about the Gender Pay Gap (Spring 2015)." AAUW: Empowering Women Since 1881. AAUW, 2015. Web. 22 July 2015.

- As an example of the calculations used for this chart, the comparison for non-sworn female City employees over 35 to non-sworn male City employees over 35 was derived by averaging the salaries of the 4,238 non-sworn male City employees over 35 (\$30.91 per hour) and the salaries of the 2,608 non-sworn female City employees over 35 (\$29.25 per hour), and dividing the female average by the male average.

Average Pay for Female City Employees Under and Over Age 35 Compared to Male City Employees of the Same Age Group as a Percentage

Year	Age Group	Nat'l Data for Females	Female City Employees			
			Non-Sworn	Police	Fire	EMS
2014	Under 35	90%	100%	104%	97%	102%
	Over 35	75 – 80%	95%	102%	91%	96%
2015	Under 35	90%	102%	100%	97%	102%
	Over 35	75 – 80%	95%	101%	94%	96%

V. Pay Comparison of Employees of Various Ethnicities to White City Employees

- The following chart shows the average pay for non-White City employees, regardless of gender, compared to the average pay of White City employees, as a percentage. *[Note: this data does not account for differences in occupational category, education, length of time in the workforce, or other factors that would legitimately result in pay disparity among the groups compared.]*
- As an example of the calculations used for this chart, the comparison for non-sworn Black City employees to non-sworn White City employees was derived by averaging the salaries of the 4,206 non-sworn White City employees (\$31.38 per hour) and the salaries of the 1,402 non-sworn Black City employees (\$25.58 per hour), and dividing the Black employee average by the White employee average.

Average Pay for City Employees of Various Ethnicities Compared to White City Employees as a Percentage

Year	Ethnicity	City Employees			
		Non-Sworn	Police	Fire	EMS
2014	American Indian/Aleutian	100%	108%	91%	114%
	Asian/Pacific Islander	112%	91%	78%	82%
	Black	81%	102%	95%	96%
	Hispanic	79%	96%	94%	94%
2015	American Indian/Aleutian	100%	123%	99%	108%
	Asian/Pacific Islander	113%	93%	78%	84%
	Black	82%	101%	94%	94%
	Hispanic	79%	96%	94%	92%

VI. 2015 Pay Comparison of City Employees Over Age 40 to Employees Under Age 40

Since the Council Resolution mentions protected classes⁴, which include employees over the age of 40, the following chart shows the percentages of pay for City employees, regardless of gender, over the age of 40 compared to those under 40. As an example of the calculations used for this chart, the comparison for non-sworn City employees under 40 to non-sworn City employees over 40 was derived by averaging the salaries of the

⁴ See Title VII of the Civil Rights Act of 1964

2,961 non-sworn City employees under 40 (\$23.79 per hour) and the salaries of the 5,722 non-sworn City employees over 40 (\$30.90 per hour), and dividing the over-40 employee average by the under-40 employee average.

*Average Pay of Employees Over Age 40 Compared to
Employees Under Age 40 as a Percentage*

Age Group	Non-Sworn	Police	Fire	EMS
Over 40	130%	129%	141%	146%

CONCLUSION

Based on the data we have thus far, the City of Austin is closer to pay equity than other employers who participated in the referenced national data surveys. Our pay policies are based on the lawful objective criteria of education, experience, and market conditions. Since pay gaps for women in seven (7) of the 445 jobs shown in the Appendix are higher than the figures cited in the Study, staff will focus on those classifications to determine if the differentials are attributed to the lawful criteria of education, skills and experience. Further opportunities to analyze many of the other job classifications can be provided concurrent with the proposed City-wide market study implementation, once incumbents update their relative education and experience, allowing the Human Resources staff to make the appropriate pay determinations. Our goal continues to be to ensure that compensation decisions are based upon lawful, job-related criteria described in City policy and this memorandum.

During the next year, staff will conduct manual research on all jobs where females earn, on average, less than 90% of the average male pay, or earn greater than 110% of the average male pay. This level of in-depth analysis of pay comparisons for gender differences by job title will also occur for pay comparisons among ethnicities. Limitations in the City's human resource information system and staff resources (devoting a significant amount of time over the past year to the living wage study, market studies, and analyzing pay and benefits for temporary employees), resulted in the inability to provide this additional level of in-depth analysis, and this will be the primary focus in the 2016 study. To aid in more efficient production of data and analytics in the future, the Human Resources Department needs to acquire a new Human Capital Management system. This is necessary to manage a workforce of the 11th largest city in the country, conduct more compliance reviews, mitigate risks, and provide timely analytics and data for organizational reporting and decision making.

In summary, staff strongly recommends to continue the practice of setting employee pay based only on lawful, job-related criteria.

Attachment: Appendix

APPENDIX

The following list shows all jobs in which there is at least one incumbent of each gender (summarized on page 5 of this report). Of the 445 jobs studied, there are only seven (7) with a pay gap greater than that cited in the Study (82.5%). As an example of the calculations used for this chart, the comparison for female to male Engineering Technicians C was derived by simply averaging the salaries of the five (5) female Engineering Technicians C (\$24.39 per hour) and the salaries of the 10 male Engineering Technicians C (\$22.55 per hour), and dividing the female employee average by the male employee average.

List of Jobs with at least 1 Male and 1 Female City Employees

Title	Male Avg Pay	Female Avg Pay	% of Female Pay as Compared to Male Pay
Supv, Registered Nurse	\$25.00	\$37.88	152%
Biologist Senior	\$26.18	\$34.53	132%
Council Executive Secretary	\$18.28	\$24.07	132%
Medical Social Worker	\$22.98	\$29.95	130%
Fire Captain	\$39.67	\$51.38	130%
Community Engagement Consultant	\$29.81	\$38.58	129%
Graphic Designer A	\$18.80	\$23.87	127%
Prgm Mgr, Airport Property	\$32.82	\$41.30	126%
Prgm Mgr, Park Ranger	\$27.46	\$34.37	125%
Fingerprint Technician	\$15.63	\$19.30	124%
Mgr, Court Case Associate	\$15.21	\$18.58	122%
Utility Rglty Policy Analyst	\$49.52	\$60.44	122%
Claims Investigator	\$22.53	\$26.77	119%
Supv, Crime Analyst	\$30.56	\$35.95	118%
Maintenance Worker III	\$19.39	\$22.74	117%
Culture & Arts Educ Specialist	\$15.21	\$17.83	117%
Mgr, Security	\$43.99	\$51.33	117%
Supv, Animal Services	\$21.38	\$24.90	116%
Environmental Cmplnc Spec	\$24.89	\$28.92	116%
GIS Technician	\$20.09	\$23.30	116%
Utility Process Consultant	\$43.41	\$50.32	116%
Regulatory Auditor Senior	\$31.33	\$36.02	115%
Public Health Educator I	\$21.59	\$24.75	115%
Div Mgr, Library	\$36.60	\$41.76	114%
Disease Surveillance Spec	\$18.91	\$21.50	114%
EMS Medic I - Communications	\$17.72	\$20.14	114%
Convention Services Specialist	\$20.99	\$23.78	113%
Mgr, Culture & Arts Education	\$30.68	\$34.62	113%
Records Analyst - Corp	\$24.81	\$27.95	113%
Evidence Control Specialist	\$17.07	\$19.19	112%
Conservation Program Assoc	\$18.47	\$20.76	112%
Coord, Civil Service	\$24.82	\$27.88	112%
Grn Bldg and Sust Consult Sr	\$29.99	\$33.67	112%
Customer Service Planner B	\$32.44	\$36.41	112%
Associate Hearing Officer	\$23.65	\$26.49	112%

List of Jobs with at least 1 Male and 1 Female City Employees

Title	Male Avg Pay	Female Avg Pay	% of Female Pay as Compared to Male Pay
Accountant	\$22.87	\$25.56	112%
Contract Development Analyst	\$30.37	\$33.84	111%
Supv, Accounts Payable	\$27.78	\$30.91	111%
Prgm Mgr, Community Services	\$30.32	\$33.74	111%
Utility Financial Analyst	\$30.52	\$33.94	111%
Supv, Court Operations	\$25.15	\$27.94	111%
Supv, Crossing Guard	\$12.83	\$14.22	111%
Court Clerk Lead	\$17.82	\$19.75	111%
Human Resources Specialist	\$20.87	\$23.02	110%
Airport Ops Comm Specialist	\$17.91	\$19.75	110%
Complaint Specialist	\$27.65	\$30.48	110%
Compensation Consultant	\$34.64	\$38.17	110%
Lib Support Serv Specialist	\$21.39	\$23.53	110%
Waste Diversion Planner	\$20.80	\$22.88	110%
Environmental Scientist Senior	\$39.48	\$43.38	110%
EMS Medic II - Communications	\$26.39	\$28.98	110%
Energy Market Analyst	\$41.48	\$45.50	110%
Coord, Business Information	\$26.91	\$29.50	110%
Police Dispatcher Lead	\$21.96	\$24.07	110%
Supv, Parking Enforcement	\$21.16	\$23.18	110%
Ocptnl Health & Safety Spec Sr	\$28.05	\$30.71	109%
Permit and Licens Rev Analyst	\$21.02	\$22.99	109%
Treatment Plant Worker	\$14.93	\$16.28	109%
Airport Access Control Tech	\$20.67	\$22.49	109%
Admnstr, Network Systems	\$32.66	\$35.44	109%
Research Analyst Senior	\$26.02	\$28.21	108%
Security Guard Lead	\$18.81	\$20.39	108%
Security&Grnd Transp Contrlr	\$17.24	\$18.68	108%
Utility Services Specialist	\$23.64	\$25.59	108%
Distribution Constr Leader	\$40.01	\$43.30	108%
Code Compliance Investigator	\$26.74	\$28.94	108%
Patient Representative	\$17.70	\$19.15	108%
Engineering Technician C	\$22.55	\$24.39	108%
Public Health Program Spec II	\$18.27	\$19.74	108%
Supv, Inspection	\$33.01	\$35.63	108%
Landscape Technician	\$17.39	\$18.72	108%
Code Review Analyst	\$26.22	\$28.20	108%
Permit Review Specialist	\$16.46	\$17.69	107%
Police Dispatcher	\$20.07	\$21.52	107%
Mgr, Accounting - Corporate	\$45.05	\$48.24	107%
Community Worker	\$15.53	\$16.61	107%
Animal Health Technician	\$14.23	\$15.20	107%
SCADA/EMS Analyst II	\$40.98	\$43.74	107%
Prgm Mgr, AE Quality/Complnc	\$49.17	\$52.36	106%
Forester	\$19.81	\$21.07	106%
Pretreatment Complnc Spec	\$25.16	\$26.74	106%

List of Jobs with at least 1 Male and 1 Female City Employees

Title	Male Avg Pay	Female Avg Pay	% of Female Pay as Compared to Male Pay
Supv, Crime Scene Unit	\$32.56	\$34.61	106%
Graphic Designer B	\$25.32	\$26.88	106%
Department Executive Asst	\$22.12	\$23.48	106%
Planner II	\$23.61	\$25.04	106%
Mgr, Administrative	\$32.94	\$34.91	106%
Ocptnl Health & Safety Spec	\$26.01	\$27.56	106%
Stores Specialist Senior	\$16.02	\$16.97	106%
Attorney, Staff	\$34.84	\$36.88	106%
Accountant Senior	\$30.19	\$31.95	106%
Supv, Telecommunication	\$25.99	\$27.45	106%
Meter Services Representative	\$23.06	\$24.33	106%
Recreation Programs Specialist	\$17.47	\$18.43	105%
Mgr, Asset Mgmt/Business Ops	\$45.77	\$48.20	105%
IT Security Analyst	\$41.15	\$43.30	105%
Orgnl Dev&Training Spec Sr	\$28.24	\$29.71	105%
Engineer, Managing	\$57.91	\$60.91	105%
Supv II, General Maintenance	\$29.45	\$30.97	105%
Parking Enforcement Officer Ld	\$18.42	\$19.35	105%
Crime Scene Specialist Senior	\$26.49	\$27.83	105%
Mgr, Public Info & Mktng Corp	\$40.01	\$42.01	105%
Mgr, Facilities Planning	\$38.59	\$40.51	105%
Coord, Airport Security	\$36.40	\$38.21	105%
Ofcr, Chief Admin	\$51.59	\$54.10	105%
Planner I	\$19.30	\$20.22	105%
Surveyor	\$36.02	\$37.72	105%
Public Event Worker	\$14.57	\$15.26	105%
Financial Consultant	\$30.84	\$32.27	105%
Contract Relations Consultant	\$39.56	\$41.35	105%
System Support Technician Sr	\$33.25	\$34.75	105%
911 Call Taker	\$18.73	\$19.57	104%
Prgm Mgr, Public Info & Mktng	\$38.96	\$40.69	104%
Administrative Assistant	\$15.69	\$16.39	104%
Public Information Spec Sr	\$30.78	\$32.14	104%
Public Information Spec	\$26.46	\$27.63	104%
EMS Commander	\$41.43	\$43.17	104%
Mktg Comm Consultant-Corp	\$37.76	\$39.32	104%
Building & Grounds Lead	\$16.83	\$17.52	104%
Business Process Consultant	\$37.20	\$38.72	104%
Supv, Austin Rsc Recovery	\$26.50	\$27.56	104%
Mgr, Accounting	\$39.76	\$41.33	104%
Research Analyst	\$24.57	\$25.50	104%
Prgm Mgr, HHS	\$33.19	\$34.44	104%
Utility Services Spec Sr	\$26.26	\$27.24	104%
Budget Analyst Senior	\$27.51	\$28.49	104%
Parking Enforcement Officer	\$16.03	\$16.60	104%
Auditor III	\$35.91	\$37.18	104%

List of Jobs with at least 1 Male and 1 Female City Employees

Title	Male Avg Pay	Female Avg Pay	% of Female Pay as Compared to Male Pay
Prgm Mgr, Local Govt Affairs	\$34.46	\$35.67	104%
AWU Pipeline Technician Asst	\$18.67	\$19.32	104%
Programmer Analyst Sr	\$38.09	\$39.41	103%
Mgr, Health & Human Svcs	\$37.87	\$39.18	103%
Human Resources Consultant	\$30.65	\$31.70	103%
Contract Compliance Spec Sr	\$26.44	\$27.34	103%
Park Ranger II	\$18.83	\$19.44	103%
Mgr, IT Project	\$50.60	\$52.22	103%
Austin Rsc Recovery Operator	\$17.56	\$18.12	103%
WQ Scientist Senior	\$31.49	\$32.48	103%
Library Assistant	\$20.66	\$21.28	103%
Marketing Representative B	\$28.55	\$29.41	103%
Mgr, Financial	\$41.15	\$42.33	103%
Admnstr, Contract - Corp	\$32.23	\$33.15	103%
City Council Exec Assistant	\$25.27	\$25.98	103%
Crime Scene Specialist	\$19.09	\$19.58	103%
Electrician II	\$25.61	\$26.27	103%
Risk Control Analyst	\$46.32	\$47.50	103%
Paralegal	\$23.48	\$24.07	102%
Div Mgr, Constr Inspection	\$57.77	\$59.21	102%
System Support Technician	\$26.86	\$27.52	102%
Mngng, Librarian	\$32.43	\$33.23	102%
Animal Care Worker	\$13.77	\$14.10	102%
Fire Lieutenant	\$36.63	\$37.51	102%
Asst Dir, Emerg Medical Svcs	\$56.13	\$57.44	102%
Client Relationship Analyst	\$25.60	\$26.19	102%
Admnstr, Network Systems Sr	\$40.81	\$41.74	102%
Mgr, Info System & Bus Entrprs	\$56.12	\$57.40	102%
Community Job Counselor	\$19.72	\$20.16	102%
Power Control System Tech III	\$42.37	\$43.30	102%
Accountant Associate	\$22.42	\$22.88	102%
Fire Specialist	\$30.43	\$31.05	102%
Code Compliance Insp Trainee	\$17.07	\$17.40	102%
Facility Svcs Representative	\$17.58	\$17.92	102%
911 Call Taker/Dispatch Trainee	\$16.88	\$17.21	102%
Mgr, Dept Occupational Safety	\$40.01	\$40.78	102%
Property Agent	\$27.66	\$28.18	102%
AWU Dispatcher	\$20.18	\$20.55	102%
Cashier	\$14.98	\$15.21	102%
Property Agent Senior	\$28.75	\$29.20	102%
Prgm Coord, Recreation	\$23.21	\$23.57	102%
Engineering Associate C	\$31.55	\$32.02	101%
Supv, Customer Service	\$29.62	\$30.05	101%
Crime Analyst	\$22.50	\$22.81	101%
Administrative Specialist	\$20.74	\$21.03	101%
Latent Print Examiner	\$20.86	\$21.15	101%

List of Jobs with at least 1 Male and 1 Female City Employees

Title	Male Avg Pay	Female Avg Pay	% of Female Pay as Compared to Male Pay
Building & Grounds Assistant	\$15.07	\$15.27	101%
Security Guard	\$16.56	\$16.78	101%
Power System Engineer	\$39.34	\$39.83	101%
Prgm Mgr, Neighborhood Dev	\$41.83	\$42.35	101%
Prgm Supv, Recreation	\$26.40	\$26.69	101%
Parks Grounds Specialist	\$15.51	\$15.68	101%
Engineer B	\$41.40	\$41.84	101%
Utility Account Specialist	\$24.25	\$24.51	101%
Asst to the Asst City Manager	\$29.22	\$29.53	101%
Customer Service Rep	\$21.36	\$21.57	101%
Supv, Airport Maintenance	\$32.17	\$32.46	101%
Business Process Spec	\$29.69	\$29.95	101%
Supv, System Support Network	\$47.04	\$47.43	101%
Div Mgr, Infrastructure Ops	\$41.34	\$41.69	101%
EMS Medic I - Field	\$16.00	\$16.12	101%
Distribution Constr Coord III	\$38.58	\$38.86	101%
Animal Health Technician Lead	\$17.26	\$17.35	101%
Supv, Environ Compl	\$36.93	\$37.13	101%
Culture & Arts Instructor	\$14.35	\$14.42	100%
Mgr, Sales & Events	\$40.31	\$40.48	100%
Coord, Culture & Arts Edu	\$22.94	\$23.02	100%
Div Mgr, Code Compliance	\$42.02	\$42.16	100%
Environmental Health Ofcr III	\$26.40	\$26.47	100%
Mgr, Energy Market	\$75.79	\$75.98	100%
Administrative Senior	\$17.46	\$17.50	100%
Prgm Supv, HHS	\$29.82	\$29.88	100%
Scheduler Analyst	\$38.73	\$38.79	100%
Supv, Environmental Health	\$32.73	\$32.77	100%
Coord, Program	\$24.86	\$24.88	100%
Mgr, Util Budget and Fin	\$51.97	\$52.01	100%
Coord, Aviation Planning	\$29.12	\$29.14	100%
Police Lieutenant	\$60.06	\$60.08	100%
Dep Ofcr, Chief Information	\$63.72	\$63.74	100%
Assistant City Manager	\$101.44	\$101.44	100%
Asst Dir, Aviation	\$68.35	\$68.35	100%
Asst Dir, Convention Center	\$63.92	\$63.92	100%
Audit Investigator II	\$29.37	\$29.37	100%
Coord, Corp Electr Payments	\$27.56	\$27.56	100%
Coord, Housing Dev	\$25.04	\$25.04	100%
Dep, Controller	\$56.11	\$56.11	100%
Div Mgr, Fleet	\$48.60	\$48.60	100%
Div Mgr, Parks & Recreation	\$46.32	\$46.32	100%
Fire Cadet	\$15.50	\$15.50	100%
IT Security Engineer	\$49.52	\$49.52	100%
Ocptnl Health & Safety Cnslt	\$35.19	\$35.19	100%
Ofcr, Planning	\$48.65	\$48.65	100%

List of Jobs with at least 1 Male and 1 Female City Employees

Title	Male Avg Pay	Female Avg Pay	% of Female Pay as Compared to Male Pay
Prgm Mgr, Risk Control	\$55.59	\$55.59	100%
Supv, Parking Services	\$27.53	\$27.53	100%
Training Specialist Sr	\$34.84	\$34.84	100%
Buyer Senior Specialist - Corp	\$36.70	\$36.68	100%
Recreation Programs Instructor	\$14.97	\$14.97	100%
Supv, Park Ranger	\$22.54	\$22.53	100%
Coord, Product Development	\$40.93	\$40.90	100%
Court Clerk Assistant	\$17.71	\$17.67	100%
Police Sergeant	\$51.00	\$50.89	100%
Risk Analyst	\$34.62	\$34.54	100%
Coord, Stores	\$21.19	\$21.13	100%
Supv, Administrative	\$25.51	\$25.45	100%
Program Specialist	\$21.75	\$21.69	100%
Dir, AE Budget/Accounting/Risk	\$63.47	\$63.28	100%
Human Resources Generalist	\$23.02	\$22.95	100%
Environmental Scientist	\$30.64	\$30.54	100%
WIC Nutritionist Sr.	\$21.75	\$21.67	100%
Public Event Leader	\$17.08	\$17.00	100%
Utility Account Analyst	\$29.56	\$29.42	100%
Power System Consulting Engr	\$56.69	\$56.40	99%
Planner Senior	\$29.17	\$28.99	99%
Contract Compliance Specialist	\$24.97	\$24.82	99%
Business Process Consultant Sr	\$43.92	\$43.63	99%
Accounting Technician	\$18.15	\$18.01	99%
Coord, Facilities	\$25.66	\$25.44	99%
Animal Svc Cust Care Rep.	\$16.56	\$16.42	99%
Mgr, Utility Financial	\$45.44	\$45.04	99%
Psychologist	\$55.86	\$55.37	99%
Mgr, AWU Operations	\$58.48	\$57.96	99%
Police Officer	\$36.02	\$35.68	99%
Treatment O & M Tech Senior	\$27.83	\$27.56	99%
Regulatory Planner Utility	\$45.84	\$45.39	99%
Auditor II	\$27.43	\$27.15	99%
Training Instructor	\$24.12	\$23.88	99%
Environmental Health Ofcr II	\$21.68	\$21.45	99%
HHS Planner II	\$27.16	\$26.87	99%
Mgr, Accounting - Utility	\$51.69	\$51.11	99%
Coord, Customer Solutions	\$26.11	\$25.80	99%
Police Corporal/Detective	\$45.22	\$44.69	99%
Legal Secretary II	\$22.36	\$22.08	99%
Asst Div Mgr, Austin Rsc Rcvry	\$36.10	\$35.65	99%
Prgm Coord, Environmental	\$35.60	\$35.12	99%
Supv, Business Systems Analyst	\$44.70	\$44.06	99%
Division Chief	\$65.03	\$64.08	99%
Purchasing Technician	\$18.05	\$17.79	99%
Human Resources Advisor	\$28.81	\$28.38	99%

List of Jobs with at least 1 Male and 1 Female City Employees

Title	Male Avg Pay	Female Avg Pay	% of Female Pay as Compared to Male Pay
Div Mgr, Treatment	\$47.99	\$47.23	98%
Financial Specialist	\$27.65	\$27.21	98%
Police Cadet	\$19.55	\$19.23	98%
Coord, Exhibit	\$24.28	\$23.87	98%
Auditor I	\$23.29	\$22.90	98%
Div Mgr, Info Systems	\$57.64	\$56.65	98%
Drainage Ops & Maint Crew Ld	\$23.18	\$22.77	98%
Administrative Associate	\$15.10	\$14.84	98%
Power System Engineer Sr	\$49.98	\$49.10	98%
Nurse Practitioner	\$48.41	\$47.54	98%
Business Systems Analyst	\$31.23	\$30.64	98%
Engineering Associate B	\$28.52	\$27.98	98%
Business Systems Analyst Sr	\$36.65	\$35.94	98%
Assistant Police Chief	\$80.20	\$78.63	98%
Supv, Programmer Analyst	\$47.00	\$46.06	98%
Utility Financial Analyst Sr	\$40.29	\$39.48	98%
Supv, Purchasing	\$33.92	\$33.20	98%
GIS Analyst Senior	\$29.08	\$28.45	98%
Mgr, Purchasing-Corporate	\$49.76	\$48.63	98%
Asst Mgr, Emergency Comm	\$33.55	\$32.78	98%
Mgr, AE Customer Svc Process	\$60.60	\$59.20	98%
Customer Service Rep Sr	\$24.57	\$24.00	98%
Div Mgr, Contract Relations	\$50.87	\$49.69	98%
Environmental Inspection Spec	\$22.51	\$21.97	98%
Admnstr, Contract	\$33.87	\$33.04	98%
Supv, Project Management	\$53.96	\$52.59	97%
EMS Medic II - Field	\$24.71	\$24.07	97%
Coord, Labor Relations	\$34.66	\$33.76	97%
Coord, Client Relationship	\$32.05	\$31.21	97%
Environmental Cmplnc Spec Sr	\$33.28	\$32.39	97%
Supv, Aquatic	\$27.30	\$26.56	97%
Eq Emplmnt/Fair Hsng Invgr Sr	\$30.63	\$29.79	97%
Programmer Analyst	\$33.59	\$32.67	97%
Crime Analyst Senior	\$26.84	\$26.09	97%
Coord, Development Svcs Prcs	\$39.18	\$38.07	97%
Prgm Coord, Conservation	\$32.88	\$31.94	97%
Engineering Technician B	\$20.98	\$20.36	97%
Asst Dir, Human Resources	\$62.86	\$60.99	97%
Assistant City Auditor	\$46.02	\$44.65	97%
Mgr, Human Resources	\$46.12	\$44.69	97%
Parks Grounds Assistant	\$14.73	\$14.26	97%
Librarian II	\$25.51	\$24.70	97%
IT Data Architect	\$49.31	\$47.73	97%
Inspector B	\$23.68	\$22.89	97%
Benefits Consultant	\$32.46	\$31.38	97%
Code Compliance Insp B	\$22.55	\$21.79	97%

List of Jobs with at least 1 Male and 1 Female City Employees

Title	Male Avg Pay	Female Avg Pay	% of Female Pay as Compared to Male Pay
Prgm Mgr, Environmental Conser	\$40.37	\$39.01	97%
Pretreatment Complnc Tech	\$18.36	\$17.74	97%
Engineering Associate A	\$28.37	\$27.41	97%
Coord, Ocuptnl Health & Safety	\$34.58	\$33.41	97%
Mgr, Utility Marketing Svc	\$45.44	\$43.90	97%
Mgr, Project	\$45.97	\$44.37	97%
Admnstr, Database	\$44.57	\$43.01	97%
Public Health Youth Prgm Spec	\$20.60	\$19.88	97%
Prgm Mgr, Recreation	\$34.45	\$33.23	96%
Coord, Event	\$25.28	\$24.39	96%
Buyer II	\$28.40	\$27.39	96%
Business Info Specialist	\$23.57	\$22.72	96%
Admnstr, Civil Service	\$36.41	\$35.09	96%
Convention Services Lead	\$24.77	\$23.87	96%
Firefighter	\$25.82	\$24.87	96%
Mgr, Budget-Corporate	\$44.43	\$42.76	96%
Contract Compliance Associate	\$20.07	\$19.32	96%
Program Consultant	\$50.63	\$48.64	96%
Code Compliance Insp A	\$20.72	\$19.88	96%
EMS Captain - Communications	\$31.02	\$29.74	96%
Facility Services Rep Lead	\$20.57	\$19.72	96%
Attorney Senior	\$52.21	\$50.01	96%
Neighborhood Liaison	\$26.58	\$25.46	96%
Performance Consultant	\$34.76	\$33.24	96%
WQ Scientist	\$24.99	\$23.88	96%
Div Mgr, ARR OPS/SI/QA	\$51.60	\$49.25	95%
Performance Consultant Corp	\$36.41	\$34.74	95%
Coord, HHS Program	\$27.19	\$25.94	95%
Div Mgr, SMBR	\$41.27	\$39.33	95%
Forestry Technician	\$14.32	\$13.65	95%
Mgr, Admin & Finance	\$45.35	\$43.17	95%
Librarian I	\$20.52	\$19.53	95%
Environmental Health Officer I	\$18.31	\$17.41	95%
Coord, Event Senior	\$29.99	\$28.52	95%
Mgr, Contract Compliance	\$41.73	\$39.68	95%
Park Ranger I	\$16.01	\$15.21	95%
Property Crime Technician	\$17.55	\$16.66	95%
Street & Bridge Ops Tech II	\$18.62	\$17.66	95%
Conservation Program Spec	\$27.85	\$26.36	95%
Inspector C	\$28.16	\$26.65	95%
Animal Care Specialist	\$15.43	\$14.58	94%
Supv, Building & Grounds	\$21.94	\$20.69	94%
Mgr, Case	\$23.36	\$22.02	94%
Prosecutor I	\$28.18	\$26.55	94%
Real Estate Services Agent	\$36.41	\$34.29	94%
Code Compliance Insp C	\$27.43	\$25.82	94%

List of Jobs with at least 1 Male and 1 Female City Employees

Title	Male Avg Pay	Female Avg Pay	% of Female Pay as Compared to Male Pay
Planner Principal	\$36.13	\$34.01	94%
Mgr, Central Supply & Service	\$35.59	\$33.50	94%
Airport Operations Specialist	\$25.62	\$24.11	94%
Victim Witness Counselor	\$25.31	\$23.81	94%
Engineer, Consulting	\$57.18	\$53.79	94%
Public Health Educator II	\$26.44	\$24.86	94%
Financial Planner Utility	\$41.56	\$39.05	94%
Coord, Museum Site	\$27.55	\$25.87	94%
Hvy Equipment Operator I	\$16.74	\$15.71	94%
EMS Captain - Field	\$31.29	\$29.36	94%
Eq Emplmnt/Fair Hsng Invgr	\$28.93	\$27.12	94%
GIS Analyst	\$24.83	\$23.27	94%
Shuttle Driver	\$16.56	\$15.51	94%
EMS Scheduling Specialist	\$22.00	\$20.61	94%
Mgr, Distribution Process	\$70.01	\$65.40	93%
Patient Account Representative	\$16.93	\$15.80	93%
Mgr, Court Operations	\$39.76	\$37.10	93%
Mgr, Development Services	\$41.29	\$38.51	93%
Planner III	\$25.38	\$23.64	93%
Coord, Project	\$34.97	\$32.55	93%
Austin Rsc Recovery Crew Ldr	\$22.88	\$21.26	93%
Mgr, AE Customer Service	\$52.75	\$49.00	93%
EMS Assistant Chief	\$62.35	\$57.67	92%
Supv, Consumer Service	\$34.37	\$31.75	92%
Supv, Security	\$22.54	\$20.81	92%
Supv, Human Resources	\$37.21	\$34.28	92%
Engineer C	\$46.66	\$42.94	92%
Exhibit Specialist	\$18.47	\$16.99	92%
Engineer, Graduate A	\$32.82	\$30.18	92%
Landscape Architect II	\$33.18	\$30.44	92%
Department Quality Analyst	\$39.77	\$36.48	92%
Social Worker	\$25.28	\$23.17	92%
Asst Mgr, Court Operations	\$34.38	\$31.50	92%
Street & Bridge Ops Tech I	\$16.43	\$15.03	91%
Librarian III	\$27.48	\$25.11	91%
Treatment O & M Tech Assistant	\$23.91	\$21.84	91%
Engineer, Graduate B	\$35.45	\$32.37	91%
Engineer A	\$37.88	\$34.49	91%
Supv, Support Services	\$37.81	\$34.37	91%
Supv, Animal Protection	\$25.56	\$23.23	91%
Buyer Senior	\$32.61	\$29.62	91%
Medical Technologist II	\$26.72	\$24.26	91%
Plans Examiner	\$28.20	\$25.59	91%
Animal Protection Officer	\$17.10	\$15.51	91%
Compl Analyst Sr	\$51.89	\$47.00	91%
Prgm Mgr, Envrmntl Policy	\$48.94	\$44.27	90%

List of Jobs with at least 1 Male and 1 Female City Employees

Title	Male Avg Pay	Female Avg Pay	% of Female Pay as Compared to Male Pay
Research Analyst Corp	\$30.64	\$27.69	90%
Bus Development Counselor Sr	\$39.49	\$35.67	90%
Environmental Review Spec Sr	\$31.35	\$28.31	90%
Signage Technician	\$20.84	\$18.79	90%
Div Mgr, Aviation	\$44.92	\$40.29	90%
Licensed Vocational Nurse	\$22.20	\$19.79	89%
Physician	\$82.28	\$73.32	89%
Coord, Grants	\$30.64	\$27.24	89%
Coord, Facility Service	\$27.97	\$24.82	89%
Environmental Inspec Spec Sr	\$27.18	\$24.11	89%
Financial Advisor	\$26.71	\$23.68	89%
Forensic Scientist - Chemist	\$25.70	\$22.76	89%
Coord, Util Logistics & Plgn	\$24.87	\$21.99	88%
Pretreatment Complnc Spec Sr	\$38.91	\$34.20	88%
Account Representative Sr	\$44.73	\$39.26	88%
Records Analyst	\$29.56	\$25.89	88%
Marketing Commun Consultant	\$40.57	\$35.49	87%
Engineer, Supervising	\$52.11	\$45.50	87%
City Council Senior Exec Asst	\$36.06	\$31.48	87%
Treatment O & M Tech Associate	\$18.38	\$16.04	87%
Mail Services Clerk	\$18.29	\$15.93	87%
Mgr, Redevelopment Project	\$63.11	\$54.78	87%
Environmental Prgm Technician	\$19.72	\$17.11	87%
Bus Development Counselor	\$30.34	\$26.30	87%
Councilmember	\$33.69	\$29.17	87%
Coord, IT Project	\$44.25	\$37.86	86%
Payroll Specialist	\$24.93	\$21.32	86%
Fire Division Chief	\$53.40	\$45.65	85%
Economist	\$44.77	\$38.09	85%
Public Invlvmnt&Real Estate Agn	\$37.83	\$32.07	85%
Div Mgr, Development Svcs	\$49.97	\$41.95	84%
Public Health Program Spec I	\$21.15	\$17.62	83%
Supv, Real Estate	\$49.29	\$40.98	83%
Orgnl Dev&Training Spec	\$25.04	\$20.76	83%
Engineering Technician A	\$18.47	\$15.27	83%
Waste Diversion Planner Sr	\$33.92	\$27.89	82%
Mail Services Clerk Senior	\$17.17	\$14.08	82%
Supv, Airport Operations	\$31.19	\$25.31	81%
Dispatcher II	\$19.19	\$15.27	80%
Economic & Bus Dev Liaison	\$39.22	\$30.53	78%
Chemist Senior	\$39.43	\$28.98	74%
Market Research Analyst	\$36.83	\$24.82	67%