

CITY OF SEATTLE
AVERAGE PAY COMPARISON OF MALE AND FEMALE - BY DEPARTMENT AND JOB CATEGORIES
Notes: Data as of 5/15/13. Temporary employees are excluded. Police Pension System (3 employees) are excluded.

DEPARTMENT	GENDER DESCR	Admin Support			Officials/Admin			Para-Professionals			Professionals			Protected Services			Service/Maintenance			Skilled Craft			Technicians		
		# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly
Arts and Cultural Affairs	Female	2	100%	26.53	2	67%	49.97	0			15	79%	35.00	0			1	33%	27.78	0			0	0%	
	Male	<u>0</u>	0%		<u>1</u>	33%	51.95	0			<u>4</u>	21%	32.64	0			<u>2</u>	67%	20.73	0			<u>1</u>	100%	29.04
	Total Employees	2			3						19						3						1		
	Ave Yrs in Current Job		3.9			9.4						5.2						4						0.1	
City Auditor	Female	0			0	0%		0			8	89%	49.67	0			0			0			0		
	Male	0			<u>1</u>	<u>100%</u>	65.26	0			<u>1</u>	11%	47.52	0			0			0			0		
	Total Employees				1						9														
	Ave Yrs in Current Job					3.4						6.5													
City Budget Office	Female	1	100%	26.26	1	50%	73.03	0			15	63%	45.60	0			0			0			0		
	Male	<u>0</u>	0%		<u>1</u>	50%	68.27	0			<u>9</u>	38%	45.70	0			0			0			0		
	Total Employees	1			2						24														
	Ave Yrs in Current Job		7.3			3						2.7													
City Employees Retirement Syst	Female	6	75%	23.44	1	100%	81.97	0			5	71%	36.58	0			0			0			0		
	Male	<u>2</u>	25%	23.92	<u>0</u>	0%		0			<u>2</u>	29%	46.24	0			0			0			0		
	Total Employees	8			1		81.97				7														
	Ave Yrs in Current Job		2.5			5.3						4.4													
City Light	Female	132	69%	24.81	26	33%	58.27	28	47%	30.47	210	40%	42.24	0			34	21%	25.42	52	10%	41.84	40	28%	38.31
	Male	<u>60</u>	31%	24.83	<u>52</u>	67%	65.37	<u>32</u>	53%	32.99	<u>309</u>	60%	46.29	0			<u>130</u>	79%	27.79	<u>490</u>	90%	41.00	<u>101</u>	72%	42.98
	Total Employees	192			78			60			519						164			542			141		
	Ave Yrs in Current Job		9.7			4.1			4.9			5.6						8.3			6.5			7.1	
Civil Service Commissions	Female	0			1	17%	5.53	0			2	100%	41.71	0			0			0			0		
	Male	0			<u>5</u>	83%	5.53	0			<u>0</u>	0%		0			0			0			0		
	Total Employees				6						2														
	Ave Yrs in Current Job					4.4						6.9													
Department of Planning & Dev	Female	19	79%	24.50	9	35%	57.45	0			82	52%	41.30	0			0	0%		0			39	33%	32.98
	Male	<u>5</u>	21%	24.73	<u>17</u>	65%	55.24	0			<u>75</u>	48%	44.78	0			<u>2</u>	100%	22.56	0			<u>80</u>	67%	39.13
	Total Employees	24			26						157						2						119		
	Ave Yrs in Current Job		6.2			7.1						5.4						3.5						5.4	

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		Admin Support			Officials/Admin			Para-Professionals			Professionals			Protected Services			Service/Maintenance			Skilled Craft			Technicians		
		%			%			%			%			%			%			%					
DEPARTMENT	GENDER DESCR	# EE	Gender	Avg Hrly	# EE	Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	Gender	Avg Hrly	# EE	Gender	Avg Hrly	# EE	Gender	Avg Hrly	# EE	Gender	Avg Hrly	# EE	% Gender	Avg Hrly
