

COMPARISON OF WOMEN'S HOURLY RATE TO MEN'S HOURLY RATE IN DISCRETIONARY PAY BANDS - Excludes Library employees and temporary workers

APPENDIX 5

JOB TYPE	FEMALE			MALE			TOTAL			compared to men's pay rate in the same title	% womens longevity compared to men's pay rate in the same title
	Average of HOURLY RATE	Count of women in JOB TYPE	Average of LONGEVITY BY MONTHS	Average of HOURLY RATE	Count of men in JOB TYPE	Average of LONGEVITY BY MONTHS	Average of HOURLY RATE	Count of women in JOB TYPE	Average of LONGEVITY BY MONTHS		
City Attorney,Asst	45.20	53	50.74	51.61	38	60.61	47.88	91	54.86	88%	84%
City Light Supt				117.32	1	111.00	117.32	1	111.00	no women in title	no women in title
Electric Util Exec 2				77.80	3	21.00	77.80	3	21.00	no women in title	no women in title
Electric Util Exec 3,Dir	86.34	1	64.00	86.81	6	35.67	86.75	7	39.71	99%	179%
Electric Util Exec 3,Ofcr				107.39	2	24.50	107.39	2	24.50	no women in title	no women in title
Exec Manager-City Auditor				65.26	1	41.00	65.26	1	41.00	no women in title	no women in title
Exec Manager-Legislative	63.87	1	34.00	64.70	1	85.00	64.28	2	59.50	99%	40%
Executive1	57.91	4	33.75	56.59	6	40.67	57.11	10	37.90	102%	83%
Executive2	63.18	45	58.51	63.94	44	57.75	63.55	89	58.13	99%	101%
Executive3	73.05	15	68.40	70.83	18	33.17	71.84	33	49.18	103%	206%
Executive4	72.13	2	18.00	87.78	15	55.93	85.94	17	51.47	82%	32%
Hearing Examiner	65.98	2	168.00				65.98	2	168.00	no men in title	no men in title
Info Technol Prof A	56.11	29	78.79	55.27	60	85.17	55.54	89	83.09	102%	93%
Info Technol Prof B	48.23	85	91.05	47.82	174	87.78	47.95	259	88.85	101%	104%
Info Technol Prof C	41.52	19	75.95	40.23	76	71.05	40.49	95	72.03	103%	107%
Investments/Debt Dir				78.83	1	61.00	78.83	1	61.00	no women in title	no women in title
Investments/Debt Dir,Asst	59.03	1	61.00				59.03	1	61.00	no men in title	no men in title
Legislative Asst	32.95	13	70.31	33.16	14	57.00	33.06	27	63.41	99%	123%
Manager1	42.88	37	70.43	41.96	20	49.10	42.55	57	62.95	102%	143%
Manager2	48.63	68	73.65	49.65	72	74.83	49.15	140	74.26	98%	98%
Manager3	55.10	39	60.46	56.10	69	65.70	55.74	108	63.81	98%	92%
Mayoral Staff Asst 1	22.73	2	2.50	22.74	2	8.00	22.73	4	5.25	100%	31%
Mayoral Staff Asst 2	30.07	8	36.63	28.60	3	39.67	29.67	11	37.45	105%	92%
Pwr Marketer	57.53	3	114.67	51.83	15	89.40	52.78	18	93.61	111%	128%
StratAdvsr1	42.31	52	50.37	44.25	37	54.57	43.12	89	52.11	96%	92%
StratAdvsr2	47.44	133	49.65	48.74	116	56.93	48.05	249	53.04	97%	87%
StratAdvsr3	54.91	28	51.57	54.70	32	51.97	54.80	60	51.78	100%	99%
StratAdvsr-Audit	52.40	7	99.14	47.52	1	10.00	51.79	8	88.00	110%	991%
StratAdvsr-Legislative	49.03	10	116.60	47.99	13	87.77	48.44	23	100.30	102%	133%
Grand Total	49.32	657	64.74	51.27	840	68.51	50.41	1497	66.86	96%	95%

Note: Titles and rates highlighted in red are titles in which women's average hourly rate is higher than men's average hourly rate.

Overall, for all discretionary pay bands, women's average hourly rate is 96% of men's average pay in discretionary bands.