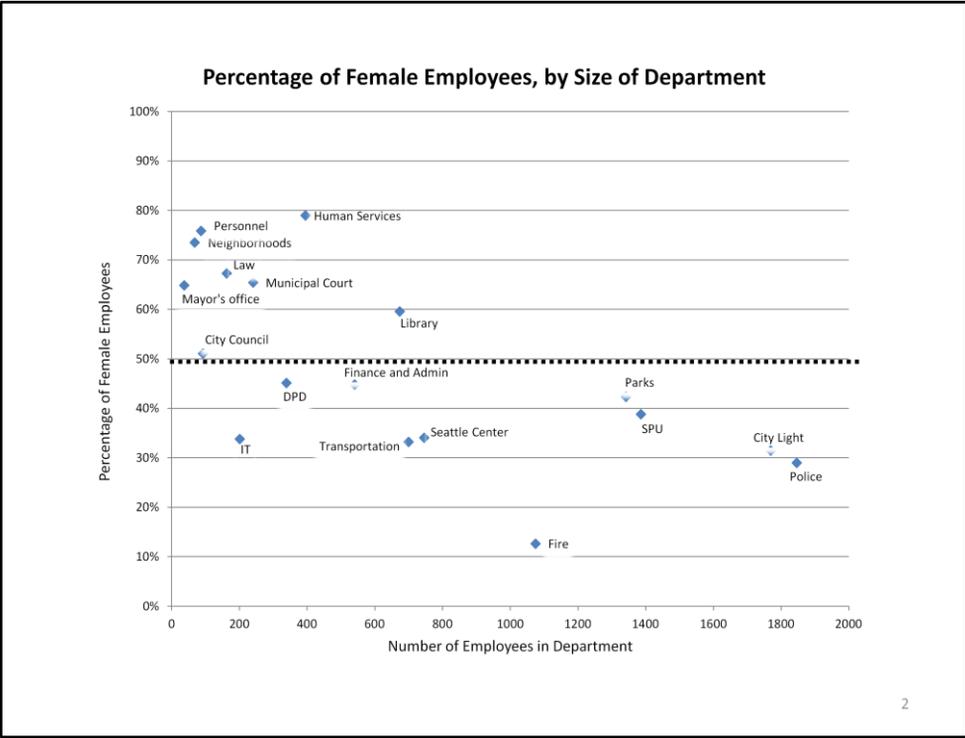




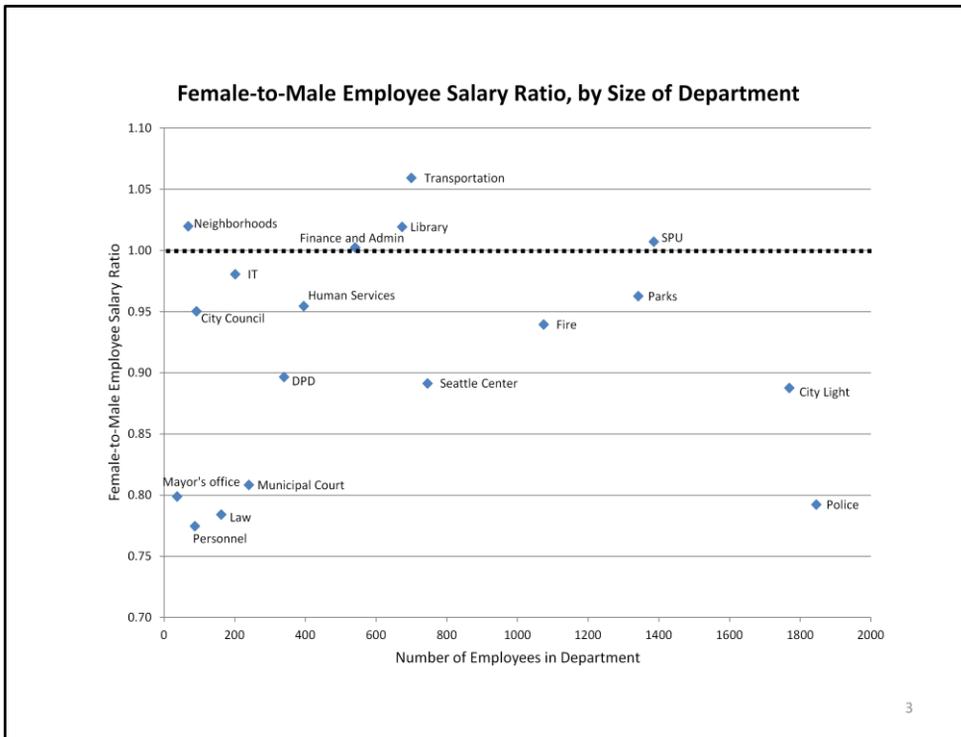
Tim Burgess
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Gender Pay Equity: A Closer Look at City of Seattle Employment Data

