

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Accountant	30.58	23	30.28	7	30.51	30	101%	329%
Accountant,Prin	38.75	23	37.64	7	38.49	30	103%	329%
Accountant,Sr	34.48	23	33.89	6	34.36	29	102%	383%
Act Exec	43.10	4	42.02	7	42.42	11	103%	57%
Actg Tech I	22.56	1			22.56	1	no men in title	no men in title
Actg Tech I-BU	22.56	10	22.56	2	22.56	12	100%	500%
Actg Tech II	23.98	7	24.35	1	24.03	8	98%	700%
Actg Tech II-BU	24.19	74	24.21	18	24.20	92	100%	411%
Actg Tech III	26.64	7			26.64	7	no men in title	no men in title
Actg Tech III-BU	26.69	32	26.18	5	26.63	37	102%	640%
Actg Tech II-MC	24.35	2			24.35	2	no men in title	no men in title
Actg Tech Supv-BU	28.84	4			28.84	4	no men in title	no men in title
Admin Spec I	22.35	15	21.76	2	22.28	17	103%	750%
Admin Spec I-BU	22.43	78	22.43	12	22.43	90	100%	650%
Admin Spec II	24.32	28	23.90	4	24.26	32	102%	700%
Admin Spec II-BU	24.25	140	24.11	18	24.24	158	101%	778%
Admin Spec III	26.10	12	26.26	2	26.12	14	99%	600%
Admin Spec III-BU	25.94	30	25.93	3	25.94	33	100%	1000%
Admin Spec III-MC	26.26	1			26.26	1	no men in title	no men in title
Admin Spec II-MC	24.35	28	24.35	2	24.35	30	100%	1400%
Admin Spec I-MC	22.56	16	22.56	3	22.56	19	100%	533%
Admin Staff Anlyst	35.59	40	35.00	3	35.55	43	102%	1333%
Admin Staff Asst	30.86	54	30.48	8	30.82	62	101%	675%
Admin Support Asst	20.61	1			20.61	1	no men in title	no men in title
Admin Support Asst-BU	20.30	10	20.61	2	20.36	12	99%	500%
Admin Support Asst-MC			20.61	2	20.61	2	no women in title	no women in title
Admin Support Supv-BU	27.58	10	27.78	2	27.61	12	99%	500%
Admin Support Supv-MC	27.78	4	27.78	1	27.78	5	100%	400%
Administrator-Law	48.11	1			48.11	1	no men in title	no men in title
Adms Employee	17.11	5	17.11	8	17.11	13	100%	63%
Adms Personnel Dispatcher			24.10	1	24.10	1	no women in title	no women in title
Animal Contrl Ofcr I	24.32	1	24.08	4	24.13	5	101%	25%
Animal Contrl Ofcr II	26.53	3	26.53	6	26.53	9	100%	50%
Animal Contrl Ofcr Supv	30.72	2			30.72	2	no men in title	no men in title
Appraiser,Sr			43.91	1	43.91	1	no women in title	no women in title
Apprenticeship Coord	33.69	2			33.69	2	no men in title	no men in title
Aquarium Biologist 1	23.88	2	23.88	1	23.88	3	100%	200%
Aquarium Biologist 2	26.26	5	26.26	3	26.26	8	100%	167%

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Aquarium Biologist 3			31.16	3	31.16	3	no women in title	no women in title
Aquarium Laboratory Spec	26.26	1			26.26	1	no men in title	no men in title
Aquarium Sys'ts Op,Chief			37.70	1	37.70	1	no women in title	no women in title
Aquatic Cntr Coord	32.52	7	32.52	2	32.52	9	100%	350%
Aquatic Cntr Coord,Asst	28.75	4	29.17	3	28.93	7	99%	133%
Arboriculturist	33.09	1	32.90	7	32.92	8	101%	14%
Arborist			44.74	2	44.74	2	no women in title	no women in title
Architect,Sr			44.74	1	44.74	1	no women in title	no women in title
Arts Conserv Tech	27.78	1	27.78	1	27.78	2	100%	100%
Arts Prgm Spec	32.35	5			32.35	5	no men in title	no men in title
Arts Prgm Spec,Sr	36.37	4	36.30	1	36.36	5	100%	400%
Asphalt Raker			26.94	4	26.94	4	no women in title	no women in title
Asphalt Raker,Sr			28.23	7	28.23	7	no women in title	no women in title
Asst To The Supt			46.41	1	46.41	1	no women in title	no women in title
Auto Body Wkr/Pntr			29.79	2	29.79	2	no women in title	no women in title
Auto Engr			39.20	2	39.20	2	no women in title	no women in title
Auto Engr,Sr			40.74	4	40.74	4	no women in title	no women in title
Auto Equip Pntr			29.79	1	29.79	1	no women in title	no women in title
Auto Maint CC			36.28	4	36.28	4	no women in title	no women in title
Auto Mechanic	31.02	1	31.02	48	31.02	49	100%	2%
Auto Mechanic Aprn	27.27	1	27.27	2	27.27	3	100%	50%
Auto Mechanic,Sr	32.60	1	32.60	13	32.60	14	100%	8%
Auto Sheet Metal Wkr			29.79	2	29.79	2	no women in title	no women in title
Bailiff	25.77	7	24.77	1	25.65	8	104%	700%
Bailiff,Chief	29.41	1			29.41	1	no men in title	no men in title
Benefits Asst	26.26	2			26.26	2	no men in title	no men in title
Bldg Inspector,Journey			38.45	2	38.45	2	no women in title	no women in title
Bldg Inspector,Sr(Expert)			40.74	10	40.74	10	no women in title	no women in title
Bldg Inspector,Strucl			42.25	2	42.25	2	no women in title	no women in title
Bldg Operating Engr			31.16	3	31.16	3	no women in title	no women in title
Bldg Plans Examiner	36.45	2	35.38	4	35.74	6	103%	50%
Bldg Plans Examiner,Sr	42.25	2			42.25	2	no men in title	no men in title
Bldg/Facilities Opns Supv-BU			30.58	2	30.58	2	no women in title	no women in title
Bridge Carpentry&Maint Lead			30.28	3	30.28	3	no women in title	no women in title
Bridge Elecl CC			38.10	1	38.10	1	no women in title	no women in title
Bridge Elecl Maint Supv			41.07	1	41.07	1	no women in title	no women in title
Bridge Maint General Supv			37.34	1	37.34	1	no women in title	no women in title
Bridge Maint Mech Hlpr			23.79	3	23.79	3	no women in title	no women in title

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Bridge Maint Mechanic			33.37	3	33.37	3	no women in title	no women in title
Bridge Maint Mechanic CC			35.43	1	35.43	1	no women in title	no women in title
Bridge Op	27.34	1	27.26	12	27.27	13	100%	8%
Bridge Op,Sr	28.85	2	28.85	2	28.85	4	100%	100%
Bridge Opns CC			34.02	1	34.02	1	no women in title	no women in title
Bridge Opns General Supv	37.39	1			37.39	1	no men in title	no men in title
Buyer,Sr	39.96	3	38.86	4	39.33	7	103%	75%
Camp Svc Aide	17.99	2			17.99	2	no men in title	no men in title
Camp Svc Aide,Sr	19.80	1			19.80	1	no men in title	no men in title
Capital Prjts Coord	41.56	3	41.04	9	41.17	12	101%	33%
Capital Prjts Coord Supv	42.51	1	49.33	1	45.92	2	86%	100%
Capital Prjts Coord Supv-BU	49.33	1	47.62	1	48.48	2	104%	100%
Capital Prjts Coord,Asst	38.50	3			38.50	3	no men in title	no men in title
Capital Prjts Coord,Chief	49.33	1			49.33	1	no men in title	no men in title
Capital Prjts Coord,Sr	46.98	12	47.12	35	47.08	47	100%	34%
Carpenter	30.28	4	30.28	18	30.28	22	100%	22%
Carpenter CC			34.08	4	34.08	4	no women in title	no women in title
Carpenter,Sr	31.57	1	31.57	3	31.57	4	100%	33%
Cashier	16.62	12	16.60	5	16.61	17	100%	240%
Cashier,Sr	19.38	3	18.74	1	19.22	4	103%	300%
Cblspl Aprn			31.68	4	31.68	4	no women in title	no women in title
Cblspl CC-Asg C Coord			46.28	2	46.28	2	no women in title	no women in title
Cblspl CC-Asg Locator	46.28	1			46.28	1	no men in title	no men in title
Cblspl CC-Net Area	46.28	3	46.28	16	46.28	19	100%	19%
Cblspl-Asg Locator	41.14	1	41.14	2	41.14	3	100%	50%
Cblspl-Jrnywkr In Chg			43.33	3	43.33	3	no women in title	no women in title
Cblspl-Net Area	41.14	5	41.14	37	41.14	42	100%	14%
Cement Finisher			28.24	5	28.24	5	no women in title	no women in title
Cement Finisher,Sr			29.88	5	29.88	5	no women in title	no women in title
Cement Finisher-Parks Facils			30.28	2	30.28	2	no women in title	no women in title
City Archivist,Asst	38.48	3			38.48	3	no men in title	no men in title
City Attorney			73.26	1	73.26	1	no women in title	no women in title
City Records Mgmt Anlyst	36.30	1	32.39	1	34.35	2	112%	100%
Civil Engr Supv	54.51	13	54.16	31	54.26	44	101%	42%
Civil Engr,Assoc	39.70	14	39.91	28	39.84	42	99%	50%
Civil Engr,Asst I			29.69	3	29.69	3	no women in title	no women in title
Civil Engr,Asst II			32.36	4	32.36	4	no women in title	no women in title
Civil Engr,Asst III			37.38	2	37.38	2	no women in title	no women in title

