Gender Pay Equity: A Closer Look at City of Seattle Employment Data

Prepared September 2013
Female-to-Male Employee Salary Ratio, by Size of Department

- Transportation
- Neighborhoods
- Finance and Admin
- Library
- SPU
- IT
- Human Services
- Parks
- City Council
- Fire
- DPD
- Seattle Center
- City Light
- Mayor's office
- Municipal Court
- Law
- Personnel
- Police

Number of Employees in Department

Female-to-Male Employee Salary Ratio

0.70
0.75
0.80
0.85
0.90
0.95
1.00
1.05
1.10
0
200
400
600
800
1000
1200
1400
1600
1800
2000
Female-to-Male Employee Salary Ratio (Large Departments)

- Fewer women than men, women paid more
- More women than men, women paid more

Fewer women than men, women paid less
- More women than men, women paid less

Percentage of Female Employees

Female-to-Male Employee Salary Ratio

- Fire
- Police
- City Light
- Seattle Center
- Transportation
- SPU
- IT
- Parks
- Finance and Admin
- City Council
- Municipal Court
- DPD
- Human Services
- Library
- Neighborhoods
- Personnel
- Law
- Mayor's office
- City Council
- Parks
- SPU
- IT
- Transportation
- Fire
Percentage of Female Employees By Years of City Service

Years of City Service

Percentage of Female Employees - Left Axis
Total Number of Employees - Right Axis
Percentage of Female Employees Among Higher Paid Positions

Employee Groups by Pay Rate ("Top 10" is 10 highest paid City employees)

- Top 10
- Top 20
- Top 50
- Top 100
- Top 250
- Top 500
- Top 1000
- Top 5000
- 5,001-10,000

Percentage Female Employees (Left Axis)
Average Hourly Rate (Right Axis)
Comparing Male and Female Employee Salaries in Job Titles with a Discretionary Pay Range

![Bar chart showing average hourly rates for various job titles, comparing male and female salaries.](chart.png)

- Average Female Salary
- Average Male Salary
Average Longevity in Current Classification for Positions in the Step Progression Program

- Months
- City Light
- Finance and Admin
- Fire Department
- Human Services
- Information Technology Dept
- Law Department
- Legislative-City Council
- Municipal Court
- Neighborhoods Department
- Parks Department
- Personnel Department
- Police Department
- Seattle Center
- Seattle Dept of Transportation
- Seattle Public Utilities

Legend:
- Female Employees
- Male Employees
Questions or comments about the data? Please contact:

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