Prepared September 2013

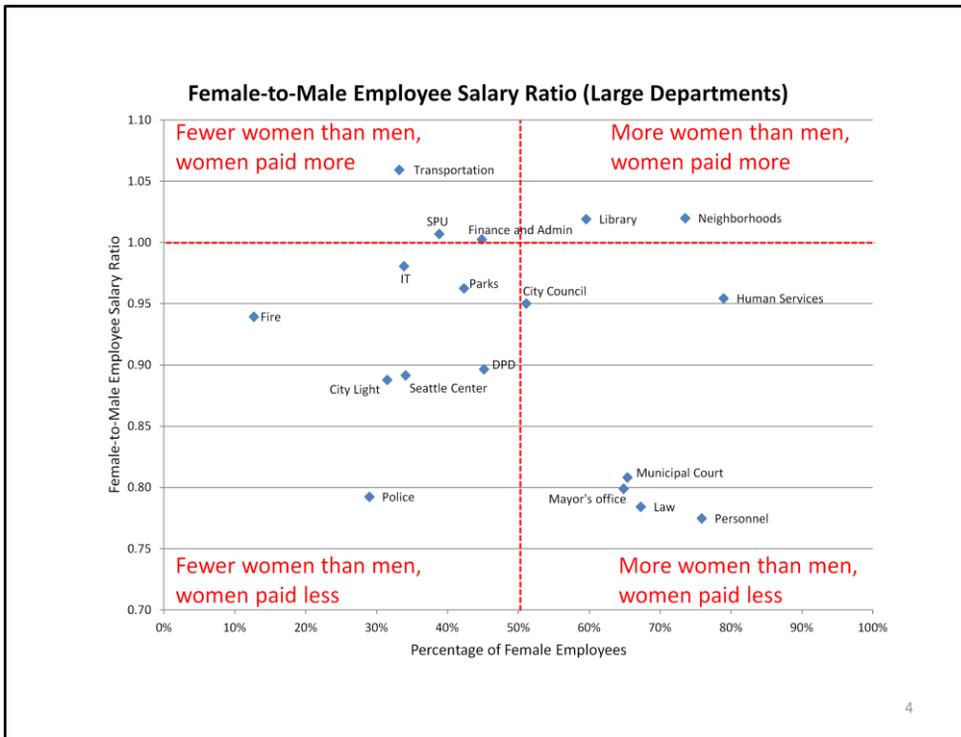


This chart compares the size of larger City departments to the percentage of employees that are female in those departments. Note that the 7 largest departments all have more men than women (Police, City Light, Seattle Public Utilities, Parks, Fire, Seattle Center and Transportation).