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Civil Engr,Sr	49.61	31	50.20	60	50.00	91	99%	52%
Civil Engrng Spec Supv	45.51	6	45.51	11	45.51	17	100%	55%
Civil Engrng Spec,Assoc	38.06	28	38.06	56	38.06	84	100%	50%
Civil Engrng Spec,Asst I	29.41	2	28.33	5	28.64	7	104%	40%
Civil Engrng Spec,Asst II	29.05	1	31.34	7	31.05	8	93%	14%
Civil Engrng Spec,Asst III	34.91	10	34.73	16	34.80	26	101%	63%
Civil Engrng Spec,Sr	43.08	20	42.85	53	42.91	73	101%	38%
Civil Rights Anlyst	31.19	4	33.56	1	31.67	5	93%	400%
Civil Rights Anlyst,Sr	36.30	2	36.33	1	36.31	3	100%	200%
Civil Svc Commissioner	5.53	1	5.53	5	5.53	6	100%	20%
Claims Adjuster I	31.76	1			31.76	1	no men in title	no men in title
Claims Adjuster-FAS	36.30	1	40.74	2	39.26	3	89%	50%
Code Compliance Anlyst	37.70	2			37.70	2	no men in title	no men in title
Code Compliance Coord	43.10	1			43.10	1	no men in title	no men in title
Code Dev Anlyst,Sr	40.74	1			40.74	1	no men in title	no men in title
Com Dev Spec	35.21	6	36.30	2	35.49	8	97%	300%
Com Dev Spec,Sr	42.47	5	43.10	3	42.71	8	99%	167%
Com Garden Coord	32.39	5	32.39	1	32.39	6	100%	500%
Commercial Veh Enf Ofcr			30.24	1	30.24	1	no women in title	no women in title
Comms Elctn CC			47.15	1	47.15	1	no women in title	no women in title
Comms Elctn II			41.91	14	41.91	14	no women in title	no women in title
Comms Elctn Jnywrk-In Chg-Skt			44.15	1	44.15	1	no women in title	no women in title
Complaint Investigator	31.76	3	31.76	2	31.76	5	100%	150%
Constr&Maint Equip Op	30.49	1	30.49	26	30.49	27	100%	4%
Constr&Maint Equip Op,Sr	32.01	1	32.01	19	32.01	20	100%	5%
Constr&Repair CC			33.38	3	33.38	3	no women in title	no women in title
Contract Anlyst	31.18	3			31.18	3	no men in title	no men in title
Contract Employee *	45.96	2	61.42	1	51.11	3	75%	200%
Contracts&Concss Asst			29.99	1	29.99	1	no women in title	no women in title
Contrl Tech			33.09	1	33.09	1	no women in title	no women in title
Cook			25.04	1	25.04	1	no women in title	no women in title
Council Clerk	31.76	2			31.76	2	no men in title	no men in title
Councilmember	57.07	3	56.88	6	56.94	9	100%	50%
Counslr	29.40	80	30.39	14	29.55	94	97%	571%
Court Cashier	24.66	7	24.55	5	24.62	12	100%	140%
Court Cashier Supv	27.04	1	27.04	1	27.04	2	100%	100%
Court Clerk	25.04	20	25.32	1	25.06	21	99%	2000%
Court Clerk Supv	26.80	3			26.80	3	no men in title	no men in title

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Court Interpreter Coord	39.20	1			39.20	1	no men in title	no men in title
Credit Rep	28.83	3	28.58	4	28.69	7	101%	75%
Credit Rep,Sr			31.41	2	31.41	2	no women in title	no women in title
Credit&Colls Supv-BU	36.30	1	36.30	1	36.30	2	100%	100%
Crime Prev Coord	33.69	1	33.69	3	33.69	4	100%	33%
Cust Svc Rep	24.21	34	24.32	8	24.23	42	100%	425%
Cust Svc Rep Supv	30.35	1	30.35	1	30.35	2	100%	100%
Cust Svc Rep,Sr	26.18	5			26.18	5	no men in title	no men in title
Delivery Wkr	21.36	2	21.36	3	21.36	5	100%	67%
Dev Fin Spec I	33.09	2			33.09	2	no men in title	no men in title
Dev Fin Spec,Sr	37.74	2			37.74	2	no men in title	no men in title
Dining Room Attendant	15.66	2	14.80	1	15.37	3	106%	200%
Dining Room Attendant,Sr			18.11	1	18.11	1	no women in title	no women in title
Disposal CC I	33.93	2	33.93	2	33.93	4	100%	100%
Dispute Resolution Mediator	38.48	1			38.48	1	no men in title	no men in title
Drainage&Wstwtr Coll CC	36.72	2	36.72	9	36.72	11	100%	22%
Drainage&Wstwtr Coll Lead Wkr			30.70	11	30.70	11	no women in title	no women in title
Drainage&Wstwtr Coll Wkr	27.56	2	27.42	15	27.44	17	101%	13%
Drainage&Wstwtr Coll Wkr Aprn	23.98	3	23.93	10	23.94	13	100%	30%
Drainage&Wstwtr Coll Wkr CI	28.09	4	28.09	15	28.09	19	100%	27%
Drainage&Wstwtr Lead Wkr CII	29.81	2	31.31	26	31.20	28	95%	8%
Drainage&Wstwtr Spec	38.44	1			38.44	1	no men in title	no men in title
Early Ed Spec	33.89	6	34.32	1	33.95	7	99%	600%
Early Ed Spec,Sr	36.28	2			36.28	2	no men in title	no men in title
Economist	34.32	1	35.66	2	35.21	3	96%	50%
Economist,Prin	47.26	1	47.26	3	47.26	4	100%	33%
Economist,Sr	44.28	7	43.15	2	44.03	9	103%	350%
Ed Prgm Asst	22.56	4			22.56	4	no men in title	no men in title
Ed Prgm Supv	35.57	2			35.57	2	no men in title	no men in title
Elctn	36.25	2	36.08	16	36.09	18	100%	13%
Elctn CC	40.13	3			40.13	3	no men in title	no men in title
Elctn,Sr			37.51	1	37.51	1	no women in title	no women in title
Elctn-Con	41.14	6	41.14	59	41.14	65	100%	10%
Elctn-Con Aprn			31.84	5	31.84	5	no women in title	no women in title
Elctn-Con CC			46.28	1	46.28	1	no women in title	no women in title
Elctn-Con-(OI)	41.14	4	41.14	8	41.14	12	100%	50%
Elctn-Con-Wkg CC	46.28	2	46.28	11	46.28	13	100%	18%
Elec Engrng Des Spec,Asst II			34.60	1	34.60	1	no women in title	no women in title

