



Office of the City Manager

ACTION CALENDAR

July 9, 2019

To: Honorable Mayor and Members of the City Council  
 From: Dee Williams-Ridley, City Manager  
 Submitted by: David White, Deputy City Manager  
 Subject: Companion Report: Equal Pay Independent Audit of City Employees

RECOMMENDATION

Continue to implement the City's existing compensation system that addresses concerns raised by the Commission on the Status of Women.

FISCAL IMPACTS OF RECOMMENDATION

No Fiscal Impact.

CURRENT SITUATION AND ITS EFFECTS

On January 22, 2019, the Commission on the Status of Women voted to recommend that City Council provide \$12,500 from the General Fund to pay Dr. Martha Burk to conduct an independent audit of the pay of male and female employees that work for the City of Berkeley (M/S/C (Howard/Sandoval). Ayes: Campbell, Howard, Shanoski, Leftwich, Sandoval. Noes: None. Abstentions: None).

City of Berkeley salary levels are defined by classification, approved by City Council, and are within the scope of representation by the labor groups. The City of Berkeley Personnel Rules (Chapter 4) have specific guidelines related to compensation. The Adoption of the Salary plan states:

“The City Council shall adopt, or amend and adopt, the compensation plan in accordance with the Personnel Ordinance and these Rules, and thereafter no position shall be assigned a salary higher than the maximum or lower than the minimum salary provided for that class unless the salary schedule for the class is amended in the same manner as provided herein for its adoption.” In addition the Memorandums of Understanding for each bargaining group establish language around the application of salary in that: employees occupying a position in the competitive service shall be paid a salary or wage within the range established for that positions' class as set forth ...”

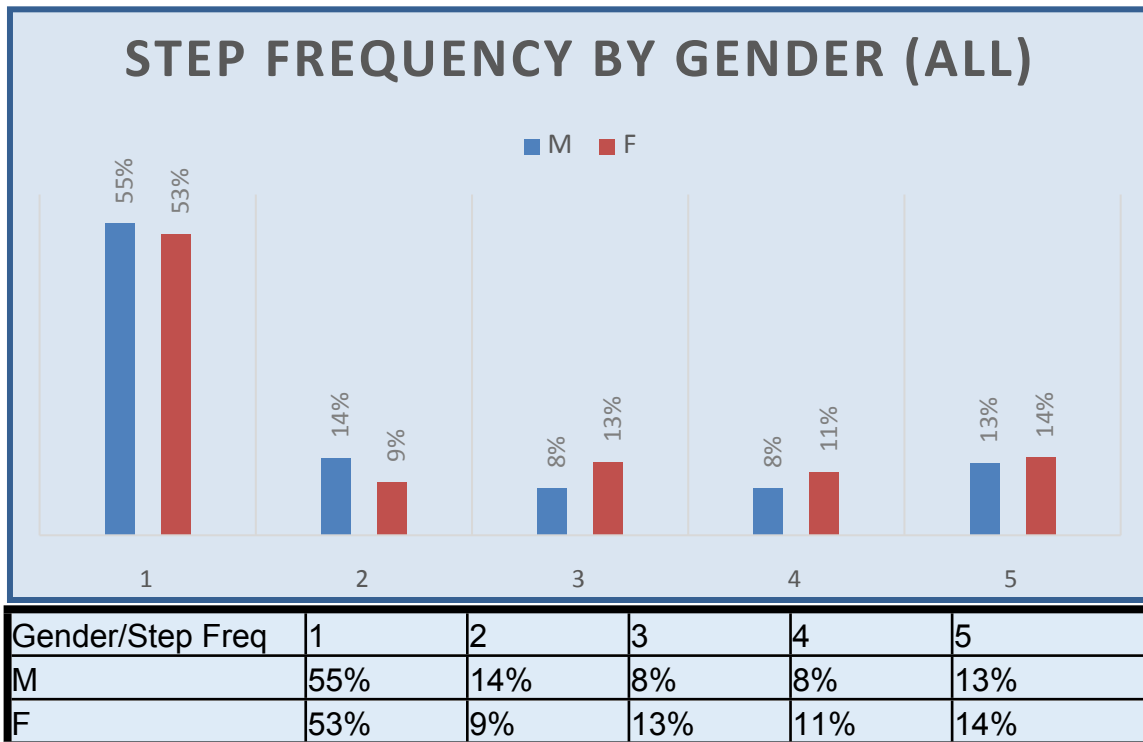
No employee shall be paid below or above the range of a job description, regardless of gender. In addition to the salary schedule being adopted by the Mayor and City Council at a regularly scheduled meeting of the City Council, the salary and total benefits paid

for each and every employee is annually published on a website maintained by the State of California, as well as Transparent California.