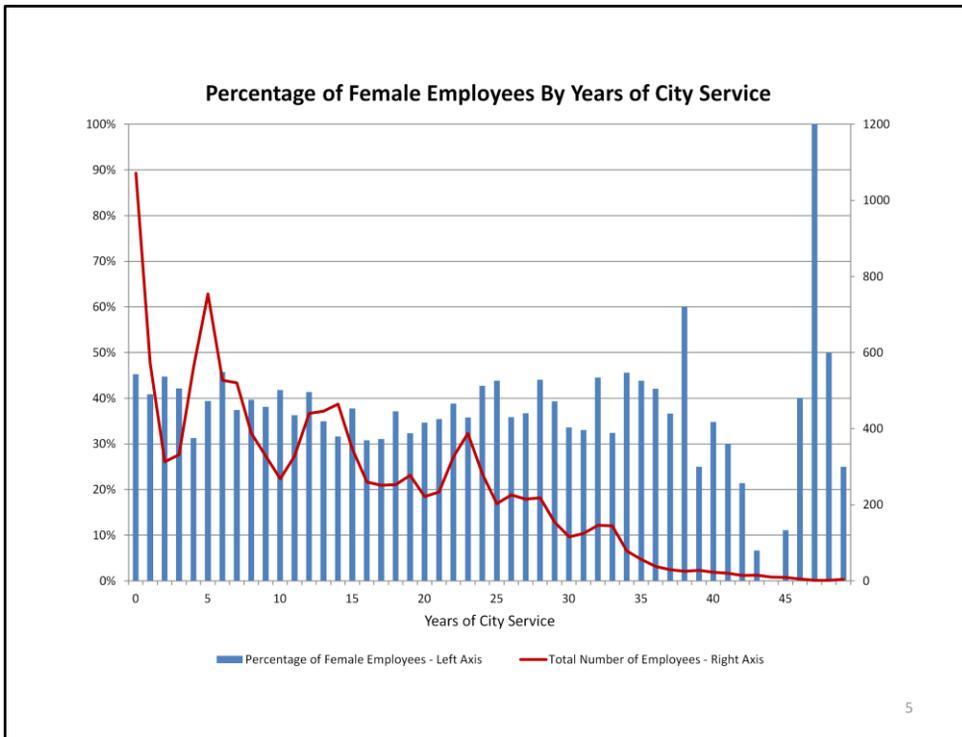


This chart compares the size of larger departments to the female-to-male employee salary ratio in those departments. The ratio takes the average salary of female employees and compares it to the average salary of male employees. Female employees in departments above the dotted line earn more on average than their male counterparts and the reverse is true in departments below the dotted line.

It is important to note that this ratio is not comparing salaries of employees who have the same position, but rather the overall averages. The ratio could be affected if male employees are in higher paying positions than female employees, for example.

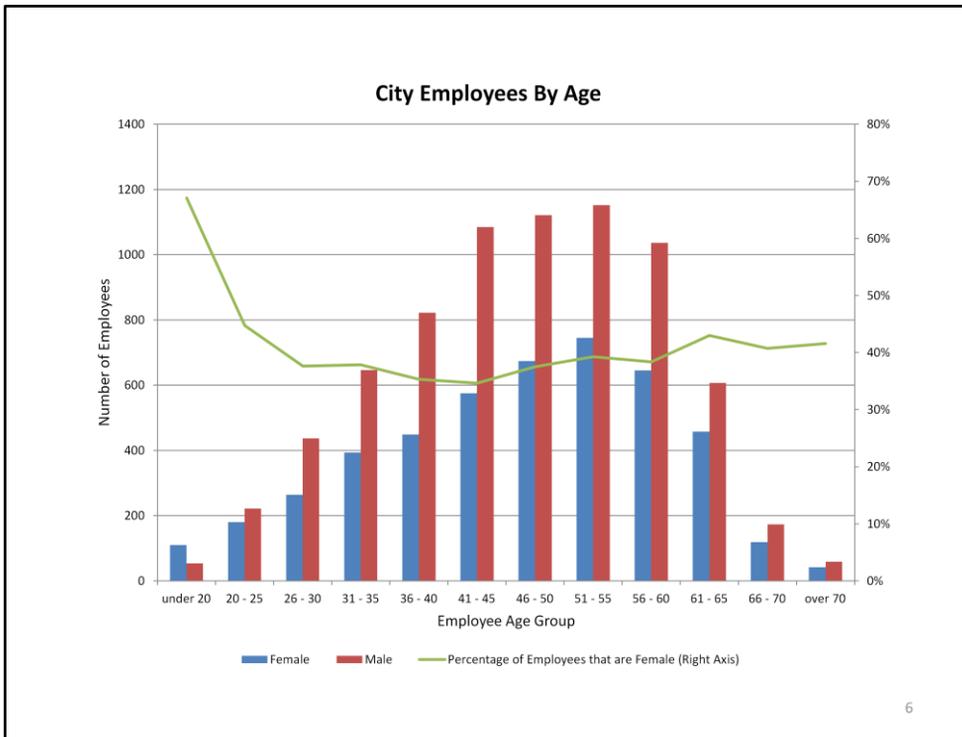


This chart combines information from the first two charts. The red lines divide the chart into four areas. To achieve greater gender pay equity, departments should set a goal for movement upwards and to the right. It would be interesting to look at this data again in two years to see where movement has taken place.

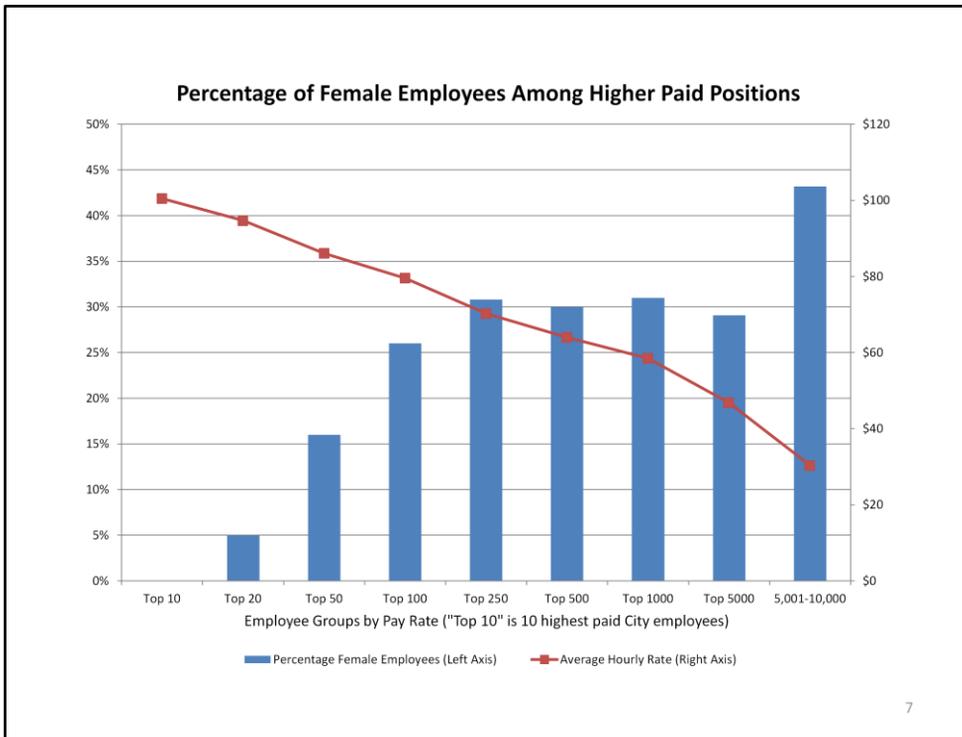


We looked at whether employees with longer terms of service in the City were generally more male or female. This chart shows the percentage of female employees among employees with a given number of years of service. Note that the percentage stays relatively constant over the years.

The red line shows the total number of employees with a given number years of service just to give a sense of the total population from which the percentage is taken. (For example, at 47 years of service to the City – wow! – there are only two employees and both of them are women so the percentage bar is 100%.)

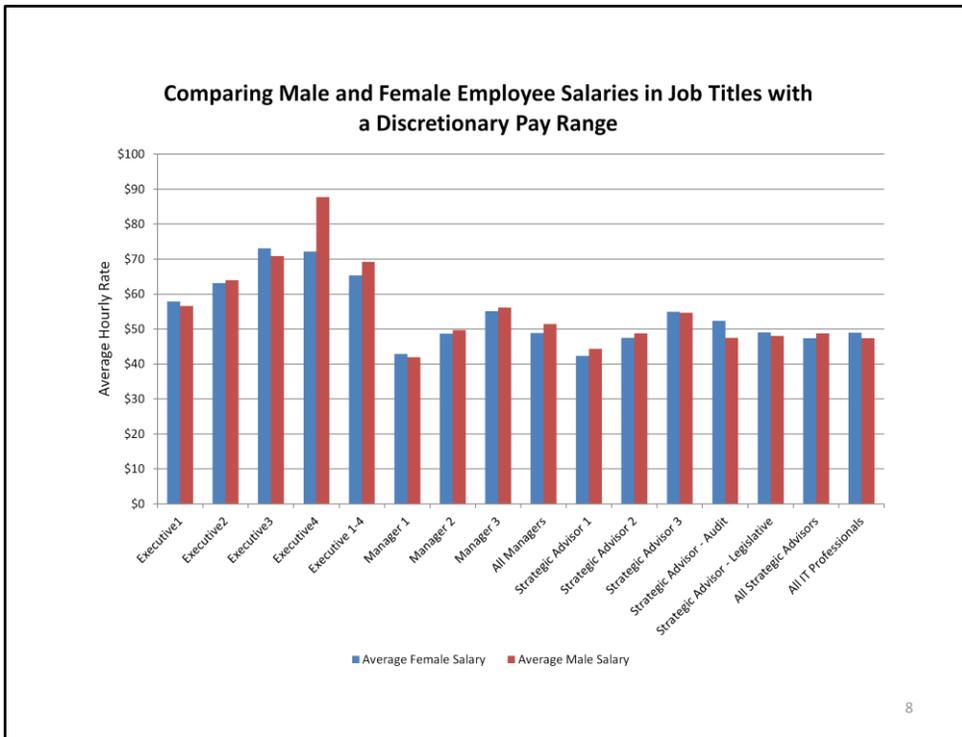


This chart compares the number of male and female employees by age, as labeled on the left axis. The green line shows the percentage of total employees that are female, as labeled on the right axis. Note that the percentage of female employees is lowest from age 36 to 45.



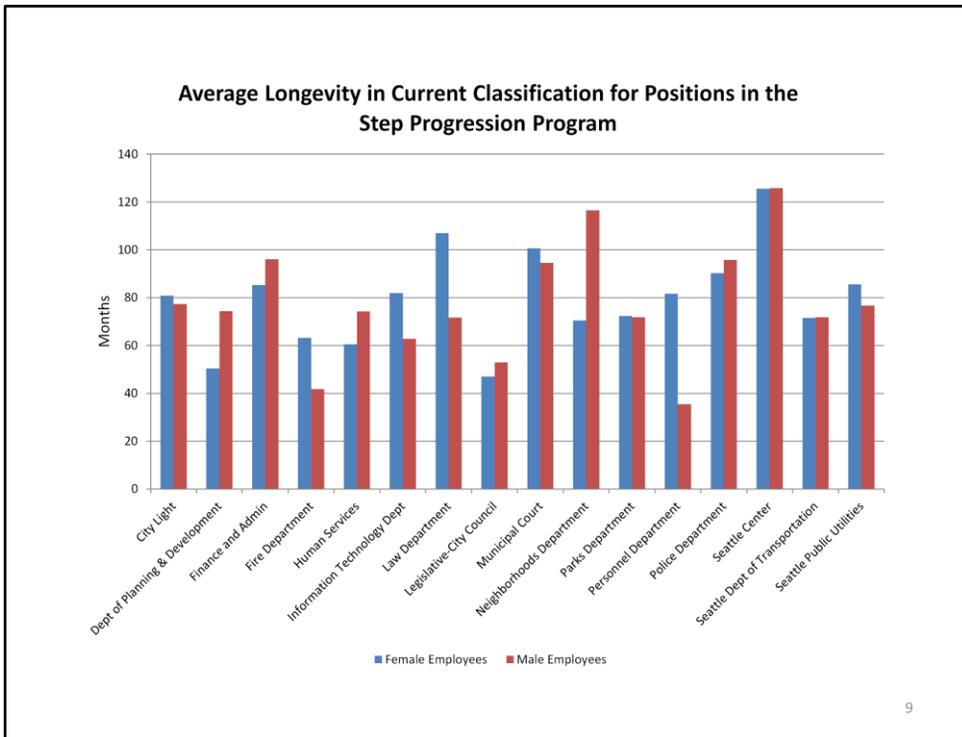
This slide shows the lack of women in higher paying positions (positions of leadership) in the City. None of the top ten highest paid City employees is a woman and only one of the top twenty is a woman.

The blue bars give the percentage of women in different segments of the highest paying positions, as labeled on the left axis. The red line shows the average hourly salary within each of those segments, as labeled on the right axis.



The City has two separate salary scale structures. One is a discretionary pay range structure, where positions in this structure have a range in which the employee can be paid and the specific salary is up to the supervisor. This chart looks at several categories of these discretionary pay positions: Executives, Managers, Strategic Advisors and Information Technology Professionals.

Note that a few of the categories have relatively small population sizes: *Executive 4* (17 employees, only 2 of which are women), *Executive 1* (10 employees, 4 of which are women), *Strategic Advisor – Legislative* (23 employees, 10 of which are women) and *Strategic Advisor – Audit* (8 employees, 7 of which are women). The other categories have population sizes that range from 33 to 443 employees.



The second salary structure in the City is a step progression structure. Positions in this structure have a series of pay steps and everyone at the same step in the same position gets paid the same salary. Inherently, then, any disparities between male and female salaries in this structure will come from employees being in different positions or at different steps.

This chart shows, on average, how long employees in the step progression system have been in their current classification. It's difficult to draw conclusions here, but department directors may want to follow up on this information.



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Questions or comments about the data? Please contact:

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There are several limitations with this data. The dataset used here is a snapshot of City salaries on May 15, 2013; it does not look at changes over time so we cannot say whether pay has become more or less equitable over the last 5 years.

It also does not tell us the average tenure of male and female employees at the City. It would be interesting to see how long female and male employees have worked at the City at the time of their exiting City service.

Finally, in the step progression program, departments can request that new employees start on a more advanced step. It would be interesting to see if data can be pulled to tell us how often this request is made for male employees versus female employees.

If you like playing with spreadsheets, take a look at the [dataset](#) yourself and see what else you can find.