AVERAGE PAY COMPARISON OF MALE AND FEMALE - STEP PROGRESSION POSITIONS

APPENDIX 5B

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Elec Engrng Des Spec,Asst III			35.99	2	35.99	2	no women in title	no women in title
Elec-Con CC-Asg Crew Coord			46.28	1	46.28	1	no women in title	no women in title
Elec-Con Core CC			46.28	2	46.28	2	no women in title	no women in title
Elec-Con(OI)Wkg CC-C Coord	46.28	1	46.28	1	46.28	2	100%	100%
Elec-Con-Wkg CC-Asg C Coord			46.28	3	46.28	3	no women in title	no women in title
Elecl Constr&Maint Supv-BU	55.04	3	54.85	11	54.89	14	100%	27%
Elecl Engr,Assoc	39.36	5	39.05	19	39.12	24	101%	26%
Elecl Engr,Asst I	30.85	2	29.95	9	30.11	11	103%	22%
Elecl Engr,Asst II			33.74	6	33.74	6	no women in title	no women in title
Elecl Engr,Asst III			36.69	4	36.69	4	no women in title	no women in title
Elecl Engr,Sr	50.69	1	50.69	1	50.69	2	100%	100%
Elecl Engrng Spec Supv	44.41	3	45.51	2	44.85	5	98%	150%
Elecl Engrng Spec,Assoc	37.12	7	37.52	4	37.27	11	99%	175%
Elecl Engrng Spec,Asst I	29.05	2	27.52	2	28.29	4	106%	100%
Elecl Engrng Spec,Asst II	30.74	2			30.74	2	no men in title	no men in title
Elecl Engrng Spec,Asst III	34.64	4			34.64	4	no men in title	no men in title
Elecl Engrng Spec,Sr	42.85	5	43.08	16	43.03	21	99%	31%
Elecl Hlpr			29.11	5	29.11	5	no women in title	no women in title
Elecl Hlpr-Bndry			29.11	1	29.11	1	no women in title	no women in title
Elecl Inspector Supv			45.58	2	45.58	2	no women in title	no women in title
Elecl Inspector,(J)	38.37	1	38.37	2	38.37	3	100%	50%
Elecl Inspector,Sr(Expert)	43.06	2	43.06	13	43.06	15	100%	15%
Elecl Plans Examiner			40.42	3	40.42	3	no women in title	no women in title
Elecl Pwr Sysys Engr	51.93	6	51.40	15	51.55	21	101%	40%
Elecl Pwr Sysys Engr,Prin	54.42	4	55.22	11	55.00	15	99%	36%
Elecl PwrSysysEngr,Prin-Mrt	60.11	1	58.25	10	58.42	11	103%	10%
Elecl PwrSysysEngr-Mrt	55.08	1	55.08	2	55.08	3	100%	50%
Elecl Quality Assurance Spec			37.38	1	37.38	1	no women in title	no women in title
Elecl Svc Engr	45.25	1	44.27	5	44.44	6	102%	20%
Elecl Svc Rep	31.79	6	32.31	7	32.07	13	98%	86%
Elecl Svc Rep,Sr	35.38	4	34.71	13	34.87	17	102%	31%
Elecl Svc Rep,Supvsng	39.95	3	39.95	4	39.95	7	100%	75%
Elecl Work Rev CC			46.28	4	46.28	4	no women in title	no women in title
Elevator Inspector(J)			37.73	3	37.73	3	no women in title	no women in title
Elevator Inspector,Chief			43.92	2	43.92	2	no women in title	no women in title
Elevator Inspector,Sr(Expert)	40.74	1	40.74	6	40.74	7	100%	17%
Engngng Aide	24.69	5	25.99	6	25.40	11	95%	83%
Engngng Emerg Laborer			28.77	5	28.77	5	no women in title	no women in title

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Enrgy Mgmt Anlyst	41.39	1	41.42	4	41.41	5	100%	25%
Enrgy Mgmt Anlyst Supv	49.56	2	49.56	2	49.56	4	100%	100%
Enrgy Mgmt Anlyst,Asst	35.57	3	36.59	5	36.21	8	97%	60%
Enrgy Mgmt Anlyst,Sr	45.96	4	45.96	14	45.96	18	100%	29%
Enrgy Plng Anlyst	33.69	1	33.67	2	33.67	3	100%	50%
Enrgy Plng Supv-BU			49.56	2	49.56	2	no women in title	no women in title
Enrgy Res&Eval Anlyst			39.96	1	39.96	1	no women in title	no women in title
Envrnmntl Anlyst,Assoc	35.05	2	35.93	3	35.58	5	98%	67%
Envrnmntl Anlyst,Sr	42.85	19	42.63	13	42.76	32	101%	146%
Envrnmntl Fld Spec	31.74	4	31.74	2	31.74	6	100%	200%
Envrnmntl Fld Spec,Sr			34.27	2	34.27	2	no women in title	no women in title
Equal Emplmnt Coord	37.75	2			37.75	2	no men in title	no men in title
Equip Maint CC			34.92	2	34.92	2	no women in title	no women in title
Equip Svcr			24.28	13	24.28	13	no women in title	no women in title
Equip&Facilities Coord			34.04	7	34.04	7	no women in title	no women in title
Equip&Facils Coord,Sr			37.70	1	37.70	1	no women in title	no women in title
Events Booking Rep	29.99	1	27.78	1	28.89	2	108%	100%
Events Booking Rep,Sr	36.30	1	31.16	1	33.73	2	116%	100%
Events Svc Rep	32.39	3			32.39	3	no men in title	no men in title
Events Svc Rep,Sr	36.30	3	36.30	2	36.30	5	100%	150%
Evidence Warehouser	23.80	3	25.03	2	24.29	5	95%	150%
Evidence Warehouser,Sr	27.54	2	27.54	4	27.54	6	100%	50%
Exec Asst	41.56	14	43.10	2	41.75	16	96%	700%
Exec Asst,Sr	44.03	9	43.15	2	43.87	11	102%	450%
Exhibits Tech			28.03	1	28.03	1	no women in title	no women in title
Facilities Lead Wkr	26.50	1	26.50	5	26.50	6	100%	20%
Facilities Maint Wkr	26.50	1	26.34	6	26.36	7	101%	17%
Facilities Support Coord			39.20	1	39.20	1	no women in title	no women in title
Facility Maint Supv,Asst			42.34	3	42.34	3	no women in title	no women in title
Facility Techl Supv			35.62	2	35.62	2	no women in title	no women in title
Facility Techl Supv-BU			36.30	1	36.30	1	no women in title	no women in title
Fair Hearing Coord			33.60	1	33.60	1	no women in title	no women in title
Fin Anlyst	33.98	10			33.98	10	no men in title	no men in title
Fin Anlyst Supv			41.55	1	41.55	1	no women in title	no women in title
Fin Anlyst,Asst	27.48	3	28.84	1	27.82	4	95%	300%
Fin Anlyst,Sr	39.66	20	39.09	17	39.40	37	101%	118%
Fire Battalion Chief-80 Hrs			65.85	1	65.85	1	no women in title	no women in title
Fire Battalion Chief-91.4 Hrs	59.25	1	57.80	22	57.86	23	103%	5%

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Fire Capt-80 Hrs			56.09	1	56.09	1	no women in title	no women in title
Fire Capt-91.40 Hrs	48.12	4	47.77	32	47.81	36	101%	13%
Fire Capt-Admin-80 Hrs	57.39	1	57.39	2	57.39	3	100%	50%
Fire Capt-Dispatcher-80 Hrs			58.14	1	58.14	1	no women in title	no women in title
Fire Capt-HM-91.40 Hrs			49.20	3	49.20	3	no women in title	no women in title
Fire Capt-MU-91.40 Hrs			50.07	2	50.07	2	no women in title	no women in title
Fire Capt-ParamedTechSrEMS-80			64.29	1	64.29	1	no women in title	no women in title
Fire Capt-Prev Inspector I			57.64	3	57.64	3	no women in title	no women in title
Fire Capt-Trng Div-80 Hrs			56.77	3	56.77	3	no women in title	no women in title
Fire Capt-TRT-91.40 Hrs			49.42	1	49.42	1	no women in title	no women in title
Fire Chief,Dep-80 Hrs			75.26	5	75.26	5	no women in title	no women in title
Fire Chief,Dep-91.4 Hrs			66.42	4	66.42	4	no women in title	no women in title
Fire Equip Tech	27.25	1	27.25	2	27.25	3	100%	50%
Fire Lieut-80 Hrs			48.48	5	48.48	5	no women in title	no women in title
Fire Lieut-91.40 Hrs	42.42	11	41.87	93	41.93	104	101%	12%
Fire Lieut-Admin-80 Hrs			49.30	2	49.30	2	no women in title	no women in title
Fire Lieut-Dispatcher-84 Hrs			49.62	4	49.62	4	no women in title	no women in title
Fire Lieut-HM-91.40 Hrs	43.81	1	43.85	8	43.85	9	100%	13%
Fire Lieut-MU-91.40 Hrs			43.48	9	43.48	9	no women in title	no women in title
Fire Lieut-ParamedTechSr-84			52.63	4	52.63	4	no women in title	no women in title
Fire Lieut-ParamedTechSrAMR-80			57.12	1	57.12	1	no women in title	no women in title
Fire Lieut-ParamedTechSrEMS-80			56.38	1	56.38	1	no women in title	no women in title
Fire Lieut-Prev Inspector I	52.09	2	51.40	7	51.55	9	101%	29%
Fire Lieut-Trng Div-80 Hrs			49.42	6	49.42	6	no women in title	no women in title
Fire Lieut-TRT-91.40 Hrs			43.81	3	43.81	3	no women in title	no women in title
Fire Protection Engr			40.06	4	40.06	4	no women in title	no women in title
Fire Protection Engr,Sr			47.26	2	47.26	2	no women in title	no women in title
Fire Svcs Spec			27.25	1	27.25	1	no women in title	no women in title
Fireboat Engr-91.40 Hrs			48.44	4	48.44	4	no women in title	no women in title
Fireboat Pilot-91.40 Hrs			47.49	4	47.49	4	no women in title	no women in title
Firefr-80 Hrs			40.93	2	40.93	2	no women in title	no women in title
Firefr-91.40 Hrs	35.68	17	34.36	307	34.43	324	104%	6%
Firefr-Ap Drvr-80 Hrs			45.58	2	45.58	2	no women in title	no women in title
Firefr-AP Drvr-91.40 Hrs	38.11	10	38.41	158	38.39	168	99%	6%
Firefr-Dispatcher-84 Hrs	43.58	14	43.16	9	43.42	23	101%	156%
Firefr-FIU Prev Insp I-84 Hrs			43.72	7	43.72	7	no women in title	no women in title
Firefr-HM Ap Drvr-80 Hrs			45.58	1	45.58	1	no women in title	no women in title
Firefr-HM Ap Drvr-91.40 Hrs			41.00	16	41.00	16	no women in title	no women in title