When hiring a new employee, Human Resources places an individual at a starting level that reflects an individual’s experience, education, special skills and department demand. As a result, starting salaries vary for new employees, however pay is bound by classification and given steps one through five. City salaries, regardless of gender are capped at step 5. Therefore, no matter where an employee starts, if an individual remains in a given classification long enough, that person will receive the highest level of compensation for that class.

The City is committed to achieving equal employment opportunity in all occupational levels of the City service, and shall continue to implement a robust training program around equity and inclusion, implicit bias and the ABC’s of hiring to maintain the City’s strategic plan goal of attracting and retaining a talented and diverse City government workforce.

An overview of the recruitment process and step frequency was conducted for recruitment activity during the 2018 calendar year which included internal and external candidates. This data was tracked and produced using City Neogov software. The summary data indicates most recruitments were new to the classification, and no significant differences were noted between males and females in any step.



## BACKGROUND

The City of Berkeley values equal employment opportunity such that all persons shall be afforded equal access to positions in the public service, limited only by their ability to do the job. Additionally, the City is committed to establishing and maintaining a diverse work force at all levels.

All personnel employment actions such as recruitment, hiring, placements, transfers, promotions, compensation, benefits, layoffs, returns from layoffs, family care leave, terminations, training, social and recreational programs are administered regardless of race, color, national origin, ancestry, religion, age, physical or mental disability or medical condition, sex, gender, gender identity, gender expression, sexual orientation, genetic information, marital status, pregnancy, political affiliation, or veterans' status and abide by applicable laws. No City employee or applicant for employment shall be subjected to unlawful discrimination, retaliation or harassment because of their membership in or their association with any of the above listed statutory protected classifications.

In order to determine whether or not there are inequities in compensation between males and females, City staff analyzed the pay of males and females in existing classifications and reviewed new hire data for calendar year 2018.

### **Analyzing the Pay of Females and Males in Existing Classifications**

At the time of this report, the Human Resources Department identified 1,928 (full-time and part-time) employees on payroll in 348 job classifications. City staff determined that there are 116 job classifications in which both genders are represented in a single classification. Attached to this report is a detailed analysis that shows the average hourly pay for all individuals in a classification in which there are females and males.

Further, the average hourly pay for females is compared to the average hourly pay of all employees in a classification and to the average hourly pay for males. The data indicates that average hourly pay is most influenced by the years of experience in a classification. To illustrate this point, what follows are two examples in which females earn less than males, and two examples of the data in which females earn more than males. Note, the "Hire Date" column header indicates the date the employee entered into the classification which may be different from the date hired into the organization.

#### Females Earn Less than Males

##### Example 1: Assistant Planner

The average pay for the Assistant Planner classification is \$38.97 per hour. The data shows females in the classification earn \$0.91 less than the average pay for the classification, and males earn \$3.65 more than the average pay for the classification. A review of the data shows that the four females are recent hires with pay scales commensurate with their time and experience in the classification, of which two were

internal promotions and therefore started at step 1. Additionally, the male is a single data point that has been in the classification for four years and is at the highest step.

<b>ASSISTANT PLANNER</b>	<b>Average \$38.97</b>	<b>Average Differential</b>	<b>Gender Differential</b>
<i>F</i>	\$38.06	-\$0.91	-\$4.56
<i>M</i>	\$42.62	\$3.65	

<b>ASSISTANT PLANNER ALL</b>	<b>HIRE DATE</b>	<b>GENDER</b>	<b>STEP</b>	<b>HOURLY RATE</b>
ASSISTANT PLANNER	10/1/2018	F	4	40.8521
ASSISTANT PLANNER	3/12/2017	F	3	39.1955
ASSISTANT PLANNER	7/23/2018	F	1	36.0892
ASSISTANT PLANNER	7/23/2018	F	1	36.0892
<b>ASSISTANT PLANNER</b>		<b>F Average</b>		<b>38.0565</b>
ASSISTANT PLANNER	6/17/2015	M	5	42.6207
<b>ASSISTANT PLANNER</b>		<b>M Average</b>		<b>42.6207</b>

#### Example 2: Applications Program/Analyst II

The average pay for the Applications Program/Analyst II is \$54.82 per hour. The data shows females in the classification earn \$2.78 less than the average pay for the classification, and males earn \$0.51 more than the average pay. A review of the data shows that the two females hire dates represent their time and experience in the classification. By comparison, there are 11 males in the classification of which 90% are at the highest steps (4 and 5) commensurate with their time and experience in the classification.