Dept of Finance & Admn Svc	Female	62	83%	24.62	21	46%	51.16	2	50%	35.56	106	60%	40.68	0			19	26%	24.15	9	8%	32.29	11	44%	30.78
	Male	<u>13</u>	17%	25.33	<u>25</u>	54%	54.88	<u>2</u>	50%	31.16	<u>72</u>	40%	43.66	0			<u>54</u>	74%	22.42	<u>97</u>	92%	32.42	<u>14</u>	56%	33.02
	Total Employees	75			46			4			178						73			106			25		
	Ave Yrs in Current Job		8.0			4.3			6.5			5.6					10.9			8.8			12		
Ethics And Elections																									
	Female	0	0%		0	0%		0			3	60%	44.87	0			0			0			0		
	Male	<u>1</u>	100%	24.35	<u>1</u>	100%	67.42	0			<u>2</u>	40%	48.36	0			0			0			0		
		1			1						5														
			3.5			5					6.3														
Fire Department																									
	Female	28	97%	24.20	4	20%	57.35	2	67%	26.79	21	18%	42.66	65	9%	40.09	0	0%		0	0%		15	9%	42.79
	Male	<u>1</u>	3%	24.35	<u>16</u>	80%	75.95	<u>1</u>	33%	29.41	<u>96</u>	82%	50.62	<u>668</u>	91%	37.08	<u>3</u>	100%	27.84	<u>4</u>	100%	48.44	<u>148</u>	44%	43.65
	Total Employees	29			20			3			117			733			3			4			163		
	Ave Yrs in Current Job		6.6			3.4			7.3			3.9		3.5			3.8			4.3			11.6		
Hearing Examiner																									
	Female	2	100%	23.66	1	100%	72.07	0			2	100%	48.09	0			0			0			0		
	Male	<u>0</u>	0%		<u>0</u>	0%		0			<u>0</u>	0%		0			0			0			0		
	Total Employees	2			1						2														
	Ave Yrs in Current Job		3.7			9.7					11.5														
Housing																									
	Female	5	100%	23.28	2	50%	48.48	2	100%	33.09	11	58%	40.65	0			0			0			0	0%	
	Male	<u>0</u>	0%		<u>2</u>	50%	56.23	<u>0</u>	0%		<u>8</u>	42%	38.34	0			0			0			<u>7</u>	100%	35.34
	Total Employees	5		23.28	4			2			19											7			
	Ave Yrs in Current Job		10.3			1.2			10.8			4.4											7		
Human Services																									
	Female	32	84%	23.31	15	79%	47.22	8	67%	21.86	192	79%	32.20	0			1	100%	14.48	0			1	100%	25.77
	Male	<u>6</u>	16%	23.19	<u>4</u>	21%	44.86	<u>4</u>	33%	21.67	<u>51</u>	21%	34.73	0			<u>0</u>	0%		0			<u>0</u>	0%	
	Total Employees	38			19			12			243						1					1			
	Ave Yrs in Current Job		7.1			3.2			3.3			6.5					17.7						5.8		

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DEPARTMENT GENDER DESCR		Admin Support			Officials/Admin			Para-Professionals			Professionals			Protected Services			Service/Maintenance			Skilled Craft			Technicians		
		%			%						%			%			%			%					
		# EE	Gender	Avg Hrly	# EE	Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	Gender	Avg Hrly	# EE	Gender	Avg Hrly	# EE	Gender	Avg Hrly	# EE	Gender	Avg Hrly	# EE	% Gender	Avg Hrly
Immigrant & Refugee Affairs	Female	0			0			0			1	33%	34.94	0			0			0			0		
	Male	0			0			0			2	67%	37.37	0			0			0			0		
	Total Employees										3														
Ave Yrs in Current Job												0.6													
Information Technology Dept	Female	4	80%	24.14	10	63%	57.93	2	100%	31.76	50	31%	42.40	0			0	0%		0			0	0%	