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Fireftr-HM-80 Hrs			41.86	1	41.86	1	no women in title	no women in title
Fireftr-HM-91.40 Hrs	37.46	4	36.85	41	36.90	45	102%	10%
Fireftr-MU Ap Drvr-91.40 Hrs			39.81	7	39.81	7	no women in title	no women in title
Fireftr-MU-91.40 Hrs			37.76	28	37.76	28	no women in title	no women in title
Fireftr-ParamedTech-91.40 Hrs	40.71	2	40.26	15	40.31	17	101%	13%
Fireftr-ParamedTechSr-91.40	42.69	14	42.48	35	42.54	49	100%	40%
Fireftr-Prev Insp I	45.89	3	46.06	10	46.02	13	100%	30%
Fireftr-Staff10-91.40 Hrs			39.98	4	39.98	4	no women in title	no women in title
Fireftr-TRT Ap Drvr-91.40 Hrs	41.21	1	40.77	3	40.88	4	101%	33%
Fireftr-TRT-91.40 Hrs			37.56	16	37.56	16	no women in title	no women in title
Fireftr-TRT-R1 Ap Drvr-91.40			40.39	4	40.39	4	no women in title	no women in title
Fleet Mgmt Anlyst			36.30	1	36.30	1	no women in title	no women in title
Fleet Mgmt Coord			34.94	1	34.94	1	no women in title	no women in title
Forest Maint CC			33.93	1	33.93	1	no women in title	no women in title
Forest Maint Wkr			27.37	5	27.37	5	no women in title	no women in title
Forest Maint Wkr,Sr	29.41	1	29.41	1	29.41	2	100%	100%
Gardener	24.33	21	24.00	21	24.17	42	101%	100%
Gardener,Asst			21.77	1	21.77	1	no women in title	no women in title
Gardener,Sr	27.14	9	27.18	15	27.17	24	100%	60%
Generation Supv			54.61	1	54.61	1	no women in title	no women in title
Generation Supv-BU			54.61	2	54.61	2	no women in title	no women in title
Golf Course Groundskeeper I			13.75	3	13.75	3	no women in title	no women in title
Golf Course Groundskeeper II	18.12	2	18.12	4	18.12	6	100%	50%
Golf Course Maint Supv			33.78	4	33.78	4	no women in title	no women in title
Golf Course Tech			23.71	10	23.71	10	no women in title	no women in title
Grants&Contracts Spec	30.55	1			30.55	1	no men in title	no men in title
Grants&Contracts Spec,Sr	32.43	26	32.41	7	32.43	33	100%	371%
Graphic Arts Designer	29.61	3	29.99	1	29.70	4	99%	300%
Grounds Equip Mechanic			27.62	6	27.62	6	no women in title	no women in title
Grounds Equip Mechanic,Sr			29.99	3	29.99	3	no women in title	no women in title
Grounds Maint CC			33.38	2	33.38	2	no women in title	no women in title
Grounds Maint Lead Wkr	26.50	5	26.50	10	26.50	15	100%	50%
Hearing Examiner,Dep	59.89	1			59.89	1	no men in title	no men in title
Housing Ordinance Spec	31.16	1			31.16	1	no men in title	no men in title
Housing Ordinance Supv			36.30	1	36.30	1	no women in title	no women in title
Housing/Zoning Inspector	34.32	5	33.68	4	34.04	9	102%	125%
Housing/Zoning Inspector Supv			39.96	1	39.96	1	no women in title	no women in title
Housing/Zoning Inspector,Sr	36.30	1	36.30	1	36.30	2	100%	100%

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Housing/Zoning Tech	26.26	2			26.26	2	no men in title	no men in title
Housing/Zoning Tech,Sr			28.84	1	28.84	1	no women in title	no women in title
HRIS Spec	33.69	2	33.69	1	33.69	3	100%	200%
Human Svcs Coord	29.99	5			29.99	5	no men in title	no men in title
Human Svcs Prgm Supv	35.96	4			35.96	4	no men in title	no men in title
Human Svcs Prgm Supv,Sr	37.25	5	37.82	4	37.50	9	98%	125%
HVAC Tech			32.62	16	32.62	16	no women in title	no women in title
Hydro Maint Wkr I-Gen			24.65	6	24.65	6	no women in title	no women in title
Hydro Maint Wkr II-Gen			26.00	1	26.00	1	no women in title	no women in title
Hydroelec Maint Mach			38.36	11	38.36	11	no women in title	no women in title
Hydroelec Maint Mach CC			44.51	3	44.51	3	no women in title	no women in title
Hydroelec Op II	41.14	2	41.14	11	41.14	13	100%	18%
Identification Data Spec	24.22	6	24.36	2	24.25	8	99%	300%
Identification Tech	31.57	7	31.74	1	31.59	8	99%	700%
Indus Hygienist,Certified			44.74	1	44.74	1	no women in title	no women in title
Info Technol Prgmmer Anlyst	36.30	1	36.30	2	36.30	3	100%	50%
Info Technol Spec	31.16	6	31.76	1	31.24	7	98%	600%
Info Technol Sysys Anlyst	37.93	15	37.82	34	37.86	49	100%	44%
Info Technol Techl Support	25.77	2			25.77	2	no men in title	no men in title
Inspection Support Anlyst	35.00	2			35.00	2	no men in title	no men in title
Installation Maint Wkr	25.54	2	25.33	18	25.35	20	101%	11%
IT Prgmmer Anlyst-Spec			36.68	1	36.68	1	no women in title	no women in title
Janitor,Lead-FAS/CL	20.96	1	20.96	3	20.96	4	100%	33%
Janitor,Lead-SC/Parks/SPU	20.96	1	19.38	1	20.17	2	108%	100%
Janitor-FAS/CL	19.38	6	19.38	17	19.38	23	100%	35%
Janitorial CC-FAS	24.73	1			24.73	1	no men in title	no men in title
Janitor-SC/Parks/SPU	19.38	8	19.38	5	19.38	13	100%	160%
Jrnywkr Asg Streetlighting			42.37	2	42.37	2	no women in title	no women in title
Jrnywkr In Chg	44.63	1	44.63	10	44.63	11	100%	10%
Labor Relations Coord	48.45	3	49.05	1	48.60	4	99%	300%
Labor Relations Spec	42.25	2			42.25	2	no men in title	no men in title
Labor Standards Tech			29.99	1	29.99	1	no women in title	no women in title
Labor Standards Tech Supv	33.69	1			33.69	1	no men in title	no men in title
Laborer	20.96	14	21.08	60	21.06	74	99%	23%
Laborer-Inserting Machine Op			21.14	1	21.14	1	no women in title	no women in title
Land Use Plnr I	35.63	3			35.63	3	no men in title	no men in title
Land Use Plnr II	39.20	4	37.82	4	38.51	8	104%	100%
Land Use Plnr III	41.16	7	41.97	11	41.66	18	98%	64%

AVERAGE PAY COMPARISON OF MALE AND FEMALE - STEP PROGRESSION POSITIONS

APPENDIX 5B

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Land Use Plnr IV	44.74	8	44.74	4	44.74	12	100%	200%
Landscape Architect,Sr	44.74	3	44.74	1	44.74	4	100%	300%
Landscape Designer	30.85	1			30.85	1	no men in title	no men in title
Landscape Supv	33.93	2	33.93	1	33.93	3	100%	200%
Latent Print Examiner	34.55	9	36.30	1	34.72	10	95%	900%
Latent Print Supv	39.96	1			39.96	1	no men in title	no men in title
Legal Asst	24.90	14	23.88	1	24.83	15	104%	1400%
Legislative Info Anlyst			36.30	1	36.30	1	no women in title	no women in title
Legislative Info Spec I	22.96	1	22.96	1	22.96	2	100%	100%
Legislative Info Spec II	29.41	1			29.41	1	no men in title	no men in title
Legislative Info Supv	36.30	1			36.30	1	no men in title	no men in title
Licenses&Standards Inspector	31.89	7	33.32	11	32.76	18	96%	64%
Lifeguard	16.61	3	16.39	4	16.48	7	101%	75%
Lifeguard,Sr	19.50	12	19.46	9	19.48	21	100%	133%
Line C CC	47.67	1	47.67	31	47.67	32	100%	3%
Line CC-Asg C Coord	47.67	1	47.67	5	47.67	6	100%	20%
Lnwkr	42.37	6	42.37	114	42.37	120	100%	5%
Lnwkr Aprn	35.17	1	35.24	17	35.24	18	100%	6%
Lnwkr-Asg Pwrline Clearance			45.47	1	45.47	1	no women in title	no women in title
Lnwrkr-Asg Locator			42.37	1	42.37	1	no women in title	no women in title
Lock Tech			27.78	2	27.78	2	no women in title	no women in title
Lock Tech,Sr	29.99	1			29.99	1	no men in title	no men in title
Mach Spec	27.51	1	26.78	3	26.97	4	103%	33%
Magistrate	52.25	2	51.27	4	51.60	6	102%	50%
Maint Laborer	23.38	35	23.38	161	23.38	196	100%	22%
Maint Laborer,Sr-Traffic	25.04	3	25.04	7	25.04	10	100%	43%
Marine Equip Svcr			34.32	1	34.32	1	no women in title	no women in title
Marketing Dev Coord	38.85	4			38.85	4	no men in title	no men in title
Mat Controller,Prin-BU	35.14	3			35.14	3	no men in title	no men in title
Mat Controller,Sr	31.16	1			31.16	1	no men in title	no men in title
Mat Controller,Sr-BU	30.16	2	30.16	1	30.16	3	100%	200%
Mat Controller-BU	24.95	1			24.95	1	no men in title	no men in title
Mat Handling Supv,General			37.70	1	37.70	1	no women in title	no women in title
Mat Handling Supv,General-BU	37.70	1			37.70	1	no men in title	no men in title
Mat Suplr,Elec-Asg Equip Cust	38.20	1	38.20	1	38.20	2	100%	100%
Mat Suplr,Elec-Asg Phd/Cw/D	33.96	1	33.96	4	33.96	5	100%	25%
Mat Suplr-Asg Leo/Pdm/Hb	34.13	1	36.09	11	35.93	12	95%	9%
MatSup,Elec-Asg Cs &/or Cdt			31.05	17	31.05	17	no women in title	no women in title

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
MatSup,Elec-Asg OPVTCHBNSTR			32.02	8	32.02	8	no women in title	no women in title
Mayor			86.11	1	86.11	1	no women in title	no women in title
Mech Engr Supv			54.66	1	54.66	1	no women in title	no women in title
Mech Engr,Assoc			40.86	1	40.86	1	no women in title	no women in title
Mech Engr,Sr			50.69	6	50.69	6	no women in title	no women in title
Mech Inspector Supv			43.91	1	43.91	1	no women in title	no women in title
Mech Inspector(J)			38.81	3	38.81	3	no women in title	no women in title
Mech Plans Engr			41.55	1	41.55	1	no women in title	no women in title
Mech Plans Engr Supv			53.39	1	53.39	1	no women in title	no women in title
Mech Plans Engr,Sr	50.07	1	44.80	1	47.44	2	112%	100%
Metal Fabricator	32.54	1	32.54	6	32.54	7	100%	17%
Metal Fabricator CC			34.57	2	34.57	2	no women in title	no women in title
Meter Elctn	41.14	3	41.14	22	41.14	25	100%	14%
Meter Elctn Aprn			31.68	2	31.68	2	no women in title	no women in title
Meter Elctn Working CC	46.28	1	46.28	7	46.28	8	100%	14%
Meter Reader	22.86	12	23.00	41	22.97	53	99%	29%
Meter Reader Supv			30.69	3	30.69	3	no women in title	no women in title
Meter Reader,Sr	27.31	2	26.72	7	26.85	9	102%	29%
Mgmt Systs Anlyst	35.40	24	34.27	9	35.09	33	103%	267%
Mgmt Systs Anlyst Supv	47.26	2	45.59	2	46.42	4	104%	100%
Mgmt Systs Anlyst Supv-BU			47.26	1	47.26	1	no women in title	no women in title
Mgmt Systs Anlyst,Asst	31.23	13	31.28	5	31.24	18	100%	260%
Mgmt Systs Anlyst,Sr	41.79	40	41.81	25	41.80	65	100%	160%
Muni Court Marshal			30.24	9	30.24	9	no women in title	no women in title
Muni Court Marshal,Sr	35.39	1			35.39	1	no men in title	no men in title
Muni Judge	64.48	3	64.48	4	64.48	7	100%	75%
Naturalist	26.28	2	27.78	1	26.78	3	95%	200%
Naturalist,Sr	29.99	1			29.99	1	no men in title	no men in title
Neighb District Coord	37.70	3	37.70	6	37.70	9	100%	50%
Noise Contrl Prgm Spec			39.96	2	39.96	2	no women in title	no women in title
Ofc Asst-BU	17.99	1			17.99	1	no men in title	no men in title
Ofc Equip Op	20.61	1			20.61	1	no men in title	no men in title
Ofc/Maint Aide	14.45	19	14.75	37	14.65	56	98%	51%
OPA Review Board Member	5.11	2	5.11	3	5.11	5	100%	67%
Opns CC,Sr-SC			33.71	2	33.71	2	no women in title	no women in title
Opns CC-SC			32.35	1	32.35	1	no women in title	no women in title
Opns Response Cntr Op	29.44	4	29.61	3	29.51	7	99%	133%
Overhead Elecl Suplr			30.90	1	30.90	1	no women in title	no women in title

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Paint&Body Supv			34.75	1	34.75	1	no women in title	no women in title
Paralegal	30.71	13	30.91	4	30.75	17	99%	325%
Paralegal Asst II	26.45	3	26.79	1	26.54	4	99%	300%
Park Horticulturist	44.74	1			44.74	1	no men in title	no men in title
Park Ranger	23.42	2	23.88	4	23.73	6	98%	50%
Parking Attendant			19.87	3	19.87	3	no women in title	no women in title
Parking Attendant,Sr	22.82	1			22.82	1	no men in title	no men in title
Parking Enf Ofcr	24.53	50	24.51	55	24.52	105	100%	91%
Parking Enf Ofcr Supv	29.64	3	30.27	9	30.11	12	98%	33%
Parking Meter Collector			21.36	5	21.36	5	no women in title	no women in title
Parking Meter Collector,Supvsg			25.77	1	25.77	1	no women in title	no women in title
Parking Pay Stat Shop,Supv	35.18	1			35.18	1	no men in title	no men in title
Parking Pay Stat Tech			29.49	6	29.49	6	no women in title	no women in title
Parking&Traffic Coord	26.79	1			26.79	1	no men in title	no men in title
Parks Concss Coord	36.99	2			36.99	2	no men in title	no men in title
Parks Maint Aide			14.48	8	14.48	8	no women in title	no women in title
Parks Maint CC	36.05	4	36.05	3	36.05	7	100%	133%
Parks Special Events Schdlr,Sr	25.28	1	28.35	2	27.33	3	89%	50%
Parks Special Events Schedlr	26.26	5	26.26	1	26.26	6	100%	500%
Passenger & Tugboat Op			29.68	1	29.68	1	no women in title	no women in title
Passenger & Tugboat Op,Sr			32.67	1	32.67	1	no women in title	no women in title
Payroll Supv	37.70	4	37.70	1	37.70	5	100%	400%
Permit Process Leader	42.60	3	44.74	3	43.67	6	95%	100%
Permit Spec I	31.61	12	31.59	3	31.60	15	100%	400%
Permit Spec II	31.84	4	31.97	5	31.91	9	100%	80%
Permit Spec Supv			37.70	1	37.70	1	no women in title	no women in title
Permit Tech	26.99	6	28.35	2	27.33	8	95%	300%
Permit Tech Supv	33.69	1			33.69	1	no men in title	no men in title
Personnel Anlyst	36.30	3			36.30	3	no men in title	no men in title
Personnel Anlyst Supv	49.05	2			49.05	2	no men in title	no men in title
Personnel Anlyst Supv-Comp	49.05	1			49.05	1	no men in title	no men in title
Personnel Anlyst,Sr	40.27	3			40.27	3	no men in title	no men in title
Personnel Anlyst,Sr-Comp	39.97	2	42.25	2	41.11	4	95%	100%
Personnel Spec	32.39	18	33.69	5	32.68	23	96%	360%
Personnel Spec,Asst	26.08	11	25.82	3	26.02	14	101%	367%
Personnel Spec,Sr	35.45	20	36.30	5	35.62	25	98%	400%
Personnel Spec,Supvsng			43.91	2	43.91	2	no women in title	no women in title
Photographer,Sr			32.79	2	32.79	2	no women in title	no women in title

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Photographic Svcs Supv			35.43	1	35.43	1	no women in title	no women in title
Plng&Dev Spec I	34.17	8	34.94	2	34.32	10	98%	400%
Plng&Dev Spec II	37.54	33	37.21	11	37.45	44	101%	300%
Plng&Dev Spec,Sr	41.60	30	42.32	28	41.95	58	98%	107%
Plng&Dev Spec,Supvsng	45.74	5	46.41	3	45.99	8	99%	167%
Plng&Dev Spec,Supvsng-BU	46.41	1			46.41	1	no men in title	no men in title
Plnt Ecologist	33.09	1	31.82	2	32.24	3	104%	50%
Plumber			34.08	16	34.08	16	no women in title	no women in title
Plumber Aprn			28.78	1	28.78	1	no women in title	no women in title
Plumber CC			40.59	2	40.59	2	no women in title	no women in title
Plumber,Sr	36.90	1	36.90	2	36.90	3	100%	50%
Pmp Stat CC			40.76	1	40.76	1	no women in title	no women in title
Pmp Stat Elecl Tech			36.34	5	36.34	5	no women in title	no women in title
Pmp Stat Elecl Tech,Sr			38.45	3	38.45	3	no women in title	no women in title
Pmp Stat Maint Lead Wkr CII			27.61	1	27.61	1	no women in title	no women in title
Pmp Stat Maint Leadwkr	28.10	1	28.10	3	28.10	4	100%	33%
Pmp Stat Maint Wkr			23.17	1	23.17	1	no women in title	no women in title
Pmp Stat Maint Wkr CI	25.54	1	25.54	1	25.54	2	100%	100%
Pntr	30.28	1	30.28	11	30.28	12	100%	9%
Pntr CC			34.75	3	34.75	3	no women in title	no women in title
Pntr,Sr			31.66	2	31.66	2	no women in title	no women in title
Pol Capt			75.26	10	75.26	10	no women in title	no women in title
Pol Capt - Permanent Night			80.23	1	80.23	1	no women in title	no women in title
Pol Capt - Traffic			78.92	1	78.92	1	no women in title	no women in title
Pol Capt - Violent Crime			80.23	1	80.23	1	no women in title	no women in title
Pol Capt-Precinct	81.65	1	80.61	4	80.81	5	101%	25%
Pol Comms Anlyst	36.75	2			36.75	2	no men in title	no men in title
Pol Comms Dispatcher I	25.12	39	24.47	11	24.97	50	103%	355%
Pol Comms Dispatcher II	30.20	27	29.82	7	30.12	34	101%	386%
Pol Comms Dispatcher III	33.99	7	33.62	5	33.84	12	101%	140%
Pol Comms Dispatcher Supv	40.00	2	40.00	1	40.00	3	100%	200%
Pol Comms Dispatcher,Chief	37.40	4	37.73	2	37.51	6	99%	200%
Pol Data Tech	24.85	21	25.06	2	24.87	23	99%	1050%
Pol Data Tech Supv	29.78	2			29.78	2	no men in title	no men in title
Pol Data Tech,Sr	26.55	6	26.55	1	26.55	7	100%	600%
Pol Lieut	62.84	4	65.36	37	65.11	41	96%	11%
Pol Ofcr	39.14	15	38.45	135	38.52	150	102%	11%
Pol Ofcr- Student	34.09	9	33.36	28	33.53	37	102%	32%

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Pol Ofcr-Academy Instructor	45.57	1	44.44	15	44.51	16	103%	7%
Pol Ofcr-Canine	45.98	1	45.47	12	45.51	13	101%	8%
Pol Ofcr-Detective	44.55	41	44.96	114	44.85	155	99%	36%
Pol Ofcr-Detective-Bomb Squad	47.18	1	47.50	5	47.45	6	99%	20%
Pol Ofcr-Detective-Homicide	45.17	2	46.33	16	46.20	18	98%	13%
Pol Ofcr-Diver			46.99	22	46.99	22	no women in title	no women in title
Pol Ofcr-DWI-Am/Pm Enf	44.35	4	44.22	13	44.25	17	100%	31%
Pol Ofcr-Hostage Neg-Patrl	45.17	2	45.32	11	45.29	13	100%	18%
Pol Ofcr-Motorcycle	45.57	1	45.20	28	45.21	29	101%	4%
Pol Ofcr-Non Patrol	44.15	2	43.55	4	43.75	6	101%	50%
Pol Ofcr-Patrl	43.91	83	44.14	493	44.11	576	99%	17%
Pol Ofcr-SWAT			45.00	24	45.00	24	no women in title	no women in title
Pol Recruit	25.98	1	25.98	14	25.98	15	100%	7%
Pol Sgt-Academy Instructor			51.09	3	51.09	3	no women in title	no women in title
Pol Sgt-Canine			52.04	1	52.04	1	no women in title	no women in title
Pol Sgt-Detective	51.53	8	51.52	30	51.52	38	100%	27%
Pol Sgt-Detective-Bomb Squad			54.46	2	54.46	2	no women in title	no women in title
Pol Sgt-Detective-Homicide			52.84	3	52.84	3	no women in title	no women in title
Pol Sgt-Diver			53.85	4	53.85	4	no women in title	no women in title
Pol Sgt-DWI-Am/Pm Enf			51.83	3	51.83	3	no women in title	no women in title
Pol Sgt-Hostage Neg-Patrl			52.64	2	52.64	2	no women in title	no women in title
Pol Sgt-Motorcycle			51.36	3	51.36	3	no women in title	no women in title
Pol Sgt-Non Patrol	51.83	1			51.83	1	no men in title	no men in title
Pol Sgt-Patrl	51.98	8	52.14	72	52.13	80	100%	11%
Pol Sgt-SWAT			52.64	4	52.64	4	no women in title	no women in title
Pole Yard CC			38.20	1	38.20	1	no women in title	no women in title
Pool Maint Lead Wkr			28.35	1	28.35	1	no women in title	no women in title
Pool Maint Wkr	25.54	3	25.54	6	25.54	9	100%	50%
Pressure Sys Insptor(J)			38.14	4	38.14	4	no women in title	no women in title
Pressure Sys Insptor,Chief			44.74	1	44.74	1	no women in title	no women in title
Prgm Intake Rep	26.46	17	26.42	5	26.45	22	100%	340%
Prgm Intake Rep,Sr	28.84	1			28.84	1	no men in title	no men in title
Prjt Fund&Agreemts Coord	35.85	3	36.30	1	35.96	4	99%	300%
Prjt Fund&Agreemts Coord,Sr	39.96	3	39.96	3	39.96	6	100%	100%
Prjt Fund&Agreemts Coord,Supv	36.99	1			36.99	1	no men in title	no men in title
Prob Counslr I	36.07	8	35.07	6	35.64	14	103%	133%
Prob Counslr II	39.36	3	38.76	7	38.94	10	102%	43%
Prob Counslr II-NR	39.36	1			39.36	1	no men in title	no men in title