<b>APPLICATIONS PROG/ANALYST II</b>	<b>Average \$54.82</b>	<b>Average Differential</b>	<b>Gender Differential</b>
<i>F</i>	\$52.04	-\$2.78	-\$3.29
<i>M</i>	\$55.32	\$0.51	

APPLICATIONS PROG/ANALYST II	HIRE DATE	GENDER	STEP	HOURLY RATE
APPLICATIONS PROG/ANALYST II	11/9/2000	F	5	56.5977
APPLICATIONS PROG/ANALYST II	5/7/2018	F	1	47.4781
<b>APPLICATIONS PROG/ANALYST II</b>		<b>F Average</b>		<b>52.0379</b>
APPLICATIONS PROG/ANALYST II	2/14/2006	M	5	56.5977
APPLICATIONS PROG/ANALYST II	1/31/2005	M	5	56.5977
APPLICATIONS PROG/ANALYST II	10/30/1995	M	5	56.5977
APPLICATIONS PROG/ANALYST II	10/21/2002	M	5	56.5977
APPLICATIONS PROG/ANALYST II	9/21/2009	M	5	56.5977
APPLICATIONS PROG/ANALYST II	9/8/2014	M	5	56.5977
APPLICATIONS PROG/ANALYST II	1/3/2017	M	5	56.5977
APPLICATIONS PROG/ANALYST II	2/25/2019	M	5	56.5977
APPLICATIONS PROG/ANALYST II	7/5/2016	M	4	54.1471
APPLICATIONS PROG/ANALYST II	12/19/2016	M	4	54.1471
APPLICATIONS PROG/ANALYST II	1/14/2019	M	1	47.4781
<b>APPLICATIONS PROG/ANALYST II</b>		<b>M Average</b>		<b>55.3231</b>

### Females Earn More than Males

#### Example 1: Assistant Management Analyst

The average pay for the Assistant Management Analyst is \$40.26 per hour. The data shows females in the classification earn \$0.23 more than the average pay for the classification. By comparison, males earn \$1.21 less than the average pay, and \$1.43 an hour less than females. A review of the data shows that average pay for the females is higher than the males because of the number that are at step 5. By comparison, there are only three males with the majority of their hire dates representing less time in the classification on average than females in the same classification.

ASSISTANT MANGMNT ANLST CSU	Average \$40.26	Average Differential	Gender Differential
<i>F</i>	\$40.49	\$0.23	\$1.43
<i>M</i>	\$39.06	-\$1.21	

<b>ASSISTANT MANGMNT ANLST CSU</b>	<b>HIRE DATE</b>	<b>GENDER</b>	<b>STEP</b>	<b>HOURLY RATE</b>
ASSISTANT MANGMNT ANLST CSU	11/25/2013	F	3	54.2521
ASSISTANT MANGMNT ANLST CSU	6/19/2006	F	5	42.3360
ASSISTANT MANGMNT ANLST CSU	1/8/2007	F	5	42.3360
ASSISTANT MANGMNT ANLST CSU	3/7/1988	F	5	42.3360
ASSISTANT MANGMNT ANLST CSU	2/13/2008	F	5	42.3360
ASSISTANT MANGMNT ANLST CSU	11/6/2017	F	5	42.3360
ASSISTANT MANGMNT ANLST CSU	9/13/1999	F	4	40.5412
ASSISTANT MANGMNT ANLST CSU	8/26/2013	F	4	40.5412
ASSISTANT MANGMNT ANLST CSU	9/14/2008	F	3	38.9364
ASSISTANT MANGMNT ANLST CSU	1/17/2017	F	3	38.9364
ASSISTANT MANGMNT ANLST CSU	12/6/1999	F	2	37.4183
ASSISTANT MANGMNT ANLST CSU	2/9/2015	F	2	37.4183
ASSISTANT MANGMNT ANLST CSU	10/20/2015	F	2	37.4183
ASSISTANT MANGMNT ANLST CSU	10/3/2016	F	2	37.4183
ASSISTANT MANGMNT ANLST CSU	11/6/2017	F	2	37.4183
ASSISTANT MANGMNT ANLST CSU	10/16/2017	F	1	35.8652
<b>ASSISTANT MANGMNT ANLST CSU</b>		<b>F Average</b>		<b>40.4903</b>
ASSISTANT MANGMNT ANLST CSU	2/14/2005	M	5	42.3360
ASSISTANT MANGMNT ANLST CSU	11/6/2017	M	2	37.4183
ASSISTANT MANGMNT ANLST CSU	11/27/2017	M	2	37.4183
<b>ASSISTANT MANGMNT ANLST CSU</b>		<b>M Average</b>		<b>39.0575</b>

#### Example 2: Engineering Inspector

The average pay for the Engineering Inspector is \$47.19 per hour. The data shows females in the classification earn \$2.94 more than the average pay for the classification. By comparison, males earn \$0.98 less than the average pay, and \$3.92 an hour less than females. A review of the data show that the two females are at step 5 due to their significant time in the classification. By comparison, the average pay for the males is lower than females because the six male inspectors' time in the classification is split evenly from new to experienced.

<b>ENGINEERING INSPECTOR</b>	<b>Average \$47.19</b>	<b>Average Differential</b>	<b>Gender Differential</b>
<i>F</i>	\$50.13	\$2.94	\$3.92
<i>M</i>	\$46.21	-\$0.98	

<b>ENGINEERING INSPECTOR</b>	<b>HIRE DATE</b>	<b>GENDER</b>	<b>STEP</b>	<b>HOURLY RATE</b>
ENGINEERING INSPECTOR	5/18/1999	F	5	50.1331
ENGINEERING INSPECTOR	4/30/2012	F	5	50.1331
<b>ENGINEERING INSPECTOR</b>		<b>F Average</b>		<b>50.1331</b>
ENGINEERING INSPECTOR	11/13/1989	M	5	50.1331
ENGINEERING INSPECTOR	1/29/2007	M	5	50.1331
ENGINEERING INSPECTOR	5/22/2006	M	5	50.1331
ENGINEERING INSPECTOR	9/25/2017	M	2	43.5694
ENGINEERING INSPECTOR	2/13/2019	M	1	41.6529
ENGINEERING INSPECTOR	3/4/2019	M	1	41.6529
<b>ENGINEERING INSPECTOR</b>		<b>M Average</b>		<b>46.2124</b>

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the subject of this report.

CONTACT PERSON

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## Attachments:

1. Analysis of 116 classifications occupied by females and males

Comparison of Classifications  
with Both Genders Represented in a Classification  
Bold Text is Classification Average

Position Title	Average Classification Hourly Rate	Above/Below (BOLD) Average Hourly Rate	F - M Rate
<b>ACCOUNTING OFF SPEC II MC</b>	<b>\$32.48</b>		
<i>F</i>	\$32.57	\$0.10	\$0.22
<i>M</i>	\$32.35	-\$0.12	
<b>ACCOUNTING OFF SPEC III MC</b>	<b>\$37.79</b>		
<i>F</i>	\$37.85	\$0.06	\$0.40
<i>M</i>	\$37.45	<b>\$0.33</b>	
<b>ACCOUNTING TECHNICIAN</b>	<b>\$41.40</b>		
<i>F</i>	\$41.45	\$0.05	\$0.27
<i>M</i>	\$41.19	<b>-\$0.21</b>	
<b>ADMIN &amp; FISCAL SVS MGR LCL1</b>	<b>\$65.47</b>		
<i>F</i>	\$65.47	\$0.00	\$0.00
<i>M</i>	\$65.47	\$0.00	
<b>ANIMAL CONTROL OFFICER</b>	<b>\$33.98</b>		
<i>F</i>	\$33.82	<b>-\$0.16</b>	<b>-\$0.65</b>
<i>M</i>	\$34.47	\$0.49	
<b>ANIMAL SERVICES ASSISTANT HRLY</b>	<b>\$27.16</b>		
<i>F</i>	\$27.16	\$0.00	\$0.00
<i>M</i>	\$27.16	\$0.00	
<b>APPLICATIONS PROG/ANALYST II</b>	<b>\$54.82</b>		
<i>F</i>	\$52.04	<b>-\$2.78</b>	<b>-\$3.29</b>
<i>M</i>	\$55.32	\$0.51	
<b>AQUATICS SPECIALIST I HRLY</b>	<b>\$15.00</b>		
<i>F</i>	\$15.00	\$0.00	\$0.00
<i>M</i>	\$15.00	\$0.00	
<b>AQUATICS SPECIALIST II HRLY</b>	<b>\$19.11</b>		
<i>F</i>	\$18.54	<b>-\$0.57</b>	<b>-\$0.88</b>
<i>M</i>	\$19.42	\$0.32	
<b>ASSISTANT CITY CLERK</b>	<b>\$50.90</b>		
<i>F</i>	\$51.68	\$0.78	\$2.35
<i>M</i>	\$49.33	<b>-\$2.35</b>	
<b>ASSISTANT CIVIL ENGR (REG)</b>	<b>\$60.85</b>		
<i>F</i>	\$58.52	<b>-\$2.33</b>	<b>-\$3.89</b>
<i>M</i>	\$62.41	\$1.56	



Position Title	Average Classification Hourly Rate	Above/Below (BOLD) Average Hourly Rate	F - M Rate
<b>ASSISTANT MANGMNT ANLST CSU</b>	<b>\$40.26</b>		
<i>F</i>	\$40.49	\$0.23	\$1.43
<i>M</i>	\$39.06	<b>-\$1.21</b>	
<b>ASSISTANT MANGMNT ANLST UNRP</b>	<b>\$40.30</b>		
<i>F</i>	\$40.18	<b>-\$0.12</b>	<b>-\$0.50</b>
<i>M</i>	\$40.67	\$0.37	
<b>ASSISTANT PLANNER</b>	<b>\$38.97</b>		
<i>F</i>	\$38.06	<b>-\$0.91</b>	<b>-\$4.56</b>
<i>M</i>	\$42.62	\$3.65	
<b>ASSISTANT PUBLIC WORKS ENGR</b>	<b>\$58.43</b>		
<i>F</i>	\$58.43	\$0.00	\$0.00
<i>M</i>	\$58.43	\$0.00	
<b>ASSISTANT RECREATION COORD</b>	<b>\$32.13</b>		
<i>F</i>	\$29.13	<b>\$3.00</b>	<b>-\$4.00</b>
<i>M</i>	\$33.13	\$1.00	
<b>ASSISTANT TO THE CITY MGR</b>	<b>\$71.63</b>		
<i>F</i>	\$73.18	\$1.55	\$4.64
<i>M</i>	\$68.54	<b>-\$3.09</b>	
<b>ASSOCIATE CIVIL ENGINEER</b>	<b>\$65.10</b>		
<i>F</i>	\$64.43	<b>\$0.68</b>	<b>-\$0.87</b>
<i>M</i>	\$65.29	\$0.19	
<b>ASSOCIATE HUMAN RESRCS ANLST</b>	<b>\$54.36</b>		
<i>F</i>	\$53.95	<b>-\$0.41</b>	<b>-\$1.62</b>
<i>M</i>	\$55.57	\$1.22	
<b>ASSOCIATE MANGMT ANLST CSU</b>	<b>\$52.13</b>		
<i>F</i>	\$51.90	<b>-\$0.23</b>	<b>-\$0.78</b>
<i>M</i>	\$52.68	\$0.55	
<b>ASSOCIATE PLANNER</b>	<b>\$49.13</b>		
<i>F</i>	\$48.26	<b>-\$0.87</b>	<b>-\$3.47</b>
<i>M</i>	\$51.73	\$2.61	
<b>AUDITOR II</b>	<b>\$49.60</b>		
<i>F</i>	\$48.90	<b>-\$0.70</b>	<b>-\$2.10</b>
<i>M</i>	\$50.99	\$1.40	
<b>BEHAVIORAL HEALTH CLINCIN II</b>	<b>\$47.18</b>		
<i>F</i>	\$47.74	\$0.56	\$1.44
<i>M</i>	\$46.30	<b>-\$0.88</b>	
<b>BUILDING INSPECTOR I (CERT)</b>	<b>\$48.10</b>		
<i>F</i>	\$44.44	<b>-\$3.65</b>	<b>-\$4.57</b>
<i>M</i>	\$49.01	\$0.91	

Position Title	Average Classification Hourly Rate	Above/Below (BOLD) Average Hourly Rate	F - M Rate
<b>BUILDING PLANS EXAMINER</b>	<b>\$52.45</b>		
<i>F</i>	\$53.02	\$0.57	\$1.13
<i>M</i>	\$51.89	-\$0.57	
<b>CAMP STAFF LEADER H</b>	<b>\$71.55</b>		
<i>F</i>	\$69.60	-\$1.95	-\$5.20
<i>M</i>	\$74.81	\$3.25	
<b>CAMP STAFF MEMBER H</b>	<b>\$46.84</b>		
<i>F</i>	\$45.79	-\$1.05	-\$1.94
<i>M</i>	\$47.73	\$0.89	
<b>CAMP STAFF SUPERVISOR H</b>	<b>\$107.97</b>		
<i>F</i>	\$105.22	-\$2.75	-\$5.50
<i>M</i>	\$110.73	\$2.75	
<b>CERT INSTRUCTOR</b>	<b>\$31.68</b>		
<i>F</i>	\$31.68	\$0.00	\$0.00
<i>M</i>	\$31.68	\$0.00	
<b>COMMUNITY DEVELOP PROJ COORD</b>	<b>\$54.23</b>		
<i>F</i>	\$56.33	\$2.10	\$4.20
<i>M</i>	\$52.13	-\$2.10	
<b>COMMUNITY HEALTH WORKER SPEC</b>	<b>\$33.99</b>		
<i>F</i>	\$34.24	\$0.25	\$1.99
<i>M</i>	\$32.25	-\$1.74	
<b>COMMUNITY SERVICE OFFICER</b>	<b>\$36.85</b>		
<i>F</i>	\$36.43	-\$0.42	-\$0.84
<i>M</i>	\$37.26	\$0.42	
<b>COMMUNITY SERVICE OFFICR SUP</b>	<b>\$43.50</b>		
<i>F</i>	\$43.50	\$0.00	\$0.00
<i>M</i>	\$43.50	\$0.00	
<b>COMMUNITY SERVICES SPEC I</b>	<b>\$40.84</b>		
<i>F</i>	\$40.41	-\$0.43	-\$1.95
<i>M</i>	\$42.36	\$1.52	
<b>COMMUNITY SERVICES SPEC II</b>	<b>\$49.05</b>		
<i>F</i>	\$49.42	\$0.37	\$1.12
<i>M</i>	\$48.30	-\$0.75	
<b>COUNCILMEMBER</b>	<b>\$144.49</b>		
<i>F</i>	\$144.49	\$0.00	\$0.00
<i>M</i>	\$144.49	\$0.00	
<b>CUSTOMER SERVICE SPEC III</b>	<b>\$37.38</b>		
<i>F</i>	\$37.31	-\$0.07	-\$0.59
<i>M</i>	\$37.90	\$0.53	

Position Title	Average Classification Hourly Rate	Above/Below (BOLD) Average Hourly Rate	F - M Rate
<b>DEPUTY CITY ATTORNEY III</b>	<b>\$85.06</b>		
<i>F</i>	\$82.93	-\$2.13	-\$4.26
<i>M</i>	\$87.20	\$2.13	
<b>ENGINEERING INSPECTOR</b>	<b>\$47.19</b>		
<i>F</i>	\$50.13	\$2.94	\$3.92
<i>M</i>	\$46.21	-\$0.98	
<b>FIRE APPARATUS OPERATOR</b>	<b>\$40.63</b>		
<i>F</i>	\$40.67	\$0.04	\$0.04
<i>M</i>	\$40.62	\$0.00	
<b>FIRE CAPTAIN II</b>	<b>\$47.86</b>		
<i>F</i>	\$45.09	-\$2.77	-\$3.01
<i>M</i>	\$48.10	\$0.23	
<b>FIREFIGHTER</b>	<b>\$35.07</b>		
<i>F</i>	\$34.76	-\$0.30	-\$0.33
<i>M</i>	\$35.10	\$0.03	
<b>GROUNDSKEEPER HRLY</b>	<b>\$27.54</b>		
<i>F</i>	\$27.16	-\$0.38	-\$0.44
<i>M</i>	\$27.60	\$0.05	
<b>HAZARDOUS MAT SPECIALIST II</b>	<b>\$58.03</b>		
<i>F</i>	\$56.16	-\$1.87	-\$5.62
<i>M</i>	\$61.78	\$3.75	
<b>HEALTH SERVICES PROGRAM SPEC</b>	<b>\$45.65</b>		
<i>F</i>	\$46.22	\$0.58	\$4.62
<i>M</i>	\$41.61	-\$4.04	
<b>HEARING EXAMINER</b>	<b>\$62.23</b>		
<i>F</i>	\$59.03	-\$3.20	-\$6.40
<i>M</i>	\$65.43	\$3.20	
<b>HUMAN RESOURCES TECHNICIAN</b>	<b>\$39.89</b>		
<i>F</i>	\$38.71	-\$1.18	-\$2.35
<i>M</i>	\$41.07	\$1.18	
<b>INFO SYSTEM SUPORT TECH CSU</b>	<b>\$36.46</b>		
<i>F</i>	\$33.79	-\$2.67	-\$5.34
<i>M</i>	\$39.13	\$2.67	
<b>INFORMATION SYSTEMS SPEC</b>	<b>\$46.61</b>		
<i>F</i>	\$48.31	\$1.70	\$1.94
<i>M</i>	\$46.37	-\$0.24	

Position Title	Average Classification Hourly Rate	Above/Below (BOLD) Average Hourly Rate	F - M Rate
<b>INTERN</b>	<b>\$19.64</b>		
<i>F</i>	\$19.05	-\$0.59	-\$1.11
<i>M</i>	\$20.15	\$0.52	
<b>JANITOR</b>	<b>\$27.29</b>		
<i>F</i>	\$27.63	\$0.34	\$0.48
<i>M</i>	\$27.15	-\$0.14	
<b>LANDSCAPE EQUIPMENT OPERATOR</b>	<b>\$38.25</b>		
<i>F</i>	\$37.43	-\$0.82	-\$1.10
<i>M</i>	\$38.53	\$0.27	
<b>LANDSCAPE GARDENER</b>	<b>\$35.04</b>		
<i>F</i>	\$35.29	\$0.24	\$0.26
<i>M</i>	\$35.02	-\$0.02	
<b>LANDSCAPE GARDENER SUPV</b>	<b>\$43.45</b>		
<i>F</i>	\$44.69	\$1.24	\$2.07
<i>M</i>	\$42.62	-\$0.83	
<b>LEGISLATIVE ASSISTANT</b>	<b>\$29.36</b>		
<i>F</i>	\$29.54	\$0.18	\$0.30
<i>M</i>	\$29.24	-\$0.11	
<b>LEGISLATIVE ASSISTANT HRLY</b>	<b>\$17.81</b>		
<i>F</i>	\$18.50	\$0.69	\$1.10
<i>M</i>	\$17.40	-\$0.41	
<b>LIBRARIAN I</b>	<b>\$39.45</b>		
<i>F</i>	\$38.59	-\$0.86	-\$1.72
<i>M</i>	\$40.31	\$0.86	
<b>LIBRARIAN I HRLY</b>	<b>\$33.22</b>		
<i>F</i>	\$33.22	\$0.00	\$0.00
<i>M</i>	\$33.22	\$0.00	
<b>LIBRARIAN II</b>	<b>\$45.66</b>		
<i>F</i>	\$45.51	-\$0.14	-\$0.38
<i>M</i>	\$45.90	\$0.24	
<b>LIBRARY AIDE</b>	<b>\$24.07</b>		
<i>F</i>	\$23.93	-\$0.14	-\$0.37
<i>M</i>	\$24.30	\$0.23	
<b>LIBRARY ASSISTANT</b>	<b>\$29.92</b>		
<i>F</i>	\$29.80	-\$0.12	-\$0.29
<i>M</i>	\$30.09	\$0.17	
<b>LIBRARY ASSISTANT HRLY</b>	<b>\$24.40</b>		
<i>F</i>	\$24.58	\$0.18	\$0.35
<i>M</i>	\$24.23	-\$0.18	

Position Title	Average Classification Hourly Rate	Above/Below (BOLD) Average Hourly Rate	F - M Rate
<b>LIBRARY LITERACY INSTRUCTOR</b>	<b>\$33.74</b>		
<i>F</i>	\$33.86	\$0.13	\$1.01
<i>M</i>	\$32.85	<b>-\$0.88</b>	
<b>LIBRARY PAGE</b>	<b>\$18.00</b>		
<i>F</i>	\$18.00	\$0.00	\$0.00
<i>M</i>	\$18.00	\$0.00	
<b>LIBRARY SPECIALIST I</b>	<b>\$34.46</b>		
<i>F</i>	\$34.46	\$0.00	\$0.00
<i>M</i>	\$34.46	\$0.00	
<b>LIBRARY SPECIALIST II</b>	<b>\$35.54</b>		
<i>F</i>	\$35.27	<b>-\$0.27</b>	<b>-\$1.25</b>
<i>M</i>	\$36.52	\$0.98	
<b>LIBRARY SPECIALIST II HRLY</b>	<b>\$28.80</b>		
<i>F</i>	\$28.80	\$0.00	\$0.00
<i>M</i>	\$28.80	\$0.00	
<b>MARINA ASSISTANT MC</b>	<b>\$32.60</b>		
<i>F</i>	\$32.94	\$0.33	\$0.99
<i>M</i>	\$31.94	<b>-\$0.66</b>	
<b>MECHANICAL SWEEPER OPERATOR</b>	<b>\$37.50</b>		
<i>F</i>	\$36.70	<b>-\$0.80</b>	<b>-\$1.00</b>
<i>M</i>	\$37.70	\$0.20	
<b>MENTAL HEALTH CLINICAL SUPV</b>	<b>\$56.00</b>		
<i>F</i>	\$55.32	<b>-\$0.68</b>	<b>-\$2.05</b>
<i>M</i>	\$57.37	\$1.36	
<b>OFFICE SPECIALIST II M&amp;C</b>	<b>\$31.29</b>		
<i>F</i>	\$31.29	\$0.00	\$0.04
<i>M</i>	\$31.25	<b>-\$0.03</b>	
<b>OFFICE SPECIALIST II UNREP</b>	<b>\$31.95</b>		
<i>F</i>	\$31.92	<b>-\$0.02</b>	<b>-\$0.14</b>
<i>M</i>	\$32.06	\$0.12	
<b>OFFICE SPECIALIST III M&amp;C</b>	<b>\$36.56</b>		
<i>F</i>	\$36.78	\$0.22	\$1.09
<i>M</i>	\$35.69	<b>-\$0.87</b>	
<b>PARALEGAL</b>	<b>\$40.85</b>		
<i>F</i>	\$42.63	\$1.78	\$3.56
<i>M</i>	\$39.07	<b>-\$1.78</b>	
<b>PARAMEDIC SUPERVISOR I</b>	<b>\$48.07</b>		
<i>F</i>	\$48.32	\$0.26	\$0.31
<i>M</i>	\$48.01	<b>-\$0.05</b>	

Position Title	Average Classification Hourly Rate	Above/Below (BOLD) Average Hourly Rate	F - M Rate
<b>PARKING ENFORCEMENT OFFICER</b>	<b>\$33.31</b>		
<i>F</i>	\$33.41	\$0.10	\$0.21
<i>M</i>	\$33.19	-\$0.11	
<b>PARKING METER MAINT WORKER</b>	<b>\$30.01</b>		
<i>F</i>	\$30.76	\$0.75	\$1.12
<i>M</i>	\$29.64	-\$0.37	
<b>PERMIT SPECIALIST</b>	<b>\$36.75</b>		
<i>F</i>	\$36.20	-\$0.55	-\$2.19
<i>M</i>	\$38.39	\$1.64	
<b>PLAYGROUND LEADER TRAINEE HRLY</b>	<b>\$15.11</b>		
<i>F</i>	\$15.23	\$0.12	\$0.19
<i>M</i>	\$15.04	-\$0.07	
<b>POLICE AIDE HRLY</b>	<b>\$16.89</b>		
<i>F</i>	\$16.52	-\$0.37	-\$1.11
<i>M</i>	\$17.63	\$0.74	
<b>POLICE CAPTAIN</b>	<b>\$93.52</b>		
<i>F</i>	\$93.52	\$0.00	\$0.00
<i>M</i>	\$93.52	\$0.00	
<b>POLICE LIEUTENANT</b>	<b>\$81.58</b>		
<i>F</i>	\$81.58	\$0.00	\$0.00
<i>M</i>	\$81.58	\$0.00	
<b>POLICE OFFICER</b>	<b>\$56.07</b>		
<i>F</i>	\$55.40	-\$0.67	-\$0.75
<i>M</i>	\$56.15	\$0.08	
<b>POLICE OFFICER RECRUIT</b>	<b>\$39.52</b>		
<i>F</i>	\$39.52	\$0.00	\$0.00
<i>M</i>	\$39.52	\$0.00	
<b>POLICE SERGEANT</b>	<b>\$67.96</b>		
<i>F</i>	\$67.96	\$0.00	\$0.00
<i>M</i>	\$67.96	\$0.00	
<b>PRINCIPAL PLANNER</b>	<b>\$65.78</b>		
<i>F</i>	\$65.36	-\$0.42	-\$2.08
<i>M</i>	\$67.44	\$1.66	
<b>PUBLIC HEALTH NURSE</b>	<b>\$54.94</b>		
<i>F</i>	\$55.91	\$0.97	\$4.83
<i>M</i>	\$51.07	-\$3.87	

Position Title	Average Classification Hourly Rate	Above/Below (BOLD) Average Hourly Rate	F - M Rate
<b>PUBLIC SAFETY DISPATCHER I</b>	<b>\$30.34</b>		
<i>F</i>	\$30.34	\$0.00	\$0.00
<i>M</i>	\$30.34	\$0.00	
<b>PUBLIC SAFETY DISPATCHER II</b>	<b>\$45.33</b>		
<i>F</i>	\$45.24	-\$0.08	-\$0.43
<i>M</i>	\$45.67	\$0.35	
<b>RECREATION ACTIVITY LEADER</b>	<b>\$23.32</b>		
<i>F</i>	\$22.19	-\$1.13	-\$2.47
<i>M</i>	\$24.66	\$1.34	
<b>RECREATION COORDINATOR</b>	<b>\$38.96</b>		
<i>F</i>	\$39.95	\$0.99	\$1.99
<i>M</i>	\$37.96	-\$0.99	
<b>RECREATION PROGRAM SUPRVISOR</b>	<b>\$50.78</b>		
<i>F</i>	\$51.89	\$1.11	\$3.32
<i>M</i>	\$48.57	-\$2.22	
<b>REGISTERED NURSE</b>	<b>\$52.94</b>		
<i>F</i>	\$52.94	\$0.00	\$0.00
<i>M</i>	\$52.94	\$0.00	
<b>RENT BOARD COMMISSIONER</b>	<b>\$50.00</b>		
<i>F</i>	\$50.00	\$0.00	\$0.00
<i>M</i>	\$50.00	\$0.00	
<b>RESERVE POLICE OFFICER I HRLY</b>	<b>\$31.72</b>		
<i>F</i>	\$31.30	-\$0.42	-\$0.47
<i>M</i>	\$31.76	\$0.05	
<b>RETIRED ANNUITANT</b>	<b>\$33.71</b>		
<i>F</i>	\$36.30	\$2.59	\$4.75
<i>M</i>	\$31.55	-\$2.16	
<b>SCHOOL BOARD DIRECTOR</b>	<b>\$69.23</b>		
<i>F</i>	\$69.23	\$0.00	\$0.00
<i>M</i>	\$69.23	\$0.00	
<b>SCHOOL CROSSING GUARD</b>	<b>\$24.17</b>		
<i>F</i>	\$24.17	\$0.00	\$0.00
<i>M</i>	\$24.17	\$0.00	
<b>SENIOR BEHAVIORAL HLTH CLINC</b>	<b>\$51.89</b>		
<i>F</i>	\$52.83	\$0.94	\$1.88
<i>M</i>	\$50.95	-\$0.94	
<b>SENIOR BUYER</b>	<b>\$48.13</b>		
<i>F</i>	\$48.13	\$0.00	\$0.00
<i>M</i>	\$48.13	\$0.00	

Position Title	Average Classification Hourly Rate	Above/Below (BOLD) