

|                                       | Female        |          | Male          |          | Total Avg Hrly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|---------------------------------------|---------------|----------|---------------|----------|---------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                              | Avg Hrly Rate | No. Empl | Avg Hrly Rate | No. Empl |                     |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| <b>Arts and Cultural Affairs</b>      |               |          |               |          |                     |                |                                                             |                                                                |
| Accountant                            |               |          | 29.75         | 1        | 29.75               | 1              | 39.00                                                       | No women in title                                              |
| Actg Tech III                         | 26.79         | 1        |               |          | 26.79               | 1              | 56.00                                                       | No men in title                                                |
| Admin Spec III                        | 26.26         | 1        |               |          | 26.26               | 1              | 37.00                                                       | No men in title                                                |
| Admin Staff Asst                      | 31.76         | 2        |               |          | 31.76               | 2              | 99.00                                                       | No men in title                                                |
| Arts Conserv Tech                     | 27.78         | 1        | 27.78         | 1        | 27.78               | 2              | 65.00                                                       | 100.00%                                                        |
| Arts Prgm Spec                        | 32.35         | 5        |               |          | 32.35               | 5              | 56.40                                                       | No men in title                                                |
| Arts Prgm Spec,Sr                     | 35.93         | 3        | 36.30         | 1        | 36.02               | 4              | 62.50                                                       | 98.98%                                                         |
| Events Booking Rep                    |               |          | 27.78         | 1        | 27.78               | 1              | 10.00                                                       | No women in title                                              |
| Executive2                            |               |          | 51.95         | 1        | 51.95               | 1              | 7.00                                                        | No women in title                                              |
| Info Technol Prof C                   |               |          | 36.71         | 1        | 36.71               | 1              | 54.00                                                       | No women in title                                              |
| Manager1,Exempt                       | 47.33         | 1        |               |          | 47.33               | 1              | 147.00                                                      | No men in title                                                |
| Manager2,General Govt                 | 52.61         | 1        |               |          | 52.61               | 1              | 184.00                                                      | No men in title                                                |
| Public/Cultural Prgms Spec            | 29.99         | 1        |               |          | 29.99               | 1              | 103.00                                                      | No men in title                                                |
| Public/Cultural Prgms Spec,Sr         | 36.30         | 1        |               |          | 36.30               | 1              | 132.00                                                      | No men in title                                                |
| Rec Attendant                         |               |          | 13.68         | 1        | 13.68               | 1              | 14.00                                                       | No women in title                                              |
| Stage Tech,Lead                       |               |          | 29.04         | 1        | 29.04               | 1              | 1.00                                                        | No women in title                                              |
| StratAdvsr1,CSPI&P                    | 35.62         | 1        |               |          | 35.62               | 1              | 10.00                                                       | No men in title                                                |
| StratAdvsr1,Exempt                    | 40.83         | 1        |               |          | 40.83               | 1              | 20.00                                                       | No men in title                                                |
| StratAdvsr2,Exempt                    | 49.22         | 1        |               |          | 49.22               | 1              | 79.00                                                       | No men in title                                                |
| <b>City Auditor</b>                   |               |          |               |          |                     |                |                                                             |                                                                |
| Admin Staff Asst                      | 30.55         | 1        |               |          | 30.55               | 1              | 0.00                                                        |                                                                |
| Exec Manager-City Auditor             |               |          | 65.26         | 1        | 65.26               | 1              | 41.00                                                       | No women in title                                              |
| StratAdvsr-Audit                      | 52.40         | 7        | 47.52         | 1        | 51.79               | 8              | 88.00                                                       | 110.27%                                                        |
| <b>City Budget Office</b>             |               |          |               |          |                     |                |                                                             |                                                                |
| Admin Spec III                        | 26.26         | 1        |               |          | 26.26               | 1              | 88.00                                                       | No men in title                                                |
| Admin Staff Asst                      | 31.76         | 1        |               |          | 31.76               | 1              | 7.00                                                        | No men in title                                                |
| Executive2                            |               |          | 68.27         | 1        | 68.27               | 1              | 40.00                                                       | No women in title                                              |
| Executive4                            | 73.03         | 1        |               |          | 73.03               | 1              | 32.00                                                       | No men in title                                                |
| StratAdvsr1,Exempt                    | 37.19         | 1        |               |          | 37.19               | 1              | 10.00                                                       | No men in title                                                |
| StratAdvsr2,Exempt                    | 44.89         | 9        | 43.36         | 7        | 44.22               | 16             | 34.88                                                       | 103.55%                                                        |
| StratAdvsr3,Exempt                    | 52.77         | 4        | 53.88         | 2        | 53.14               | 6              | 31.83                                                       | 97.93%                                                         |
| <b>City Employees Retirement Syst</b> |               |          |               |          |                     |                |                                                             |                                                                |
| Accountant                            | 30.92         | 2        |               |          | 30.92               | 2              | 144.00                                                      | No men in title                                                |
| Accountant,Sr                         | 31.76         | 1        |               |          | 31.76               | 1              | 7.00                                                        | No men in title                                                |
| Actg Tech I-BU                        | 22.56         | 2        | 22.56         | 1        | 22.56               | 3              | 38.67                                                       | 100.00%                                                        |
| Admin Staff Anlyst                    | 36.30         | 1        |               |          | 36.30               | 1              | 23.00                                                       | No men in title                                                |
| Admin Support Asst-BU                 | 20.61         | 1        |               |          | 20.61               | 1              | 64.00                                                       | No men in title                                                |
| Executive3                            | 81.97         | 1        |               |          | 81.97               | 1              | 64.00                                                       | No men in title                                                |
| Info Technol Prof A,Exempt            | 53.00         | 1        |               |          | 53.00               | 1              | 4.00                                                        | No men in title                                                |
| Retirement Spec                       | 24.97         | 3        | 25.28         | 1        | 25.05               | 4              | 16.00                                                       | 98.79%                                                         |
| StratAdvsr2,Exempt                    |               |          | 40.29         | 1        | 40.29               | 1              | 18.00                                                       | No women in title                                              |
| StratAdvsr3,Exempt                    |               |          | 52.19         | 1        | 52.19               | 1              | 32.00                                                       | No women in title                                              |
| <b>City Light</b>                     |               |          |               |          |                     |                |                                                             |                                                                |
| Accountant                            | 30.63         | 4        | 30.92         | 3        | 30.75               | 7              | 83.29                                                       | 99.05%                                                         |
| Accountant,Prin                       | 38.48         | 2        | 39.96         | 1        | 38.97               | 3              | 16.67                                                       | 96.28%                                                         |
| Accountant,Sr                         | 35.26         | 4        | 33.67         | 2        | 34.73               | 6              | 55.83                                                       | 104.73%                                                        |
| Act Exec                              |               |          | 43.10         | 1        | 43.10               | 1              | 38.00                                                       | No women in title                                              |
| Actg Tech I-BU                        | 22.56         | 1        | 22.56         | 1        | 22.56               | 2              | 59.50                                                       | 100.00%                                                        |
| Actg Tech II-BU                       | 24.21         | 32       | 24.35         | 7        | 24.24               | 39             | 128.21                                                      | 99.44%                                                         |
| Actg Tech III-BU                      | 26.72         | 14       | 26.45         | 3        | 26.67               | 17             | 82.41                                                       | 101.01%                                                        |
| Actg Tech Supv-BU                     | 28.84         | 3        |               |          | 28.84               | 3              | 29.67                                                       | No men in title                                                |
| Admin Spec I                          | 22.56         | 2        |               |          | 22.56               | 2              | 167.50                                                      | No men in title                                                |
| Admin Spec I-BU                       | 22.56         | 5        |               |          | 22.56               | 5              | 204.20                                                      | No men in title                                                |
| Admin Spec II                         | 24.35         | 3        |               |          | 24.35               | 3              | 349.67                                                      | No men in title                                                |
| Admin Spec II-BU                      | 24.35         | 25       |               |          | 24.35               | 25             | 121.00                                                      | No men in title                                                |
| Admin Spec III                        | 26.26         | 3        |               |          | 26.26               | 3              | 72.33                                                       | No men in title                                                |
| Admin Spec III-BU                     | 25.62         | 3        |               |          | 25.62               | 3              | 29.33                                                       | No men in title                                                |
| Admin Staff Anlyst                    | 36.30         | 4        |               |          | 36.30               | 4              | 119.00                                                      | No men in title                                                |
| Admin Staff Asst                      | 30.05         | 10       |               |          | 30.05               | 10             | 45.90                                                       | No men in title                                                |
| Admin Support Asst-BU                 | 20.61         | 1        | 20.61         | 1        | 20.61               | 2              | 83.50                                                       | 100.00%                                                        |
| Admin Support Supv-BU                 | 27.78         | 2        | 27.78         | 1        | 27.78               | 3              | 96.67                                                       | 100.00%                                                        |
| Apprenticeship Coord                  | 33.69         | 2        |               |          | 33.69               | 2              | 116.00                                                      | No men in title                                                |
| Arboriculturist                       |               |          | 31.76         | 1        | 31.76               | 1              | 20.00                                                       | No women in title                                              |
| Asst To The Supt                      |               |          | 46.41         | 1        | 46.41               | 1              | 2.00                                                        | No women in title                                              |
| Auto Engr,Sr                          |               |          | 40.74         | 1        | 40.74               | 1              | 23.00                                                       | No women in title                                              |
| Auto Mechanic,Sr                      |               |          | 32.60         | 1        | 32.60               | 1              | 67.00                                                       | No women in title                                              |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                               | Female        |          | Male          |          | Total Avg Hrly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|-------------------------------|---------------|----------|---------------|----------|---------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                      | Avg Hrly Rate | No. Empl | Avg Hrly Rate | No. Empl |                     |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Bldg/Facilities Opns Supv-BU  |               |          | 30.58         | 2        | 30.58               | 2              | 41.00                                                       | No women in title                                              |
| Camp Svc Aide                 | 17.99         | 2        |               |          | 17.99               | 2              | 206.50                                                      | No men in title                                                |
| Camp Svc Aide,Sr              | 19.80         | 1        |               |          | 19.80               | 1              | 203.00                                                      | No men in title                                                |
| Capital Prjts Coord           |               |          | 41.56         | 1        | 41.56               | 1              | 107.00                                                      | No women in title                                              |
| Capital Prjts Coord Supv-BU   | 49.33         | 1        | 47.62         | 1        | 48.48               | 2              | 14.00                                                       | 103.59%                                                        |
| Capital Prjts Coord,Asst      | 38.50         | 1        |               |          | 38.50               | 1              | 47.00                                                       | No men in title                                                |
| Capital Prjts Coord,Sr        | 46.82         | 7        | 46.92         | 16       | 46.89               | 23             | 70.52                                                       | 99.79%                                                         |
| Carpenter                     | 30.28         | 1        | 30.28         | 6        | 30.28               | 7              | 155.57                                                      | 100.00%                                                        |
| Carpenter CC                  |               |          | 34.75         | 1        | 34.75               | 1              | 359.00                                                      | No women in title                                              |
| Cblspl Aprn                   |               |          | 31.68         | 4        | 31.68               | 4              | 14.50                                                       | No women in title                                              |
| Cblspl CC-Asg C Coord         |               |          | 46.28         | 2        | 46.28               | 2              | 81.00                                                       | No women in title                                              |
| Cblspl CC-Asg Locator         | 46.28         | 1        |               |          | 46.28               | 1              | 19.00                                                       | No men in title                                                |
| Cblspl CC-Net Area            | 46.28         | 3        | 46.28         | 16       | 46.28               | 19             | 90.58                                                       | 100.00%                                                        |
| Cblspl-Asg Locator            | 41.14         | 1        | 41.14         | 2        | 41.14               | 3              | 29.67                                                       | 100.00%                                                        |
| Cblspl-Jrnywkr In Chg         |               |          | 43.33         | 3        | 43.33               | 3              | 31.67                                                       | No women in title                                              |
| Cblspl-Net Area               | 41.14         | 5        | 41.14         | 37       | 41.14               | 42             | 47.02                                                       | 100.00%                                                        |
| City Light Supt               |               |          | 117.32        | 1        | 117.32              | 1              | 111.00                                                      | No women in title                                              |
| Civil Engr Supv               | 54.66         | 1        | 54.66         | 2        | 54.66               | 3              | 146.33                                                      | 100.00%                                                        |
| Civil Engr,Assoc              | 40.86         | 1        | 38.62         | 2        | 39.37               | 3              | 61.00                                                       | 105.80%                                                        |
| Civil Engr,Asst I             |               |          | 30.85         | 1        | 30.85               | 1              | 27.00                                                       | No women in title                                              |
| Civil Engr,Asst III           |               |          | 37.38         | 1        | 37.38               | 1              | 115.00                                                      | No women in title                                              |
| Civil Engr,Sr                 | 50.69         | 2        | 50.69         | 8        | 50.69               | 10             | 123.40                                                      | 100.00%                                                        |
| Civil Engrng Spec Supv        |               |          | 45.51         | 1        | 45.51               | 1              | 60.00                                                       | No women in title                                              |
| Civil Engrng Spec,Assoc       | 38.56         | 1        | 38.56         | 6        | 38.56               | 7              | 100.43                                                      | 100.00%                                                        |
| Civil Engrng Spec,Asst I      |               |          | 28.88         | 2        | 28.88               | 2              | 18.50                                                       | No women in title                                              |
| Civil Engrng Spec,Asst III    | 35.30         | 1        |               |          | 35.30               | 1              | 177.00                                                      | No men in title                                                |
| Civil Engrng Spec,Sr          | 43.47         | 2        | 42.80         | 7        | 42.95               | 9              | 79.22                                                       | 101.57%                                                        |
| Claims Adjuster I             | 31.76         | 1        |               |          | 31.76               | 1              | 153.00                                                      | No men in title                                                |
| Comms Elctn CC                |               |          | 47.15         | 1        | 47.15               | 1              | 160.00                                                      | No women in title                                              |
| Comms Elctn II                |               |          | 41.91         | 14       | 41.91               | 14             | 207.43                                                      | No women in title                                              |
| Comms Elctn Jnywkr-In Chg-Skt |               |          | 44.15         | 1        | 44.15               | 1              | 49.00                                                       | No women in title                                              |
| Cook                          |               |          | 25.04         | 1        | 25.04               | 1              | 33.00                                                       | No women in title                                              |
| Credit Rep                    | 28.83         | 3        | 28.58         | 4        | 28.69               | 7              | 123.29                                                      | 100.88%                                                        |
| Credit Rep,Sr                 |               |          | 31.41         | 2        | 31.41               | 2              | 124.50                                                      | No women in title                                              |
| Credit&Colls Supv-BU          | 36.30         | 1        | 36.30         | 1        | 36.30               | 2              | 134.50                                                      | 100.00%                                                        |
| Cust Svc Rep                  | 24.52         | 20       | 24.65         | 4        | 24.54               | 24             | 77.46                                                       | 99.45%                                                         |
| Cust Svc Rep,Sr               | 26.08         | 4        |               |          | 26.08               | 4              | 33.50                                                       | No men in title                                                |
| Delivery Wkr                  |               |          | 21.36         | 1        | 21.36               | 1              | 161.00                                                      | No women in title                                              |
| Economist                     | 34.32         | 1        | 34.32         | 1        | 34.32               | 2              | 5.00                                                        | 100.00%                                                        |
| Economist,Prin                |               |          | 47.26         | 2        | 47.26               | 2              | 34.50                                                       | No women in title                                              |
| Economist,Sr                  | 43.15         | 2        |               |          | 43.15               | 2              | 80.00                                                       | No men in title                                                |
| Elctn-Con                     | 41.14         | 6        | 41.14         | 59       | 41.14               | 65             | 79.25                                                       | 100.00%                                                        |
| Elctn-Con Aprn                |               |          | 31.84         | 5        | 31.84               | 5              | 14.80                                                       | No women in title                                              |
| Elctn-Con CC                  |               |          | 46.28         | 1        | 46.28               | 1              | 38.00                                                       | No women in title                                              |
| Elctn-Con-(OI)                | 41.14         | 4        | 41.14         | 8        | 41.14               | 12             | 180.67                                                      | 100.00%                                                        |
| Elctn-Con-Wkg CC              | 46.28         | 2        | 46.28         | 11       | 46.28               | 13             | 96.15                                                       | 100.00%                                                        |
| Elec Engrng Des Spec,Asst II  |               |          | 34.60         | 1        | 34.60               | 1              | 40.00                                                       | No women in title                                              |
| Elec Engrng Des Spec,Asst III |               |          | 35.99         | 2        | 35.99               | 2              | 50.50                                                       | No women in title                                              |
| Elec-Con CC-Asg Crew Coord    |               |          | 46.28         | 1        | 46.28               | 1              | 62.00                                                       | No women in title                                              |
| Elec-Con Core CC              |               |          | 46.28         | 2        | 46.28               | 2              | 42.50                                                       | No women in title                                              |
| Elec-Con(OI)Wkg CC-C Coord    | 46.28         | 1        | 46.28         | 1        | 46.28               | 2              | 72.00                                                       | 100.00%                                                        |
| Elec-Con-Wkg CC-Asg C Coord   |               |          | 46.28         | 3        | 46.28               | 3              | 30.33                                                       | No women in title                                              |
| Elecl Constr&Maint Supv-BU    | 55.04         | 3        | 54.85         | 11       | 54.89               | 14             | 57.79                                                       | 100.34%                                                        |
| Elecl Engr,Assoc              | 39.36         | 5        | 39.05         | 19       | 39.12               | 24             | 45.83                                                       | 100.79%                                                        |
| Elecl Engr,Asst I             | 30.85         | 2        | 29.95         | 9        | 30.11               | 11             | 36.27                                                       | 103.00%                                                        |
| Elecl Engr,Asst II            |               |          | 33.74         | 6        | 33.74               | 6              | 35.67                                                       | No women in title                                              |
| Elecl Engr,Asst III           |               |          | 36.69         | 4        | 36.69               | 4              | 144.50                                                      | No women in title                                              |
| Elecl Engrng Spec Supv        | 44.41         | 3        | 45.51         | 2        | 44.85               | 5              | 39.40                                                       | 97.58%                                                         |
| Elecl Engrng Spec,Assoc       | 37.12         | 7        | 37.52         | 4        | 37.27               | 11             | 45.27                                                       | 98.93%                                                         |
| Elecl Engrng Spec,Asst I      | 29.05         | 2        | 27.52         | 2        | 28.29               | 4              | 48.25                                                       | 105.56%                                                        |
| Elecl Engrng Spec,Asst II     | 30.74         | 2        |               |          | 30.74               | 2              | 10.50                                                       | No men in title                                                |
| Elecl Engrng Spec,Asst III    | 34.64         | 4        |               |          | 34.64               | 4              | 54.00                                                       | No men in title                                                |
| Elecl Engrng Spec,Sr          | 42.85         | 5        | 43.25         | 14       | 43.14               | 19             | 49.47                                                       | 99.08%                                                         |
| Elecl Hlpr                    |               |          | 29.11         | 5        | 29.11               | 5              | 145.40                                                      | No women in title                                              |
| Elecl Hlpr-Bndry              |               |          | 29.11         | 1        | 29.11               | 1              | 272.00                                                      | No women in title                                              |
| Elecl Pwr Sys Engr            | 51.93         | 6        | 51.40         | 15       | 51.55               | 21             | 44.71                                                       | 101.03%                                                        |
| Elecl Pwr Sys Engr,Prin       | 54.42         | 4        | 55.22         | 11       | 55.00               | 15             | 21.53                                                       | 98.55%                                                         |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                              | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                     | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Elect PwrSystsEngr,Prin-Mrt  | 60.11          | 1        | 58.25          | 10       | 58.42                | 11             | 35.73                                                       | 103.20%                                                        |
| Elect PwrSystsEngr-Mrt       | 55.08          | 1        | 55.08          | 2        | 55.08                | 3              | 20.00                                                       | 100.00%                                                        |
| Elect Quality Assurance Spec |                |          | 37.38          | 1        | 37.38                | 1              | 19.00                                                       | No women in title                                              |
| Elect Svc Engr               | 45.25          | 1        | 44.27          | 5        | 44.44                | 6              | 79.00                                                       | 102.21%                                                        |
| Elect Svc Rep                | 31.79          | 6        | 32.31          | 7        | 32.07                | 13             | 68.62                                                       | 98.41%                                                         |
| Elect Svc Rep,Sr             | 35.38          | 4        | 34.71          | 13       | 34.87                | 17             | 71.41                                                       | 101.92%                                                        |
| Elect Svc Rep,Supvsng        | 39.95          | 3        | 39.95          | 4        | 39.95                | 7              | 77.71                                                       | 100.00%                                                        |
| Elect Work Rev CC            |                |          | 46.28          | 4        | 46.28                | 4              | 61.50                                                       | No women in title                                              |
| Electric Util Exec 2         |                |          | 77.80          | 3        | 77.80                | 3              | 21.00                                                       | No women in title                                              |
| Electric Util Exec 3,Dir     | 86.34          | 1        | 86.81          | 6        | 86.75                | 7              | 39.71                                                       | 99.45%                                                         |
| Electric Util Exec 3,Ofcr    |                |          | 107.39         | 2        | 107.39               | 2              | 24.50                                                       | No women in title                                              |
| Engrng Aide                  | 24.58          | 2        | 25.99          | 3        | 25.43                | 5              | 47.40                                                       | 94.57%                                                         |
| Enrgy Mgmt Anlyst            | 41.39          | 1        | 41.42          | 4        | 41.41                | 5              | 33.40                                                       | 99.93%                                                         |
| Enrgy Mgmt Anlyst Supv       | 49.56          | 2        | 49.56          | 2        | 49.56                | 4              | 112.25                                                      | 100.00%                                                        |
| Enrgy Mgmt Anlyst,Asst       | 35.57          | 3        | 36.59          | 5        | 36.21                | 8              | 56.63                                                       | 97.21%                                                         |
| Enrgy Mgmt Anlyst,Sr         | 45.96          | 4        | 45.96          | 14       | 45.96                | 18             | 45.06                                                       | 100.00%                                                        |
| Enrgy Plng Anlyst            | 33.69          | 1        | 33.67          | 2        | 33.67                | 3              | 8.33                                                        | 100.07%                                                        |
| Enrgy Plng Supv-BU           |                |          | 49.56          | 2        | 49.56                | 2              | 110.00                                                      | No women in title                                              |
| Enrgy Res&Eval Anlyst        |                |          | 39.96          | 1        | 39.96                | 1              | 260.00                                                      | No women in title                                              |
| Envrnmntl Anlyst,Sr          | 42.75          | 9        | 41.06          | 3        | 42.33                | 12             | 86.58                                                       | 104.11%                                                        |
| Equal Emplmnt Coord          | 36.30          | 1        |                |          | 36.30                | 1              | 8.00                                                        | No men in title                                                |
| Equip Svcr                   |                |          | 24.24          | 3        | 24.24                | 3              | 30.00                                                       | No women in title                                              |
| Exec Asst                    | 41.91          | 9        | 43.10          | 2        | 42.12                | 11             | 82.18                                                       | 97.23%                                                         |
| Executive2                   | 67.16          | 9        | 66.68          | 8        | 66.93                | 17             | 41.06                                                       | 100.72%                                                        |
| Executive3                   |                |          | 79.79          | 3        | 79.79                | 3              | 31.33                                                       | No women in title                                              |
| Facility Techl Supv-BU       |                |          | 36.30          | 1        | 36.30                | 1              | 17.00                                                       | No women in title                                              |
| Fleet Mgmt Coord             |                |          | 34.94          | 1        | 34.94                | 1              | 16.00                                                       | No women in title                                              |
| Gardener                     | 24.35          | 4        | 24.35          | 4        | 24.35                | 8              | 123.13                                                      | 100.00%                                                        |
| Gardener,Sr                  | 27.25          | 1        |                |          | 27.25                | 1              | 91.00                                                       | No men in title                                                |
| Generation Supv              |                |          | 54.61          | 1        | 54.61                | 1              | 200.00                                                      | No women in title                                              |
| Generation Supv-BU           |                |          | 54.61          | 2        | 54.61                | 2              | 229.00                                                      | No women in title                                              |
| Graphic Arts Designer        | 29.99          | 1        |                |          | 29.99                | 1              | 88.00                                                       | No men in title                                                |
| Grounds Maint CC             |                |          | 33.38          | 1        | 33.38                | 1              | 26.00                                                       | No women in title                                              |
| HVAC Tech                    |                |          | 32.75          | 3        | 32.75                | 3              | 78.00                                                       | No women in title                                              |
| Hydro Maint Wkr I-Gen        |                |          | 24.65          | 6        | 24.65                | 6              | 45.50                                                       | No women in title                                              |
| Hydro Maint Wkr II-Gen       |                |          | 26.00          | 1        | 26.00                | 1              | 25.00                                                       | No women in title                                              |
| Hydroelec Maint Mach         |                |          | 38.36          | 11       | 38.36                | 11             | 104.36                                                      | No women in title                                              |
| Hydroelec Maint Mach CC      |                |          | 44.51          | 3        | 44.51                | 3              | 15.33                                                       | No women in title                                              |
| Hydroelec Op II              | 41.14          | 2        | 41.14          | 11       | 41.14                | 13             | 140.00                                                      | 100.00%                                                        |
| Info Technol Prof A,Exempt   | 58.16          | 4        | 56.45          | 18       | 56.76                | 22             | 75.09                                                       | 103.02%                                                        |
| Info Technol Prof B-BU       | 47.55          | 26       | 48.07          | 41       | 47.87                | 67             | 88.37                                                       | 98.92%                                                         |
| Info Technol Prof C-BU       |                |          | 44.94          | 1        | 44.94                | 1              | 78.00                                                       | No women in title                                              |
| Info Technol Spec            | 30.95          | 3        |                |          | 30.95                | 3              | 47.33                                                       | No men in title                                                |
| Info Technol Systs Anlyst    | 38.48          | 5        | 38.48          | 4        | 38.48                | 9              | 151.89                                                      | 100.00%                                                        |
| Installation Maint Wkr       | 25.54          | 1        | 25.54          | 1        | 25.54                | 2              | 80.00                                                       | 100.00%                                                        |
| IT Prgmmer Anlyst-Spec       |                |          | 36.68          | 1        | 36.68                | 1              | 160.00                                                      | No women in title                                              |
| Janitor,Lead-FAS/CL          |                |          | 20.96          | 2        | 20.96                | 2              | 74.00                                                       | No women in title                                              |
| Janitor-FAS/CL               | 19.38          | 3        | 19.38          | 4        | 19.38                | 7              | 90.86                                                       | 100.00%                                                        |
| Jrnywkr Asg Streetlighting   |                |          | 42.37          | 2        | 42.37                | 2              | 134.50                                                      | No women in title                                              |
| Jrnywkr In Chg               | 44.63          | 1        | 44.63          | 10       | 44.63                | 11             | 82.36                                                       | 100.00%                                                        |
| Labor Relations Coord        | 49.05          | 1        |                |          | 49.05                | 1              | 77.00                                                       | No men in title                                                |
| Laborer-Inserting Machine Op |                |          | 21.14          | 1        | 21.14                | 1              | 143.00                                                      | No women in title                                              |
| Landscape Supv               | 33.93          | 1        |                |          | 33.93                | 1              | 334.00                                                      | No men in title                                                |
| Line C CC                    | 47.67          | 1        | 47.67          | 31       | 47.67                | 32             | 115.91                                                      | 100.00%                                                        |
| Line CC-Asg C Coord          | 47.67          | 1        | 47.67          | 5        | 47.67                | 6              | 54.67                                                       | 100.00%                                                        |
| Lnwkr                        | 42.37          | 6        | 42.37          | 114      | 42.37                | 120            | 80.79                                                       | 100.00%                                                        |
| Lnwkr Aprn                   | 35.17          | 1        | 35.24          | 17       | 35.24                | 18             | 27.72                                                       | 99.80%                                                         |
| Lnwkr-Asg Pwrlne Clearance   |                |          | 45.47          | 1        | 45.47                | 1              | 29.00                                                       | No women in title                                              |
| Lnwkr-Asg Locator            |                |          | 42.37          | 1        | 42.37                | 1              | 38.00                                                       | No women in title                                              |
| Lock Tech                    |                |          | 27.78          | 1        | 27.78                | 1              | 140.00                                                      | No women in title                                              |
| Lock Tech,Sr                 | 29.99          | 1        |                |          | 29.99                | 1              | 149.00                                                      | No men in title                                                |
| Mach Spec                    | 27.51          | 1        | 26.78          | 3        | 26.97                | 4              | 117.00                                                      | 102.71%                                                        |
| Maint Laborer                | 23.38          | 3        | 23.38          | 9        | 23.38                | 12             | 70.25                                                       | 100.00%                                                        |
| Manager1,General Govt        | 41.46          | 1        |                |          | 41.46                | 1              | 7.00                                                        | No men in title                                                |
| Manager1,P&FM-BU             |                |          | 45.12          | 1        | 45.12                | 1              | 57.00                                                       | No women in title                                              |
| Manager1,PC&RM-BU            | 46.41          | 2        |                |          | 46.41                | 2              | 16.50                                                       | No men in title                                                |
| Manager1,Utills-BU           | 41.37          | 1        | 47.39          | 1        | 44.38                | 2              | 31.50                                                       | 87.29%                                                         |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                               | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|-------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                      | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Manager2,CSPI&P-BU            |                |          | 48.73          | 1        | 48.73                | 1              | 53.00                                                       | No women in title                                              |
| Manager2,Engrng&Plans Rev-BU  | 51.45          | 1        |                |          | 51.45                | 1              | 41.00                                                       | No men in title                                                |
| Manager2,Fin,Bud,&Actg-BU     | 45.03          | 2        | 49.24          | 4        | 47.84                | 6              | 123.00                                                      | 91.46%                                                         |
| Manager2,P&FM-BU              |                |          | 48.61          | 1        | 48.61                | 1              | 57.00                                                       | No women in title                                              |
| Manager2,PC&RM-BU             |                |          | 46.94          | 1        | 46.94                | 1              | 74.00                                                       | No women in title                                              |
| Manager2,Utills-BU            | 51.33          | 2        | 49.16          | 5        | 49.78                | 7              | 40.86                                                       | 104.41%                                                        |
| Manager3,Engrng&Plans Rev-BU  | 60.56          | 1        | 59.78          | 3        | 59.98                | 4              | 54.25                                                       | 101.30%                                                        |
| Manager3,Exempt-BU            | 55.52          | 2        |                |          | 55.52                | 2              | 46.00                                                       | No men in title                                                |
| Manager3,Info Technol-BU      |                |          | 58.80          | 1        | 58.80                | 1              | 14.00                                                       | No women in title                                              |
| Manager3,Utills               |                |          | 50.71          | 2        | 50.71                | 2              | 27.50                                                       | No women in title                                              |
| Manager3,Utills-BU            | 58.24          | 4        | 57.91          | 9        | 58.01                | 13             | 58.15                                                       | 100.57%                                                        |
| Marketing Dev Coord           | 38.48          | 3        |                |          | 38.48                | 3              | 30.00                                                       | No men in title                                                |
| Mat Controller,Prin-BU        | 35.14          | 3        |                |          | 35.14                | 3              | 8.00                                                        | No men in title                                                |
| Mat Controller,Sr-BU          | 30.16          | 2        | 30.16          | 1        | 30.16                | 3              | 8.00                                                        | 100.00%                                                        |
| Mat Controller-BU             | 24.95          | 1        |                |          | 24.95                | 1              | 8.00                                                        | No men in title                                                |
| Mat Handling Supv,General-BU  | 37.70          | 1        |                |          | 37.70                | 1              | 167.00                                                      | No men in title                                                |
| Mat Suplr,Elec-Asg Equip Cust | 38.20          | 1        | 38.20          | 1        | 38.20                | 2              | 44.00                                                       | 100.00%                                                        |
| Mat Suplr,Elec-Asg Phd/Cw/D   | 33.96          | 1        | 33.96          | 4        | 33.96                | 5              | 57.20                                                       | 100.00%                                                        |
| Mat Suplr-Asg Leo/Pdm/Hb      | 34.13          | 1        | 36.09          | 11       | 35.93                | 12             | 79.50                                                       | 94.57%                                                         |
| MatSup,Elec-Asg Cs &/or Cdt   |                |          | 31.05          | 17       | 31.05                | 17             | 61.76                                                       | No women in title                                              |
| MatSup,Elec-Asg OPVTCHBNSTR   |                |          | 32.02          | 8        | 32.02                | 8              | 56.38                                                       | No women in title                                              |
| Mech Engr Supv                |                |          | 54.66          | 1        | 54.66                | 1              | 157.00                                                      | No women in title                                              |
| Mech Engr,Assoc               |                |          | 40.86          | 1        | 40.86                | 1              | 382.00                                                      | No women in title                                              |
| Mech Engr,Sr                  |                |          | 50.69          | 4        | 50.69                | 4              | 144.75                                                      | No women in title                                              |
| Meter Elctn                   | 41.14          | 3        | 41.14          | 22       | 41.14                | 25             | 46.00                                                       | 100.00%                                                        |
| Meter Elctn Aprn              |                |          | 31.68          | 2        | 31.68                | 2              | 15.00                                                       | No women in title                                              |
| Meter Elctn Working CC        | 46.28          | 1        | 46.28          | 7        | 46.28                | 8              | 41.13                                                       | 100.00%                                                        |
| Meter Reader                  | 22.55          | 7        | 23.07          | 30       | 22.97                | 37             | 137.24                                                      | 97.74%                                                         |
| Meter Reader Supv             |                |          | 30.69          | 1        | 30.69                | 1              | 106.00                                                      | No women in title                                              |
| Meter Reader,Sr               | 27.31          | 1        | 26.90          | 5        | 26.97                | 6              | 112.67                                                      | 101.53%                                                        |
| Mgmt Sysys Anlyst             | 35.00          | 2        | 36.30          | 1        | 35.43                | 3              | 56.00                                                       | 96.40%                                                         |
| Mgmt Sysys Anlyst Supv-BU     |                |          | 47.26          | 1        | 47.26                | 1              | 74.00                                                       | No women in title                                              |
| Mgmt Sysys Anlyst,Asst        | 30.37          | 5        | 31.76          | 1        | 30.61                | 6              | 34.83                                                       | 95.64%                                                         |
| Mgmt Sysys Anlyst,Sr          | 41.35          | 7        | 41.71          | 10       | 41.57                | 17             | 51.00                                                       | 99.14%                                                         |
| Ofc Equip Op                  | 20.61          | 1        |                |          | 20.61                | 1              | 216.00                                                      | No men in title                                                |
| Paralegal                     |                |          | 31.76          | 1        | 31.76                | 1              | 13.00                                                       | No women in title                                              |
| Passenger & Tugboat Op        |                |          | 29.68          | 1        | 29.68                | 1              | 144.00                                                      | No women in title                                              |
| Passenger & Tugboat Op,Sr     |                |          | 32.67          | 1        | 32.67                | 1              | 84.00                                                       | No women in title                                              |
| Payroll Supv                  |                |          | 37.70          | 1        | 37.70                | 1              | 16.00                                                       | No women in title                                              |
| Personnel Spec                | 31.61          | 3        |                |          | 31.61                | 3              | 61.33                                                       | No men in title                                                |
| Personnel Spec,Asst           | 25.63          | 5        | 23.88          | 1        | 25.34                | 6              | 39.00                                                       | 107.31%                                                        |
| Personnel Spec,Sr             | 33.69          | 1        | 36.30          | 1        | 35.00                | 2              | 57.00                                                       | 92.81%                                                         |
| Plng&Dev Spec II              | 37.70          | 1        | 37.70          | 1        | 37.70                | 2              | 49.50                                                       | 100.00%                                                        |
| Plng&Dev Spec,Sr              | 39.96          | 2        | 41.01          | 3        | 40.59                | 5              | 22.40                                                       | 97.45%                                                         |
| Plng&Dev Spec,Supvsng-BU      | 46.41          | 1        |                |          | 46.41                | 1              | 47.00                                                       | No men in title                                                |
| Plnt Ecologist                | 33.09          | 1        |                |          | 33.09                | 1              | 35.00                                                       | No men in title                                                |
| Plumber                       |                |          | 34.16          | 1        | 34.16                | 1              | 133.00                                                      | No women in title                                              |
| Pole Yard CC                  |                |          | 38.20          | 1        | 38.20                | 1              | 96.00                                                       | No women in title                                              |
| Prgm Intake Rep               | 26.84          | 4        |                |          | 26.84                | 4              | 65.25                                                       | No men in title                                                |
| Prot&Cntrl Elctn CC           |                |          | 54.61          | 1        | 54.61                | 1              | 136.00                                                      | No women in title                                              |
| Prot&Cntrl Elctn II           | 48.54          | 1        | 48.54          | 9        | 48.54                | 10             | 85.30                                                       | 100.00%                                                        |
| Public Relations Spec         | 26.79          | 1        |                |          | 26.79                | 1              | 1.00                                                        | No men in title                                                |
| Public Relations Spec,Sr      | 36.30          | 2        | 35.62          | 2        | 35.96                | 4              | 84.00                                                       | 101.91%                                                        |
| Pwr Anlyst                    | 39.37          | 3        |                |          | 39.37                | 3              | 67.00                                                       | No men in title                                                |
| Pwr Anlyst,Asst               | 30.14          | 1        |                |          | 30.14                | 1              | 29.00                                                       | No men in title                                                |
| Pwr Anlyst,Sr                 | 43.94          | 5        | 45.25          | 2        | 44.32                | 7              | 43.29                                                       | 97.11%                                                         |
| Pwr Dispatcher                | 49.84          | 2        | 49.63          | 8        | 49.67                | 10             | 71.30                                                       | 100.42%                                                        |
| Pwr Dispatcher,Asst           | 40.36          | 1        | 39.33          | 3        | 39.59                | 4              | 3.25                                                        | 102.63%                                                        |
| Pwr Dispatcher,Sr             |                |          | 56.35          | 9        | 56.35                | 9              | 90.78                                                       | No women in title                                              |
| Pwr Marketer                  | 57.53          | 3        | 51.83          | 15       | 52.78                | 18             | 93.61                                                       | 111.00%                                                        |
| Pwr Structs Mechanic          | 35.88          | 2        | 35.88          | 11       | 35.88                | 13             | 110.77                                                      | 100.00%                                                        |
| Pwr Structs Mechanic CC       | 41.14          | 1        | 41.14          | 5        | 41.14                | 6              | 64.83                                                       | 100.00%                                                        |
| Pwr Supply Engr               |                |          | 64.61          | 1        | 64.61                | 1              | 81.00                                                       | No women in title                                              |
| Pwrlne Clear Tree Trimmer     |                |          | 38.81          | 1        | 38.81                | 1              | 107.00                                                      | No women in title                                              |
| Pwrlne Clear Tree Trimmer-JIC |                |          | 41.14          | 1        | 41.14                | 1              | 92.00                                                       | No women in title                                              |
| Real Property Agent,Sr        | 45.39          | 2        | 45.39          | 2        | 45.39                | 4              | 68.00                                                       | 100.00%                                                        |
| Res&Eval Asst-BU              | 28.36          | 3        |                |          | 28.36                | 3              | 72.00                                                       | No men in title                                                |

|                                         | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|-----------------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                                | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Rights-Of-Way Maint Lead Wkr            |                |          | 28.09          | 1        | 28.09                | 1              | 1.00                                                        | No women in title                                              |
| Rights-Of-Way Maint Wkr                 | 27.52          | 1        | 27.52          | 7        | 27.52                | 8              | 153.38                                                      | 100.00%                                                        |
| Security Prgms Spec                     | 34.94          | 1        |                |          | 34.94                | 1              | 60.00                                                       | No men in title                                                |
| Sfty&Hlth Spec,Sr                       | 41.50          | 2        | 40.22          | 6        | 40.54                | 8              | 43.38                                                       | 103.16%                                                        |
| Sfty&Hlth Supv                          | 45.51          | 1        | 42.25          | 1        | 43.88                | 2              | 17.50                                                       | 107.72%                                                        |
| Stage Tech                              | 28.03          | 1        |                |          | 28.03                | 1              | 35.00                                                       | No men in title                                                |
| Store Clerk                             | 21.14          | 1        |                |          | 21.14                | 1              | 92.00                                                       | No men in title                                                |
| Store Keeper                            |                |          | 28.35          | 1        | 28.35                | 1              | 53.00                                                       | No women in title                                              |
| StratAdvsr1,Fin,Bud,&Actg-BU            |                |          | 45.57          | 1        | 45.57                | 1              | 62.00                                                       | No women in title                                              |
| StratAdvsr1,Utills-BU                   | 43.01          | 2        | 48.00          | 1        | 44.67                | 3              | 53.00                                                       | 89.62%                                                         |
| StratAdvsr2,CSPI&P-BU                   |                |          | 44.13          | 2        | 44.13                | 2              | 30.50                                                       | No women in title                                              |
| StratAdvsr2,Exempt                      | 47.20          | 2        |                |          | 47.20                | 2              | 18.50                                                       | No men in title                                                |
| StratAdvsr2,Exempt-BU                   | 46.30          | 1        | 44.98          | 1        | 45.64                | 2              | 109.00                                                      | 102.94%                                                        |
| StratAdvsr2,Fin,Bud,&Actg-BU            | 43.16          | 2        | 49.39          | 5        | 47.61                | 7              | 65.00                                                       | 87.38%                                                         |
| StratAdvsr2,General Govt                | 48.95          | 1        | 45.50          | 1        | 47.23                | 2              | 59.00                                                       | 107.60%                                                        |
| StratAdvsr2,General Govt-BU             | 50.21          | 4        | 48.74          | 4        | 49.48                | 8              | 67.88                                                       | 103.01%                                                        |
| StratAdvsr2,PC&RM-BU                    |                |          | 45.37          | 1        | 45.37                | 1              | 51.00                                                       | No women in title                                              |
| StratAdvsr2,Utills-BU                   | 50.02          | 9        | 50.57          | 13       | 50.35                | 22             | 54.73                                                       | 98.90%                                                         |
| StratAdvsr3,Exempt                      | 58.38          | 1        | 53.78          | 1        | 56.08                | 2              | 37.00                                                       | 108.54%                                                        |
| StratAdvsr3,Exempt-BU                   | 50.01          | 1        |                |          | 50.01                | 1              | 3.00                                                        | No men in title                                                |
| StratAdvsr3,Info Technol-BU             |                |          | 53.58          | 1        | 53.58                | 1              | 43.00                                                       | No women in title                                              |
| StratAdvsr3,Utills-BU                   | 55.58          | 1        | 55.81          | 3        | 55.75                | 4              | 43.25                                                       | 99.59%                                                         |
| Strucl Iron Wkr                         | 41.14          | 1        | 40.92          | 9        | 40.95                | 10             | 147.60                                                      | 100.53%                                                        |
| Strucl Iron Wkr CC                      | 46.28          | 1        |                |          | 46.28                | 1              | 259.00                                                      | No men in title                                                |
| Strucl Pntr                             | 31.34          | 1        | 31.34          | 10       | 31.34                | 11             | 77.27                                                       | 100.00%                                                        |
| Strucl Pntr CC                          | 36.02          | 1        | 36.02          | 1        | 36.02                | 2              | 48.50                                                       |                                                                |
| Title Records Tech                      | 22.56          | 1        |                |          | 22.56                | 1              | 91.00                                                       | No men in title                                                |
| Trans Line CC                           | 47.67          | 1        | 47.67          | 1        | 47.67                | 2              | 76.50                                                       | 100.00%                                                        |
| Tree Trimming Rep                       |                |          | 29.96          | 1        | 29.96                | 1              | 41.00                                                       | No women in title                                              |
| Trng&Ed Coord                           | 33.69          | 1        |                |          | 33.69                | 1              | 172.00                                                      | No men in title                                                |
| Trng&Ed Coord,Sr                        | 36.30          | 2        | 31.16          | 1        | 34.59                | 3              | 45.00                                                       | 116.50%                                                        |
| Truck Drvr,Heavy                        |                |          | 29.00          | 3        | 29.00                | 3              | 96.00                                                       | No women in title                                              |
| Util Acts Supv                          | 32.39          | 3        |                |          | 32.39                | 3              | 71.33                                                       | No men in title                                                |
| Util Constr Lead Wkr                    |                |          | 29.00          | 8        | 29.00                | 8              | 26.25                                                       | No women in title                                              |
| Util Constr Wkr                         | 26.33          | 2        | 26.71          | 25       | 26.68                | 27             | 58.93                                                       | 98.56%                                                         |
| Util Hearing Ofcr                       | 42.25          | 1        |                |          | 42.25                | 1              | 80.00                                                       | No men in title                                                |
| Util Laborer                            |                |          | 22.56          | 1        | 22.56                | 1              | 244.00                                                      | No women in title                                              |
| Warehouser,Chief                        | 30.88          | 1        | 30.88          | 4        | 30.88                | 5              | 185.20                                                      | 100.00%                                                        |
| Warehouser,Sr-BU                        | 26.50          | 4        | 26.50          | 9        | 26.50                | 13             | 131.08                                                      | 100.00%                                                        |
| Warehouser-BU                           | 24.08          | 4        | 24.08          | 11       | 24.08                | 15             | 137.00                                                      | 100.00%                                                        |
| <b>Civil Service Commissions</b>        |                |          |                |          |                      |                |                                                             |                                                                |
| Admin Staff Asst                        | 31.76          | 1        |                |          | 31.76                | 1              | 112.00                                                      | No men in title                                                |
| Civil Svc Commissioner                  | 5.53           | 1        | 5.53           | 5        | 5.53                 | 6              | 52.33                                                       | 100.00%                                                        |
| StratAdvsr2,Exempt                      | 51.65          | 1        |                |          | 51.65                | 1              | 54.00                                                       | No men in title                                                |
| <b>Department of Planning &amp; Dev</b> |                |          |                |          |                      |                |                                                             |                                                                |
| Accountant                              | 29.27          | 2        |                |          | 29.27                | 2              | 48.50                                                       | No men in title                                                |
| Accountant,Prin                         | 38.48          | 1        |                |          | 38.48                | 1              | 6.00                                                        | No men in title                                                |
| Accountant,Sr                           | 35.57          | 1        |                |          | 35.57                | 1              | 89.00                                                       | No men in title                                                |
| Actg Tech II-BU                         | 24.35          | 3        | 24.35          | 2        | 24.35                | 5              | 121.20                                                      | 100.00%                                                        |
| Admin Spec I-BU                         | 22.56          | 1        |                |          | 22.56                | 1              | 0.00                                                        | No men in title                                                |
| Admin Spec II-BU                        | 24.14          | 12       | 24.35          | 2        | 24.17                | 14             | 70.86                                                       | 99.12%                                                         |
| Admin Spec III                          |                |          | 26.26          | 1        | 26.26                | 1              | 29.00                                                       | No women in title                                              |
| Admin Spec III-BU                       | 26.26          | 2        |                |          | 26.26                | 2              | 48.00                                                       | No men in title                                                |
| Admin Staff Anlyst                      | 35.00          | 2        |                |          | 35.00                | 2              | 65.50                                                       | No men in title                                                |
| Admin Staff Asst                        | 30.61          | 4        |                |          | 30.61                | 4              | 47.50                                                       | No men in title                                                |
| Admin Support Supv-BU                   | 27.78          | 1        |                |          | 27.78                | 1              | 71.00                                                       | No men in title                                                |
| Bldg Inspector,Journey                  |                |          | 38.45          | 2        | 38.45                | 2              | 39.50                                                       | No women in title                                              |
| Bldg Inspector,Sr(Expert)               |                |          | 40.74          | 10       | 40.74                | 10             | 79.30                                                       | No women in title                                              |
| Bldg Inspector,Strucl                   |                |          | 42.25          | 2        | 42.25                | 2              | 67.00                                                       | No women in title                                              |
| Bldg Plans Examiner                     | 36.45          | 2        | 35.38          | 4        | 35.74                | 6              | 14.83                                                       | 103.01%                                                        |
| Bldg Plans Examiner,Sr                  | 42.25          | 2        |                |          | 42.25                | 2              | 47.00                                                       | No men in title                                                |
| Civil Engr Supv                         | 54.66          | 1        |                |          | 54.66                | 1              | 34.00                                                       | No men in title                                                |
| Civil Engr,Sr                           |                |          | 50.69          | 3        | 50.69                | 3              | 58.67                                                       | No women in title                                              |
| Civil Engrng Spec Supv                  | 45.51          | 1        |                |          | 45.51                | 1              | 24.00                                                       | No men in title                                                |
| Civil Engrng Spec,Sr                    |                |          | 43.47          | 2        | 43.47                | 2              | 134.00                                                      | No women in title                                              |
| Code Compliance Anlyst                  | 37.70          | 2        |                |          | 37.70                | 2              | 39.50                                                       | No men in title                                                |
| Code Compliance Coord                   | 43.10          | 1        |                |          | 43.10                | 1              | 67.00                                                       | No men in title                                                |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                                       | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|---------------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                              | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Code Dev Anlyst,Sr                    | 40.74          | 1        |                |          | 40.74                | 1              | 31.00                                                       | No men in title                                                |
| Elect Inspector Supv                  |                |          | 45.58          | 2        | 45.58                | 2              | 20.00                                                       | No women in title                                              |
| Elect Inspector,(J)                   | 38.37          | 1        | 38.37          | 2        | 38.37                | 3              | 9.33                                                        | 100.00%                                                        |
| Elect Inspector,Sr(Expert)            | 43.06          | 2        | 43.06          | 13       | 43.06                | 15             | 107.73                                                      | 100.00%                                                        |
| Elect Plans Examiner                  |                |          | 40.42          | 3        | 40.42                | 3              | 48.00                                                       | No women in title                                              |
| Elevator Inspector(J)                 |                |          | 37.73          | 3        | 37.73                | 3              | 29.00                                                       | No women in title                                              |
| Elevator Inspector,Chief              |                |          | 43.92          | 2        | 43.92                | 2              | 27.00                                                       | No women in title                                              |
| Elevator Inspector,Sr(Expert)         | 40.74          | 1        | 40.74          | 6        | 40.74                | 7              | 50.29                                                       | 100.00%                                                        |
| Envrnmntl Anlyst,Sr                   |                |          | 43.10          | 1        | 43.10                | 1              | 58.00                                                       | No women in title                                              |
| Executive2                            | 61.27          | 1        | 63.29          | 2        | 62.62                | 3              | 93.33                                                       | 96.80%                                                         |
| Executive3                            | 68.50          | 2        | 67.95          | 2        | 68.23                | 4              | 84.00                                                       | 100.81%                                                        |
| Housing Ordinance Spec                | 31.16          | 1        |                |          | 31.16                | 1              | 61.00                                                       | No men in title                                                |
| Housing Ordinance Supv                |                |          | 36.30          | 1        | 36.30                | 1              | 141.00                                                      | No women in title                                              |
| Housing/Zoning Inspector              | 34.32          | 5        | 33.68          | 4        | 34.04                | 9              | 80.56                                                       | 101.90%                                                        |
| Housing/Zoning Inspector Supv         |                |          | 39.96          | 1        | 39.96                | 1              | 113.00                                                      | No women in title                                              |
| Housing/Zoning Inspector,Sr           | 36.30          | 1        | 36.30          | 1        | 36.30                | 2              | 45.50                                                       | 100.00%                                                        |
| Housing/Zoning Tech                   | 26.26          | 2        |                |          | 26.26                | 2              | 50.50                                                       | No men in title                                                |
| Housing/Zoning Tech,Sr                |                |          | 28.84          | 1        | 28.84                | 1              | 86.00                                                       | No women in title                                              |
| Info Technol Prof A,Exempt            | 54.62          | 3        | 51.14          | 3        | 52.88                | 6              | 88.50                                                       | 106.81%                                                        |
| Info Technol Prof B                   | 45.34          | 7        | 46.27          | 9        | 45.86                | 16             | 67.06                                                       | 97.99%                                                         |
| Info Technol Prof C                   | 40.90          | 1        |                |          | 40.90                | 1              | 78.00                                                       | No men in title                                                |
| Inspection Support Anlyst             | 35.00          | 2        |                |          | 35.00                | 2              | 63.50                                                       | No men in title                                                |
| Land Use Plnr I                       | 35.63          | 3        |                |          | 35.63                | 3              | 0.00                                                        | No men in title                                                |
| Land Use Plnr II                      | 39.20          | 4        | 37.82          | 4        | 38.51                | 8              | 121.00                                                      | 103.64%                                                        |
| Land Use Plnr III                     | 41.16          | 7        | 41.97          | 11       | 41.66                | 18             | 67.33                                                       | 98.07%                                                         |
| Land Use Plnr IV                      | 44.74          | 8        | 44.74          | 4        | 44.74                | 12             | 74.83                                                       | 100.00%                                                        |
| Manager2,Engrng&Plans Rev             | 51.90          | 1        | 49.82          | 7        | 50.08                | 8              | 56.13                                                       | 104.17%                                                        |
| Manager2,Exempt                       | 50.55          | 1        |                |          | 50.55                | 1              | 100.00                                                      | No men in title                                                |
| Manager2,General Govt                 |                |          | 45.98          | 1        | 45.98                | 1              | 1.00                                                        | No women in title                                              |
| Manager3,Engrng&Plans Rev             | 52.84          | 3        | 55.35          | 4        | 54.27                | 7              | 134.29                                                      | 95.47%                                                         |
| Manager3,Fin,Bud,&Actg                |                |          | 60.51          | 1        | 60.51                | 1              | 66.00                                                       | No women in title                                              |
| Manager3,Info Technol                 | 57.84          | 1        |                |          | 57.84                | 1              | 58.00                                                       | No men in title                                                |
| Mech Inspector Supv                   |                |          | 43.91          | 1        | 43.91                | 1              | 124.00                                                      | No women in title                                              |
| Mech Inspector(J)                     |                |          | 38.81          | 3        | 38.81                | 3              | 80.67                                                       | No women in title                                              |
| Mech Plans Engr                       |                |          | 41.55          | 1        | 41.55                | 1              | 6.00                                                        | No women in title                                              |
| Mech Plans Engr Supv                  |                |          | 53.39          | 1        | 53.39                | 1              | 7.00                                                        | No women in title                                              |
| Mech Plans Engr,Sr                    | 50.07          | 1        | 44.80          | 1        | 47.44                | 2              | 25.00                                                       | 111.76%                                                        |
| Mgmt Sysys Anlyst,Sr                  | 43.10          | 1        | 43.10          | 1        | 43.10                | 2              | 190.00                                                      | 100.00%                                                        |
| Noise Contrl Prgm Spec                |                |          | 39.96          | 2        | 39.96                | 2              | 145.50                                                      | No women in title                                              |
| Permit Process Leader                 | 42.60          | 3        | 44.74          | 3        | 43.67                | 6              | 67.50                                                       | 95.22%                                                         |
| Permit Spec I                         | 31.61          | 12       | 31.59          | 3        | 31.60                | 15             | 46.27                                                       |                                                                |
| Permit Spec II                        | 31.84          | 4        | 31.97          | 5        | 31.91                | 9              | 16.22                                                       | 99.59%                                                         |
| Permit Spec Supv                      |                |          | 37.70          | 1        | 37.70                | 1              | 84.00                                                       | No women in title                                              |
| Permit Tech                           | 26.99          | 6        | 28.35          | 2        | 27.33                | 8              | 50.75                                                       | 95.20%                                                         |
| Permit Tech Supv                      | 33.69          | 1        |                |          | 33.69                | 1              | 33.00                                                       | No men in title                                                |
| Personnel Spec                        | 33.69          | 1        |                |          | 33.69                | 1              | 60.00                                                       | No men in title                                                |
| Personnel Spec,Sr                     | 36.30          | 1        |                |          | 36.30                | 1              | 52.00                                                       | No men in title                                                |
| Plng&Dev Spec,Sr                      | 40.97          | 8        | 41.99          | 7        | 41.45                | 15             | 40.07                                                       | 97.58%                                                         |
| Pressure Sysys Inspector(J)           |                |          | 38.14          | 4        | 38.14                | 4              | 99.50                                                       | No women in title                                              |
| Pressure Sysys Inspector,Chief        |                |          | 44.74          | 1        | 44.74                | 1              | 138.00                                                      | No women in title                                              |
| Public Relations Spec                 | 29.64          | 3        |                |          | 29.64                | 3              | 24.67                                                       | No men in title                                                |
| Public Relations Spec,Sr              | 36.30          | 1        |                |          | 36.30                | 1              | 66.00                                                       | No men in title                                                |
| Sign Inspector(J)                     |                |          | 39.20          | 1        | 39.20                | 1              | 7.00                                                        | No women in title                                              |
| Site Dev Insp                         | 40.74          | 2        | 39.63          | 4        | 40.00                | 6              | 76.50                                                       | 102.80%                                                        |
| StratAdvsr1,Engrng&Plans Rev          |                |          | 46.35          | 2        | 46.35                | 2              | 59.00                                                       | No women in title                                              |
| StratAdvsr2,Engrng&Plans Rev          | 50.85          | 2        | 51.21          | 4        | 51.09                | 6              | 65.33                                                       | 99.30%                                                         |
| StratAdvsr2,Fin,Bud,&Actg             | 47.03          | 1        |                |          | 47.03                | 1              | 29.00                                                       | No men in title                                                |
| StratAdvsr2,General Govt              | 50.97          | 2        | 49.13          | 4        | 49.74                | 6              | 33.00                                                       | 103.75%                                                        |
| StratAdvsr3,Engrng&Plans Rev          |                |          | 48.14          | 1        | 48.14                | 1              | 100.00                                                      | No women in title                                              |
| Strucl Plans Engr                     | 45.69          | 1        | 45.69          | 5        | 45.69                | 6              | 137.00                                                      | 100.00%                                                        |
| Strucl Plans Engr Supv                | 53.39          | 1        | 53.39          | 1        | 53.39                | 2              | 81.50                                                       | 100.00%                                                        |
| Strucl Plans Engr,Sr                  | 47.44          | 2        | 50.07          | 2        | 48.75                | 4              | 49.75                                                       | 94.74%                                                         |
| Transp Plnr,Sr                        |                |          | 44.74          | 1        | 44.74                | 1              | 160.00                                                      | No women in title                                              |
| <b>Dept of Finance &amp; Admn Svc</b> |                |          |                |          |                      |                |                                                             |                                                                |
| Accountant                            | 30.92          | 5        |                |          | 30.92                | 5              | 103.40                                                      | No men in title                                                |
| Accountant,Prin                       | 38.73          | 7        | 36.99          | 1        | 38.51                | 8              | 56.50                                                       | 104.70%                                                        |
| Accountant,Sr                         | 33.82          | 5        | 35.57          | 1        | 34.11                | 6              | 45.67                                                       | 95.08%                                                         |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                              | Female        |          | Male          |          | Total Avg Hrly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|------------------------------|---------------|----------|---------------|----------|---------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                     | Avg Hrly Rate | No. Empl | Avg Hrly Rate | No. Empl |                     |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Actg Tech I-BU               | 22.56         | 2        |               |          | 22.56               | 2              | 92.50                                                       | No men in title                                                |
| Actg Tech II                 | 24.35         | 3        | 24.35         | 1        | 24.35               | 4              | 158.00                                                      | 100.00%                                                        |
| Actg Tech II-BU              | 24.35         | 5        | 24.35         | 1        | 24.35               | 6              | 172.00                                                      | 100.00%                                                        |
| Actg Tech III                | 26.79         | 2        |               |          | 26.79               | 2              | 87.50                                                       | No men in title                                                |
| Actg Tech III-BU             | 26.79         | 1        |               |          | 26.79               | 1              | 144.00                                                      | No men in title                                                |
| Admin Spec I                 | 22.56         | 2        |               |          | 22.56               | 2              | 173.00                                                      | No men in title                                                |
| Admin Spec I-BU              | 21.79         | 3        | 22.56         | 1        | 21.99               | 4              | 67.75                                                       | 96.60%                                                         |
| Admin Spec II                | 24.35         | 4        |               |          | 24.35               | 4              | 164.00                                                      | No men in title                                                |
| Admin Spec II-BU             | 24.03         | 14       | 24.35         | 2        | 24.07               | 16             | 68.69                                                       | 98.67%                                                         |
| Admin Spec III-BU            | 26.26         | 2        |               |          | 26.26               | 2              | 31.00                                                       | No men in title                                                |
| Admin Staff Anlyst           | 35.43         | 3        | 36.30         | 1        | 35.65               | 4              | 92.50                                                       | 97.60%                                                         |
| Admin Staff Asst             | 31.76         | 3        |               |          | 31.76               | 3              | 84.33                                                       | No men in title                                                |
| Admin Support Asst-BU        | 20.61         | 1        |               |          | 20.61               | 1              | 136.00                                                      | No men in title                                                |
| Animal Contrl Ofcr I         | 24.32         | 1        | 24.08         | 4        | 24.13               | 5              | 55.40                                                       | 101.01%                                                        |
| Animal Contrl Ofcr II        | 26.53         | 3        | 26.53         | 6        | 26.53               | 9              | 137.67                                                      | 100.00%                                                        |
| Animal Contrl Ofcr Supv      | 30.72         | 2        |               |          | 30.72               | 2              | 54.00                                                       | No men in title                                                |
| Appraiser,Sr                 |               |          | 43.91         | 1        | 43.91               | 1              | 54.00                                                       | No women in title                                              |
| Auto Body Wkr/Pntr           |               |          | 29.79         | 2        | 29.79               | 2              | 123.00                                                      | No women in title                                              |
| Auto Engr,Sr                 |               |          | 40.74         | 2        | 40.74               | 2              | 42.50                                                       | No women in title                                              |
| Auto Equip Pntr              |               |          | 29.79         | 1        | 29.79               | 1              | 183.00                                                      | No women in title                                              |
| Auto Maint CC                |               |          | 36.28         | 4        | 36.28               | 4              | 63.00                                                       | No women in title                                              |
| Auto Mechanic                | 31.02         | 1        | 31.02         | 48       | 31.02               | 49             | 108.78                                                      | 100.00%                                                        |
| Auto Mechanic Aprn           | 27.27         | 1        | 27.27         | 2        | 27.27               | 3              | 45.33                                                       | 100.00%                                                        |
| Auto Mechanic,Sr             | 32.60         | 1        | 32.60         | 12       | 32.60               | 13             | 87.62                                                       | 100.00%                                                        |
| Auto Sheet Metal Wkr         |               |          | 29.79         | 2        | 29.79               | 2              | 181.00                                                      | No women in title                                              |
| Bldg Operating Engr          |               |          | 31.16         | 3        | 31.16               | 3              | 138.33                                                      | No women in title                                              |
| Buyer,Sr                     | 39.96         | 3        | 38.86         | 4        | 39.33               | 7              | 63.71                                                       | 102.82%                                                        |
| Capital Prjts Coord          | 41.56         | 1        | 41.56         | 1        | 41.56               | 2              | 101.00                                                      | 100.00%                                                        |
| Capital Prjts Coord Supv     | 42.51         | 1        |               |          | 42.51               | 1              | 0.00                                                        | No men in title                                                |
| Capital Prjts Coord,Asst     | 38.50         | 1        |               |          | 38.50               | 1              | 53.00                                                       | No men in title                                                |
| Capital Prjts Coord,Sr       |               |          | 45.83         | 2        | 45.83               | 2              | 42.50                                                       | No women in title                                              |
| Carpenter                    | 30.28         | 2        | 30.28         | 2        | 30.28               | 4              | 223.25                                                      | 100.00%                                                        |
| Carpenter CC                 |               |          | 34.75         | 1        | 34.75               | 1              | 31.00                                                       | No women in title                                              |
| Civil Engr,Sr                | 50.69         | 1        |               |          | 50.69               | 1              | 89.00                                                       | No men in title                                                |
| Claims Adjuster-FAS          | 36.30         | 1        | 40.74         | 2        | 39.26               | 3              | 49.67                                                       | 89.10%                                                         |
| Complaint Investigator       | 31.76         | 2        | 31.76         | 1        | 31.76               | 3              | 102.67                                                      | 100.00%                                                        |
| Contract Anlyst              | 31.18         | 3        |               |          | 31.18               | 3              | 15.00                                                       | No men in title                                                |
| Contrl Tech                  |               |          | 33.09         | 1        | 33.09               | 1              | 6.00                                                        | No women in title                                              |
| Cust Svc Rep                 | 23.77         | 14       | 23.99         | 4        | 23.82               | 18             | 56.61                                                       | 99.08%                                                         |
| Cust Svc Rep Supv            | 30.35         | 1        | 30.35         | 1        | 30.35               | 2              | 85.00                                                       | 100.00%                                                        |
| Cust Svc Rep,Sr              | 26.56         | 1        |               |          | 26.56               | 1              | 70.00                                                       | No men in title                                                |
| Delivery Wkr                 | 21.36         | 2        | 21.36         | 2        | 21.36               | 4              | 54.75                                                       | 100.00%                                                        |
| Elctn                        | 36.25         | 1        | 36.25         | 3        | 36.25               | 4              | 51.50                                                       | 100.00%                                                        |
| Elctn CC                     | 40.13         | 1        |               |          | 40.13               | 1              | 60.00                                                       | No men in title                                                |
| Equip Svcr                   |               |          | 24.26         | 9        | 24.26               | 9              | 143.00                                                      | No women in title                                              |
| Events Svc Rep,Sr            | 36.30         | 1        |               |          | 36.30               | 1              | 70.00                                                       | No men in title                                                |
| Exec Asst,Sr                 | 44.74         | 1        |               |          | 44.74               | 1              | 133.00                                                      | No men in title                                                |
| Executive2                   | 59.55         | 5        | 59.40         | 7        | 59.46               | 12             | 61.50                                                       | 100.26%                                                        |
| Executive3                   | 64.32         | 1        | 69.02         | 1        | 66.67               | 2              | 32.50                                                       | 93.19%                                                         |
| Executive4                   |               |          | 74.03         | 1        | 74.03               | 1              | 37.00                                                       | No women in title                                              |
| Facility Techl Supv          |               |          | 36.30         | 1        | 36.30               | 1              | 26.00                                                       | No women in title                                              |
| Fin Anlyst                   | 33.73         | 2        |               |          | 33.73               | 2              | 30.00                                                       | No men in title                                                |
| Fin Anlyst,Sr                |               |          | 39.22         | 2        | 39.22               | 2              | 92.50                                                       | No women in title                                              |
| HVAC Tech                    |               |          | 31.92         | 3        | 31.92               | 3              | 34.00                                                       | No women in title                                              |
| Info Technol Prof A,Exempt   | 54.94         | 2        | 56.63         | 1        | 55.50               | 3              | 113.33                                                      | 97.01%                                                         |
| Info Technol Prof B-BU       | 48.15         | 16       | 49.12         | 12       | 48.57               | 28             | 106.29                                                      | 98.03%                                                         |
| Info Technol Prof C-BU       | 43.90         | 3        | 37.75         | 2        | 41.44               | 5              | 86.20                                                       | 116.30%                                                        |
| Info Technol Sysys Anlyst    |               |          | 38.48         | 3        | 38.48               | 3              | 147.33                                                      | No women in title                                              |
| Investments/Debt Dir         |               |          | 78.83         | 1        | 78.83               | 1              | 61.00                                                       | No women in title                                              |
| Investments/Debt Dir,Asst    | 59.03         | 1        |               |          | 59.03               | 1              | 61.00                                                       | No men in title                                                |
| Janitor,Lead-FAS/CL          | 20.96         | 1        | 20.96         | 1        | 20.96               | 2              | 48.50                                                       | 100.00%                                                        |
| Janitor-FAS/CL               | 19.38         | 3        | 19.38         | 13       | 19.38               | 16             | 154.06                                                      | 100.00%                                                        |
| Janitorial CC-FAS            | 24.73         | 1        |               |          | 24.73               | 1              | 49.00                                                       | No men in title                                                |
| Laborer                      |               |          | 21.14         | 1        | 21.14               | 1              | 70.00                                                       | No women in title                                              |
| Licenses&Standards Inspector | 31.89         | 7        | 33.32         | 11       | 32.76               | 18             | 154.56                                                      | 95.72%                                                         |
| Manager1,CSPI&P              | 40.32         | 1        |               |          | 40.32               | 1              | 28.00                                                       | No men in title                                                |
| Manager1,Fin,Bud,&Actg       | 39.72         | 2        | 43.68         | 1        | 41.04               | 3              | 71.00                                                       | 90.94%                                                         |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                                | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|--------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                       | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Manager1,General Govt          | 40.75          | 2        | 34.12          | 1        | 38.54                | 3              | 68.00                                                       | 119.43%                                                        |
| Manager1,P&FM                  |                |          | 44.98          | 2        | 44.98                | 2              | 121.00                                                      | No women in title                                              |
| Manager2,CSPI&P                | 47.92          | 1        |                |          | 47.92                | 1              | 66.00                                                       | No men in title                                                |
| Manager2,Exempt                | 47.95          | 1        |                |          | 47.95                | 1              | 72.00                                                       | No men in title                                                |
| Manager2,Fin,Bud,&Actg         | 48.00          | 2        |                |          | 48.00                | 2              | 41.00                                                       | No men in title                                                |
| Manager2,P&FM                  | 51.92          | 1        | 50.19          | 3        | 50.62                | 4              | 30.75                                                       | 103.46%                                                        |
| Manager2,PC&RM                 | 50.29          | 1        |                |          | 50.29                | 1              | 3.00                                                        | No men in title                                                |
| Manager3,Exempt                |                |          | 52.04          | 3        | 52.04                | 3              | 15.33                                                       | No women in title                                              |
| Manager3,Fin,Bud,&Actg         |                |          | 48.80          | 2        | 48.80                | 2              | 22.50                                                       | No women in title                                              |
| Manager3,General Govt          | 52.58          | 1        | 49.49          | 1        | 51.03                | 2              | 47.50                                                       | 106.25%                                                        |
| Manager3,P&FM                  |                |          | 56.43          | 2        | 56.43                | 2              | 40.00                                                       | No women in title                                              |
| Manager3,PC&RM                 | 52.69          | 2        |                |          | 52.69                | 2              | 46.50                                                       | No men in title                                                |
| Mat Handling Supv,General      |                |          | 37.70          | 1        | 37.70                | 1              | 35.00                                                       | No women in title                                              |
| Mech Engr,Sr                   |                |          | 50.69          | 1        | 50.69                | 1              | 42.00                                                       | No women in title                                              |
| Metal Fabricator               | 32.54          | 1        | 32.54          | 1        | 32.54                | 2              | 134.00                                                      | 100.00%                                                        |
| Metal Fabricator CC            |                |          | 34.57          | 1        | 34.57                | 1              | 29.00                                                       | No women in title                                              |
| Mgmt Sysst Anlyst              | 34.60          | 7        |                |          | 34.60                | 7              | 53.14                                                       | No men in title                                                |
| Mgmt Sysst Anlyst,Asst         |                |          | 31.16          | 2        | 31.16                | 2              | 60.00                                                       | No women in title                                              |
| Mgmt Sysst Anlyst,Sr           | 41.02          | 3        | 41.56          | 3        | 41.29                | 6              | 38.00                                                       | 98.70%                                                         |
| Paint&Body Supv                |                |          | 34.75          | 1        | 34.75                | 1              | 99.00                                                       | No women in title                                              |
| Parking Meter Collector        |                |          | 21.36          | 5        | 21.36                | 5              | 227.00                                                      | No women in title                                              |
| Parking Meter Collector,Supvsg |                |          | 25.77          | 1        | 25.77                | 1              | 190.00                                                      | No women in title                                              |
| Payroll Supv                   | 37.70          | 1        |                |          | 37.70                | 1              | 46.00                                                       | No men in title                                                |
| Personnel Spec                 | 33.69          | 1        |                |          | 33.69                | 1              | 103.00                                                      | No men in title                                                |
| Personnel Spec,Sr              | 35.00          | 2        | 36.30          | 1        | 35.43                | 3              | 37.67                                                       | 96.40%                                                         |
| Plng&Dev Spec,Sr               | 43.10          | 1        | 43.10          | 2        | 43.10                | 3              | 50.67                                                       | 100.00%                                                        |
| Plumber                        |                |          | 33.84          | 4        | 33.84                | 4              | 137.25                                                      | No women in title                                              |
| Plumber CC                     |                |          | 40.59          | 1        | 40.59                | 1              | 59.00                                                       | No women in title                                              |
| Pntr                           | 30.28          | 1        |                |          | 30.28                | 1              | 284.00                                                      | No men in title                                                |
| Pntr,Sr                        |                |          | 31.66          | 1        | 31.66                | 1              | 59.00                                                       | No women in title                                              |
| Property Mgmt Spec             | 45.51          | 3        | 44.71          | 2        | 45.19                | 5              | 74.00                                                       | 101.79%                                                        |
| Rates Mgmt Anlyst,Sr           | 44.74          | 1        |                |          | 44.74                | 1              | 52.00                                                       | No men in title                                                |
| Real Property Agent            |                |          | 38.22          | 1        | 38.22                | 1              | 54.00                                                       | No women in title                                              |
| Real Property Agent,Sr         |                |          | 45.39          | 3        | 45.39                | 3              | 10.67                                                       | No women in title                                              |
| Remittance Proc Tech           | 22.56          | 2        |                |          | 22.56                | 2              | 213.00                                                      | No men in title                                                |
| Remittance Proc Tech,Sr        | 24.35          | 1        |                |          | 24.35                | 1              | 268.00                                                      | No men in title                                                |
| Res&Eval Asst II               | 39.96          | 1        |                |          | 39.96                | 1              | 65.00                                                       | No men in title                                                |
| Risk Mgmt Anlyst               |                |          | 36.30          | 1        | 36.30                | 1              | 75.00                                                       | No women in title                                              |
| Sfty&Hlth Spec,Sr              | 42.25          | 1        |                |          | 42.25                | 1              | 100.00                                                      | No men in title                                                |
| Shop Opns Supv                 |                |          | 41.55          | 5        | 41.55                | 5              | 91.00                                                       | No women in title                                              |
| Spay&Neuter Tech               | 24.35          | 3        |                |          | 24.35                | 3              | 203.00                                                      | No men in title                                                |
| Stat Maint Mach                |                |          | 31.40          | 1        | 31.40                | 1              | 64.00                                                       | No women in title                                              |
| StratAdvsr1,CSPI&P             | 34.12          | 1        |                |          | 34.12                | 1              | 54.00                                                       | No men in title                                                |
| StratAdvsr1,Fin,Bud,&Actg      | 47.00          | 1        |                |          | 47.00                | 1              | 1.00                                                        | No men in title                                                |
| StratAdvsr1,General Govt       | 42.63          | 3        | 46.35          | 1        | 43.56                | 4              | 60.50                                                       | 91.98%                                                         |
| StratAdvsr2,Exempt             | 46.51          | 12       | 47.98          | 11       | 47.21                | 23             | 46.83                                                       | 96.95%                                                         |
| StratAdvsr2,General Govt       |                |          | 50.12          | 4        | 50.12                | 4              | 46.25                                                       | No women in title                                              |
| StratAdvsr2,P&FM               | 50.64          | 1        |                |          | 50.64                | 1              | 112.00                                                      | No men in title                                                |
| StratAdvsr2,PC&RM              | 42.92          | 2        | 47.50          | 1        | 44.45                | 3              | 65.67                                                       | 90.35%                                                         |
| StratAdvsr3,Exempt             | 59.37          | 1        |                |          | 59.37                | 1              | 17.00                                                       | No men in title                                                |
| Supply&Inventory Tech          |                |          | 25.28          | 1        | 25.28                | 1              | 55.00                                                       | No women in title                                              |
| Tax Auditor                    | 34.33          | 4        | 34.31          | 5        | 34.32                | 9              | 50.78                                                       | 100.05%                                                        |
| Tax Auditor,Asst               | 31.16          | 1        |                |          | 31.16                | 1              | 128.00                                                      | No men in title                                                |
| Tax Auditor,Sr                 | 36.99          | 1        |                |          | 36.99                | 1              | 16.00                                                       | No men in title                                                |
| Treasury Cashier               | 31.51          | 3        | 28.88          | 2        | 30.46                | 5              | 62.00                                                       | 109.11%                                                        |
| Treasury Cashier,Sr            | 34.94          | 1        |                |          | 34.94                | 1              | 182.00                                                      | No men in title                                                |
| Warehouser,Chief               |                |          | 30.88          | 1        | 30.88                | 1              | 172.00                                                      | No women in title                                              |
| Warehouser,Sr-BU               | 26.50          | 5        | 26.50          | 3        | 26.50                | 8              | 164.25                                                      | 100.00%                                                        |
| Warehouser-BU                  |                |          | 24.08          | 2        | 24.08                | 2              | 84.00                                                       | No women in title                                              |
| <b>Ethics And Elections</b>    |                |          |                |          |                      |                |                                                             |                                                                |
| Admin Spec II                  |                |          | 24.35          | 1        | 24.35                | 1              | 42.00                                                       | No women in title                                              |
| Executive2                     |                |          | 67.42          | 1        | 67.42                | 1              | 60.00                                                       | No women in title                                              |
| Info Technol Prof B,Exempt     |                |          | 48.35          | 1        | 48.35                | 1              | 160.00                                                      | No women in title                                              |
| StratAdvsr1,Exempt             | 44.87          | 3        | 48.37          | 1        | 45.75                | 4              | 54.00                                                       | 92.76%                                                         |
| <b>Fire Department</b>         |                |          |                |          |                      |                |                                                             |                                                                |
| Accountant,Prin                | 39.96          | 1        |                |          | 39.96                | 1              | 70.00                                                       | No men in title                                                |
| Actg Tech I-BU                 | 22.56          | 2        |                |          | 22.56                | 2              | 114.00                                                      | No men in title                                                |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                                | Female        |          | Male          |          | Total Avg Hrly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|--------------------------------|---------------|----------|---------------|----------|---------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                       | Avg Hrly Rate | No. Empl | Avg Hrly Rate | No. Empl |                     |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Actg Tech II-BU                | 24.35         | 4        |               |          | 24.35               | 4              | 112.25                                                      | No men in title                                                |
| Actg Tech III-BU               | 26.79         | 1        |               |          | 26.79               | 1              | 39.00                                                       | No men in title                                                |
| Admin Spec I-BU                | 22.56         | 7        |               |          | 22.56               | 7              | 95.00                                                       | No men in title                                                |
| Admin Spec II-BU               | 24.07         | 7        | 24.35         | 1        | 24.11               | 8              | 62.38                                                       | 98.86%                                                         |
| Admin Spec III                 | 26.26         | 2        |               |          | 26.26               | 2              | 39.50                                                       | No men in title                                                |
| Admin Spec III-BU              | 25.88         | 5        |               |          | 25.88               | 5              | 64.40                                                       | No men in title                                                |
| Admin Staff Asst               | 30.61         | 4        |               |          | 30.61               | 4              | 43.00                                                       | No men in title                                                |
| Auto Engr,Sr                   |               |          | 40.74         | 1        | 40.74               | 1              | 2.00                                                        | No women in title                                              |
| Exec Asst,Sr                   | 44.74         | 1        |               |          | 44.74               | 1              | 60.00                                                       | No men in title                                                |
| Executive2                     |               |          | 69.83         | 3        | 69.83               | 3              | 44.00                                                       | No women in title                                              |
| Executive3                     | 75.80         | 1        |               |          | 75.80               | 1              | 27.00                                                       | No men in title                                                |
| Executive4                     |               |          | 90.92         | 4        | 90.92               | 4              | 52.75                                                       | No women in title                                              |
| Facilities Support Coord       |               |          | 39.20         | 1        | 39.20               | 1              | 54.00                                                       | No women in title                                              |
| Fire Battalion Chief-80 Hrs    |               |          | 65.85         | 1        | 65.85               | 1              | 10.00                                                       | No women in title                                              |
| Fire Battalion Chief-91.4 Hrs  | 59.25         | 1        | 57.80         | 22       | 57.86               | 23             | 71.48                                                       | 102.51%                                                        |
| Fire Capt-80 Hrs               |               |          | 56.09         | 1        | 56.09               | 1              | 4.00                                                        | No women in title                                              |
| Fire Capt-91.40 Hrs            | 48.12         | 4        | 47.77         | 32       | 47.81               | 36             | 30.03                                                       | 100.71%                                                        |
| Fire Capt-Admin-80 Hrs         | 57.39         | 1        | 57.39         | 2        | 57.39               | 3              | 17.33                                                       | 100.00%                                                        |
| Fire Capt-Dispatcher-80 Hrs    |               |          | 58.14         | 1        | 58.14               | 1              | 10.00                                                       | No women in title                                              |
| Fire Capt-HM-91.40 Hrs         |               |          | 49.20         | 3        | 49.20               | 3              | 33.67                                                       | No women in title                                              |
| Fire Capt-MU-91.40 Hrs         |               |          | 50.07         | 2        | 50.07               | 2              | 52.00                                                       | No women in title                                              |
| Fire Capt-ParamedTechSrEMS-80  |               |          | 64.29         | 1        | 64.29               | 1              | 39.00                                                       | No women in title                                              |
| Fire Capt-Prev Inspector I     |               |          | 57.64         | 3        | 57.64               | 3              | 18.00                                                       | No women in title                                              |
| Fire Capt-Trng Div-80 Hrs      |               |          | 56.77         | 3        | 56.77               | 3              | 13.33                                                       | No women in title                                              |
| Fire Capt-TRT-91.40 Hrs        |               |          | 49.42         | 1        | 49.42               | 1              | 52.00                                                       | No women in title                                              |
| Fire Chief,Dep-80 Hrs          |               |          | 75.26         | 5        | 75.26               | 5              | 29.00                                                       | No women in title                                              |
| Fire Chief,Dep-91.4 Hrs        |               |          | 66.42         | 4        | 66.42               | 4              | 14.00                                                       | No women in title                                              |
| Fire Equip Tech                | 27.25         | 1        | 27.25         | 2        | 27.25               | 3              | 96.67                                                       | 100.00%                                                        |
| Fire Lieut-80 Hrs              |               |          | 48.48         | 5        | 48.48               | 5              | 7.00                                                        | No women in title                                              |
| Fire Lieut-91.40 Hrs           | 42.42         | 11       | 41.87         | 93       | 41.93               | 104            | 37.48                                                       | 101.31%                                                        |
| Fire Lieut-Admin-80 Hrs        |               |          | 49.30         | 2        | 49.30               | 2              | 10.00                                                       | No women in title                                              |
| Fire Lieut-Dispatcher-84 Hrs   |               |          | 49.62         | 4        | 49.62               | 4              | 162.75                                                      | No women in title                                              |
| Fire Lieut-HM-91.40 Hrs        | 43.81         | 1        | 43.85         | 8        | 43.85               | 9              | 41.33                                                       | 99.90%                                                         |
| Fire Lieut-MU-91.40 Hrs        |               |          | 43.48         | 9        | 43.48               | 9              | 35.00                                                       | No women in title                                              |
| Fire Lieut-ParamedTechSr-84    |               |          | 52.63         | 4        | 52.63               | 4              | 79.50                                                       | No women in title                                              |
| Fire Lieut-ParamedTechSrAMR-80 |               |          | 57.12         | 1        | 57.12               | 1              | 21.00                                                       | No women in title                                              |
| Fire Lieut-ParamedTechSrEMS-80 |               |          | 56.38         | 1        | 56.38               | 1              | 6.00                                                        | No women in title                                              |
| Fire Lieut-Prev Inspector I    | 52.09         | 2        | 51.40         | 7        | 51.55               | 9              | 131.33                                                      | 101.35%                                                        |
| Fire Lieut-Trng Div-80 Hrs     |               |          | 49.42         | 6        | 49.42               | 6              | 10.00                                                       | No women in title                                              |
| Fire Lieut-TRT-91.40 Hrs       |               |          | 43.81         | 3        | 43.81               | 3              | 52.00                                                       | No women in title                                              |
| Fire Protection Engr           |               |          | 40.06         | 4        | 40.06               | 4              | 92.75                                                       | No women in title                                              |
| Fire Protection Engr,Sr        |               |          | 47.26         | 2        | 47.26               | 2              | 111.00                                                      | No women in title                                              |
| Fire Svcs Spec                 |               |          | 27.25         | 1        | 27.25               | 1              | 266.00                                                      | No women in title                                              |
| Fireboat Engr-91.40 Hrs        |               |          | 48.44         | 4        | 48.44               | 4              | 52.00                                                       | No women in title                                              |
| Fireboat Pilot-91.40 Hrs       |               |          | 47.49         | 4        | 47.49               | 4              | 29.25                                                       | No women in title                                              |
| Firefr-80 Hrs                  |               |          | 40.93         | 2        | 40.93               | 2              | 12.00                                                       | No women in title                                              |
| Firefr-91.40 Hrs               | 35.68         | 17       | 34.36         | 307      | 34.43               | 324            | 39.03                                                       | 103.84%                                                        |
| Firefr-Ap Drvr-80 Hrs          |               |          | 45.58         | 2        | 45.58               | 2              | 11.50                                                       | No women in title                                              |
| Firefr-AP Drvr-91.40 Hrs       | 38.11         | 10       | 38.41         | 158      | 38.39               | 168            | 37.92                                                       | 99.22%                                                         |
| Firefr-Dispatcher-84 Hrs       | 43.58         | 14       | 43.16         | 9        | 43.42               | 23             | 127.35                                                      | 100.98%                                                        |
| Firefr-FIU Prev Insp I-84 Hrs  |               |          | 43.72         | 7        | 43.72               | 7              | 99.29                                                       | No women in title                                              |
| Firefr-HM Ap Drvr-80 Hrs       |               |          | 45.58         | 1        | 45.58               | 1              | 5.00                                                        | No women in title                                              |
| Firefr-HM Ap Drvr-91.40 Hrs    |               |          | 41.00         | 16       | 41.00               | 16             | 41.00                                                       | No women in title                                              |
| Firefr-HM-80 Hrs               |               |          | 41.86         | 1        | 41.86               | 1              | 7.00                                                        | No women in title                                              |
| Firefr-HM-91.40 Hrs            | 37.46         | 4        | 36.85         | 41       | 36.90               | 45             | 34.20                                                       | 101.65%                                                        |
| Firefr-MU Ap Drvr-91.40 Hrs    |               |          | 39.81         | 7        | 39.81               | 7              | 38.43                                                       | No women in title                                              |
| Firefr-MU-91.40 Hrs            |               |          | 37.76         | 28       | 37.76               | 28             | 33.96                                                       | No women in title                                              |
| Firefr-ParamedTech-91.40 Hrs   | 40.71         | 2        | 40.26         | 15       | 40.31               | 17             | 23.82                                                       | 101.11%                                                        |
| Firefr-ParamedTechSr-91.40     | 42.69         | 14       | 42.48         | 35       | 42.54               | 49             | 44.27                                                       | 100.50%                                                        |
| Firefr-Prev Insp I             | 45.89         | 3        | 46.06         | 10       | 46.02               | 13             | 101.62                                                      | 99.63%                                                         |
| Firefr-Staff10-91.40 Hrs       |               |          | 39.98         | 4        | 39.98               | 4              | 35.25                                                       | No women in title                                              |
| Firefr-TRT Ap Drvr-91.40 Hrs   | 41.21         | 1        | 40.77         | 3        | 40.88               | 4              | 43.00                                                       | 101.08%                                                        |
| Firefr-TRT-91.40 Hrs           |               |          | 37.56         | 16       | 37.56               | 16             | 36.88                                                       | No women in title                                              |
| Firefr-TRT-R1 Ap Drvr-91.40    |               |          | 40.39         | 4        | 40.39               | 4              | 30.25                                                       | No women in title                                              |
| Info Technol Prof A,Exempt     | 62.85         | 2        |               |          | 62.85               | 2              | 105.00                                                      | No men in title                                                |
| Info Technol Prof B-BU         | 50.17         | 1        | 48.98         | 8        | 49.11               | 9              | 49.44                                                       | 102.44%                                                        |
| Info Technol Prof C-BU         |               |          | 38.74         | 4        | 38.74               | 4              | 20.25                                                       | No women in title                                              |

|                           | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|---------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                  | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Manager1,CSPI&P           | 47.76          | 1        |                |          | 47.76                | 1              | 184.00                                                      | No men in title                                                |
| Manager2,Fin,Bud,&Actg    | 51.65          | 1        |                |          | 51.65                | 1              | 48.00                                                       | No men in title                                                |
| Manager2,General Govt     | 54.20          | 1        |                |          | 54.20                | 1              | 13.00                                                       | No men in title                                                |
| Payroll Supv              | 37.70          | 1        |                |          | 37.70                | 1              | 144.00                                                      | No men in title                                                |
| Personnel Spec            | 29.99          | 2        |                |          | 29.99                | 2              | 9.50                                                        | No men in title                                                |
| Personnel Spec,Sr         | 36.30          | 1        |                |          | 36.30                | 1              | 66.00                                                       | No men in title                                                |
| Public Ed Prgm Spec       | 31.16          | 1        | 31.16          | 1        | 31.16                | 2              | 68.50                                                       |                                                                |
| Public Relations Spec,Sr  |                |          | 36.30          | 1        | 36.30                | 1              | 23.00                                                       | No women in title                                              |
| Res&Eval Asst             |                |          | 29.41          | 1        | 29.41                | 1              | 99.00                                                       | No women in title                                              |
| StratAdvsr1,Fin,Bud,&Actg |                |          | 45.12          | 1        | 45.12                | 1              | 81.00                                                       | No women in title                                              |
| StratAdvsr2,General Govt  | 38.60          | 1        | 51.37          | 1        | 44.99                | 2              | 49.00                                                       | 75.15%                                                         |
| StratAdvsr3,General Govt  |                |          | 52.95          | 1        | 52.95                | 1              | 27.00                                                       | No women in title                                              |
| Trng&Ed Coord,Asst        | 26.79          | 1        |                |          | 26.79                | 1              | 45.00                                                       | No men in title                                                |
| Trng&Ed Coord,Asst-BU     | 26.79          | 1        |                |          | 26.79                | 1              | 119.00                                                      | No men in title                                                |
| Warehouser,Chief          |                |          | 30.88          | 1        | 30.88                | 1              | 82.00                                                       | No women in title                                              |
| <b>Hearing Examiner</b>   |                |          |                |          |                      |                |                                                             |                                                                |
| Admin Spec II             | 24.35          | 1        |                |          | 24.35                | 1              | 85.00                                                       | No men in title                                                |
| Admin Staff Anlyst        | 36.30          | 1        |                |          | 36.30                | 1              | 55.00                                                       | No men in title                                                |
| Hearing Examiner          | 72.07          | 1        |                |          | 72.07                | 1              | 116.00                                                      | No men in title                                                |
| Hearing Examiner,Dep      | 59.89          | 1        |                |          | 59.89                | 1              | 220.00                                                      | No men in title                                                |
| Legal Asst                | 22.96          | 1        |                |          | 22.96                | 1              | 3.00                                                        | No men in title                                                |
| <b>Housing</b>            |                |          |                |          |                      |                |                                                             |                                                                |
| Accountant                |                |          | 30.92          | 1        | 30.92                | 1              | 84.00                                                       | No women in title                                              |
| Actg Tech II-BU           | 24.35          | 1        |                |          | 24.35                | 1              | 14.00                                                       | No men in title                                                |
| Admin Spec I-BU           | 22.56          | 3        |                |          | 22.56                | 3              | 154.67                                                      | No men in title                                                |
| Admin Spec II-BU          | 24.35          | 1        |                |          | 24.35                | 1              | 140.00                                                      | No men in title                                                |
| Com Dev Spec              | 34.13          | 3        | 36.30          | 1        | 34.67                | 4              | 33.75                                                       | 94.01%                                                         |
| Com Dev Spec,Sr           | 43.10          | 1        | 43.10          | 1        | 43.10                | 2              | 100.50                                                      | 100.00%                                                        |
| Dev Fin Spec I            | 33.09          | 2        |                |          | 33.09                | 2              | 130.00                                                      | No men in title                                                |
| Dev Fin Spec,Sr           | 37.74          | 2        |                |          | 37.74                | 2              | 4.50                                                        | No men in title                                                |
| Executive3                |                |          | 64.97          | 1        | 64.97                | 1              | 24.00                                                       | No women in title                                              |
| Fin Anlyst Supv           |                |          | 41.55          | 1        | 41.55                | 1              | 0.00                                                        | No women in title                                              |
| Fin Anlyst,Sr             | 39.96          | 1        | 39.96          | 1        | 39.96                | 2              | 90.50                                                       | 100.00%                                                        |
| Info Technol Prof C-BU    |                |          | 39.63          | 1        | 39.63                | 1              | 77.00                                                       | No women in title                                              |
| Info Technol Sysys Anlyst |                |          | 33.09          | 1        | 33.09                | 1              | 8.00                                                        | No women in title                                              |
| Manager2,Human Svcs       | 47.50          | 1        | 47.49          | 1        | 47.50                | 2              | 8.00                                                        | 100.01%                                                        |
| Manager3,Human Svcs       | 49.47          | 1        |                |          | 49.47                | 1              | 16.00                                                       | No men in title                                                |
| Mgmt Sysys Anlyst,Sr      | 43.10          | 1        |                |          | 43.10                | 1              | 54.00                                                       | No men in title                                                |
| Property Rehab Spec       |                |          | 35.34          | 7        | 35.34                | 7              | 83.57                                                       | No women in title                                              |
| StratAdvsr1,CSPI&P        |                |          | 42.15          | 1        | 42.15                | 1              | 3.00                                                        | No women in title                                              |
| StratAdvsr1,Human Svcs    | 41.99          | 1        |                |          | 41.99                | 1              | 105.00                                                      | No men in title                                                |
| StratAdvsr2,PC&RM         | 53.38          | 1        |                |          | 53.38                | 1              | 12.00                                                       | No men in title                                                |
| StratAdvsr3,Exempt        | 47.75          | 1        |                |          | 47.75                | 1              | 128.00                                                      | No men in title                                                |
| <b>Human Services</b>     |                |          |                |          |                      |                |                                                             |                                                                |
| Accountant                | 30.92          | 1        |                |          | 30.92                | 1              | 153.00                                                      | No men in title                                                |
| Actg Tech I-BU            | 22.56          | 2        |                |          | 22.56                | 2              | 50.00                                                       | No men in title                                                |
| Actg Tech II-BU           | 23.99          | 5        | 24.35          | 1        | 24.05                | 6              | 115.83                                                      | 98.53%                                                         |
| Actg Tech III-BU          | 26.79          | 1        |                |          | 26.79                | 1              | 54.00                                                       | No men in title                                                |
| Admin Spec I-BU           | 22.44          | 13       | 21.76          | 2        | 22.35                | 15             | 83.13                                                       | 103.11%                                                        |
| Admin Spec II             | 24.35          | 3        | 24.35          | 1        | 24.35                | 4              | 140.00                                                      | 100.00%                                                        |
| Admin Spec II-BU          | 24.35          | 2        | 23.46          | 2        | 23.90                | 4              | 85.00                                                       | 103.82%                                                        |
| Admin Spec III-BU         | 26.26          | 1        |                |          | 26.26                | 1              | 54.00                                                       | No men in title                                                |
| Admin Staff Asst          | 31.76          | 1        |                |          | 31.76                | 1              | 158.00                                                      | No men in title                                                |
| Admin Support Asst-BU     | 19.59          | 3        |                |          | 19.59                | 3              | 6.00                                                        | No men in title                                                |
| Admin Support Supv-BU     | 27.78          | 2        |                |          | 27.78                | 2              | 82.50                                                       | No men in title                                                |
| Com Dev Spec,Sr           |                |          | 43.10          | 1        | 43.10                | 1              | 151.00                                                      | No women in title                                              |
| Counslr                   | 29.37          | 78       | 30.38          | 13       | 29.52                | 91             | 71.30                                                       | 96.68%                                                         |
| Early Ed Spec             | 33.89          | 6        | 34.32          | 1        | 33.95                | 7              | 55.14                                                       | 98.76%                                                         |
| Early Ed Spec,Sr          | 36.28          | 2        |                |          | 36.28                | 2              | 42.50                                                       | No men in title                                                |
| Exec Asst,Sr              |                |          | 41.55          | 1        | 41.55                | 1              | 26.00                                                       | No women in title                                              |
| Executive1                | 47.75          | 1        | 54.43          | 1        | 51.09                | 2              | 14.50                                                       | 87.72%                                                         |
| Executive2                | 60.44          | 1        |                |          | 60.44                | 1              | 23.00                                                       | No men in title                                                |
| Executive3                | 70.51          | 1        |                |          | 70.51                | 1              | 33.00                                                       | No men in title                                                |
| Fair Hearing Coord        |                |          | 33.60          | 1        | 33.60                | 1              | 55.00                                                       | No women in title                                              |
| Fin Anlyst                | 32.87          | 3        |                |          | 32.87                | 3              | 19.00                                                       | No men in title                                                |
| Fin Anlyst,Asst           | 28.84          | 2        |                |          | 28.84                | 2              | 150.00                                                      | No men in title                                                |
| Fin Anlyst,Sr             | 39.66          | 5        | 39.96          | 1        | 39.71                | 6              | 58.67                                                       | 99.26%                                                         |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                                        | Female        |          | Male          |          | Total Avg Hrly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|----------------------------------------|---------------|----------|---------------|----------|---------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                               | Avg Hrly Rate | No. Empl | Avg Hrly Rate | No. Empl |                     |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Grants&Contracts Spec,Sr               | 32.38         | 24       | 33.09         | 6        | 32.52               | 30             | 120.47                                                      | 97.85%                                                         |
| Human Svcs Coord                       | 29.99         | 5        |               |          | 29.99               | 5              | 152.00                                                      | No men in title                                                |
| Human Svcs Prgm Supv                   | 35.85         | 3        |               |          | 35.85               | 3              | 64.33                                                       | No men in title                                                |
| Human Svcs Prgm Supv,Sr                | 37.25         | 5        | 37.82         | 4        | 37.50               | 9              | 60.78                                                       | 98.48%                                                         |
| Info Technol Prof C-BU                 | 42.21         | 2        | 42.80         | 4        | 42.60               | 6              | 119.83                                                      | 98.62%                                                         |
| Info Technol Spec                      | 31.16         | 2        | 31.76         | 1        | 31.36               | 3              | 73.33                                                       | 98.10%                                                         |
| Info Technol Svsts Anlyst              |               |          | 38.48         | 2        | 38.48               | 2              | 49.50                                                       | No women in title                                              |
| Info Technol Techl Support             | 25.77         | 1        |               |          | 25.77               | 1              | 70.00                                                       | No men in title                                                |
| Labor Standards Tech                   |               |          | 29.99         | 1        | 29.99               | 1              | 103.00                                                      | No women in title                                              |
| Labor Standards Tech Supv              | 33.69         | 1        |               |          | 33.69               | 1              | 67.00                                                       | No men in title                                                |
| Manager1,Human Svcs                    | 38.55         | 2        | 39.82         | 2        | 39.19               | 4              | 29.25                                                       | 96.79%                                                         |
| Manager2,Fin,Bud,&Actg                 | 44.53         | 1        |               |          | 44.53               | 1              | 17.00                                                       | No men in title                                                |
| Manager2,Human Svcs                    | 43.15         | 5        | 45.35         | 1        | 43.52               | 6              | 77.83                                                       | 95.16%                                                         |
| Manager2,Info Technol                  | 44.29         | 1        |               |          | 44.29               | 1              | 28.00                                                       | No men in title                                                |
| Manager3,Exempt                        | 49.43         | 2        |               |          | 49.43               | 2              | 6.00                                                        | No men in title                                                |
| Manager3,Human Svcs                    | 49.10         | 1        |               |          | 49.10               | 1              | 9.00                                                        | No men in title                                                |
| Mgmt Svsts Anlyst                      | 32.43         | 2        | 36.30         | 1        | 33.72               | 3              | 21.67                                                       | 89.33%                                                         |
| Mgmt Svsts Anlyst,Sr                   |               |          | 43.10         | 1        | 43.10               | 1              | 72.00                                                       | No women in title                                              |
| Personnel Spec                         | 31.27         | 2        |               |          | 31.27               | 2              | 32.50                                                       | No men in title                                                |
| Personnel Spec,Asst                    |               |          | 26.79         | 1        | 26.79               | 1              | 57.00                                                       | No women in title                                              |
| Personnel Spec,Sr                      | 34.13         | 3        |               |          | 34.13               | 3              | 25.00                                                       | No men in title                                                |
| Plng&Dev Spec I                        | 32.47         | 2        |               |          | 32.47               | 2              | 26.50                                                       | No men in title                                                |
| Plng&Dev Spec II                       | 37.28         | 13       | 37.70         | 1        | 37.31               | 14             | 71.57                                                       |                                                                |
| Plng&Dev Spec,Sr                       | 41.56         | 3        |               |          | 41.56               | 3              | 66.00                                                       | No men in title                                                |
| Plng&Dev Spec,Supvsng                  | 46.41         | 1        | 46.41         | 1        | 46.41               | 2              | 28.00                                                       | 100.00%                                                        |
| Prgm Intake Rep                        | 26.34         | 13       | 26.42         | 5        | 26.37               | 18             | 85.94                                                       | 99.69%                                                         |
| Prgm Intake Rep,Sr                     | 28.84         | 1        |               |          | 28.84               | 1              | 16.00                                                       | No men in title                                                |
| Prjt Fund&Agreemts Coord               | 35.62         | 2        | 36.30         | 1        | 35.85               | 3              | 174.33                                                      | 98.13%                                                         |
| Prjt Fund&Agreemts Coord,Sr            |               |          | 39.96         | 1        | 39.96               | 1              | 56.00                                                       | No women in title                                              |
| Registered Nurse Consultant            | 36.30         | 4        | 36.30         | 1        | 36.30               | 5              | 48.40                                                       | 100.00%                                                        |
| Social Svcs Aide                       | 19.53         | 6        | 19.97         | 3        | 19.67               | 9              | 12.89                                                       | 97.80%                                                         |
| StratAdvsr1,CSPI&P                     |               |          | 44.63         | 1        | 44.63               | 1              | 75.00                                                       | No women in title                                              |
| StratAdvsr1,Human Svcs                 | 42.90         | 1        | 37.36         | 1        | 40.13               | 2              | 28.50                                                       | 114.82%                                                        |
| StratAdvsr2,Human Svcs                 | 43.92         | 4        |               |          | 43.92               | 4              | 58.00                                                       | No men in title                                                |
| Trng&Ed Coord                          | 33.69         | 1        | 33.69         | 1        | 33.69               | 2              | 108.50                                                      | 100.00%                                                        |
| Util Astnce Supv                       | 33.69         | 1        |               |          | 33.69               | 1              | 12.00                                                       | No men in title                                                |
| Volunteer Prgms Coord                  | 29.99         | 1        |               |          | 29.99               | 1              | 143.00                                                      | No men in title                                                |
| <b>Immigrant &amp; Refugee Affairs</b> |               |          |               |          |                     |                |                                                             |                                                                |
| Admin Staff Asst                       |               |          | 27.25         | 1        | 27.25               | 1              | 3.00                                                        | No women in title                                              |
| StratAdvsr1,Exempt                     | 34.94         | 1        |               |          | 34.94               | 1              | 8.00                                                        |                                                                |
| StratAdvsr2,Exempt                     |               |          | 47.49         | 1        | 47.49               | 1              | 11.00                                                       | No women in title                                              |
| <b>Information Technology Dept</b>     |               |          |               |          |                     |                |                                                             |                                                                |
| Accountant                             | 30.92         | 2        |               |          | 30.92               | 2              | 50.00                                                       | No men in title                                                |
| Accountant,Prin                        | 38.48         | 2        |               |          | 38.48               | 2              | 27.00                                                       | No men in title                                                |
| Actg Tech II-BU                        | 24.35         | 1        | 24.35         | 1        | 24.35               | 2              | 22.00                                                       | 100.00%                                                        |
| Admin Spec I-BU                        | 22.56         | 1        |               |          | 22.56               | 1              | 245.00                                                      | No men in title                                                |
| Admin Spec II-BU                       | 24.35         | 1        |               |          | 24.35               | 1              | 219.00                                                      | No men in title                                                |
| Admin Staff Anlyst                     |               |          | 32.39         | 1        | 32.39               | 1              | 17.00                                                       | No women in title                                              |
| Exec Asst,Sr                           | 44.74         | 1        |               |          | 44.74               | 1              | 61.00                                                       | No men in title                                                |
| Executive1                             | 61.41         | 1        |               |          | 61.41               | 1              | 56.00                                                       | No men in title                                                |
| Executive2                             | 61.90         | 4        |               |          | 61.90               | 4              | 57.75                                                       | No men in title                                                |
| Executive3                             |               |          | 64.66         | 1        | 64.66               | 1              | 3.00                                                        | No women in title                                              |
| Executive4                             | 71.24         | 1        |               |          | 71.24               | 1              | 4.00                                                        | No men in title                                                |
| Fin Anlyst                             | 34.59         | 3        |               |          | 34.59               | 3              | 50.67                                                       | No men in title                                                |
| Fin Anlyst,Sr                          | 39.96         | 2        |               |          | 39.96               | 2              | 104.00                                                      | No men in title                                                |
| Info Technol Prof A,Exempt             | 53.82         | 3        | 55.98         | 18       | 55.67               | 21             | 99.48                                                       | 96.14%                                                         |
| Info Technol Prof B                    | 49.26         | 10       | 47.65         | 39       | 47.98               | 49             | 105.49                                                      | 103.39%                                                        |
| Info Technol Prof C                    | 41.95         | 4        | 40.36         | 22       | 40.60               | 26             | 92.81                                                       | 103.96%                                                        |
| Info Technol Svsts Anlyst              | 36.82         | 5        | 38.09         | 15       | 37.77               | 20             | 93.70                                                       | 96.67%                                                         |
| Manager2,CSPI&P                        |               |          | 42.81         | 1        | 42.81               | 1              | 18.00                                                       | No women in title                                              |
| Manager2,Exempt                        | 46.27         | 1        | 54.49         | 1        | 50.38               | 2              | 99.00                                                       | 84.91%                                                         |
| Manager2,Fin,Bud,&Actg                 |               |          | 55.57         | 1        | 55.57               | 1              | 124.00                                                      | No women in title                                              |
| Manager2,Info Technol                  | 48.93         | 2        |               |          | 48.93               | 2              | 90.00                                                       | No men in title                                                |
| Manager3,Exempt                        |               |          | 55.40         | 1        | 55.40               | 1              | 21.00                                                       | No women in title                                              |
| Manager3,Info Technol                  | 54.90         | 1        | 59.84         | 1        | 57.37               | 2              | 106.00                                                      | 91.74%                                                         |
| Mgmt Svsts Anlyst                      | 36.30         | 2        | 33.28         | 3        | 34.49               | 5              | 66.40                                                       | 109.06%                                                        |
| Mgmt Svsts Anlyst,Asst                 | 31.76         | 2        |               |          | 31.76               | 2              | 120.00                                                      | No men in title                                                |

|                                    | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|------------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                           | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Mgmt Sysys Anlyst,Sr               | 38.48          | 1        | 43.10          | 1        | 40.79                | 2              | 44.00                                                       | 89.28%                                                         |
| Personnel Spec                     | 28.84          | 1        |                |          | 28.84                | 1              | 2.00                                                        | No men in title                                                |
| Personnel Spec,Sr                  | 36.30          | 1        |                |          | 36.30                | 1              | 148.00                                                      | No men in title                                                |
| Public Relations Supv              | 39.20          | 1        |                |          | 39.20                | 1              | 58.00                                                       | No men in title                                                |
| StratAdvsr1,CSPI&P                 | 39.10          | 3        |                |          | 39.10                | 3              | 72.00                                                       | No men in title                                                |
| StratAdvsr1,Info Technol           | 45.22          | 1        |                |          | 45.22                | 1              | 19.00                                                       | No men in title                                                |
| StratAdvsr2,Exempt                 | 42.95          | 2        | 48.90          | 1        | 44.93                | 3              | 25.67                                                       |                                                                |
| StratAdvsr2,General Govt           | 51.53          | 1        | 49.35          | 1        | 50.44                | 2              | 119.00                                                      | 104.41%                                                        |
| StratAdvsr2,Info Technol           | 47.52          | 1        | 49.89          | 1        | 48.71                | 2              | 2.50                                                        | 95.25%                                                         |
| StratAdvsr3,Exempt                 | 57.41          | 1        | 56.72          | 3        | 56.90                | 4              | 41.25                                                       | 101.22%                                                        |
| StratAdvsr3,Info Technol           | 53.96          | 1        |                |          | 53.96                | 1              | 45.00                                                       | No men in title                                                |
| Supply&Inventory Tech              | 25.28          | 1        |                |          | 25.28                | 1              | 154.00                                                      | No men in title                                                |
| Telecom Syst Installer             |                |          | 32.52          | 1        | 32.52                | 1              | 53.00                                                       | No women in title                                              |
| Telecom Syst Installer,Sr          |                |          | 36.57          | 2        | 36.57                | 2              | 73.00                                                       | No women in title                                              |
| Video Spec II                      | 36.30          | 2        | 35.26          | 5        | 35.55                | 7              | 87.29                                                       | 102.96%                                                        |
| <b>Intergovernmental Relations</b> |                |          |                |          |                      |                |                                                             |                                                                |
| Admin Staff Asst                   |                |          | 30.55          | 1        | 30.55                | 1              | 30.00                                                       | No women in title                                              |
| Executive2                         | 52.68          | 1        |                |          | 52.68                | 1              | 24.00                                                       |                                                                |
| Executive3                         |                |          | 62.95          | 1        | 62.95                | 1              | 40.00                                                       | No women in title                                              |
| StratAdvsr2,Exempt                 | 42.79          | 3        | 39.93          | 2        | 41.65                | 5              | 31.40                                                       | 107.15%                                                        |
| StratAdvsr3,Exempt                 |                |          | 52.30          | 2        | 52.30                | 2              | 40.00                                                       | No women in title                                              |
| <b>Law Department</b>              |                |          |                |          |                      |                |                                                             |                                                                |
| Actg Tech I                        | 22.56          | 1        |                |          | 22.56                | 1              | 156.00                                                      | No men in title                                                |
| Actg Tech III                      | 26.79          | 1        |                |          | 26.79                | 1              | 97.00                                                       | No men in title                                                |
| Admin Spec I                       | 22.16          | 8        | 21.76          | 2        | 22.08                | 10             | 63.80                                                       | 101.84%                                                        |
| Admin Spec II                      | 24.35          | 2        |                |          | 24.35                | 2              | 35.00                                                       | No men in title                                                |
| Admin Spec III                     | 26.26          | 2        | 26.26          | 1        | 26.26                | 3              | 187.00                                                      | 100.00%                                                        |
| Admin Staff Anlyst                 | 33.69          | 1        |                |          | 33.69                | 1              | 24.00                                                       | No men in title                                                |
| Administrator-Law                  | 48.11          | 1        |                |          | 48.11                | 1              | 28.00                                                       | No men in title                                                |
| City Attorney,Asst                 | 49.20          | 36       | 55.11          | 28       | 51.79                | 64             | 67.16                                                       | 89.27%                                                         |
| City Attorney,Asst-BU              | 36.72          | 17       | 41.80          | 10       | 38.60                | 27             | 25.70                                                       | 87.83%                                                         |
| Fin Anlyst,Sr                      |                |          | 39.96          | 1        | 39.96                | 1              | 86.00                                                       | No women in title                                              |
| Info Technol Prof B,Exempt         |                |          | 50.81          | 1        | 50.81                | 1              | 89.00                                                       | No women in title                                              |
| Info Technol Sysys Anlyst          | 38.48          | 1        | 33.71          | 2        | 35.30                | 3              | 26.33                                                       | 114.17%                                                        |
| Legal Asst                         | 25.14          | 12       |                |          | 25.14                | 12             | 112.50                                                      | No men in title                                                |
| Manager1,Exempt                    |                |          | 34.55          | 1        | 34.55                | 1              | 15.00                                                       | No women in title                                              |
| Paralegal                          | 30.62          | 12       | 30.62          | 3        | 30.62                | 15             | 76.07                                                       | 99.99%                                                         |
| Paralegal Asst II                  | 26.45          | 3        | 26.79          | 1        | 26.54                | 4              | 146.50                                                      | 98.73%                                                         |
| Personnel Spec                     | 33.69          | 1        |                |          | 33.69                | 1              | 213.00                                                      | No men in title                                                |
| Special Asst-Law                   | 43.10          | 1        |                |          | 43.10                | 1              | 40.00                                                       | No men in title                                                |
| StratAdvsr1,Exempt                 | 43.16          | 1        |                |          | 43.16                | 1              | 37.00                                                       | No men in title                                                |
| Victim Advocate                    | 30.55          | 8        |                |          | 30.55                | 8              | 210.88                                                      | No men in title                                                |
| Victim Advocate Supv               | 36.30          | 1        |                |          | 36.30                | 1              | 6.00                                                        | No men in title                                                |
| <b>Legislative-City Council</b>    |                |          |                |          |                      |                |                                                             |                                                                |
| Actg Tech III                      | 26.79          | 1        |                |          | 26.79                | 1              | 15.00                                                       | No men in title                                                |
| Admin Spec II                      | 24.35          | 3        |                |          | 24.35                | 3              | 54.00                                                       | No men in title                                                |
| Admin Staff Anlyst                 | 31.16          | 1        |                |          | 31.16                | 1              | 2.00                                                        | No men in title                                                |
| Admin Staff Asst                   | 30.59          | 2        |                |          | 30.59                | 2              | 42.50                                                       | No men in title                                                |
| City Archivist,Asst                | 38.48          | 3        |                |          | 38.48                | 3              | 98.00                                                       | No men in title                                                |
| City Records Mgmt Anlyst           | 36.30          | 1        | 32.39          | 1        | 34.35                | 2              | 25.00                                                       | 112.07%                                                        |
| Council Clerk                      | 31.76          | 2        |                |          | 31.76                | 2              | 39.00                                                       | No men in title                                                |
| Exec Manager-Legislative           | 63.87          | 1        | 64.70          | 1        | 64.28                | 2              | 59.50                                                       | 98.71%                                                         |
| Legislative Asst                   | 32.95          | 13       | 33.16          | 14       | 33.06                | 27             | 63.41                                                       | 99.39%                                                         |
| Legislative Info Anlyst            |                |          | 36.30          | 1        | 36.30                | 1              | 42.00                                                       | No women in title                                              |
| Legislative Info Spec I            | 22.96          | 1        | 22.96          | 1        | 22.96                | 2              | 42.00                                                       | 100.00%                                                        |
| Legislative Info Spec II           | 29.41          | 1        |                |          | 29.41                | 1              | 42.00                                                       | No men in title                                                |
| Legislative Info Supv              | 36.30          | 1        |                |          | 36.30                | 1              | 42.00                                                       | No men in title                                                |
| Mgmt Sysys Anlyst,Sr               | 38.48          | 1        |                |          | 38.48                | 1              | 2.00                                                        | No men in title                                                |
| OPA Review Board Member            | 5.11           | 2        | 5.11           | 3        | 5.11                 | 5              | 25.80                                                       | 100.00%                                                        |
| StratAdvsr-Legislative             | 49.03          | 10       | 47.99          | 13       | 48.44                | 23             | 100.30                                                      | 102.17%                                                        |
| <b>Mayor's Office</b>              |                |          |                |          |                      |                |                                                             |                                                                |
| Executive2                         |                |          | 61.84          | 1        | 61.84                | 1              | 40.00                                                       | No women in title                                              |
| Executive3                         | 61.84          | 1        | 61.84          | 2        | 61.84                | 3              | 40.00                                                       | 100.00%                                                        |
| Mayoral Staff Asst 1               | 22.73          | 1        | 22.74          | 2        | 22.74                | 3              | 5.33                                                        | 99.93%                                                         |
| Mayoral Staff Asst 2               | 30.07          | 8        | 28.60          | 3        | 29.67                | 11             | 37.45                                                       | 105.14%                                                        |
| StratAdvsr1,Exempt                 | 35.25          | 1        | 34.12          | 1        | 34.69                | 2              | 22.50                                                       | 103.32%                                                        |
| StratAdvsr2,Exempt                 | 43.64          | 7        | 44.07          | 1        | 43.69                | 8              | 20.00                                                       | 99.02%                                                         |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                                 | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|---------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                        | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| StratAdvrs3,Exempt              | 59.37          | 1        | 58.95          | 1        | 59.16                | 2              | 21.50                                                       | 100.72%                                                        |
| <b>Municipal Court</b>          |                |          |                |          |                      |                |                                                             |                                                                |
| Accountant                      |                |          | 27.61          | 1        | 27.61                | 1              | 8.00                                                        | No women in title                                              |
| Actg Tech II-MC                 | 24.35          | 2        |                |          | 24.35                | 2              | 199.50                                                      | No men in title                                                |
| Admin Spec III                  | 25.31          | 2        |                |          | 25.31                | 2              | 28.50                                                       | No men in title                                                |
| Admin Spec III-MC               | 26.26          | 1        |                |          | 26.26                | 1              | 72.00                                                       | No men in title                                                |
| Admin Spec II-MC                | 24.35          | 28       | 24.35          | 2        | 24.35                | 30             | 129.17                                                      | 100.00%                                                        |
| Admin Spec I-MC                 | 22.56          | 16       | 22.56          | 3        | 22.56                | 19             | 141.53                                                      |                                                                |
| Admin Staff Anlyst              | 36.30          | 1        |                |          | 36.30                | 1              | 55.00                                                       | No men in title                                                |
| Admin Support Asst-MC           |                |          | 20.61          | 2        | 20.61                | 2              | 219.50                                                      | No women in title                                              |
| Admin Support Supv-MC           | 27.78          | 4        | 27.78          | 1        | 27.78                | 5              | 127.00                                                      | 100.00%                                                        |
| Bailiff                         | 25.77          | 7        | 24.77          | 1        | 25.65                | 8              | 123.25                                                      | 104.04%                                                        |
| Bailiff,Chief                   | 29.41          | 1        |                |          | 29.41                | 1              | 79.00                                                       | No men in title                                                |
| Court Cashier                   | 24.66          | 7        | 24.55          | 5        | 24.62                | 12             | 112.17                                                      | 100.43%                                                        |
| Court Cashier Supv              | 27.04          | 1        | 27.04          | 1        | 27.04                | 2              | 142.50                                                      | 100.00%                                                        |
| Court Clerk                     | 25.04          | 20       | 25.32          | 1        | 25.06                | 21             | 91.76                                                       | 98.91%                                                         |
| Court Clerk Supv                | 26.80          | 3        |                |          | 26.80                | 3              | 28.00                                                       | No men in title                                                |
| Court Interpreter Coord         | 39.20          | 1        |                |          | 39.20                | 1              | 70.00                                                       | No men in title                                                |
| Exec Asst,Sr                    |                |          | 44.74          | 1        | 44.74                | 1              | 71.00                                                       | No women in title                                              |
| Executive1                      |                |          | 55.02          | 2        | 55.02                | 2              | 100.50                                                      | No women in title                                              |
| Executive2                      | 53.66          | 1        |                |          | 53.66                | 1              | 34.00                                                       | No men in title                                                |
| Executive3                      | 72.66          | 1        |                |          | 72.66                | 1              | 163.00                                                      | No men in title                                                |
| Fin Anlyst                      | 36.30          | 1        |                |          | 36.30                | 1              | 70.00                                                       | No men in title                                                |
| Info Technol Prof B-BU          | 47.40          | 1        | 48.07          | 8        | 48.00                | 9              | 72.67                                                       | 98.62%                                                         |
| Info Technol Prof C-BU          |                |          | 37.00          | 1        | 37.00                | 1              | 2.00                                                        | No women in title                                              |
| Info Technol Spec               | 31.76          | 1        |                |          | 31.76                | 1              | 14.00                                                       | No men in title                                                |
| Magistrate                      | 52.25          | 2        | 51.27          | 4        | 51.60                | 6              | 118.83                                                      | 101.91%                                                        |
| Manager1,CL&PS                  | 47.30          | 1        | 47.30          | 1        | 47.30                | 2              | 74.00                                                       | 100.00%                                                        |
| Manager1,Fin,Bud,&Actg          | 45.31          | 1        |                |          | 45.31                | 1              | 118.00                                                      | No men in title                                                |
| Manager2,CL&PS                  | 45.03          | 2        | 47.28          | 1        | 45.78                | 3              | 139.00                                                      | 95.25%                                                         |
| Manager2,Exempt                 | 45.45          | 1        | 43.25          | 1        | 44.35                | 2              | 14.00                                                       | 105.09%                                                        |
| Manager2,Fin,Bud,&Actg          |                |          | 45.11          | 1        | 45.11                | 1              | 1.00                                                        | No women in title                                              |
| Manager3,Exempt                 |                |          | 61.05          | 1        | 61.05                | 1              | 63.00                                                       | No women in title                                              |
| Mgmt Sysst Anlyst               | 36.30          | 1        |                |          | 36.30                | 1              | 55.00                                                       | No men in title                                                |
| Muni Court Marshal              |                |          | 30.24          | 9        | 30.24                | 9              | 83.11                                                       | No women in title                                              |
| Muni Court Marshal,Sr           | 35.39          | 1        |                |          | 35.39                | 1              | 16.00                                                       | No men in title                                                |
| Muni Judge                      | 64.48          | 3        | 64.48          | 4        | 64.48                | 7              | 132.29                                                      | 100.00%                                                        |
| Personnel Spec                  | 33.69          | 1        |                |          | 33.69                | 1              | 55.00                                                       | No men in title                                                |
| Personnel Spec,Asst             | 26.79          | 1        |                |          | 26.79                | 1              | 82.00                                                       | No men in title                                                |
| Personnel Spec,Sr               | 36.30          | 1        |                |          | 36.30                | 1              | 84.00                                                       | No men in title                                                |
| Prob Counslr I                  | 36.07          | 8        | 35.07          | 6        | 35.64                | 14             | 119.86                                                      | 102.85%                                                        |
| Prob Counslr II                 | 39.36          | 3        | 38.76          | 7        | 38.94                | 10             | 64.60                                                       | 101.54%                                                        |
| Prob Counslr II-NR              | 39.36          | 1        |                |          | 39.36                | 1              | 63.00                                                       | No men in title                                                |
| Prob Counslr-Asg Pers Recog     | 34.23          | 5        | 34.99          | 3        | 34.52                | 8              | 137.00                                                      | 97.83%                                                         |
| Prob Supv                       | 44.83          | 1        |                |          | 44.83                | 1              | 71.00                                                       | No men in title                                                |
| Res&Eval Asst                   | 29.41          | 1        |                |          | 29.41                | 1              | 112.00                                                      | No men in title                                                |
| StratAdvrs1,Exempt              | 35.27          | 1        | 40.22          | 1        | 37.75                | 2              | 30.50                                                       | 87.70%                                                         |
| StratAdvrs2,Exempt              |                |          | 45.81          | 1        | 45.81                | 1              | 34.00                                                       | No women in title                                              |
| StratAdvrs3,Exempt              |                |          | 58.05          | 1        | 58.05                | 1              | 12.00                                                       | No women in title                                              |
| <b>Neighborhoods Department</b> |                |          |                |          |                      |                |                                                             |                                                                |
| Actg Tech II-BU                 | 24.35          | 1        |                |          | 24.35                | 1              | 13.00                                                       | No men in title                                                |
| Actg Tech III                   | 26.79          | 1        |                |          | 26.79                | 1              | 13.00                                                       | No men in title                                                |
| Admin Spec II-BU                | 23.90          | 4        | 21.77          | 1        | 23.48                | 5              | 52.20                                                       | 109.80%                                                        |
| Admin Staff Anlyst              | 36.30          | 1        |                |          | 36.30                | 1              | 61.00                                                       | No men in title                                                |
| Admin Staff Asst                | 31.46          | 4        |                |          | 31.46                | 4              | 62.25                                                       | No men in title                                                |
| Com Dev Spec                    | 36.30          | 3        | 36.30          | 1        | 36.30                | 4              | 102.25                                                      | 100.00%                                                        |
| Com Dev Spec,Sr                 | 42.05          | 3        |                |          | 42.05                | 3              | 55.33                                                       | No men in title                                                |
| Com Garden Coord                | 32.39          | 5        | 32.39          | 1        | 32.39                | 6              | 105.50                                                      | 100.00%                                                        |
| Exec Asst                       | 39.96          | 1        |                |          | 39.96                | 1              | 21.00                                                       | No men in title                                                |
| Executive1                      |                |          | 61.42          | 1        | 61.42                | 1              | 4.00                                                        | No women in title                                              |
| Executive2                      | 71.42          | 1        |                |          | 71.42                | 1              | 98.00                                                       | No men in title                                                |
| Executive3                      | 64.44          | 1        |                |          | 64.44                | 1              | 21.00                                                       | No men in title                                                |
| Fin Anlyst,Asst                 | 24.77          | 1        |                |          | 24.77                | 1              | 2.00                                                        | No men in title                                                |
| Fin Anlyst,Sr                   | 39.96          | 1        |                |          | 39.96                | 1              | 79.00                                                       | No men in title                                                |
| Grants&Contracts Spec,Sr        | 33.09          | 2        | 28.35          | 1        | 31.51                | 3              | 6.33                                                        | 116.72%                                                        |
| Info Technol Prof C-BU          | 31.50          | 1        |                |          | 31.50                | 1              | 1.00                                                        | No men in title                                                |
| Manager2,Exempt                 |                |          | 44.19          | 1        | 44.19                | 1              | 4.00                                                        | No women in title                                              |

|                                           | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|-------------------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                                  | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Manager2,Fin,Bud,&Actg                    | 51.68          | 1        |                |          | 51.68                | 1              | 94.00                                                       | No men in title                                                |
| Manager2,General Govt                     | 53.37          | 1        |                |          | 53.37                | 1              | 66.00                                                       | No men in title                                                |
| Neighb District Coord                     | 37.70          | 3        | 37.70          | 6        | 37.70                | 9              | 107.78                                                      | 100.00%                                                        |
| Ofc Asst-BU                               | 17.99          | 1        |                |          | 17.99                | 1              | 99.00                                                       | No men in title                                                |
| Plng&Dev Spec II                          | 37.70          | 3        | 37.70          | 2        | 37.70                | 5              | 220.20                                                      | 100.00%                                                        |
| Plng&Dev Spec,Sr                          |                |          | 43.10          | 1        | 43.10                | 1              | 259.00                                                      | No women in title                                              |
| Plng&Dev Spec,Supvsng                     | 44.74          | 1        |                |          | 44.74                | 1              | 7.00                                                        | No men in title                                                |
| StratAdvsr1,CSPi&P                        | 51.18          | 1        |                |          | 51.18                | 1              | 47.00                                                       | No men in title                                                |
| StratAdvsr1,Exempt                        | 36.85          | 1        |                |          | 36.85                | 1              | 6.00                                                        | No men in title                                                |
| StratAdvsr2,Exempt                        | 54.62          | 2        | 42.05          | 1        | 50.43                | 3              | 35.67                                                       | 129.89%                                                        |
| StratAdvsr2,Human Svcs                    | 48.99          | 2        |                |          | 48.99                | 2              | 18.00                                                       | No men in title                                                |
| StratAdvsr3,Exempt                        | 61.04          | 1        |                |          | 61.04                | 1              | 48.00                                                       | No men in title                                                |
| <b>Office for Civil Rights</b>            |                |          |                |          |                      |                |                                                             |                                                                |
| Admin Spec I-BU                           | 22.56          | 2        | 22.56          | 1        | 22.56                | 3              | 115.33                                                      | 100.00%                                                        |
| Civil Rights Anlyst                       | 31.19          | 4        | 33.56          | 1        | 31.67                | 5              | 32.20                                                       | 92.95%                                                         |
| Civil Rights Anlyst,Sr                    | 36.30          | 2        | 36.33          | 1        | 36.31                | 3              | 50.33                                                       | 99.92%                                                         |
| Executive2                                | 54.02          | 1        |                |          | 54.02                | 1              | 61.00                                                       | No men in title                                                |
| Info Technol Svcs Anlyst                  |                |          | 38.48          | 1        | 38.48                | 1              | 98.00                                                       | No women in title                                              |
| Manager1,General Govt                     | 38.32          | 1        |                |          | 38.32                | 1              | 60.00                                                       | No men in title                                                |
| Manager2,Exempt                           |                |          | 38.32          | 1        | 38.32                | 1              | 16.00                                                       | No women in title                                              |
| Plng&Dev Spec I                           | 34.94          | 2        |                |          | 34.94                | 2              | 93.00                                                       | No men in title                                                |
| Plng&Dev Spec II                          | 37.70          | 2        | 36.30          | 1        | 37.23                | 3              | 81.00                                                       | 103.86%                                                        |
| Plng&Dev Spec,Supvsng                     | 44.74          | 1        |                |          | 44.74                | 1              | 28.00                                                       | No men in title                                                |
| Public Relations Spec,Sr                  |                |          | 36.30          | 1        | 36.30                | 1              | 148.00                                                      | No women in title                                              |
| StratAdvsr3,Exempt                        |                |          | 43.86          | 1        | 43.86                | 1              | 61.00                                                       | No women in title                                              |
| <b>Office of Economic Development</b>     |                |          |                |          |                      |                |                                                             |                                                                |
| Admin Spec II-BU                          | 21.77          | 1        |                |          | 21.77                | 1              | 3.00                                                        | No men in title                                                |
| Admin Staff Asst                          | 29.41          | 1        | 27.25          | 1        | 28.33                | 2              | 7.50                                                        | 107.93%                                                        |
| Com Dev Spec,Sr                           | 43.10          | 1        | 43.10          | 1        | 43.10                | 2              | 68.50                                                       | 100.00%                                                        |
| Exec Asst                                 | 41.55          | 1        |                |          | 41.55                | 1              | 40.00                                                       | No men in title                                                |
| Executive3                                |                |          | 56.95          | 1        | 56.95                | 1              | 32.00                                                       | No women in title                                              |
| Fin Anlyst,Asst                           |                |          | 28.84          | 1        | 28.84                | 1              | 12.00                                                       | No women in title                                              |
| Fin Anlyst,Sr                             | 38.48          | 1        |                |          | 38.48                | 1              | 16.00                                                       | No men in title                                                |
| Manager1,Parks&Rec                        |                |          | 39.25          | 1        | 39.25                | 1              | 5.00                                                        | No women in title                                              |
| Plng&Dev Spec I                           | 34.94          | 1        |                |          | 34.94                | 1              | 40.00                                                       | No men in title                                                |
| StratAdvsr1,Exempt                        |                |          | 40.71          | 1        | 40.71                | 1              | 40.00                                                       | No women in title                                              |
| StratAdvsr1,General Govt                  |                |          | 44.17          | 1        | 44.17                | 1              | 59.00                                                       | No women in title                                              |
| StratAdvsr2,Exempt                        | 49.00          | 1        |                |          | 49.00                | 1              | 90.00                                                       | No men in title                                                |
| StratAdvsr2,Fin,Bud,&Actg                 | 47.06          | 1        |                |          | 47.06                | 1              | 9.00                                                        | No men in title                                                |
| StratAdvsr2,General Govt                  | 50.10          | 1        | 48.41          | 4        | 48.75                | 5              | 61.00                                                       | 103.49%                                                        |
| StratAdvsr3,Exempt                        | 54.65          | 1        | 49.78          | 1        | 52.22                | 2              | 58.00                                                       | 109.78%                                                        |
| StratAdvsr3,General Govt                  |                |          | 54.16          | 1        | 54.16                | 1              | 70.00                                                       | No women in title                                              |
| <b>Office of Sustainability &amp; Env</b> |                |          |                |          |                      |                |                                                             |                                                                |
| Exec Asst                                 | 43.10          | 1        |                |          | 43.10                | 1              | 56.00                                                       | No men in title                                                |
| Executive2                                | 56.79          | 1        |                |          | 56.79                | 1              | 35.00                                                       | No men in title                                                |
| Manager2,Engrng&Plans Rev                 | 51.00          | 1        |                |          | 51.00                | 1              | 51.00                                                       | No men in title                                                |
| Manager2,Exempt                           |                |          | 49.72          | 1        | 49.72                | 1              | 29.00                                                       | No women in title                                              |
| Plng&Dev Spec,Sr                          |                |          | 40.79          | 2        | 40.79                | 2              | 38.00                                                       | No women in title                                              |
| StratAdvsr1,Exempt                        |                |          | 43.08          | 1        | 43.08                | 1              | 12.00                                                       | No women in title                                              |
| StratAdvsr1,General Govt                  | 39.16          | 1        |                |          | 39.16                | 1              | 40.00                                                       | No men in title                                                |
| StratAdvsr2,Exempt                        | 44.43          | 3        |                |          | 44.43                | 3              | 24.67                                                       | No men in title                                                |
| StratAdvsr2,General Govt                  | 48.23          | 3        |                |          | 48.23                | 3              | 75.67                                                       | No men in title                                                |
| StratAdvsr3,Exempt                        | 50.75          | 1        |                |          | 50.75                | 1              | 5.00                                                        | No men in title                                                |
| <b>Parks Department</b>                   |                |          |                |          |                      |                |                                                             |                                                                |
| Accountant                                | 30.92          | 2        | 30.92          | 1        | 30.92                | 3              | 103.67                                                      | 100.00%                                                        |
| Accountant,Prin                           | 39.96          | 2        | 35.57          | 1        | 38.50                | 3              | 66.33                                                       | 112.34%                                                        |
| Accountant,Sr                             | 34.32          | 1        |                |          | 34.32                | 1              | 9.00                                                        | No men in title                                                |
| Actg Tech II-BU                           | 24.35          | 5        | 24.35          | 1        | 24.35                | 6              | 118.83                                                      | 100.00%                                                        |
| Actg Tech III-BU                          | 26.79          | 5        |                |          | 26.79                | 5              | 136.60                                                      | No men in title                                                |
| Admin Spec I                              | 22.56          | 1        |                |          | 22.56                | 1              | 381.00                                                      | No men in title                                                |
| Admin Spec I-BU                           | 22.56          | 6        | 22.56          | 1        | 22.56                | 7              | 173.71                                                      | 100.00%                                                        |
| Admin Spec II-BU                          | 24.35          | 5        | 24.35          | 2        | 24.35                | 7              | 92.00                                                       | 100.00%                                                        |
| Admin Spec III-BU                         | 25.30          | 3        |                |          | 25.30                | 3              | 33.00                                                       | No men in title                                                |
| Admin Staff Anlyst                        | 36.30          | 4        | 36.30          | 1        | 36.30                | 5              | 101.40                                                      | 100.00%                                                        |
| Admin Staff Asst                          | 31.76          | 3        | 31.76          | 1        | 31.76                | 4              | 136.25                                                      | 100.00%                                                        |
| Admin Support Asst-BU                     | 20.61          | 3        | 20.61          | 1        | 20.61                | 4              | 101.75                                                      | 100.00%                                                        |
| Aquarium Biologist 1                      | 23.88          | 2        | 23.88          | 1        | 23.88                | 3              | 60.67                                                       | 100.00%                                                        |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                               | Female        |          | Male          |          | Total Avg Hrly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|-------------------------------|---------------|----------|---------------|----------|---------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                      | Avg Hrly Rate | No. Empl | Avg Hrly Rate | No. Empl |                     |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Aquarium Biologist 2          | 26.26         | 5        | 26.26         | 3        | 26.26               | 8              | 77.50                                                       | 100.00%                                                        |
| Aquarium Biologist 3          |               |          | 31.16         | 3        | 31.16               | 3              | 83.33                                                       | No women in title                                              |
| Aquarium Laboratory Spec      | 26.26         | 1        |               |          | 26.26               | 1              | 124.00                                                      | No men in title                                                |
| Aquarium Sysys Op,Chief       |               |          | 37.70         | 1        | 37.70               | 1              | 268.00                                                      | No women in title                                              |
| Aquatic Cntr Coord            | 32.52         | 7        | 32.52         | 2        | 32.52               | 9              | 133.89                                                      | 100.00%                                                        |
| Aquatic Cntr Coord,Asst       | 28.75         | 4        | 29.17         | 3        | 28.93               | 7              | 77.29                                                       | 98.56%                                                         |
| Arboriculturist               | 33.09         | 1        |               |          | 33.09               | 1              | 67.00                                                       | No men in title                                                |
| Arborist                      |               |          | 44.74         | 1        | 44.74               | 1              | 146.00                                                      | No women in title                                              |
| Architect,Sr                  |               |          | 44.74         | 1        | 44.74               | 1              | 49.00                                                       | No women in title                                              |
| Capital Prjts Coord           |               |          | 41.56         | 1        | 41.56               | 1              | 60.00                                                       | No women in title                                              |
| Capital Prjts Coord,Sr        | 47.56         | 2        | 47.56         | 5        | 47.56               | 7              | 117.43                                                      | 100.00%                                                        |
| Carpenter                     | 30.28         | 1        | 30.28         | 4        | 30.28               | 5              | 171.20                                                      | 100.00%                                                        |
| Carpenter CC                  |               |          | 34.75         | 1        | 34.75               | 1              | 90.00                                                       | No women in title                                              |
| Carpenter,Sr                  | 31.57         | 1        | 31.57         | 2        | 31.57               | 3              | 150.00                                                      | 100.00%                                                        |
| Cashier                       | 16.62         | 12       | 16.60         | 5        | 16.61               | 17             | 88.00                                                       | 100.12%                                                        |
| Cashier,Sr                    | 19.38         | 3        | 18.74         | 1        | 19.22               | 4              | 76.00                                                       | 103.42%                                                        |
| Cement Finisher-Parks Facils  |               |          | 30.28         | 2        | 30.28               | 2              | 105.00                                                      | No women in title                                              |
| Civil Engr,Sr                 |               |          | 50.69         | 1        | 50.69               | 1              | 165.00                                                      | No women in title                                              |
| Civil Engrng Spec,Assoc       | 38.56         | 1        | 38.56         | 1        | 38.56               | 2              | 155.00                                                      | 100.00%                                                        |
| Civil Engrng Spec,Sr          | 40.36         | 1        | 43.47         | 2        | 42.43               | 3              | 77.67                                                       | 92.85%                                                         |
| Constr&Maint Equip Op         |               |          | 30.49         | 3        | 30.49               | 3              | 135.67                                                      | No women in title                                              |
| Constr&Maint Equip Op,Sr      |               |          | 32.01         | 1        | 32.01               | 1              | 5.00                                                        | No women in title                                              |
| Constr&Repair CC              |               |          | 33.38         | 3        | 33.38               | 3              | 161.00                                                      | No women in title                                              |
| Contracts&Concss Asst         |               |          | 29.99         | 1        | 29.99               | 1              | 111.00                                                      | No women in title                                              |
| Counslr                       | 30.55         | 2        | 30.55         | 1        | 30.55               | 3              | 105.00                                                      | 100.00%                                                        |
| Drainage&Wstwtr Coll CC       |               |          | 36.72         | 1        | 36.72               | 1              | 15.00                                                       | No women in title                                              |
| Drainage&Wstwtr Coll Lead Wkr |               |          | 30.91         | 1        | 30.91               | 1              | 128.00                                                      | No women in title                                              |
| Drainage&Wstwtr Coll Wkr      |               |          | 25.49         | 1        | 25.49               | 1              | 2.00                                                        | No women in title                                              |
| Drainage&Wstwtr Coll Wkr CI   |               |          | 28.09         | 1        | 28.09               | 1              | 12.00                                                       | No women in title                                              |
| Drainage&Wstwtr Lead Wkr CII  |               |          | 31.53         | 1        | 31.53               | 1              | 12.00                                                       | No women in title                                              |
| Ed Prgm Asst                  | 22.56         | 3        |               |          | 22.56               | 3              | 75.67                                                       | No men in title                                                |
| Ed Prgm Supv                  | 35.57         | 2        |               |          | 35.57               | 2              | 95.50                                                       | No men in title                                                |
| Elctn                         | 36.25         | 1        | 35.97         | 5        | 36.02               | 6              | 77.33                                                       | 100.78%                                                        |
| Elctn CC                      | 40.13         | 1        |               |          | 40.13               | 1              | 14.00                                                       | No men in title                                                |
| Elctn,Sr                      |               |          | 37.51         | 1        | 37.51               | 1              | 9.00                                                        | No women in title                                              |
| Envrnmntl Anlyst,Sr           | 43.10         | 2        | 43.10         | 1        | 43.10               | 3              | 102.33                                                      | 100.00%                                                        |
| Equip Maint CC                |               |          | 34.92         | 1        | 34.92               | 1              | 120.00                                                      | No women in title                                              |
| Executive1                    | 61.06         | 1        |               |          | 61.06               | 1              | 21.00                                                       | No men in title                                                |
| Executive2                    | 63.46         | 2        | 66.35         | 4        | 65.39               | 6              | 48.17                                                       | 95.64%                                                         |
| Exhibits Tech                 |               |          | 28.03         | 1        | 28.03               | 1              | 53.00                                                       | No women in title                                              |
| Facilities Lead Wkr           |               |          | 26.50         | 1        | 26.50               | 1              | 65.00                                                       | No women in title                                              |
| Facilities Maint Wkr          | 26.50         | 1        | 26.18         | 3        | 26.26               | 4              | 155.00                                                      | 101.22%                                                        |
| Facility Maint Supv,Asst      |               |          | 43.91         | 1        | 43.91               | 1              | 68.00                                                       | No women in title                                              |
| Facility Techl Supv           |               |          | 34.94         | 1        | 34.94               | 1              | 6.00                                                        | No women in title                                              |
| Fin Anlyst,Sr                 | 39.96         | 2        |               |          | 39.96               | 2              | 97.00                                                       | No men in title                                                |
| Gardener                      | 24.47         | 12       | 24.35         | 7        | 24.42               | 19             | 103.53                                                      | 100.48%                                                        |
| Gardener,Sr                   | 27.11         | 7        | 27.17         | 12       | 27.15               | 19             | 126.79                                                      | 99.78%                                                         |
| Golf Course Groundskeeper I   |               |          | 13.75         | 3        | 13.75               | 3              | 48.00                                                       | No women in title                                              |
| Golf Course Groundskeeper II  | 18.12         | 2        | 18.12         | 4        | 18.12               | 6              | 25.00                                                       | 100.00%                                                        |
| Golf Course Maint Supv        |               |          | 33.78         | 4        | 33.78               | 4              | 97.00                                                       | No women in title                                              |
| Golf Course Tech              |               |          | 23.71         | 10       | 23.71               | 10             | 115.40                                                      | No women in title                                              |
| Graphic Arts Designer         | 29.99         | 1        |               |          | 29.99               | 1              | 232.00                                                      | No men in title                                                |
| Grounds Equip Mechanic        |               |          | 27.58         | 5        | 27.58               | 5              | 83.60                                                       | No women in title                                              |
| Grounds Equip Mechanic,Sr     |               |          | 29.99         | 1        | 29.99               | 1              | 196.00                                                      | No women in title                                              |
| Grounds Maint Lead Wkr        | 26.50         | 5        | 26.50         | 9        | 26.50               | 14             | 93.00                                                       | 100.00%                                                        |
| Human Svcs Prgm Supv          | 36.30         | 1        |               |          | 36.30               | 1              | 101.00                                                      | No men in title                                                |
| HVAC Tech                     |               |          | 31.92         | 2        | 31.92               | 2              | 8.00                                                        | No women in title                                              |
| Info Technol Prof A,Exempt    |               |          | 50.96         | 1        | 50.96               | 1              | 160.00                                                      | No women in title                                              |
| Info Technol Prof B           | 43.10         | 1        | 42.24         | 3        | 42.45               | 4              | 133.50                                                      | 102.03%                                                        |
| Info Technol Prof C           |               |          | 35.19         | 3        | 35.19               | 3              | 21.67                                                       | No women in title                                              |
| Info Technol Sysys Anlyst     |               |          | 38.48         | 3        | 38.48               | 3              | 134.00                                                      | No women in title                                              |
| Installation Maint Wkr        | 25.54         | 1        | 25.07         | 8        | 25.12               | 9              | 72.56                                                       | 101.90%                                                        |
| Laborer                       | 21.14         | 8        | 21.12         | 39       | 21.12               | 47             | 71.30                                                       | 100.09%                                                        |
| Landscape Architect,Sr        | 44.74         | 2        | 44.74         | 1        | 44.74               | 3              | 155.33                                                      | 100.00%                                                        |
| Landscape Designer            | 30.85         | 1        |               |          | 30.85               | 1              | 62.00                                                       | No men in title                                                |
| Lifeguard                     | 16.61         | 3        | 16.39         | 4        | 16.48               | 7              | 19.43                                                       | 101.34%                                                        |
| Lifeguard,Sr                  | 19.50         | 12       | 19.46         | 9        | 19.48               | 21             | 57.29                                                       | 100.21%                                                        |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                                | Female        |          | Male          |          | Total Avg Hrly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|--------------------------------|---------------|----------|---------------|----------|---------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                       | Avg Hrly Rate | No. Empl | Avg Hrly Rate | No. Empl |                     |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Maint Laborer                  | 23.38         | 26       | 23.38         | 102      | 23.38               | 128            | 86.64                                                       | 100.00%                                                        |
| Manager1,General Govt          | 42.06         | 1        |               |          | 42.06               | 1              | 54.00                                                       | No men in title                                                |
| Manager1,Parks&Rec             | 42.14         | 4        | 39.16         | 3        | 40.87               | 7              | 58.71                                                       | 107.62%                                                        |
| Manager2,Exempt                |               |          | 54.72         | 1        | 54.72               | 1              | 184.00                                                      | No women in title                                              |
| Manager2,Fin,Bud,&Actg         | 49.58         | 1        | 45.79         | 1        | 47.69               | 2              | 13.50                                                       | 108.29%                                                        |
| Manager2,General Govt          | 51.65         | 1        | 47.67         | 1        | 49.66               | 2              | 117.50                                                      | 108.35%                                                        |
| Manager2,Human Svcs            | 40.45         | 1        |               |          | 40.45               | 1              | 103.00                                                      | No men in title                                                |
| Manager2,Info Technol          |               |          | 51.03         | 1        | 51.03               | 1              | 13.00                                                       | No women in title                                              |
| Manager2,P&FM                  | 48.21         | 1        |               |          | 48.21               | 1              | 46.00                                                       | No men in title                                                |
| Manager2,Parks&Rec             | 47.68         | 4        | 47.50         | 2        | 47.62               | 6              | 120.33                                                      | 100.38%                                                        |
| Manager3,CSPI&P                | 51.56         | 1        |               |          | 51.56               | 1              | 39.00                                                       | No men in title                                                |
| Manager3,Engrng&Plans Rev      | 57.85         | 1        | 54.32         | 1        | 56.08               | 2              | 65.50                                                       | 106.50%                                                        |
| Manager3,Exempt                |               |          | 50.23         | 1        | 50.23               | 1              | 45.00                                                       | No women in title                                              |
| Manager3,P&FM                  |               |          | 52.00         | 1        | 52.00               | 1              | 1.00                                                        | No women in title                                              |
| Manager3,Parks&Rec             |               |          | 52.00         | 1        | 52.00               | 1              | 1.00                                                        | No women in title                                              |
| Metal Fabricator               |               |          | 32.54         | 1        | 32.54               | 1              | 371.00                                                      | No women in title                                              |
| Metal Fabricator CC            |               |          | 34.57         | 1        | 34.57               | 1              | 64.00                                                       | No women in title                                              |
| Mgmt Svsts Anlyst Supv         | 47.26         | 1        | 43.91         | 1        | 45.59               | 2              | 27.00                                                       | 107.63%                                                        |
| Mgmt Svsts Anlyst,Asst         | 31.76         | 2        | 31.76         | 1        | 31.76               | 3              | 41.33                                                       | 100.00%                                                        |
| Mgmt Svsts Anlyst,Sr           | 43.10         | 1        |               |          | 43.10               | 1              | 38.00                                                       | No men in title                                                |
| Naturalist                     | 27.78         | 1        | 27.78         | 1        | 27.78               | 2              | 130.50                                                      | 100.00%                                                        |
| Naturalist,Sr                  | 29.99         | 1        |               |          | 29.99               | 1              | 52.00                                                       | No men in title                                                |
| Park Horticulturist            | 44.74         | 1        |               |          | 44.74               | 1              | 141.00                                                      | No men in title                                                |
| Park Ranger                    | 23.42         | 2        | 23.88         | 4        | 23.73               | 6              | 48.33                                                       | 98.07%                                                         |
| Parks Concss Coord             | 36.99         | 2        |               |          | 36.99               | 2              | 95.50                                                       | No men in title                                                |
| Parks Maint Aide               |               |          | 14.48         | 8        | 14.48               | 8              | 46.38                                                       | No women in title                                              |
| Parks Maint CC                 | 36.05         | 4        | 36.05         | 3        | 36.05               | 7              | 20.43                                                       | 100.00%                                                        |
| Parks Special Events Schdlr,Sr | 25.28         | 1        | 28.35         | 2        | 27.33               | 3              | 14.33                                                       | 89.17%                                                         |
| Parks Special Events Schedlr   | 26.26         | 5        | 26.26         | 1        | 26.26               | 6              | 125.17                                                      | 100.00%                                                        |
| Personnel Spec                 |               |          | 33.69         | 3        | 33.69               | 3              | 105.33                                                      | No women in title                                              |
| Personnel Spec,Asst            | 26.79         | 1        |               |          | 26.79               | 1              | 140.00                                                      | No men in title                                                |
| Personnel Spec,Sr              | 36.30         | 1        | 36.30         | 1        | 36.30               | 2              | 76.50                                                       | 100.00%                                                        |
| Personnel Spec,Supvsng         |               |          | 43.91         | 1        | 43.91               | 1              | 178.00                                                      | No women in title                                              |
| Plng&Dev Spec I                |               |          | 34.94         | 1        | 34.94               | 1              | 153.00                                                      | No women in title                                              |
| Plng&Dev Spec II               | 37.70         | 2        | 37.70         | 1        | 37.70               | 3              | 114.67                                                      | 100.00%                                                        |
| Plng&Dev Spec,Sr               | 41.06         | 3        | 43.10         | 2        | 41.88               | 5              | 79.20                                                       | 95.27%                                                         |
| Plnt Ecologist                 |               |          | 31.82         | 2        | 31.82               | 2              | 34.50                                                       | No women in title                                              |
| Plumber                        |               |          | 34.16         | 9        | 34.16               | 9              | 138.56                                                      | No women in title                                              |
| Plumber Aprn                   |               |          | 28.78         | 1        | 28.78               | 1              | 59.00                                                       | No women in title                                              |
| Plumber,Sr                     | 36.90         | 1        | 36.90         | 2        | 36.90               | 3              | 133.33                                                      | 100.00%                                                        |
| Pntr                           |               |          | 30.28         | 4        | 30.28               | 4              | 242.75                                                      | No women in title                                              |
| Pntr CC                        |               |          | 34.75         | 1        | 34.75               | 1              | 176.00                                                      | No women in title                                              |
| Pool Maint Lead Wkr            |               |          | 28.35         | 1        | 28.35               | 1              | 222.00                                                      | No women in title                                              |
| Pool Maint Wkr                 | 25.54         | 3        | 25.54         | 6        | 25.54               | 9              | 168.89                                                      | 100.00%                                                        |
| Prjt Fund&Agreemts Coord,Sr    | 39.96         | 1        |               |          | 39.96               | 1              | 87.00                                                       | No men in title                                                |
| Public Ed Prgm Spec            | 31.16         | 5        |               |          | 31.16               | 5              | 132.60                                                      | No men in title                                                |
| Public Ed Prgm Supv            | 39.20         | 1        | 39.20         | 1        | 39.20               | 2              | 63.50                                                       | 100.00%                                                        |
| Public Relations Spec,Sr       | 36.30         | 1        |               |          | 36.30               | 1              | 59.00                                                       | No men in title                                                |
| Radio Dispatcher               | 24.35         | 3        |               |          | 24.35               | 3              | 88.33                                                       | No men in title                                                |
| Real Property Agent            |               |          | 38.22         | 1        | 38.22               | 1              | 5.00                                                        | No women in title                                              |
| Real Property Agent,Sr         | 45.39         | 2        | 45.39         | 1        | 45.39               | 3              | 204.33                                                      | 100.00%                                                        |
| Rec Attendant                  | 16.76         | 20       | 16.59         | 20       | 16.67               | 40             | 99.73                                                       | 101.02%                                                        |
| Rec Cntr Coord                 | 32.20         | 15       | 31.93         | 8        | 32.11               | 23             | 88.83                                                       | 100.87%                                                        |
| Rec Cntr Coord,Asst            | 29.54         | 6        | 29.54         | 4        | 29.54               | 10             | 120.80                                                      | 100.00%                                                        |
| Rec Leader                     | 23.82         | 18       | 24.28         | 23       | 24.07               | 41             | 73.56                                                       | 98.10%                                                         |
| Rec Prgm Coord                 | 33.69         | 2        | 32.95         | 5        | 33.16               | 7              | 67.29                                                       | 102.25%                                                        |
| Rec Prgm Coord,Sr              | 36.30         | 2        | 36.30         | 6        | 36.30               | 8              | 54.63                                                       | 100.00%                                                        |
| Rec Prgm Spec                  | 28.39         | 18       | 28.03         | 5        | 28.31               | 23             | 79.91                                                       | 101.29%                                                        |
| Rec Prgm Spec,Sr               | 31.76         | 3        | 31.76         | 2        | 31.76               | 5              | 129.80                                                      | 100.00%                                                        |
| Seattle Conserv Corps Supv     |               |          | 26.50         | 7        | 26.50               | 7              | 51.86                                                       | No women in title                                              |
| Seattle Conserv Corps Supv,Sr  |               |          | 29.41         | 2        | 29.41               | 2              | 48.00                                                       | No women in title                                              |
| Security Supv                  |               |          | 31.76         | 1        | 31.76               | 1              | 19.00                                                       | No women in title                                              |
| Sfty&Hlth Spec                 | 39.20         | 1        |               |          | 39.20               | 1              | 169.00                                                      | No men in title                                                |
| Sfty&Hlth Supv                 |               |          | 45.51         | 1        | 45.51               | 1              | 24.00                                                       | No women in title                                              |
| Special C Lead Wkr             |               |          | 28.35         | 1        | 28.35               | 1              | 226.00                                                      | No women in title                                              |
| StratAdvsr1,General Govt       | 38.90         | 1        |               |          | 38.90               | 1              | 63.00                                                       | No men in title                                                |
| StratAdvsr1,Parks&Rec          | 39.76         | 3        | 42.38         | 2        | 40.81               | 5              | 86.60                                                       | 93.83%                                                         |

|                              | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                     | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| StratAdvsr2,Engrng&Plans Rev |                |          | 47.21          | 1        | 47.21                | 1              | 45.00                                                       | No women in title                                              |
| StratAdvsr2,Fin,Bud,&Actg    | 46.49          | 1        | 46.12          | 1        | 46.30                | 2              | 41.50                                                       | 100.79%                                                        |
| StratAdvsr2,General Govt     | 43.39          | 2        |                |          | 43.39                | 2              | 63.00                                                       | No men in title                                                |
| StratAdvsr3,Exempt           |                |          | 59.39          | 2        | 59.39                | 2              | 42.00                                                       | No women in title                                              |
| Surveyor,Chief               |                |          | 45.25          | 1        | 45.25                | 1              | 160.00                                                      | No women in title                                              |
| Tennis Instructor            |                |          | 22.96          | 5        | 22.96                | 5              | 101.20                                                      | No women in title                                              |
| Tree Trimmer                 |                |          | 27.96          | 5        | 27.96                | 5              | 65.80                                                       | No women in title                                              |
| Tree Trimmer,Lead            |                |          | 30.54          | 2        | 30.54                | 2              | 114.00                                                      | No women in title                                              |
| Trng&Ed Coord                | 33.69          | 1        |                |          | 33.69                | 1              | 103.00                                                      | No men in title                                                |
| Trng&Ed Coord,Sr             |                |          | 36.30          | 1        | 36.30                | 1              | 153.00                                                      | No women in title                                              |
| Truck Dvr                    |                |          | 27.58          | 10       | 27.58                | 10             | 136.20                                                      | No women in title                                              |
| Truck Dvr,Heavy              |                |          | 29.00          | 4        | 29.00                | 4              | 124.25                                                      | No women in title                                              |
| Util Laborer                 | 22.56          | 1        | 22.56          | 19       | 22.56                | 20             | 135.75                                                      | 100.00%                                                        |
| Volunteer Prgms Coord        | 29.99          | 3        | 29.99          | 1        | 29.99                | 4              | 53.75                                                       | 100.00%                                                        |
| Warehouse Supv               |                |          | 34.94          | 1        | 34.94                | 1              | 60.00                                                       | No women in title                                              |
| <b>Personnel Department</b>  |                |          |                |          |                      |                |                                                             |                                                                |
| Accountant,Sr                | 35.57          | 1        | 35.57          | 1        | 35.57                | 2              | 161.50                                                      | 100.00%                                                        |
| Actg Tech II                 | 24.35          | 3        |                |          | 24.35                | 3              | 76.33                                                       | No men in title                                                |
| Admin Spec I                 | 22.56          | 2        |                |          | 22.56                | 2              | 166.50                                                      | No men in title                                                |
| Admin Spec II                | 24.35          | 3        | 24.35          | 1        | 24.35                | 4              | 87.00                                                       | 100.00%                                                        |
| Admin Staff Asst             | 29.51          | 2        |                |          | 29.51                | 2              | 108.50                                                      | No men in title                                                |
| Benefits Asst                | 26.26          | 2        |                |          | 26.26                | 2              | 203.00                                                      | No men in title                                                |
| Dispute Resolution Mediator  | 38.48          | 1        |                |          | 38.48                | 1              | 96.00                                                       | No men in title                                                |
| Executive2                   | 55.69          | 2        | 67.99          | 1        | 59.79                | 3              | 62.00                                                       | 81.90%                                                         |
| Executive3                   |                |          | 66.08          | 2        | 66.08                | 2              | 57.50                                                       | No women in title                                              |
| Fin Anlyst                   | 33.69          | 1        |                |          | 33.69                | 1              | 30.00                                                       | No men in title                                                |
| HRIS Spec                    | 33.69          | 2        | 33.69          | 1        | 33.69                | 3              | 90.00                                                       | 100.00%                                                        |
| Indus Hygienist,Certified    |                |          | 44.74          | 1        | 44.74                | 1              | 5.00                                                        | No women in title                                              |
| Labor Relations Spec         | 42.25          | 2        |                |          | 42.25                | 2              | 75.00                                                       | No men in title                                                |
| Manager2,General Govt        | 50.02          | 1        |                |          | 50.02                | 1              | 84.00                                                       | No men in title                                                |
| Manager3,Fin,Bud,&Actg       | 51.65          | 1        |                |          | 51.65                | 1              | 51.00                                                       | No men in title                                                |
| Manager3,General Govt        | 52.44          | 1        |                |          | 52.44                | 1              | 66.00                                                       | No men in title                                                |
| Mgmt Sysst Anlyst            | 40.98          | 1        |                |          | 40.98                | 1              | 26.00                                                       | No men in title                                                |
| Personnel Anlyst             | 36.30          | 3        |                |          | 36.30                | 3              | 72.33                                                       | No men in title                                                |
| Personnel Anlyst Supv        | 49.05          | 2        |                |          | 49.05                | 2              | 45.50                                                       | No men in title                                                |
| Personnel Anlyst Supv-Comp   | 49.05          | 1        |                |          | 49.05                | 1              | 64.00                                                       | No men in title                                                |
| Personnel Anlyst,Sr          | 40.27          | 3        |                |          | 40.27                | 3              | 61.33                                                       | No men in title                                                |
| Personnel Anlyst,Sr-Comp     | 39.97          | 2        | 42.25          | 2        | 41.11                | 4              | 35.50                                                       | 94.60%                                                         |
| Personnel Spec,Asst          | 26.79          | 1        |                |          | 26.79                | 1              | 76.00                                                       | No men in title                                                |
| Personnel Spec,Sr            | 36.30          | 1        |                |          | 36.30                | 1              | 21.00                                                       | No men in title                                                |
| Plng&Dev Spec I              | 33.69          | 1        |                |          | 33.69                | 1              | 30.00                                                       | No men in title                                                |
| Sfty/Ocuptnl Hlth Coord      | 42.25          | 1        |                |          | 42.25                | 1              | 64.00                                                       | No men in title                                                |
| Special Exams Anlyst         | 36.30          | 2        |                |          | 36.30                | 2              | 182.00                                                      | No men in title                                                |
| StratAdvsr1,Fin,Bud,&Actg    |                |          | 42.21          | 1        | 42.21                | 1              | 49.00                                                       | No women in title                                              |
| StratAdvsr1,General Govt     |                |          | 46.47          | 4        | 46.47                | 4              | 64.50                                                       | No women in title                                              |
| StratAdvsr1,Human Svcs       | 40.27          | 1        |                |          | 40.27                | 1              | 133.00                                                      | No men in title                                                |
| StratAdvsr3,General Govt     | 52.83          | 5        | 54.63          | 3        | 53.50                | 8              | 63.75                                                       | 96.71%                                                         |
| Temp Emplmnt Spec            | 33.69          | 1        |                |          | 33.69                | 1              | 115.00                                                      | No men in title                                                |
| Trng Dev&Prgm Coord          | 33.69          | 1        |                |          | 33.69                | 1              | 116.00                                                      | No men in title                                                |
| Trng&Ed Coord,Asst           | 26.79          | 2        |                |          | 26.79                | 2              | 118.00                                                      | No men in title                                                |
| Trng&Ed Coord,Sr             | 34.35          | 2        |                |          | 34.35                | 2              | 20.50                                                       | No men in title                                                |
| Workers' Comp Anlyst         | 35.26          | 5        |                |          | 35.26                | 5              | 58.40                                                       | No men in title                                                |
| Workers' Comp Anlyst,Sr      | 36.99          | 1        |                |          | 36.99                | 1              | 25.00                                                       | No men in title                                                |
| Workers' Comp Spec           | 28.84          | 1        |                |          | 28.84                | 1              | 18.00                                                       | No men in title                                                |
| Workers' Comp Supv           | 43.10          | 1        |                |          | 43.10                | 1              | 58.00                                                       | No men in title                                                |
| <b>Police Department</b>     |                |          |                |          |                      |                |                                                             |                                                                |
| Accountant,Sr                | 35.57          | 2        |                |          | 35.57                | 2              | 125.00                                                      | No men in title                                                |
| Actg Tech II                 | 21.77          | 1        |                |          | 21.77                | 1              | 3.00                                                        | No men in title                                                |
| Actg Tech II-BU              | 23.06          | 2        | 21.77          | 1        | 22.63                | 3              | 21.67                                                       | 105.93%                                                        |
| Actg Tech III                | 25.77          | 1        |                |          | 25.77                | 1              | 5.00                                                        | No men in title                                                |
| Actg Tech III-BU             | 26.28          | 2        |                |          | 26.28                | 2              | 37.00                                                       | No men in title                                                |
| Admin Spec I-BU              | 22.33          | 27       | 22.56          | 3        | 22.35                | 30             | 106.00                                                      | 98.97%                                                         |
| Admin Spec II                | 24.35          | 3        |                |          | 24.35                | 3              | 67.33                                                       | No men in title                                                |
| Admin Spec II-BU             | 24.35          | 34       | 24.35          | 5        | 24.35                | 39             | 81.85                                                       | 100.00%                                                        |
| Admin Spec III               | 26.26          | 1        |                |          | 26.26                | 1              | 57.00                                                       | No men in title                                                |
| Admin Spec III-BU            | 25.68          | 5        |                |          | 25.68                | 5              | 99.80                                                       | No men in title                                                |
| Admin Staff Anlyst           | 34.13          | 3        |                |          | 34.13                | 3              | 45.33                                                       | No men in title                                                |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                             | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|-----------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                    | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Admin Staff Asst            | 30.91          | 8        | 31.76          | 3        | 31.14                | 11             | 72.09                                                       | 97.32%                                                         |
| Admin Support Supv-BU       | 27.78          | 4        | 27.78          | 1        | 27.78                | 5              | 96.80                                                       | 100.00%                                                        |
| Crime Prev Coord            | 33.69          | 1        | 33.69          | 3        | 33.69                | 4              | 254.25                                                      | 100.00%                                                        |
| Equip Svcr                  |                |          | 24.56          | 1        | 24.56                | 1              | 116.00                                                      | No women in title                                              |
| Equip&Facilities Coord      |                |          | 34.04          | 7        | 34.04                | 7              | 84.00                                                       | No women in title                                              |
| Equip&Facils Coord,Sr       |                |          | 37.70          | 1        | 37.70                | 1              | 175.00                                                      | No women in title                                              |
| Evidence Warehouser         | 23.80          | 3        | 25.03          | 2        | 24.29                | 5              | 80.60                                                       | 95.10%                                                         |
| Evidence Warehouser,Sr      | 27.54          | 2        | 27.54          | 4        | 27.54                | 6              | 69.83                                                       | 100.00%                                                        |
| Exec Asst,Sr                | 44.74          | 1        |                |          | 44.74                | 1              | 139.00                                                      | No men in title                                                |
| Executive1                  |                |          | 58.38          | 1        | 58.38                | 1              | 10.00                                                       | No women in title                                              |
| Executive2                  | 64.49          | 2        | 68.48          | 1        | 65.82                | 3              | 52.33                                                       | 94.17%                                                         |
| Executive3                  | 79.35          | 1        |                |          | 79.35                | 1              | 71.00                                                       | No men in title                                                |
| Executive4                  |                |          | 90.08          | 7        | 90.08                | 7              | 63.00                                                       | No women in title                                              |
| Fleet Mgmt Anlyst           |                |          | 36.30          | 1        | 36.30                | 1              | 364.00                                                      | No women in title                                              |
| Identification Data Spec    | 24.22          | 6        | 24.36          | 2        | 24.25                | 8              | 57.50                                                       | 99.42%                                                         |
| Identification Tech         | 31.57          | 7        | 31.74          | 1        | 31.59                | 8              | 120.63                                                      | 99.46%                                                         |
| Info Technol Prof A,Exempt  | 56.66          | 2        | 49.82          | 2        | 53.24                | 4              | 43.00                                                       | 113.73%                                                        |
| Info Technol Prof B         | 42.01          | 1        |                |          | 42.01                | 1              | 2.00                                                        | No men in title                                                |
| Info Technol Prof B-BU      | 48.50          | 6        | 45.63          | 11       | 46.64                | 17             | 72.88                                                       | 106.28%                                                        |
| Info Technol Prof C-BU      | 31.02          | 1        | 37.45          | 7        | 36.64                | 8              | 14.50                                                       | 82.84%                                                         |
| Info Technol Sysys Anlyst   | 38.48          | 1        |                |          | 38.48                | 1              | 160.00                                                      | No men in title                                                |
| Latent Print Examiner       | 34.55          | 9        | 36.30          | 1        | 34.72                | 10             | 60.10                                                       | 95.18%                                                         |
| Latent Print Supv           | 39.96          | 1        |                |          | 39.96                | 1              | 262.00                                                      | No men in title                                                |
| Legal Asst                  | 23.88          | 1        | 23.88          | 1        | 23.88                | 2              | 15.00                                                       | 100.00%                                                        |
| Maint Laborer               |                |          | 23.38          | 3        | 23.38                | 3              | 16.00                                                       | No women in title                                              |
| Manager1,CL&PS              | 37.42          | 2        |                |          | 37.42                | 2              | 33.00                                                       | No men in title                                                |
| Manager2,Fin,Bud,&Actg      | 41.97          | 1        |                |          | 41.97                | 1              | 140.00                                                      | No men in title                                                |
| Manager2,General Govt       | 41.42          | 2        | 52.28          | 2        | 46.85                | 4              | 44.00                                                       | 79.24%                                                         |
| Manager2,Info Technol       |                |          | 51.87          | 3        | 51.87                | 3              | 135.67                                                      | No women in title                                              |
| Manager3,CL&PS              |                |          | 50.78          | 1        | 50.78                | 1              | 64.00                                                       | No women in title                                              |
| Manager3,Exempt             | 50.79          | 1        |                |          | 50.79                | 1              | 13.00                                                       | No men in title                                                |
| Manager3,Fin,Bud,&Actg      | 58.43          | 1        |                |          | 58.43                | 1              | 184.00                                                      | No men in title                                                |
| Manager3,Info Technol       |                |          | 59.63          | 1        | 59.63                | 1              | 53.00                                                       | No women in title                                              |
| Marine Equip Svcr           |                |          | 34.32          | 1        | 34.32                | 1              | 24.00                                                       | No women in title                                              |
| Mgmt Sysys Anlyst           | 34.94          | 1        | 32.39          | 1        | 33.67                | 2              | 22.00                                                       | 107.87%                                                        |
| Mgmt Sysys Anlyst Supv      |                |          | 47.26          | 1        | 47.26                | 1              | 125.00                                                      | No women in title                                              |
| Mgmt Sysys Anlyst,Sr        | 43.10          | 2        | 43.10          | 1        | 43.10                | 3              | 71.33                                                       | 100.00%                                                        |
| Parking Enf Ofcr            | 24.53          | 50       | 24.51          | 55       | 24.52                | 105            | 103.74                                                      | 100.07%                                                        |
| Parking Enf Ofcr Supv       | 29.64          | 3        | 30.27          | 9        | 30.11                | 12             | 51.08                                                       | 97.93%                                                         |
| Payroll Supv                | 37.70          | 1        |                |          | 37.70                | 1              | 196.00                                                      | No men in title                                                |
| Personnel Spec              | 33.69          | 1        |                |          | 33.69                | 1              | 287.00                                                      | No men in title                                                |
| Personnel Spec,Asst         | 25.78          | 2        |                |          | 25.78                | 2              | 66.00                                                       | No men in title                                                |
| Personnel Spec,Sr           | 34.54          | 3        |                |          | 34.54                | 3              | 28.67                                                       | No men in title                                                |
| Photographer,Sr             |                |          | 32.79          | 2        | 32.79                | 2              | 177.50                                                      | No women in title                                              |
| Photographic Svcs Supv      |                |          | 35.43          | 1        | 35.43                | 1              | 23.00                                                       | No women in title                                              |
| Plng&Dev Spec I             | 34.94          | 1        |                |          | 34.94                | 1              | 145.00                                                      | No men in title                                                |
| Plng&Dev Spec II            | 37.70          | 1        |                |          | 37.70                | 1              | 86.00                                                       | No men in title                                                |
| Plng&Dev Spec,Sr            | 42.33          | 2        | 43.10          | 2        | 42.71                | 4              | 65.50                                                       | 98.20%                                                         |
| Pol Capt                    |                |          | 75.26          | 10       | 75.26                | 10             | 52.80                                                       | No women in title                                              |
| Pol Capt - Permanent Night  |                |          | 80.23          | 1        | 80.23                | 1              | 28.00                                                       | No women in title                                              |
| Pol Capt - Traffic          |                |          | 78.92          | 1        | 78.92                | 1              | 4.00                                                        | No women in title                                              |
| Pol Capt - Violent Crime    |                |          | 80.23          | 1        | 80.23                | 1              | 6.00                                                        | No women in title                                              |
| Pol Capt-Precinct           | 81.65          | 1        | 80.61          | 4        | 80.81                | 5              | 26.00                                                       | 101.30%                                                        |
| Pol Comms Anlyst            | 36.75          | 2        |                |          | 36.75                | 2              | 85.00                                                       | No men in title                                                |
| Pol Comms Dispatcher I      | 25.12          | 39       | 24.47          | 11       | 24.97                | 50             | 64.80                                                       | 102.63%                                                        |
| Pol Comms Dispatcher II     | 30.20          | 27       | 29.82          | 7        | 30.12                | 34             | 93.97                                                       | 101.26%                                                        |
| Pol Comms Dispatcher III    | 33.99          | 7        | 33.62          | 5        | 33.84                | 12             | 82.83                                                       | 101.12%                                                        |
| Pol Comms Dispatcher Supv   | 40.00          | 2        | 40.00          | 1        | 40.00                | 3              | 28.00                                                       | 100.00%                                                        |
| Pol Comms Dispatcher,Chief  | 37.40          | 4        | 37.73          | 2        | 37.51                | 6              | 72.33                                                       | 99.12%                                                         |
| Pol Data Tech               | 24.85          | 21       | 25.06          | 2        | 24.87                | 23             | 102.87                                                      | 99.18%                                                         |
| Pol Data Tech Supv          | 29.78          | 2        |                |          | 29.78                | 2              | 64.00                                                       | No men in title                                                |
| Pol Data Tech,Sr            | 26.55          | 6        | 26.55          | 1        | 26.55                | 7              | 138.71                                                      | 100.00%                                                        |
| Pol Lieut                   | 62.84          | 4        | 65.36          | 37       | 65.11                | 41             | 98.12                                                       | 96.15%                                                         |
| Pol Ofcr                    | 39.14          | 15       | 38.45          | 135      | 38.52                | 150            | 36.91                                                       | 101.78%                                                        |
| Pol Ofcr- Student           | 34.09          | 9        | 33.36          | 28       | 33.53                | 37             | 4.43                                                        | 102.19%                                                        |
| Pol Ofcr-Academy Instructor | 45.57          | 1        | 44.44          | 15       | 44.51                | 16             | 89.88                                                       | 102.54%                                                        |
| Pol Ofcr-Canine             | 45.98          | 1        | 45.47          | 12       | 45.51                | 13             | 85.08                                                       | 101.12%                                                        |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                               | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|-------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                      | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Pol Ofcr-Detective            | 44.55          | 41       | 44.96          | 114      | 44.85                | 155            | 117.99                                                      | 99.10%                                                         |
| Pol Ofcr-Detective-Bomb Squad | 47.18          | 1        | 47.50          | 5        | 47.45                | 6              | 144.17                                                      | 99.32%                                                         |
| Pol Ofcr-Detective-Homicide   | 45.17          | 2        | 46.33          | 16       | 46.20                | 18             | 107.44                                                      | 97.51%                                                         |
| Pol Ofcr-Diver                |                |          | 46.99          | 22       | 46.99                | 22             | 99.18                                                       | No women in title                                              |
| Pol Ofcr-DWI-Am/Pm Enf        | 44.35          | 4        | 44.22          | 13       | 44.25                | 17             | 114.24                                                      | 100.31%                                                        |
| Pol Ofcr-Hostage Neg-Patrl    | 45.17          | 2        | 45.32          | 11       | 45.29                | 13             | 88.23                                                       | 99.68%                                                         |
| Pol Ofcr-Motorcycle           | 45.57          | 1        | 45.20          | 28       | 45.21                | 29             | 166.41                                                      | 100.83%                                                        |
| Pol Ofcr-Non Patrol           | 44.15          | 2        | 43.55          | 4        | 43.75                | 6              | 42.33                                                       | 101.38%                                                        |
| Pol Ofcr-Patrl                | 43.91          | 83       | 44.14          | 493      | 44.11                | 576            | 113.87                                                      | 99.49%                                                         |
| Pol Ofcr-SWAT                 |                |          | 45.00          | 24       | 45.00                | 24             | 107.08                                                      | No women in title                                              |
| Pol Recruit                   | 25.98          | 1        | 25.98          | 14       | 25.98                | 15             | 1.93                                                        | 100.00%                                                        |
| Pol Sgt-Academy Instructor    |                |          | 51.09          | 3        | 51.09                | 3              | 50.00                                                       | No women in title                                              |
| Pol Sgt-Canine                |                |          | 52.04          | 1        | 52.04                | 1              | 23.00                                                       | No women in title                                              |
| Pol Sgt-Detective             | 51.53          | 8        | 51.52          | 30       | 51.52                | 38             | 76.03                                                       | 100.01%                                                        |
| Pol Sgt-Detective-Bomb Squad  |                |          | 54.46          | 2        | 54.46                | 2              | 163.00                                                      | No women in title                                              |
| Pol Sgt-Detective-Homicide    |                |          | 52.84          | 3        | 52.84                | 3              | 105.00                                                      | No women in title                                              |
| Pol Sgt-Diver                 |                |          | 53.85          | 4        | 53.85                | 4              | 114.50                                                      | No women in title                                              |
| Pol Sgt-DWI-Am/Pm Enf         |                |          | 51.83          | 3        | 51.83                | 3              | 129.00                                                      | No women in title                                              |
| Pol Sgt-Hostage Neg-Patrl     |                |          | 52.64          | 2        | 52.64                | 2              | 58.50                                                       | No women in title                                              |
| Pol Sgt-Motorcycle            |                |          | 51.36          | 3        | 51.36                | 3              | 49.33                                                       | No women in title                                              |
| Pol Sgt-Non Patrol            | 51.83          | 1        |                |          | 51.83                | 1              | 66.00                                                       | No men in title                                                |
| Pol Sgt-Patrl                 | 51.98          | 8        | 52.14          | 72       | 52.13                | 80             | 89.81                                                       | 99.69%                                                         |
| Pol Sgt-SWAT                  |                |          | 52.64          | 4        | 52.64                | 4              | 51.75                                                       | No women in title                                              |
| StratAdvsr1,CL&PS             | 44.84          | 2        |                |          | 44.84                | 2              | 50.00                                                       | No men in title                                                |
| StratAdvsr2,CL&PS             | 46.01          | 5        | 49.62          | 3        | 47.37                | 8              | 51.63                                                       | 92.72%                                                         |
| StratAdvsr2,CSPI&P            | 46.54          | 1        |                |          | 46.54                | 1              | 66.00                                                       | No men in title                                                |
| StratAdvsr2,Exempt            | 51.65          | 2        | 51.73          | 2        | 51.69                | 4              | 39.50                                                       | 99.84%                                                         |
| StratAdvsr2,General Govt      | 49.79          | 2        |                |          | 49.79                | 2              | 91.00                                                       | No men in title                                                |
| StratAdvsr3,Exempt            | 52.11          | 1        |                |          | 52.11                | 1              | 21.00                                                       | No men in title                                                |
| Tenprint Supv                 | 35.57          | 2        |                |          | 35.57                | 2              | 168.00                                                      | No men in title                                                |
| Victim Advocate               | 30.00          | 6        | 30.55          | 2        | 30.14                | 8              | 119.25                                                      | 98.20%                                                         |
| Video Spec II                 |                |          | 35.65          | 4        | 35.65                | 4              | 91.00                                                       | No women in title                                              |
| Volunteer Supv                | 26.26          | 1        |                |          | 26.26                | 1              | 63.00                                                       | No men in title                                                |
| Warehouser,Chief              | 30.88          | 1        | 30.88          | 2        | 30.88                | 3              | 50.67                                                       | 100.00%                                                        |
| Warehouser,Sr                 |                |          | 26.50          | 1        | 26.50                | 1              | 176.00                                                      | No women in title                                              |
| Warehouser-BU                 |                |          | 24.08          | 1        | 24.08                | 1              | 72.00                                                       | No women in title                                              |
| <b>Police Pension System</b>  |                |          |                |          |                      |                |                                                             |                                                                |
| Contract Employee *           | 45.96          | 2        | 61.42          | 1        | 51.11                | 3              | 33.33                                                       | 74.82%                                                         |
| <b>Seattle Center</b>         |                |          |                |          |                      |                |                                                             |                                                                |
| Accountant                    | 30.92          | 2        |                |          | 30.92                | 2              | 163.50                                                      | No men in title                                                |
| Actg Tech I-BU                | 22.56          | 1        |                |          | 22.56                | 1              | 141.00                                                      | No men in title                                                |
| Actg Tech II-BU               | 24.35          | 3        | 24.35          | 1        | 24.35                | 4              | 142.00                                                      | 100.00%                                                        |
| Actg Tech III-BU              | 26.79          | 1        |                |          | 26.79                | 1              | 144.00                                                      | No men in title                                                |
| Actg Tech Supv-BU             | 28.84          | 1        |                |          | 28.84                | 1              | 148.00                                                      | No men in title                                                |
| Admin Spec I-BU               |                |          | 22.56          | 1        | 22.56                | 1              | 90.00                                                       | No women in title                                              |
| Admin Spec II                 | 24.35          | 2        |                |          | 24.35                | 2              | 57.00                                                       | No men in title                                                |
| Admin Spec II-BU              | 24.35          | 8        |                |          | 24.35                | 8              | 85.75                                                       | No men in title                                                |
| Admin Spec III-BU             | 26.26          | 1        |                |          | 26.26                | 1              | 50.00                                                       | No men in title                                                |
| Admin Staff Anlyst            | 31.16          | 1        |                |          | 31.16                | 1              | 3.00                                                        | No men in title                                                |
| Admin Staff Asst              | 31.76          | 1        |                |          | 31.76                | 1              | 67.00                                                       | No men in title                                                |
| Adms Employee                 | 17.11          | 5        | 17.11          | 8        | 17.11                | 13             | 107.46                                                      | 100.00%                                                        |
| Adms Personnel Dispatcher     |                |          | 24.10          | 1        | 24.10                | 1              | 161.00                                                      | No women in title                                              |
| Arts Prgm Spec,Sr             | 37.70          | 1        |                |          | 37.70                | 1              | 75.00                                                       | No men in title                                                |
| Capital Prjts Coord           |                |          | 41.56          | 1        | 41.56                | 1              | 53.00                                                       | No women in title                                              |
| Capital Prjts Coord,Chief     | 49.33          | 1        |                |          | 49.33                | 1              | 67.00                                                       | No men in title                                                |
| Carpenter                     |                |          | 30.28          | 3        | 30.28                | 3              | 133.33                                                      | No women in title                                              |
| Carpenter CC                  |                |          | 32.08          | 1        | 32.08                | 1              | 0.00                                                        | No women in title                                              |
| Dining Room Attendant         | 15.66          | 2        | 14.80          | 1        | 15.37                | 3              | 40.00                                                       | 105.81%                                                        |
| Dining Room Attendant,Sr      |                |          | 18.11          | 1        | 18.11                | 1              | 97.00                                                       | No women in title                                              |
| Elctn                         |                |          | 36.25          | 6        | 36.25                | 6              | 163.67                                                      | No women in title                                              |
| Elctn CC                      | 40.13          | 1        |                |          | 40.13                | 1              | 268.00                                                      | No men in title                                                |
| Events Booking Rep            | 29.99          | 1        |                |          | 29.99                | 1              | 24.00                                                       | No men in title                                                |
| Events Booking Rep,Sr         | 36.30          | 1        | 31.16          | 1        | 33.73                | 2              | 56.50                                                       | 116.50%                                                        |
| Events Svc Rep                | 32.39          | 3        |                |          | 32.39                | 3              | 93.00                                                       | No men in title                                                |
| Events Svc Rep,Sr             | 36.30          | 2        | 36.30          | 2        | 36.30                | 4              | 111.75                                                      | 100.00%                                                        |
| Exec Asst,Sr                  | 44.74          | 1        |                |          | 44.74                | 1              | 56.00                                                       | No men in title                                                |
| Executive2                    | 58.83          | 2        | 56.45          | 3        | 57.40                | 5              | 87.20                                                       | 104.21%                                                        |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                                       | Female        |          | Male          |          | Total Avg Hrly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|---------------------------------------|---------------|----------|---------------|----------|---------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                              | Avg Hrly Rate | No. Empl | Avg Hrly Rate | No. Empl |                     |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Executive4                            |               |          | 69.22         | 1        | 69.22               | 1              | 75.00                                                       | No women in title                                              |
| Facilities Lead Wkr                   |               |          | 26.50         | 4        | 26.50               | 4              | 84.75                                                       | No women in title                                              |
| Facility Maint Supv,Asst              |               |          | 43.91         | 1        | 43.91               | 1              | 136.00                                                      | No women in title                                              |
| Fin Anlyst,Sr                         | 38.48         | 1        |               |          | 38.48               | 1              | 31.00                                                       | No men in title                                                |
| Gardener                              | 24.35         | 2        | 22.56         | 1        | 23.75               | 3              | 61.33                                                       | 107.93%                                                        |
| Graphic Arts Designer                 | 28.84         | 1        | 29.99         | 1        | 29.42               | 2              | 37.50                                                       | 96.17%                                                         |
| Grounds Maint Lead Wkr                |               |          | 26.50         | 1        | 26.50               | 1              | 121.00                                                      | No women in title                                              |
| HVAC Tech                             |               |          | 33.01         | 8        | 33.01               | 8              | 70.00                                                       | No women in title                                              |
| Info Technol Prof A,Exempt            |               |          | 54.43         | 1        | 54.43               | 1              | 89.00                                                       | No women in title                                              |
| Info Technol Prof B                   |               |          | 47.24         | 2        | 47.24               | 2              | 128.50                                                      | No women in title                                              |
| Info Technol Prof C                   | 43.48         | 1        | 45.33         | 2        | 44.71               | 3              | 148.33                                                      | 95.92%                                                         |
| Info Technol Techl Support            | 25.77         | 1        |               |          | 25.77               | 1              | 100.00                                                      | No men in title                                                |
| Installation Maint Wkr                |               |          | 25.54         | 2        | 25.54               | 2              | 173.00                                                      | No women in title                                              |
| Janitor,Lead-SC/Parks/SPU             | 20.96         | 1        | 19.38         | 1        | 20.17               | 2              | 96.50                                                       | 108.15%                                                        |
| Janitor-SC/Parks/SPU                  | 19.38         | 8        | 19.38         | 5        | 19.38               | 13             | 94.38                                                       | 100.00%                                                        |
| Laborer                               | 20.64         | 5        | 20.89         | 11       | 20.81               | 16             | 82.13                                                       | 98.79%                                                         |
| Landscape Supv                        | 33.93         | 1        |               |          | 33.93               | 1              | 176.00                                                      | No men in title                                                |
| Lock Tech                             |               |          | 27.78         | 1        | 27.78               | 1              | 154.00                                                      | No women in title                                              |
| Maint Laborer                         |               |          | 23.38         | 3        | 23.38               | 3              | 39.33                                                       | No women in title                                              |
| Manager1,CSPI&P                       | 43.05         | 3        |               |          | 43.05               | 3              | 144.00                                                      | No men in title                                                |
| Manager1,Fin,Bud,&Actg                | 43.37         | 1        | 43.78         | 1        | 43.58               | 2              | 48.00                                                       | 99.06%                                                         |
| Manager1,P&FM                         | 40.20         | 1        | 36.76         | 1        | 38.48               | 2              | 77.00                                                       | 109.34%                                                        |
| Manager2,CSPI&P                       | 45.26         | 3        | 44.68         | 1        | 45.12               | 4              | 102.75                                                      | 101.31%                                                        |
| Manager2,Exempt                       | 51.37         | 1        |               |          | 51.37               | 1              | 43.00                                                       | No men in title                                                |
| Manager3,CSPI&P                       |               |          | 50.07         | 1        | 50.07               | 1              | 122.00                                                      | No women in title                                              |
| Marketing Dev Coord                   | 39.96         | 1        |               |          | 39.96               | 1              | 67.00                                                       | No men in title                                                |
| Metal Fabricator                      |               |          | 32.54         | 2        | 32.54               | 2              | 191.00                                                      | No women in title                                              |
| Mgmt Sysys Anlyst                     | 36.30         | 1        |               |          | 36.30               | 1              | 241.00                                                      | No men in title                                                |
| Opns CC,Sr-SC                         |               |          | 33.71         | 2        | 33.71               | 2              | 33.50                                                       | No women in title                                              |
| Opns CC-SC                            |               |          | 32.35         | 1        | 32.35               | 1              | 106.00                                                      | No women in title                                              |
| Parking Attendant                     |               |          | 19.87         | 3        | 19.87               | 3              | 102.67                                                      | No women in title                                              |
| Parking Attendant,Sr                  | 22.82         | 1        |               |          | 22.82               | 1              | 38.00                                                       | No men in title                                                |
| Parking&Traffic Coord                 | 26.79         | 1        |               |          | 26.79               | 1              | 159.00                                                      | No men in title                                                |
| Personnel Spec                        | 33.69         | 1        |               |          | 33.69               | 1              | 78.00                                                       | No men in title                                                |
| Personnel Spec,Asst                   | 26.79         | 1        |               |          | 26.79               | 1              | 66.00                                                       | No men in title                                                |
| Personnel Spec,Sr                     | 36.30         | 1        |               |          | 36.30               | 1              | 164.00                                                      | No men in title                                                |
| Plumber                               |               |          | 34.16         | 2        | 34.16               | 2              | 224.00                                                      | No women in title                                              |
| Plumber CC                            |               |          | 40.59         | 1        | 40.59               | 1              | 150.00                                                      | No women in title                                              |
| Pntr                                  |               |          | 30.28         | 4        | 30.28               | 4              | 137.00                                                      | No women in title                                              |
| Pntr CC                               |               |          | 34.75         | 1        | 34.75               | 1              | 287.00                                                      | No women in title                                              |
| Public Relations Spec                 | 31.16         | 1        |               |          | 31.16               | 1              | 116.00                                                      | No men in title                                                |
| Public Relations Spec,Sr              | 36.30         | 1        |               |          | 36.30               | 1              | 88.00                                                       | No men in title                                                |
| Security Ofcr                         | 22.81         | 1        | 22.81         | 14       | 22.81               | 15             | 136.33                                                      | 100.00%                                                        |
| Security Ofcr,Sr                      |               |          | 25.00         | 3        | 25.00               | 3              | 129.33                                                      | No women in title                                              |
| Security Prgms Spec                   |               |          | 34.94         | 1        | 34.94               | 1              | 61.00                                                       | No women in title                                              |
| Sound Sysys Chief                     |               |          | 35.57         | 1        | 35.57               | 1              | 90.00                                                       | No women in title                                              |
| Sound&Video Equip Tech                | 32.01         | 1        | 32.01         | 6        | 32.01               | 7              | 111.43                                                      | 100.00%                                                        |
| Stage CC                              |               |          | 35.57         | 1        | 35.57               | 1              | 36.00                                                       | No women in title                                              |
| Stage Tech,Lead                       | 30.22         | 3        | 30.22         | 6        | 30.22               | 9              | 128.22                                                      | 100.00%                                                        |
| StratAdvsr1,Fin,Bud,&Actg             |               |          | 40.50         | 1        | 40.50               | 1              | 29.00                                                       | No women in title                                              |
| StratAdvsr2,CSPI&P                    | 44.68         | 2        |               |          | 44.68               | 2              | 43.50                                                       | No men in title                                                |
| StratAdvsr2,General Govt              | 46.53         | 2        |               |          | 46.53               | 2              | 65.50                                                       | No men in title                                                |
| StratAdvsr3,Fin,Bud,&Actg             |               |          | 50.97         | 1        | 50.97               | 1              | 52.00                                                       | No women in title                                              |
| StratAdvsr3,General Govt              | 51.33         | 1        |               |          | 51.33               | 1              | 52.00                                                       | No men in title                                                |
| Usher,Head                            | 20.81         | 1        |               |          | 20.81               | 1              | 97.00                                                       | No men in title                                                |
| Util Laborer                          | 22.56         | 2        | 22.56         | 9        | 22.56               | 11             | 71.27                                                       | 100.00%                                                        |
| Warehouser,Sr-BU                      |               |          | 26.50         | 1        | 26.50               | 1              | 84.00                                                       | No women in title                                              |
| <b>Seattle Dept of Transportation</b> |               |          |               |          |                     |                |                                                             |                                                                |
| Accountant,Prin                       | 37.73         | 4        | 36.99         | 2        | 37.49               | 6              | 27.00                                                       | 102.01%                                                        |
| Accountant,Sr                         | 33.09         | 4        | 32.44         | 2        | 32.87               | 6              | 7.83                                                        | 102.02%                                                        |
| Actg Tech II-BU                       | 24.35         | 4        | 24.35         | 1        | 24.35               | 5              | 71.00                                                       | 100.00%                                                        |
| Actg Tech III-BU                      | 26.79         | 1        |               |          | 26.79               | 1              | 4.00                                                        | No men in title                                                |
| Admin Spec I-BU                       | 22.56         | 6        | 22.56         | 2        | 22.56               | 8              | 148.00                                                      | 100.00%                                                        |
| Admin Spec II                         | 23.38         | 1        | 22.56         | 1        | 22.97               | 2              | 4.50                                                        | 103.63%                                                        |
| Admin Spec II-BU                      | 24.35         | 7        | 24.35         | 2        | 24.35               | 9              | 84.00                                                       | 100.00%                                                        |
| Admin Spec III-BU                     | 26.26         | 4        | 25.93         | 3        | 26.12               | 7              | 53.86                                                       | 101.26%                                                        |
| Admin Staff Anlyst                    | 36.30         | 11       |               |          | 36.30               | 11             | 65.91                                                       | No men in title                                                |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                             | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|-----------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                    | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Admin Staff Asst            |                |          | 31.76          | 1        | 31.76                | 1              | 20.00                                                       | No women in title                                              |
| Admin Support Supv-BU       | 25.77          | 1        |                |          | 25.77                | 1              | 7.00                                                        | No men in title                                                |
| Arboriculturist             |                |          | 33.09          | 6        | 33.09                | 6              | 91.00                                                       | No women in title                                              |
| Arborist                    |                |          | 44.74          | 1        | 44.74                | 1              | 182.00                                                      | No women in title                                              |
| Asphalt Raker               |                |          | 26.94          | 4        | 26.94                | 4              | 42.75                                                       | No women in title                                              |
| Asphalt Raker,Sr            |                |          | 28.23          | 7        | 28.23                | 7              | 67.71                                                       | No women in title                                              |
| Auto Engr                   |                |          | 39.20          | 1        | 39.20                | 1              | 73.00                                                       | No women in title                                              |
| Bridge Carpentry&Maint Lead |                |          | 30.28          | 3        | 30.28                | 3              | 104.67                                                      | No women in title                                              |
| Bridge Elecl CC             |                |          | 38.10          | 1        | 38.10                | 1              | 19.00                                                       | No women in title                                              |
| Bridge Elecl Maint Supv     |                |          | 41.07          | 1        | 41.07                | 1              | 64.00                                                       | No women in title                                              |
| Bridge Maint General Supv   |                |          | 37.34          | 1        | 37.34                | 1              | 55.00                                                       | No women in title                                              |
| Bridge Maint Mech Hlpr      |                |          | 23.79          | 3        | 23.79                | 3              | 114.00                                                      | No women in title                                              |
| Bridge Maint Mechanic       |                |          | 33.37          | 3        | 33.37                | 3              | 98.00                                                       | No women in title                                              |
| Bridge Maint Mechanic CC    |                |          | 35.43          | 1        | 35.43                | 1              | 4.00                                                        | No women in title                                              |
| Bridge Op                   | 27.34          | 1        | 27.26          | 12       | 27.27                | 13             | 182.69                                                      | 100.29%                                                        |
| Bridge Op,Sr                | 28.85          | 2        | 28.85          | 2        | 28.85                | 4              | 96.75                                                       | 100.00%                                                        |
| Bridge Opns CC              |                |          | 34.02          | 1        | 34.02                | 1              | 71.00                                                       | No women in title                                              |
| Bridge Opns General Supv    | 37.39          | 1        |                |          | 37.39                | 1              | 76.00                                                       | No men in title                                                |
| Capital Prjts Coord         | 41.56          | 2        | 39.24          | 2        | 40.40                | 4              | 29.00                                                       | 105.91%                                                        |
| Capital Prjts Coord,Asst    | 38.50          | 1        |                |          | 38.50                | 1              | 40.00                                                       | No men in title                                                |
| Capital Prjts Coord,Sr      | 47.56          | 2        | 47.56          | 5        | 47.56                | 7              | 57.86                                                       | 100.00%                                                        |
| Cement Finisher             |                |          | 28.24          | 5        | 28.24                | 5              | 184.00                                                      | No women in title                                              |
| Cement Finisher,Sr          |                |          | 29.88          | 5        | 29.88                | 5              | 95.00                                                       | No women in title                                              |
| Civil Engr Supv             | 54.66          | 5        | 53.75          | 17       | 53.96                | 22             | 40.18                                                       | 101.70%                                                        |
| Civil Engr,Assoc            | 37.90          | 5        | 39.69          | 14       | 39.22                | 19             | 68.68                                                       | 95.48%                                                         |
| Civil Engr,Asst II          |                |          | 33.29          | 1        | 33.29                | 1              | 22.00                                                       | No women in title                                              |
| Civil Engr,Asst III         |                |          | 37.38          | 1        | 37.38                | 1              | 37.00                                                       | No women in title                                              |
| Civil Engr,Sr               | 48.27          | 10       | 50.01          | 16       | 49.34                | 26             | 56.50                                                       | 96.53%                                                         |
| Civil Engrng Spec Supv      |                |          | 45.51          | 7        | 45.51                | 7              | 38.29                                                       | No women in title                                              |
| Civil Engrng Spec,Assoc     | 38.17          | 14       | 38.02          | 26       | 38.08                | 40             | 90.35                                                       | 100.39%                                                        |
| Civil Engrng Spec,Asst I    | 29.41          | 1        |                |          | 29.41                | 1              | 49.00                                                       | No men in title                                                |
| Civil Engrng Spec,Asst II   |                |          | 32.48          | 1        | 32.48                | 1              | 36.00                                                       | No women in title                                              |
| Civil Engrng Spec,Asst III  | 34.01          | 3        | 34.01          | 5        | 34.01                | 8              | 23.63                                                       | 100.00%                                                        |
| Civil Engrng Spec,Sr        | 43.16          | 10       | 42.90          | 19       | 42.99                | 29             | 63.52                                                       | 100.61%                                                        |
| Commercial Veh Enf Ofcr     |                |          | 30.24          | 1        | 30.24                | 1              | 335.00                                                      | No women in title                                              |
| Complaint Investigator      | 31.76          | 1        | 31.76          | 1        | 31.76                | 2              | 51.50                                                       | 100.00%                                                        |
| Constr&Maint Equip Op       | 30.49          | 1        | 30.49          | 14       | 30.49                | 15             | 142.93                                                      | 100.00%                                                        |
| Constr&Maint Equip Op,Sr    |                |          | 32.01          | 3        | 32.01                | 3              | 52.00                                                       | No women in title                                              |
| Elctn                       |                |          | 35.55          | 2        | 35.55                | 2              | 56.00                                                       | No women in title                                              |
| Engrng Aide                 | 25.99          | 2        | 25.99          | 3        | 25.99                | 5              | 95.60                                                       | 100.00%                                                        |
| Engrng Emerg Laborer        |                |          | 28.77          | 5        | 28.77                | 5              | 73.00                                                       | No women in title                                              |
| Envrnmntl Anlyst,Assoc      | 32.39          | 1        | 32.39          | 1        | 32.39                | 2              | 2.00                                                        | 100.00%                                                        |
| Envrnmntl Anlyst,Sr         | 43.10          | 2        | 43.10          | 1        | 43.10                | 3              | 56.33                                                       | 100.00%                                                        |
| Exec Asst                   | 40.02          | 2        |                |          | 40.02                | 2              | 21.50                                                       | No men in title                                                |
| Executive1                  |                |          | 55.25          | 1        | 55.25                | 1              | 16.00                                                       | No women in title                                              |
| Executive2                  | 66.96          | 3        | 67.48          | 3        | 67.22                | 6              | 32.67                                                       | 99.23%                                                         |
| Executive3                  | 76.07          | 1        | 83.68          | 1        | 79.88                | 2              | 18.00                                                       | 90.91%                                                         |
| Executive4                  |                |          | 84.43          | 1        | 84.43                | 1              | 39.00                                                       | No women in title                                              |
| Facilities Maint Wkr        |                |          | 26.50          | 1        | 26.50                | 1              | 66.00                                                       | No women in title                                              |
| Fin Anlyst,Sr               | 39.47          | 3        | 39.04          | 8        | 39.15                | 11             | 36.82                                                       | 101.11%                                                        |
| Gardener                    | 24.35          | 2        | 23.88          | 8        | 23.98                | 10             | 53.40                                                       | 101.95%                                                        |
| Gardener,Asst               |                |          | 21.77          | 1        | 21.77                | 1              | 22.00                                                       | No women in title                                              |
| Gardener,Sr                 | 27.25          | 1        | 27.25          | 1        | 27.25                | 2              | 16.00                                                       | 100.00%                                                        |
| Grounds Equip Mechanic,Sr   |                |          | 29.99          | 1        | 29.99                | 1              | 71.00                                                       | No women in title                                              |
| Info Technol Prof A,Exempt  | 55.46          | 3        | 57.06          | 2        | 56.10                | 5              | 50.40                                                       | 97.19%                                                         |
| Info Technol Prof B-BU      | 50.21          | 4        | 46.57          | 7        | 47.89                | 11             | 60.09                                                       | 107.81%                                                        |
| Info Technol Prof C-BU      |                |          | 45.05          | 1        | 45.05                | 1              | 150.00                                                      | No women in title                                              |
| Info Technol Sysys Anlyst   | 38.48          | 2        | 38.48          | 1        | 38.48                | 3              | 98.67                                                       | 100.00%                                                        |
| Installation Maint Wkr      |                |          | 25.54          | 7        | 25.54                | 7              | 54.00                                                       | No women in title                                              |
| Labor Relations Coord       |                |          | 49.05          | 1        | 49.05                | 1              | 49.00                                                       | No women in title                                              |
| Landscape Architect,Sr      | 44.74          | 1        |                |          | 44.74                | 1              | 268.00                                                      | No men in title                                                |
| Landscape Supv              |                |          | 33.93          | 1        | 33.93                | 1              | 21.00                                                       | No women in title                                              |
| Maint Laborer               | 23.38          | 4        | 23.38          | 35       | 23.38                | 39             | 81.44                                                       | 100.00%                                                        |
| Maint Laborer,Sr-Traffic    | 25.04          | 3        | 25.04          | 7        | 25.04                | 10             | 93.70                                                       | 100.00%                                                        |
| Manager1,Fin,Bud,&Actg      | 46.72          | 1        |                |          | 46.72                | 1              | 75.00                                                       | No men in title                                                |
| Manager1,General Govt       | 48.90          | 2        | 41.13          | 1        | 46.31                | 3              | 52.00                                                       | 118.89%                                                        |
| Manager2,Engrng&Plans Rev   | 48.18          | 1        | 50.61          | 4        | 50.12                | 5              | 72.40                                                       | 95.21%                                                         |

AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT & JOB CLASS

APPENDIX 2

|                                 | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|---------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                        | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Manager2,General Govt           | 53.22          | 1        | 50.47          | 2        | 51.39                | 3              | 112.00                                                      | 105.44%                                                        |
| Manager2,P&FM                   | 47.25          | 1        |                |          | 47.25                | 1              | 45.00                                                       | No men in title                                                |
| Manager3,Engrng&Plans Rev       | 59.29          | 3        | 56.73          | 9        | 57.37                | 12             | 47.00                                                       | 104.52%                                                        |
| Manager3,Fin,Bud.&Actg          | 51.23          | 1        |                |          | 51.23                | 1              | 24.00                                                       | No men in title                                                |
| Manager3,General Govt           | 58.32          | 3        | 55.71          | 2        | 57.27                | 5              | 25.80                                                       | 104.68%                                                        |
| Manager3,Info Technol           | 58.06          | 1        |                |          | 58.06                | 1              | 62.00                                                       | No men in title                                                |
| Manager3,P&FM                   |                |          | 59.43          | 1        | 59.43                | 1              | 71.00                                                       | No women in title                                              |
| Mgmt Sysys Anlyst               | 36.30          | 2        | 33.67          | 2        | 34.98                | 4              | 32.50                                                       | 107.83%                                                        |
| Mgmt Sysys Anlyst,Sr            | 40.79          | 4        | 40.79          | 2        | 40.79                | 6              | 37.17                                                       | 100.00%                                                        |
| Overhead Elecl Suplr            |                |          | 30.90          | 1        | 30.90                | 1              | 334.00                                                      | No women in title                                              |
| Paralegal                       | 31.76          | 1        |                |          | 31.76                | 1              | 73.00                                                       | No men in title                                                |
| Parking Pay Stat Shop,Supv      | 35.18          | 1        |                |          | 35.18                | 1              | 40.00                                                       | No men in title                                                |
| Parking Pay Stat Tech           |                |          | 29.49          | 6        | 29.49                | 6              | 151.83                                                      | No women in title                                              |
| Personnel Spec                  | 33.69          | 1        | 33.69          | 1        | 33.69                | 2              | 87.50                                                       | 100.00%                                                        |
| Personnel Spec,Asst             |                |          | 26.79          | 1        | 26.79                | 1              | 89.00                                                       | No women in title                                              |
| Personnel Spec,Sr               | 36.30          | 2        | 36.30          | 1        | 36.30                | 3              | 76.00                                                       | 100.00%                                                        |
| Plng&Dev Spec I                 | 34.94          | 1        | 34.94          | 1        | 34.94                | 2              | 204.50                                                      | 100.00%                                                        |
| Plng&Dev Spec II                | 37.70          | 1        |                |          | 37.70                | 1              | 3.00                                                        | No men in title                                                |
| Prtj Fund&Agreemts Coord,Sr     | 39.96          | 1        |                |          | 39.96                | 1              | 56.00                                                       | No men in title                                                |
| Prtj Fund&Agreemts Coord,Supv   | 36.99          | 1        |                |          | 36.99                | 1              | 2.00                                                        | No men in title                                                |
| Public Relations Spec,Sr        | 33.73          | 2        |                |          | 33.73                | 2              | 48.50                                                       | No men in title                                                |
| Public Relations Supv           | 39.20          | 1        |                |          | 39.20                | 1              | 268.00                                                      | No men in title                                                |
| Radio Comms Spec                |                |          | 33.69          | 1        | 33.69                | 1              | 32.00                                                       | No women in title                                              |
| Radio Dispatcher                | 24.35          | 6        | 24.35          | 2        | 24.35                | 8              | 108.25                                                      | 100.00%                                                        |
| Real Property Agent             |                |          | 38.22          | 1        | 38.22                | 1              | 41.00                                                       | No women in title                                              |
| Real Property Agent,Sr          | 42.94          | 2        | 42.07          | 1        | 42.65                | 3              | 33.00                                                       | 102.06%                                                        |
| Res&Eval Aide                   | 22.77          | 4        | 21.78          | 2        | 22.44                | 6              | 26.83                                                       | 104.55%                                                        |
| Sfty&Hlth Spec                  |                |          | 39.20          | 1        | 39.20                | 1              | 64.00                                                       | No women in title                                              |
| Sfty&Hlth Spec,Sr               | 42.25          | 1        | 42.25          | 1        | 42.25                | 2              | 64.00                                                       | 100.00%                                                        |
| Sign Pntr,Sr                    |                |          | 31.66          | 2        | 31.66                | 2              | 114.00                                                      | No women in title                                              |
| Signal Elctn CC                 | 46.06          | 1        | 46.06          | 1        | 46.06                | 2              | 138.00                                                      | 100.00%                                                        |
| Signal Elctn II                 |                |          | 40.95          | 3        | 40.95                | 3              | 17.33                                                       | No women in title                                              |
| Signal Elctn III                |                |          | 41.77          | 7        | 41.77                | 7              | 50.86                                                       | No women in title                                              |
| Signal Elctn V                  | 43.41          | 1        | 43.41          | 7        | 43.41                | 8              | 112.00                                                      | 100.00%                                                        |
| StratAdvsr1,CSPI&P              | 44.45          | 2        |                |          | 44.45                | 2              | 79.00                                                       | No men in title                                                |
| StratAdvsr1,Engrng&Plans Rev    | 41.61          | 1        |                |          | 41.61                | 1              | 5.00                                                        | No men in title                                                |
| StratAdvsr1,Exempt              | 42.92          | 1        |                |          | 42.92                | 1              | 56.00                                                       | No men in title                                                |
| StratAdvsr1,General Govt        | 44.60          | 2        | 42.46          | 1        | 43.89                | 3              | 65.00                                                       | 105.06%                                                        |
| StratAdvsr2,CL&PS               |                |          | 49.53          | 1        | 49.53                | 1              | 7.00                                                        | No women in title                                              |
| StratAdvsr2,CSPI&P              |                |          | 46.95          | 1        | 46.95                | 1              | 2.00                                                        | No women in title                                              |
| StratAdvsr2,Engrng&Plans Rev    | 48.03          | 4        | 50.42          | 4        | 49.23                | 8              | 41.75                                                       | 95.26%                                                         |
| StratAdvsr2,General Govt        | 46.87          | 8        | 50.26          | 9        | 48.66                | 17             | 55.82                                                       | 93.24%                                                         |
| StratAdvsr2,P&FM                | 43.88          | 1        |                |          | 43.88                | 1              | 57.00                                                       | No men in title                                                |
| StratAdvsr3,Exempt              | 58.28          | 2        | 59.01          | 1        | 58.52                | 3              | 73.33                                                       | 98.76%                                                         |
| StratAdvsr3,General Govt        |                |          | 60.25          | 1        | 60.25                | 1              | 135.00                                                      | No women in title                                              |
| Street Maint CC                 | 33.38          | 1        | 33.04          | 4        | 33.11                | 5              | 46.80                                                       | 101.04%                                                        |
| Street Maint Supv               | 36.00          | 2        | 36.00          | 1        | 36.00                | 3              | 62.00                                                       | 100.00%                                                        |
| Street Paving CC                | 33.93          | 1        | 33.93          | 6        | 33.93                | 7              | 44.14                                                       | 100.00%                                                        |
| Traffic Marking Lead Wkr        | 27.52          | 1        | 27.52          | 5        | 27.52                | 6              | 54.17                                                       | 100.00%                                                        |
| Traffic Sign&Marking CC I       |                |          | 33.38          | 2        | 33.38                | 2              | 70.00                                                       | No women in title                                              |
| Transp Plnr,Assoc               | 39.96          | 3        | 38.50          | 3        | 39.23                | 6              | 75.67                                                       | 103.80%                                                        |
| Transp Plnr,Asst                | 30.55          | 1        | 30.55          | 1        | 30.55                | 2              | 99.00                                                       | 100.00%                                                        |
| Transp Plnr,Sr                  | 43.46          | 5        | 42.64          | 9        | 42.93                | 14             | 58.14                                                       | 101.93%                                                        |
| Tree Trimmer                    |                |          | 25.85          | 2        | 25.85                | 2              | 4.50                                                        | No women in title                                              |
| Tree Trimmer,Lead               |                |          | 29.95          | 2        | 29.95                | 2              | 2.50                                                        | No women in title                                              |
| Trng&Ed Coord                   | 33.69          | 2        | 32.39          | 1        | 33.26                | 3              | 36.67                                                       | 104.01%                                                        |
| Truck Drvr                      | 27.58          | 2        | 27.44          | 23       | 27.45                | 25             | 89.32                                                       | 100.51%                                                        |
| Truck Drvr,Heavy                | 29.00          | 1        | 28.81          | 6        | 28.84                | 7              | 78.43                                                       | 100.66%                                                        |
| <b>Seattle Public Utilities</b> |                |          |                |          |                      |                |                                                             |                                                                |
| Accountant                      | 29.82          | 3        |                |          | 29.82                | 3              | 46.33                                                       | No men in title                                                |
| Accountant,Prin                 | 39.22          | 4        | 38.48          | 2        | 38.97                | 6              | 72.50                                                       | 101.93%                                                        |
| Accountant,Sr                   | 35.57          | 4        |                |          | 35.57                | 4              | 80.50                                                       | No men in title                                                |
| Act Exec                        | 43.10          | 4        | 41.85          | 6        | 42.35                | 10             | 129.00                                                      | 103.00%                                                        |
| Actg Tech II-BU                 | 24.01          | 8        | 24.35          | 2        | 24.07                | 10             | 50.60                                                       | 98.58%                                                         |
| Actg Tech III-BU                | 26.62          | 6        | 25.78          | 2        | 26.41                | 8              | 74.00                                                       | 103.26%                                                        |
| Admin Spec I-BU                 | 22.56          | 4        | 22.56          | 1        | 22.56                | 5              | 121.20                                                      | 100.00%                                                        |
| Admin Spec II                   | 24.35          | 3        |                |          | 24.35                | 3              | 134.33                                                      | No men in title                                                |

AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT & JOB CLASS

APPENDIX 2

|                               | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|-------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                      | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Admin Spec II-BU              | 24.35          | 19       | 24.35          | 1        | 24.35                | 20             | 118.50                                                      | 100.00%                                                        |
| Admin Spec III-BU             | 26.26          | 4        |                |          | 26.26                | 4              | 115.25                                                      | No men in title                                                |
| Admin Staff Anlyst            | 35.65          | 6        |                |          | 35.65                | 6              | 106.67                                                      | No men in title                                                |
| Admin Staff Asst              | 31.17          | 6        |                |          | 31.17                | 6              | 92.67                                                       | No men in title                                                |
| Admin Support Asst            | 20.61          | 1        |                |          | 20.61                | 1              | 77.00                                                       | No men in title                                                |
| Admin Support Asst-BU         | 20.61          | 1        |                |          | 20.61                | 1              | 216.00                                                      | No men in title                                                |
| Auto Engr                     |                |          | 39.20          | 1        | 39.20                | 1              | 148.00                                                      | No women in title                                              |
| Capital Prjts Coord           |                |          | 41.56          | 3        | 41.56                | 3              | 80.33                                                       | No women in title                                              |
| Capital Prjts Coord Supv      |                |          | 49.33          | 1        | 49.33                | 1              | 3.00                                                        | No women in title                                              |
| Capital Prjts Coord,Sr        | 45.83          | 1        | 47.31          | 7        | 47.13                | 8              | 61.25                                                       | 96.87%                                                         |
| Carpenter                     |                |          | 30.28          | 3        | 30.28                | 3              | 119.00                                                      | No women in title                                              |
| Carpenter,Sr                  |                |          | 31.57          | 1        | 31.57                | 1              | 6.00                                                        | No women in title                                              |
| Civil Engr Supv               | 54.33          | 6        | 54.66          | 12       | 54.55                | 18             | 93.28                                                       | 99.39%                                                         |
| Civil Engr,Assoc              | 40.67          | 8        | 40.37          | 12       | 40.49                | 20             | 106.30                                                      | 100.74%                                                        |
| Civil Engr,Asst I             |                |          | 29.12          | 2        | 29.12                | 2              | 9.00                                                        | No women in title                                              |
| Civil Engr,Asst II            |                |          | 32.05          | 3        | 32.05                | 3              | 10.00                                                       | No women in title                                              |
| Civil Engr,Sr                 | 50.18          | 18       | 50.11          | 32       | 50.13                | 50             | 89.30                                                       | 100.14%                                                        |
| Civil Engrng Spec Supv        | 45.51          | 5        | 45.51          | 3        | 45.51                | 8              | 66.38                                                       | 100.00%                                                        |
| Civil Engrng Spec,Assoc       | 37.85          | 12       | 37.94          | 23       | 37.91                | 35             | 72.89                                                       | 99.77%                                                         |
| Civil Engrng Spec,Asst I      | 29.41          | 1        | 27.97          | 3        | 28.33                | 4              | 14.75                                                       | 105.15%                                                        |
| Civil Engrng Spec,Asst II     | 29.05          | 1        | 31.15          | 6        | 30.85                | 7              | 56.29                                                       | 93.27%                                                         |
| Civil Engrng Spec,Asst III    | 35.30          | 6        | 35.06          | 11       | 35.14                | 17             | 66.59                                                       | 100.68%                                                        |
| Civil Engrng Spec,Sr          | 43.24          | 7        | 42.72          | 23       | 42.84                | 30             | 71.50                                                       | 101.22%                                                        |
| Constr&Maint Equip Op         |                |          | 30.49          | 9        | 30.49                | 9              | 127.56                                                      | No women in title                                              |
| Constr&Maint Equip Op,Sr      | 32.01          | 1        | 32.01          | 15       | 32.01                | 16             | 71.88                                                       | 100.00%                                                        |
| Disposal CC I                 | 33.93          | 2        | 33.93          | 2        | 33.93                | 4              | 77.00                                                       | 100.00%                                                        |
| Drainage&Wstwtr Coll CC       | 36.72          | 2        | 36.72          | 8        | 36.72                | 10             | 70.50                                                       | 100.00%                                                        |
| Drainage&Wstwtr Coll Lead Wkr |                |          | 30.68          | 10       | 30.68                | 10             | 98.60                                                       | No women in title                                              |
| Drainage&Wstwtr Coll Wkr      | 27.56          | 2        | 27.56          | 14       | 27.56                | 16             | 85.88                                                       | 100.00%                                                        |
| Drainage&Wstwtr Coll Wkr Aprn | 23.98          | 3        | 23.93          | 10       | 23.94                | 13             | 11.00                                                       | 100.23%                                                        |
| Drainage&Wstwtr Coll Wkr CI   | 28.09          | 4        | 28.09          | 14       | 28.09                | 18             | 57.83                                                       | 100.00%                                                        |
| Drainage&Wstwtr Lead Wkr CII  | 29.81          | 2        | 31.30          | 25       | 31.19                | 27             | 49.78                                                       | 95.23%                                                         |
| Drainage&Wstwtr Spec          | 38.44          | 1        |                |          | 38.44                | 1              | 118.00                                                      | No men in title                                                |
| Economist                     |                |          | 36.99          | 1        | 36.99                | 1              | 22.00                                                       | No women in title                                              |
| Economist,Prin                | 47.26          | 1        | 47.26          | 1        | 47.26                | 2              | 63.00                                                       | 100.00%                                                        |
| Economist,Sr                  | 44.74          | 5        | 43.15          | 2        | 44.28                | 7              | 86.43                                                       | 103.70%                                                        |
| Ed Prgm Asst                  | 22.56          | 1        |                |          | 22.56                | 1              | 73.00                                                       | No men in title                                                |
| Elecl Engr,Sr                 | 50.69          | 1        | 50.69          | 1        | 50.69                | 2              | 130.00                                                      | 100.00%                                                        |
| Elecl Engrng Spec,Sr          |                |          | 41.92          | 2        | 41.92                | 2              | 28.00                                                       | No women in title                                              |
| Engrng Aide                   | 22.33          | 1        |                |          | 22.33                | 1              | 1.00                                                        | No men in title                                                |
| Envrnmntl Anlyst,Assoc        | 37.70          | 1        | 37.70          | 2        | 37.70                | 3              | 82.00                                                       | 100.00%                                                        |
| Envrnmntl Anlyst,Sr           | 42.84          | 6        | 43.10          | 7        | 42.98                | 13             | 101.77                                                      | 99.40%                                                         |
| Envrnmntl Fld Spec            | 31.74          | 4        | 31.74          | 2        | 31.74                | 6              | 104.17                                                      | 100.00%                                                        |
| Envrnmntl Fld Spec,Sr         |                |          | 34.27          | 2        | 34.27                | 2              | 72.00                                                       | No women in title                                              |
| Equal Emplmnt Coord           | 39.20          | 1        |                |          | 39.20                | 1              | 46.00                                                       | No men in title                                                |
| Equip Maint CC                |                |          | 34.92          | 1        | 34.92                | 1              | 204.00                                                      | No women in title                                              |
| Exec Asst,Sr                  | 43.15          | 4        |                |          | 43.15                | 4              | 38.50                                                       | No men in title                                                |
| Executive1                    | 61.41          | 1        |                |          | 61.41                | 1              | 42.00                                                       | No men in title                                                |
| Executive2                    | 66.35          | 9        | 63.09          | 8        | 64.82                | 17             | 82.88                                                       | 105.17%                                                        |
| Executive3                    | 77.95          | 4        | 80.54          | 3        | 79.06                | 7              | 54.14                                                       | 96.78%                                                         |
| Executive4                    |                |          | 94.68          | 1        | 94.68                | 1              | 36.00                                                       | No women in title                                              |
| Facilities Lead Wkr           | 26.50          | 1        |                |          | 26.50                | 1              | 119.00                                                      | No men in title                                                |
| Facilities Maint Wkr          |                |          | 26.50          | 2        | 26.50                | 2              | 110.00                                                      | No women in title                                              |
| Facility Maint Supv,Asst      |                |          | 39.20          | 1        | 39.20                | 1              | 9.00                                                        | No women in title                                              |
| Fin Anlyst,Sr                 | 39.96          | 4        | 38.49          | 4        | 39.23                | 8              | 59.63                                                       | 103.81%                                                        |
| Forest Maint CC               |                |          | 33.93          | 1        | 33.93                | 1              | 66.00                                                       | No women in title                                              |
| Forest Maint Wkr              |                |          | 27.37          | 5        | 27.37                | 5              | 74.00                                                       | No women in title                                              |
| Forest Maint Wkr,Sr           | 29.41          | 1        | 29.41          | 1        | 29.41                | 2              | 88.50                                                       | 100.00%                                                        |
| Gardener                      | 22.56          | 1        | 22.56          | 1        | 22.56                | 2              | 0.50                                                        | 100.00%                                                        |
| Gardener,Sr                   |                |          | 27.25          | 2        | 27.25                | 2              | 22.00                                                       | No women in title                                              |
| Grants&Contracts Spec         | 30.55          | 1        |                |          | 30.55                | 1              | 244.00                                                      | No men in title                                                |
| Grounds Equip Mechanic        |                |          | 27.78          | 1        | 27.78                | 1              | 104.00                                                      | No women in title                                              |
| Grounds Equip Mechanic,Sr     |                |          | 29.99          | 1        | 29.99                | 1              | 69.00                                                       | No women in title                                              |
| Grounds Maint CC              |                |          | 33.38          | 1        | 33.38                | 1              | 49.00                                                       | No women in title                                              |
| Info Technol Prgmmr Anlyst    | 36.30          | 1        | 36.30          | 2        | 36.30                | 3              | 120.33                                                      | 100.00%                                                        |
| Info Technol Prof A,Exempt    | 55.67          | 9        | 54.51          | 14       | 54.96                | 23             | 82.43                                                       | 102.13%                                                        |
| Info Technol Prof B-BU        | 50.66          | 12       | 48.78          | 32       | 49.30                | 44             | 87.11                                                       | 103.85%                                                        |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                                | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|--------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                       | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Info Technol Prof C-BU         | 43.02          | 6        | 40.98          | 27       | 41.35                | 33             | 64.64                                                       | 105.00%                                                        |
| Info Technol Sysys Anlyst      | 38.48          | 1        | 37.74          | 2        | 37.98                | 3              | 66.33                                                       | 101.97%                                                        |
| Labor Relations Coord          | 48.16          | 2        |                |          | 48.16                | 2              | 43.00                                                       | No men in title                                                |
| Laborer                        | 21.14          | 1        | 21.14          | 9        | 21.14                | 10             | 154.90                                                      | 100.00%                                                        |
| Maint Laborer                  | 23.38          | 2        | 23.38          | 9        | 23.38                | 11             | 94.18                                                       | 100.00%                                                        |
| Manager1,CSPI&P                | 42.36          | 2        |                |          | 42.36                | 2              | 95.00                                                       | No men in title                                                |
| Manager1,Fin,Bud,&Actg         | 44.06          | 3        | 43.21          | 1        | 43.85                | 4              | 46.00                                                       | 101.97%                                                        |
| Manager1,Info Technol          | 46.73          | 1        |                |          | 46.73                | 1              | 68.00                                                       | No men in title                                                |
| Manager1,Utills                |                |          | 47.91          | 2        | 47.91                | 2              | 30.50                                                       | No women in title                                              |
| Manager2,CSPI&P                |                |          | 49.95          | 2        | 49.95                | 2              | 68.00                                                       | No women in title                                              |
| Manager2,Engrng&Plans Rev      | 53.18          | 1        | 51.15          | 2        | 51.83                | 3              | 108.33                                                      | 103.96%                                                        |
| Manager2,Exempt                | 53.72          | 1        |                |          | 53.72                | 1              | 38.00                                                       | No men in title                                                |
| Manager2,Fin,Bud,&Actg         | 50.15          | 3        | 52.98          | 1        | 50.86                | 4              | 76.50                                                       | 94.67%                                                         |
| Manager2,General Govt          | 53.44          | 1        | 52.94          | 1        | 53.19                | 2              | 47.00                                                       | 100.94%                                                        |
| Manager2,Info Technol          | 48.48          | 1        | 51.13          | 2        | 50.25                | 3              | 104.67                                                      | 94.81%                                                         |
| Manager2,Utills                | 52.14          | 9        | 51.35          | 12       | 51.69                | 21             | 81.19                                                       | 101.54%                                                        |
| Manager3,Engrng&Plans Rev      | 52.97          | 2        | 57.69          | 7        | 56.64                | 9              | 110.56                                                      | 91.81%                                                         |
| Manager3,Exempt                | 59.20          | 1        |                |          | 59.20                | 1              | 53.00                                                       | No men in title                                                |
| Manager3,Fin,Bud,&Actg         | 49.47          | 1        |                |          | 49.47                | 1              | 15.00                                                       | No men in title                                                |
| Manager3,General Govt          | 57.53          | 1        |                |          | 57.53                | 1              | 16.00                                                       | No men in title                                                |
| Manager3,Info Technol          | 60.63          | 1        | 58.61          | 1        | 59.62                | 2              | 105.50                                                      | 103.45%                                                        |
| Manager3,P&FM                  |                |          | 56.70          | 1        | 56.70                | 1              | 4.00                                                        | No women in title                                              |
| Manager3,Utills                |                |          | 56.64          | 10       | 56.64                | 10             | 108.70                                                      | No women in title                                              |
| Mat Controller,Sr              | 31.16          | 1        |                |          | 31.16                | 1              | 160.00                                                      | No men in title                                                |
| Mech Engr,Sr                   |                |          | 50.69          | 1        | 50.69                | 1              | 69.00                                                       | No women in title                                              |
| Metal Fabricator               |                |          | 32.54          | 2        | 32.54                | 2              | 137.50                                                      | No women in title                                              |
| Meter Reader                   | 23.30          | 5        | 22.83          | 11       | 22.98                | 16             | 101.94                                                      | 102.06%                                                        |
| Meter Reader Supv              |                |          | 30.69          | 2        | 30.69                | 2              | 70.00                                                       | No women in title                                              |
| Meter Reader,Sr                | 27.31          | 1        | 26.28          | 2        | 26.62                | 3              | 88.67                                                       | 103.92%                                                        |
| Mgmt Sysys Anlyst              | 35.78          | 5        | 36.30          | 1        | 35.87                | 6              | 74.33                                                       | 98.56%                                                         |
| Mgmt Sysys Anlyst Supv         | 47.26          | 1        |                |          | 47.26                | 1              | 95.00                                                       | No men in title                                                |
| Mgmt Sysys Anlyst,Asst         | 31.76          | 4        | 30.55          | 1        | 31.52                | 5              | 44.80                                                       | 103.96%                                                        |
| Mgmt Sysys Anlyst,Sr           | 42.28          | 19       | 41.56          | 6        | 42.11                | 25             | 72.72                                                       | 101.74%                                                        |
| Naturalist                     | 24.77          | 1        |                |          | 24.77                | 1              | 21.00                                                       | No men in title                                                |
| Opns Response Cntr Op          | 29.44          | 4        | 29.61          | 3        | 29.51                | 7              | 52.14                                                       | 99.43%                                                         |
| Payroll Supv                   | 37.70          | 1        |                |          | 37.70                | 1              | 182.00                                                      | No men in title                                                |
| Personnel Spec                 | 33.69          | 3        | 33.69          | 1        | 33.69                | 4              | 51.75                                                       | 100.00%                                                        |
| Personnel Spec,Sr              | 36.30          | 2        | 36.30          | 1        | 36.30                | 3              | 102.67                                                      | 100.00%                                                        |
| Personnel Spec,Supvsng         |                |          | 43.91          | 1        | 43.91                | 1              | 67.00                                                       | No women in title                                              |
| Plng&Dev Spec II               | 37.70          | 10       | 36.90          | 5        | 37.43                | 15             | 109.07                                                      | 102.17%                                                        |
| Plng&Dev Spec,Sr               | 42.24          | 11       | 42.76          | 9        | 42.47                | 20             | 72.40                                                       | 98.80%                                                         |
| Plng&Dev Spec,Supvsng          | 46.41          | 2        | 46.41          | 2        | 46.41                | 4              | 82.75                                                       | 100.00%                                                        |
| Pmp Stat CC                    |                |          | 40.76          | 1        | 40.76                | 1              | 77.00                                                       | No women in title                                              |
| Pmp Stat Elecl Tech            |                |          | 36.34          | 5        | 36.34                | 5              | 75.20                                                       | No women in title                                              |
| Pmp Stat Elecl Tech,Sr         |                |          | 38.45          | 3        | 38.45                | 3              | 82.67                                                       | No women in title                                              |
| Pmp Stat Maint Lead Wkr CII    |                |          | 27.61          | 1        | 27.61                | 1              | 6.00                                                        | No women in title                                              |
| Pmp Stat Maint Leadwkr         | 28.10          | 1        | 28.10          | 3        | 28.10                | 4              | 124.00                                                      | 100.00%                                                        |
| Pmp Stat Maint Wkr             |                |          | 23.17          | 1        | 23.17                | 1              | 1.00                                                        | No women in title                                              |
| Pmp Stat Maint Wkr CI          | 25.54          | 1        | 25.54          | 1        | 25.54                | 2              | 21.00                                                       | 100.00%                                                        |
| Pntr                           |                |          | 30.28          | 3        | 30.28                | 3              | 54.67                                                       | No women in title                                              |
| Pntr CC                        |                |          | 34.75          | 1        | 34.75                | 1              | 80.00                                                       | No women in title                                              |
| Pntr,Sr                        |                |          | 31.66          | 1        | 31.66                | 1              | 38.00                                                       | No women in title                                              |
| Prjt Fund&Agreemts Coord       | 36.30          | 1        |                |          | 36.30                | 1              | 122.00                                                      | No men in title                                                |
| Prjt Fund&Agreemts Coord,Sr    | 39.96          | 1        | 39.96          | 2        | 39.96                | 3              | 85.33                                                       | 100.00%                                                        |
| Public Ed Prgm Spec            | 31.16          | 1        | 31.16          | 2        | 31.16                | 3              | 63.33                                                       | 100.00%                                                        |
| Public Relations Spec,Sr       | 36.30          | 1        | 36.30          | 2        | 36.30                | 3              | 49.67                                                       | 100.00%                                                        |
| Public/Cultural Prgrms Spec,Sr | 35.00          | 2        |                |          | 35.00                | 2              | 43.50                                                       | No men in title                                                |
| Real Property Agent,Sr         | 45.39          | 3        | 45.39          | 2        | 45.39                | 5              | 161.20                                                      | 100.00%                                                        |
| Res&Eval Asst                  | 29.41          | 2        |                |          | 29.41                | 2              | 156.00                                                      | No men in title                                                |
| Scale Attendant                | 22.78          | 2        | 22.78          | 6        | 22.78                | 8              | 86.00                                                       | 100.00%                                                        |
| Security Prgrms Spec           |                |          | 34.94          | 1        | 34.94                | 1              | 123.00                                                      | No women in title                                              |
| Sfty&Hlth Spec,Sr              | 42.25          | 2        | 42.25          | 2        | 42.25                | 4              | 90.25                                                       | 100.00%                                                        |
| Sfty&Hlth Spec,Sr-BU           |                |          | 40.74          | 1        | 40.74                | 1              | 5.00                                                        | No women in title                                              |
| Solid Wst Fld Rep II           | 34.10          | 1        | 34.10          | 3        | 34.10                | 4              | 80.00                                                       | 100.00%                                                        |
| Solid Wst Fld Rep Supv         |                |          | 40.04          | 3        | 40.04                | 3              | 159.33                                                      | No women in title                                              |
| Solid Wst Fld Rep,Lead         | 37.06          | 1        | 37.06          | 4        | 37.06                | 5              | 65.00                                                       | 100.00%                                                        |
| Stat Mach CC                   |                |          | 34.51          | 1        | 34.51                | 1              | 0.00                                                        | No women in title                                              |

## AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT &amp; JOB CLASS

## APPENDIX 2

|                              | Female         |          | Male           |          | Total Avg Hrlly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|------------------------------|----------------|----------|----------------|----------|----------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                     | Avg Hrlly Rate | No. Empl | Avg Hrlly Rate | No. Empl |                      |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Stat Maint Mach              |                |          | 31.40          | 1        | 31.40                | 1              | 234.00                                                      | No women in title                                              |
| StratAdvsr1,CSPI&P           | 45.25          | 2        | 47.90          | 2        | 46.58                | 4              | 52.00                                                       | 94.47%                                                         |
| StratAdvsr1,Exempt           | 39.32          | 1        |                |          | 39.32                | 1              | 40.00                                                       | No men in title                                                |
| StratAdvsr1,Fin,Bud,&Actg    | 45.93          | 1        |                |          | 45.93                | 1              | 64.00                                                       | No men in title                                                |
| StratAdvsr1,General Govt     | 42.94          | 2        | 43.90          | 4        | 43.58                | 6              | 42.67                                                       | 97.82%                                                         |
| StratAdvsr1,PC&RM            | 47.76          | 2        |                |          | 47.76                | 2              | 20.50                                                       | No men in title                                                |
| StratAdvsr1,Utills           | 45.13          | 5        | 45.37          | 7        | 45.27                | 12             | 62.25                                                       | 99.47%                                                         |
| StratAdvsr2,CSPI&P           |                |          | 47.06          | 1        | 47.06                | 1              | 10.00                                                       | No women in title                                              |
| StratAdvsr2,Engrng&Plans Rev | 52.21          | 1        | 51.47          | 6        | 51.57                | 7              | 96.00                                                       | 101.44%                                                        |
| StratAdvsr2,Exempt           | 47.81          | 1        |                |          | 47.81                | 1              | 33.00                                                       | No men in title                                                |
| StratAdvsr2,Fin,Bud,&Actg    | 51.63          | 2        |                |          | 51.63                | 2              | 56.00                                                       | No men in title                                                |
| StratAdvsr2,General Govt     | 50.74          | 6        | 50.08          | 3        | 50.52                | 9              | 81.22                                                       | 101.32%                                                        |
| StratAdvsr2,Utills           | 50.09          | 10       | 50.46          | 11       | 50.28                | 21             | 73.90                                                       | 99.27%                                                         |
| StratAdvsr3,Exempt           | 58.84          | 2        | 57.51          | 2        | 58.17                | 4              | 70.00                                                       | 102.32%                                                        |
| StratAdvsr3,General Govt     |                |          | 56.40          | 1        | 56.40                | 1              | 34.00                                                       | No women in title                                              |
| StratAdvsr3,Utills           | 58.23          | 2        | 50.63          | 1        | 55.70                | 3              | 95.33                                                       | 115.00%                                                        |
| Surveyor,Chief               |                |          | 45.25          | 1        | 45.25                | 1              | 28.00                                                       | No women in title                                              |
| Transmission CC-WDM II       | 37.40          | 1        | 38.09          | 2        | 37.86                | 3              | 28.33                                                       | 98.20%                                                         |
| Trng&Ed Coord                | 33.69          | 1        |                |          | 33.69                | 1              | 62.00                                                       | No men in title                                                |
| Trng&Ed Coord,Asst           | 26.79          | 1        |                |          | 26.79                | 1              | 80.00                                                       | No men in title                                                |
| Trng&Ed Coord,Sr             | 36.30          | 3        |                |          | 36.30                | 3              | 88.67                                                       | No men in title                                                |
| Truck Drvr                   |                |          | 27.58          | 3        | 27.58                | 3              | 147.33                                                      | No women in title                                              |
| Truck Drvr,Heavy             | 29.00          | 6        | 28.95          | 21       | 28.96                | 27             | 135.04                                                      | 100.19%                                                        |
| Util Act Rep I               | 26.81          | 24       | 26.92          | 10       | 26.84                | 34             | 100.68                                                      | 99.61%                                                         |
| Util Act Rep II              | 29.51          | 23       | 29.56          | 3        | 29.52                | 26             | 105.15                                                      | 99.83%                                                         |
| Util Act Rep Supv I          |                |          | 31.80          | 2        | 31.80                | 2              | 19.50                                                       | No women in title                                              |
| Util Act Rep Supv II         | 36.30          | 3        | 36.30          | 2        | 36.30                | 5              | 87.80                                                       | 100.00%                                                        |
| Util Act Rep Trne            | 21.20          | 9        | 21.03          | 7        | 21.13                | 16             | 4.50                                                        | 100.78%                                                        |
| Util Acts Supv               | 31.19          | 2        |                |          | 31.19                | 2              | 34.00                                                       | No men in title                                                |
| Util Hearing Ofcr            | 42.25          | 1        |                |          | 42.25                | 1              | 57.00                                                       | No men in title                                                |
| Util Svc Inspector           | 34.74          | 1        | 34.74          | 3        | 34.74                | 4              | 123.75                                                      | 100.00%                                                        |
| Util Svc Inspector,Sr        | 37.35          | 1        | 37.35          | 2        | 37.35                | 3              | 109.00                                                      | 100.00%                                                        |
| Util Svc Rep                 | 31.25          | 11       | 32.07          | 4        | 31.47                | 15             | 83.60                                                       | 97.44%                                                         |
| Util Sysys Maint Tech        |                |          | 27.63          | 4        | 27.63                | 4              | 52.00                                                       | No women in title                                              |
| Util Sysys Maint Tech,Sr     |                |          | 29.24          | 2        | 29.24                | 2              | 52.00                                                       | No women in title                                              |
| Warehouser,Chief             |                |          | 30.88          | 1        | 30.88                | 1              | 87.00                                                       | No women in title                                              |
| Warehouser,Sr-BU             | 26.18          | 3        | 26.23          | 7        | 26.21                | 10             | 53.00                                                       | 99.83%                                                         |
| Wtr Laboratory Tech          |                |          | 24.07          | 5        | 24.07                | 5              | 121.20                                                      | No women in title                                              |
| Wtr Meter Changer            |                |          | 25.28          | 1        | 25.28                | 1              | 110.00                                                      | No women in title                                              |
| Wtr Meter Repairer           |                |          | 26.69          | 1        | 26.69                | 1              | 100.00                                                      | No women in title                                              |
| Wtr Meter Repairer,Sr        | 27.67          | 1        | 27.67          | 2        | 27.67                | 3              | 158.67                                                      | 100.00%                                                        |
| Wtr Pipe CC                  |                |          | 38.42          | 2        | 38.42                | 2              | 158.00                                                      | No women in title                                              |
| Wtr Pipe CC-WDM II           |                |          | 38.77          | 6        | 38.77                | 6              | 71.00                                                       | No women in title                                              |
| Wtr Pipe Wkr                 | 30.18          | 2        | 30.18          | 25       | 30.18                | 27             | 102.81                                                      | 100.00%                                                        |
| Wtr Pipe Wkr Sr-WDM II       | 33.64          | 4        | 33.64          | 27       | 33.64                | 31             | 69.45                                                       | 100.00%                                                        |
| Wtr Pipe Wkr,Sr              |                |          | 32.37          | 10       | 32.37                | 10             | 191.20                                                      | No women in title                                              |
| Wtr Pipe Wkr-WDM I           | 30.46          | 1        | 29.94          | 15       | 29.97                | 16             | 28.81                                                       | 101.75%                                                        |
| Wtr Quality Anlyst           | 33.69          | 3        | 33.69          | 3        | 33.69                | 6              | 121.33                                                      | 100.00%                                                        |
| Wtr Quality Anlyst,Asst      | 31.16          | 2        |                |          | 31.16                | 2              | 77.50                                                       | No men in title                                                |
| Wtr Quality Anlyst,Sr        | 36.30          | 2        | 36.30          | 1        | 36.30                | 3              | 102.67                                                      | 100.00%                                                        |
| Wtr Quality Anlyst,Supv      | 39.20          | 1        | 39.20          | 1        | 39.20                | 2              | 90.50                                                       | 100.00%                                                        |
| Wtr Quality Engr             | 44.74          | 1        |                |          | 44.74                | 1              | 171.00                                                      | No men in title                                                |
| Wtr Quality Engr,Sr          |                |          | 50.69          | 2        | 50.69                | 2              | 85.00                                                       | No women in title                                              |
| Wtr Syst Op                  |                |          | 38.58          | 5        | 38.58                | 5              | 140.00                                                      | No women in title                                              |
| Wtr Syst Op,Sr               | 41.72          | 1        | 41.72          | 1        | 41.72                | 2              | 135.00                                                      | 100.00%                                                        |
| Wtr Sysys Supv               |                |          | 47.63          | 2        | 47.63                | 2              | 138.00                                                      | No women in title                                              |
| Wtr Treatment CC             | 36.30          | 1        | 36.30          | 1        | 36.30                | 2              | 168.50                                                      | 100.00%                                                        |
| Wtr Treatment Equip Tech     |                |          | 33.09          | 1        | 33.09                | 1              | 42.00                                                       | No women in title                                              |
| Wtr Treatment Op,Sr          |                |          | 31.34          | 2        | 31.34                | 2              | 96.50                                                       | No women in title                                              |
| Wtr Treatment Op-Asg Relief  |                |          | 29.08          | 1        | 29.08                | 1              | 192.00                                                      | No women in title                                              |
| Wtr Treatment Op-WDM I       | 28.22          | 2        | 27.52          | 3        | 27.80                | 5              | 72.20                                                       | 102.56%                                                        |
| Wtrshd Inspector             |                |          | 30.81          | 3        | 30.81                | 3              | 157.00                                                      | No women in title                                              |
| Wtrshd Inspector,Sr          | 34.94          | 1        |                |          | 34.94                | 1              | 124.00                                                      | No men in title                                                |
| Wtrshd Opns Supv             |                |          | 39.96          | 1        | 39.96                | 1              | 107.00                                                      | No women in title                                              |
| Wtrshd Resource Spec         |                |          | 36.30          | 1        | 36.30                | 1              | 170.00                                                      | No women in title                                              |
| Wtrshd Resources Tech        |                |          | 34.45          | 1        | 34.45                | 1              | 73.00                                                       | No women in title                                              |
| Wtrworks Maint Spec,Sr-SMU   |                |          | 29.99          | 2        | 29.99                | 2              | 43.00                                                       | No women in title                                              |

|                         | Female        |             | Male          |             | Total Avg Hrly Rate | Total No. Empl | Total Average of MONTHS LONGEVITY IN CURRENT CLASSIFICATION |                                                                |
|-------------------------|---------------|-------------|---------------|-------------|---------------------|----------------|-------------------------------------------------------------|----------------------------------------------------------------|
| Jobtitle                | Avg Hrly Rate | No. Empl    | Avg Hrly Rate | No. Empl    |                     |                |                                                             | Ratio of women's hourly rate to men's hourly rate - percentage |
| Wtrworks Maint Spec-SMU |               |             | 27.65         | 3           | 27.65               | 3              | 47.00                                                       | No women in title                                              |
| Wtrworks Maint Supv     |               |             | 35.57         | 1           | 35.57               | 1              | 14.00                                                       | No women in title                                              |
| <b>Grand Total</b>      | <b>35.45</b>  | <b>3577</b> | <b>39.15</b>  | <b>6240</b> | <b>37.80</b>        | <b>9817</b>    | <b>79.58</b>                                                |                                                                |