AVERAGE PAY COMPARISON OF MALE AND FEMALE - STEP PROGRESSION POSITIONS

APPENDIX 5B

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Prob Counslr-Asg Pers Recog	34.23	5	34.99	3	34.52	8	98%	167%
Prob Supv	44.83	1			44.83	1	no men in title	no men in title
Property Mgmt Spec	45.51	3	44.71	2	45.19	5	102%	150%
Property Rehab Spec			35.34	7	35.34	7	no women in title	no women in title
Prot&Cntrl Elctn CC			54.61	1	54.61	1	no women in title	no women in title
Prot&Cntrl Elctn II	48.54	1	48.54	9	48.54	10	100%	11%
Public Ed Prgm Spec	31.16	7	31.16	3	31.16	10	100%	233%
Public Ed Prgm Supv	39.20	1	39.20	1	39.20	2	100%	100%
Public Relations Spec	29.38	5			29.38	5	no men in title	no men in title
Public Relations Spec,Sr	35.66	8	36.07	6	35.84	14	99%	133%
Public Relations Supv	39.20	2			39.20	2	no men in title	no men in title
Public/Cultural Prgms Spec	29.99	1			29.99	1	no men in title	no men in title
Public/Cultural Prgms Spec,Sr	35.43	3			35.43	3	no men in title	no men in title
Pwr Anlyst	39.37	3			39.37	3	no men in title	no men in title
Pwr Anlyst,Asst	30.14	1			30.14	1	no men in title	no men in title
Pwr Anlyst,Sr	43.94	5	45.25	2	44.32	7	97%	250%
Pwr Dispatcher	49.84	2	49.63	8	49.67	10	100%	25%
Pwr Dispatcher,Asst	40.36	1	39.33	3	39.59	4	103%	33%
Pwr Dispatcher,Sr			56.35	9	56.35	9	no women in title	no women in title
Pwr Structs Mechanic	35.88	2	35.88	11	35.88	13	100%	18%
Pwr Structs Mechanic CC	41.14	1	41.14	5	41.14	6	100%	20%
Pwr Supply Engr			64.61	1	64.61	1	no women in title	no women in title
Pwrlne Clear Tree Trimmer			38.81	1	38.81	1	no women in title	no women in title
Pwrlne Clear Tree Trimmer-JIC			41.14	1	41.14	1	no women in title	no women in title
Radio Comms Spec			33.69	1	33.69	1	no women in title	no women in title
Radio Dispatcher	24.35	9	24.35	2	24.35	11	100%	450%
Rates Mgmt Anlyst,Sr	44.74	1			44.74	1	no men in title	no men in title
Real Property Agent			38.22	3	38.22	3	no women in title	no women in title
Real Property Agent,Sr	44.84	9	45.02	9	44.93	18	100%	100%
Rec Attendant	16.76	20	16.45	21	16.60	41	102%	95%
Rec Cntr Coord	32.20	15	31.93	8	32.11	23	101%	188%
Rec Cntr Coord,Asst	29.54	6	29.54	4	29.54	10	100%	150%
Rec Leader	23.82	18	24.28	23	24.07	41	98%	78%
Rec Prgm Coord	33.69	2	32.95	5	33.16	7	102%	40%
Rec Prgm Coord,Sr	36.30	2	36.30	6	36.30	8	100%	33%
Rec Prgm Spec	28.39	18	28.03	5	28.31	23	101%	360%
Rec Prgm Spec,Sr	31.76	3	31.76	2	31.76	5	100%	150%
Registered Nurse Consultant	36.30	4	36.30	1	36.30	5	100%	400%

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Remittance Proc Tech	22.56	2			22.56	2	no men in title	no men in title
Remittance Proc Tech,Sr	24.35	1			24.35	1	no men in title	no men in title
Res&Eval Aide	22.77	4	21.78	2	22.44	6	105%	200%
Res&Eval Asst	29.41	3	29.41	1	29.41	4	100%	300%
Res&Eval Asst II	39.96	1			39.96	1	no men in title	no men in title
Res&Eval Asst-BU	28.36	3			28.36	3	no men in title	no men in title
Retirement Spec	24.97	3	25.28	1	25.05	4	99%	300%
Rights-Of-Way Maint Lead Wkr			28.09	1	28.09	1	no women in title	no women in title
Rights-Of-Way Maint Wkr	27.52	1	27.52	7	27.52	8	100%	14%
Risk Mgmt Anlyst			36.30	1	36.30	1	no women in title	no women in title
Scale Attendant	22.78	2	22.78	6	22.78	8	100%	33%
Seattle Conserv Corps Supv			26.50	7	26.50	7	no women in title	no women in title
Seattle Conserv Corps Supv,Sr			29.41	2	29.41	2	no women in title	no women in title
Security Ofcr	22.81	1	22.81	14	22.81	15	100%	7%
Security Ofcr,Sr			25.00	3	25.00	3	no women in title	no women in title
Security Prgms Spec	34.94	1	34.94	2	34.94	3	100%	50%
Security Supv			31.76	1	31.76	1	no women in title	no women in title
Sfty&Hlth Spec	39.20	1	39.20	1	39.20	2	100%	100%
Sfty&Hlth Spec,Sr	42.00	6	40.90	9	41.34	15	103%	67%
Sfty&Hlth Spec,Sr-BU			40.74	1	40.74	1	no women in title	no women in title
Sfty&Hlth Supv	45.51	1	43.88	2	44.42	3	104%	50%
Sfty/Ocuptnl Hlth Coord	42.25	1			42.25	1	no men in title	no men in title
Shop Opns Supv			41.55	5	41.55	5	no women in title	no women in title
Sign Inspector(J)			39.20	1	39.20	1	no women in title	no women in title
Sign Pntr,Sr			31.66	2	31.66	2	no women in title	no women in title
Signal Elctn CC	46.06	1	46.06	1	46.06	2	100%	100%
Signal Elctn II			40.95	3	40.95	3	no women in title	no women in title
Signal Elctn III			41.77	7	41.77	7	no women in title	no women in title
Signal Elctn V	43.41	1	43.41	7	43.41	8	100%	14%
Site Dev Insp	40.74	2	39.63	4	40.00	6	103%	50%
Social Svcs Aide	19.53	6	19.97	3	19.67	9	98%	200%
Solid Wst Fld Rep II	34.10	1	34.10	3	34.10	4	100%	33%
Solid Wst Fld Rep Supv			40.04	3	40.04	3	no women in title	no women in title
Solid Wst Fld Rep,Lead	37.06	1	37.06	4	37.06	5	100%	25%
Sound Sys Chief			35.57	1	35.57	1	no women in title	no women in title
Sound&Video Equip Tech	32.01	1	32.01	6	32.01	7	100%	17%
Spay&Neuter Tech	24.35	3			24.35	3	no men in title	no men in title
Special Asst-Law	43.10	1			43.10	1	no men in title	no men in title

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Special C Lead Wkr			28.35	1	28.35	1	no women in title	no women in title
Special Exams Anlyst	36.30	2			36.30	2	no men in title	no men in title
Stage CC			35.57	1	35.57	1	no women in title	no women in title
Stage Tech	28.03	1			28.03	1	no men in title	no men in title
Stage Tech,Lead	30.22	3	30.05	7	30.10	10	101%	43%
Stat Mach CC			34.51	1	34.51	1	no women in title	no women in title
Stat Maint Mach			31.40	2	31.40	2	no women in title	no women in title
Store Clerk	21.14	1			21.14	1	no men in title	no men in title
Store Keeper			28.35	1	28.35	1	no women in title	no women in title
Street Maint CC	33.38	1	33.04	4	33.11	5	101%	25%
Street Maint Supv	36.00	2	36.00	1	36.00	3	100%	200%
Street Paving CC	33.93	1	33.93	6	33.93	7	100%	17%
Strucl Iron Wkr	41.14	1	40.92	9	40.95	10	101%	11%
Strucl Iron Wkr CC	46.28	1			46.28	1	no men in title	no men in title
Strucl Plans Engr	45.69	1	45.69	5	45.69	6	100%	20%
Strucl Plans Engr Supv	53.39	1	53.39	1	53.39	2	100%	100%
Strucl Plans Engr,Sr	47.44	2	50.07	2	48.75	4	95%	100%
Strucl Pntr	31.34	1	31.34	10	31.34	11	100%	10%
Strucl Pntr CC	36.02	1	36.02	1	36.02	2	100%	100%
Supply&Inventory Tech	25.28	1	25.28	1	25.28	2	100%	100%
Surveyor,Chief			45.25	2	45.25	2	no women in title	no women in title
Tax Auditor	34.33	4	34.31	5	34.32	9	100%	80%
Tax Auditor,Asst	31.16	1			31.16	1	no men in title	no men in title
Tax Auditor,Sr	36.99	1			36.99	1	no men in title	no men in title
Telecom Syst Installer			32.52	1	32.52	1	no women in title	no women in title
Telecom Syst Installer,Sr			36.57	2	36.57	2	no women in title	no women in title
Temp Emplmnt Spec	33.69	1			33.69	1	no men in title	no men in title
Tennis Instructor			22.96	5	22.96	5	no women in title	no women in title
Tenprint Supv	35.57	2			35.57	2	no men in title	no men in title
Title Records Tech	22.56	1			22.56	1	no men in title	no men in title
Traffic Marking Lead Wkr	27.52	1	27.52	5	27.52	6	100%	20%
Traffic Sign&Marking CC I			33.38	2	33.38	2	no women in title	no women in title
Trans Line CC	47.67	1	47.67	1	47.67	2	100%	100%
Transmission CC-WDM II	37.40	1	38.09	2	37.86	3	98%	50%
Transp Plnr,Assoc	39.96	3	38.50	3	39.23	6	104%	100%
Transp Plnr,Asst	30.55	1	30.55	1	30.55	2	100%	100%
Transp Plnr,Sr	43.46	5	42.85	10	43.05	15	101%	50%
Treasury Cashier	31.51	3	28.88	2	30.46	5	109%	150%

AVERAGE PAY COMPARISON OF MALE AND FEMALE - STEP PROGRESSION POSITIONS

APPENDIX 5B

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Treasury Cashier,Sr	34.94	1			34.94	1	no men in title	no men in title
Tree Trimmer			27.36	7	27.36	7	no women in title	no women in title
Tree Trimmer,Lead			30.25	4	30.25	4	no women in title	no women in title
Tree Trimming Rep			29.96	1	29.96	1	no women in title	no women in title
Trng Dev&Prgm Coord	33.69	1			33.69	1	no men in title	no men in title
Trng&Ed Coord	33.69	6	33.04	2	33.53	8	102%	300%
Trng&Ed Coord,Asst	26.79	4			26.79	4	no men in title	no men in title
Trng&Ed Coord,Asst-BU	26.79	1			26.79	1	no men in title	no men in title
Trng&Ed Coord,Sr	35.74	7	33.73	2	35.29	9	106%	350%
Truck Drvr	27.58	2	27.49	36	27.49	38	100%	6%
Truck Drvr,Heavy	29.00	7	28.93	34	28.94	41	100%	21%
Usher,Head	20.81	1			20.81	1	no men in title	no men in title
Util Act Rep I	26.81	24	26.92	10	26.84	34	100%	240%
Util Act Rep II	29.51	23	29.56	3	29.52	26	100%	767%
Util Act Rep Supv I			31.80	2	31.80	2	no women in title	no women in title
Util Act Rep Supv II	36.30	3	36.30	2	36.30	5	100%	150%
Util Act Rep Trne	21.20	9	21.03	7	21.13	16	101%	129%
Util Acts Supv	31.91	5			31.91	5	no men in title	no men in title
Util Astnce Supv	33.69	1			33.69	1	no men in title	no men in title
Util Constr Lead Wkr			29.00	8	29.00	8	no women in title	no women in title
Util Constr Wkr	26.33	2	26.71	25	26.68	27	99%	8%
Util Hearing Ofcr	42.25	2			42.25	2	no men in title	no men in title
Util Laborer	22.56	3	22.56	29	22.56	32	100%	10%
Util Svc Inspector	34.74	1	34.74	3	34.74	4	100%	33%
Util Svc Inspector,Sr	37.35	1	37.35	2	37.35	3	100%	50%
Util Svc Rep	31.25	11	32.07	4	31.47	15	97%	275%
Util Sysys Maint Tech			27.63	4	27.63	4	no women in title	no women in title
Util Sysys Maint Tech,Sr			29.24	2	29.24	2	no women in title	no women in title
Victim Advocate	30.31	14	30.55	2	30.34	16	99%	700%
Victim Advocate Supv	36.30	1			36.30	1	no men in title	no men in title
Video Spec II	36.30	2	35.43	9	35.59	11	102%	22%
Volunteer Prgms Coord	29.99	4	29.99	1	29.99	5	100%	400%
Volunteer Supv	26.26	1			26.26	1	no men in title	no men in title
Warehouse Supv			34.94	1	34.94	1	no women in title	no women in title
Warehouser,Chief	30.88	2	30.88	9	30.88	11	100%	22%
Warehouser,Sr			26.50	1	26.50	1	no women in title	no women in title
Warehouser,Sr-BU	26.42	12	26.40	20	26.41	32	100%	60%
Warehouser-BU	24.08	4	24.08	14	24.08	18	100%	29%

	Female		Male		Total Avg Hrly Rate	Total No. Empl		
Job Classification	Avg Hrly Rate	No. Empl	Avg Hrly Rate	No. Empl			Female to male % rate	Female to male % count
Workers' Comp Anlyst	35.26	5			35.26	5	no men in title	no men in title
Workers' Comp Anlyst,Sr	36.99	1			36.99	1	no men in title	no men in title
Workers' Comp Spec	28.84	1			28.84	1	no men in title	no men in title
Workers' Comp Supv	43.10	1			43.10	1	no men in title	no men in title
Wtr Laboratory Tech			24.07	5	24.07	5	no women in title	no women in title
Wtr Meter Changer			25.28	1	25.28	1	no women in title	no women in title
Wtr Meter Repairer			26.69	1	26.69	1	no women in title	no women in title
Wtr Meter Repairer,Sr	27.67	1	27.67	2	27.67	3	100%	50%
Wtr Pipe CC			38.42	2	38.42	2	no women in title	no women in title
Wtr Pipe CC-WDM II			38.77	6	38.77	6	no women in title	no women in title
Wtr Pipe Wkr	30.18	2	30.18	25	30.18	27	100%	8%
Wtr Pipe Wkr Sr-WDM II	33.64	4	33.64	27	33.64	31	100%	15%
Wtr Pipe Wkr,Sr			32.37	10	32.37	10	no women in title	no women in title
Wtr Pipe Wkr-WDM I	30.46	1	29.94	15	29.97	16	102%	7%
Wtr Quality Anlyst	33.69	3	33.69	3	33.69	6	100%	100%
Wtr Quality Anlyst,Asst	31.16	2			31.16	2	no men in title	no men in title
Wtr Quality Anlyst,Sr	36.30	2	36.30	1	36.30	3	100%	200%
Wtr Quality Anlyst,Supv	39.20	1	39.20	1	39.20	2	100%	100%
Wtr Quality Engr	44.74	1			44.74	1	no men in title	no men in title
Wtr Quality Engr,Sr			50.69	2	50.69	2	no women in title	no women in title
Wtr Syst Op			38.58	5	38.58	5	no women in title	no women in title
Wtr Syst Op,Sr	41.72	1	41.72	1	41.72	2	100%	100%
Wtr Sysys Supv			47.63	2	47.63	2	no women in title	no women in title
Wtr Treatment CC	36.30	1	36.30	1	36.30	2	100%	100%
Wtr Treatment Equip Tech			33.09	1	33.09	1	no women in title	no women in title
Wtr Treatment Op,Sr			31.34	2	31.34	2	no women in title	no women in title
Wtr Treatment Op-Asg Relief			29.08	1	29.08	1	no women in title	no women in title
Wtr Treatment Op-WDM I	28.22	2	27.52	3	27.80	5	103%	67%
Wtrshed Inspector			30.81	3	30.81	3	no women in title	no women in title
Wtrshed Inspector,Sr	34.94	1			34.94	1	no men in title	no men in title
Wtrshed Opns Supv			39.96	1	39.96	1	no women in title	no women in title
Wtrshed Resource Spec			36.30	1	36.30	1	no women in title	no women in title
Wtrshed Resources Tech			34.45	1	34.45	1	no women in title	no women in title
Wtrworks Maint Spec,Sr-SMU			29.99	2	29.99	2	no women in title	no women in title
Wtrworks Maint Spec-SMU			27.65	3	27.65	3	no women in title	no women in title
Wtrworks Maint Supv			35.57	1	35.57	1	no women in title	no women in title
Grand Total	32.24	2944	37.15	5445	35.43	8389	87%	54%