	Male	1	20%	24.35	6	38%	55.46	0	0%		110	69%	45.41	0			1	100%	14.48	0			3	100%	35.22
	Total Employees	5			16			2			160						1						3		
Ave Yrs in Current Job			11			5.5			10			7.4						14.8						5.5	
Intergovernmental Relations	Female	0			1	50%	52.68	0			3	38%	42.79	0			0			0			0		
	Male	0			1	50%	62.95	0			5	63%	43.00	0			0			0			0		
	Total Employees				2						8														
Ave Yrs in Current Job						2.7						2.8													
Law Department	Female	29	88%	24.45	1	33%	48.11	12	80%	30.62	67	61%	42.81	0			0			0			0		
	Male	4	12%	24.14	2	67%	53.91	3	20%	30.62	42	39%	50.46	0			0			0			0		
	Total Employees	33			3			15			109														
Ave Yrs in Current Job			8.7			2.3			6.3			5.5													
Legislative-City Council	Female	4	100%	24.96	6	38%	40.88	4	80%	28.97	32	52%	38.67	0			0			0			0		
	Male	0	0%		10	63%	42.13	1	20%	22.96	29	48%	39.89	0			0			0			0		
	Total Employees	4			16			5			61														
Ave Yrs in Current Job			3.7			5.9			3.4			6.2													
Mayor's Office	Female	0			1	20%	61.84	2	50%	22.73	17	74%	37.68	0			1	100%	14.48	0			0		
	Male	0			4	80%	67.91	2	50%	22.74	6	26%	37.15	0			0	0%		0			0		
	Total Employees				5			4			23						1								
Ave Yrs in Current Job						3.3			0.4			2.4						15.7							

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		# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly
Municipal Court	Female	84	85%	24.57	10	48%	54.79	3	100%	31.80	28	45%	37.85	9	47%	27.24	0			0			0		
	Male	<u>15</u>	15%	24.03	<u>11</u>	52%	55.63	<u>0</u>	0%		<u>34</u>	55%	42.05	<u>10</u>	53%	29.70	0			0			0		
	Total Employees	99			21			3			62			19											
	Ave Yrs in Current Job		9.9			8.3			7.3			7.3		8											
Neighborhoods Department	Female	7	88%	23.53	4	67%	60.23	1	100%	24.77	35	73%	38.97	0			0			0			0		
	Male	<u>1</u>	12%	21.77	<u>2</u>	33%	52.81	<u>0</u>	0%		<u>13</u>	27%	37.21	0			0			0			0		
	Total Employees	8			6			1			48														
	Ave Yrs in Current Job		4			4			0.2			7.3													
Office for Civil Rights	Female	2	67%	22.56	2	67%	46.17	0			11	65%	35.22	0			0			0			0		
	Male	<u>1</u>	33%	22.56	<u>1</u>	33%	38.32	0			<u>6</u>	35%	37.47	0			0			0			0		
	Total Employees	3			3						17														
	Ave Yrs in Current Job		9.6			3.8						5.3													
Office of Economic Development	Female	1	100%	21.77	0	0%		0	0%		9	47%	43.14	0			0			0			0		
	Male	<u>0</u>	0%		<u>2</u>	100%	48.10	<u>1</u>	100%	28.84	<u>10</u>	53%	45.28	0			0			0			0		
	Total Employees	1			2			1			19														
	Ave Yrs in Current Job		0.3			1.5			1			4.1													
Office of Sustainability & Env	Female	0			2	67%	53.89	0			9	75%	45.67	0			0			0			0		
	Male	0			<u>1</u>	33%	49.72	0			<u>3</u>	25%	41.55	0			0			0			0		
	Total Employees				3						12														
	Ave Yrs in Current Job					3.2						3.4													
Parks Department	Female	46	81%	21.82	18	51%	49.37	24	49%	24.45	120	56%	34.13	2	29%	23.42	105	25%	22.32	5	9%	35.03	17	57%	28.51
	Male	<u>11</u>	19%	19.81	<u>17</u>	49%	52.10	<u>25</u>	51%	24.80	<u>96</u>	44%	35.91	<u>5</u>	71%	25.46	<u>312</u>	75%	23.20	<u>50</u>	91%	32.70	<u>13</u>	43%	33.62
	Total Employees	57			35			49			216			7			417			55			30		
	Ave Yrs in Current Job		9.1			5.5			6.2			7.8		3.7				7.5			10.7			8	

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		# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly	# EE	% Gender	Avg Hrly
Personnel Department	Female	9	90%	24.45	5	63%	53.10	2	100%	26.79	43	77%	39.49	0			2	67%	14.48	0			2	100%	26.26
	Male	<u>1</u>	10%	24.35	<u>3</u>	38%	66.72	<u>0</u>	0%		<u>13</u>	23%	45.42	0			<u>1</u>	33%	13.43	0			<u>0</u>	0%	
	Total Employees	10			8			2			56						3						2		
	Ave Yrs in Current Job		7.7			5.2			8.7			5.8						6.5						16.9	
Police Department	Female	189	83%	26.15	10	38%	51.72	55	46%	24.85	67	38%	41.16	163	15%	43.08	5	31%	23.35	0			42	24%	39.72
	Male	<u>40</u>	17%	27.53	<u>16</u>	62%	70.50	<u>64</u>	54%	25.32	<u>109</u>	62%	53.95	<u>934</u>	85%	43.03	<u>11</u>	69%	25.25	0			<u>135</u>	76%	50.86
	Total Employees	229			26			119			176			1097			16						177		
	Ave Yrs in Current Job		7			5.7			8.1			6.7		8.2				6.5						7.2	
Seattle Center	Female	17	85%	24.76	11	58%	47.05	1	100%	26.79	29	71%	37.34	1	6%	22.81	27	33%	19.76	1	4%	40.13	6	21%	29.55
	Male	<u>3</u>	15%	23.67	<u>8</u>	42%	51.73	<u>0</u>	0%		<u>12</u>	29%	42.61	<u>17</u>	94%	23.20	<u>56</u>	67%	21.60	<u>22</u>	96%	33.73	<u>23</u>	79%	32.11
	Total Employees	20			19			1			41			18			83			23			29		
	Ave Yrs in Current Job		8.8			7.8			5.5			7.8		11.3				7.1		13.6				8	
Seattle Dept of Transportation	Female	30	71%	24.34	18	42%	57.35	8	53%	25.67	112	46%	42.51	0			21		24.86	8	9%	36.81	29	32%	39.30
	Male	<u>12</u>	29%	25.08	<u>25</u>	58%	58.07	<u>7</u>	47%	25.55	<u>133</u>	54%	44.46	0			131		25.30	<u>86</u>	91%	33.53	<u>63</u>	68%	39.68
	Total Employees	42			43			15			245						156		25.24	94			92		
	Ave Yrs in Current Job		7.1			4.1			5.6			4.7								7.7				6.3	
Seattle Public Library	Female	201	64%	20.38	4	36%	59.82	53	65%	29.59	119	73%	37.45	4	29%	25.57	9	15%	20.59	0	0%		3	21%	39.62
	Male	<u>112</u>	36%	19.72	<u>7</u>	64%	57.19	<u>29</u>	35%	30.36	<u>44</u>	27%	38.59	<u>10</u>	71%	26.50	<u>51</u>	85%	22.73	<u>3</u>	100%	30.60	<u>11</u>	79%	43.80
	Total Employees	313			11			82			163			14			60			3			14		
	Ave Yrs in Current Job		5.6			1.6			6			8.4		6.4				7.2		2.4				4.5	
Seattle Public Utilities	Female	124	69%	26.44	42	44%	57.03	13	76%	28.87	230	47%	43.51	0			38	19%	24.74	17	9%	32.66	46	30%	37.80
	Male	<u>55</u>	31%	25.79	<u>54</u>	56%	57.26	<u>4</u>	24%	29.84	<u>258</u>	53%	45.51	0			<u>161</u>	81%	27.48	<u>167</u>	91%	32.19	<u>106</u>	70%	37.57
	Total Employees	179			96			17			488						199			184			152		
	Ave Yrs in Current Job		7.4			6.7			5.2			6.9						6.7		7.3				6.5	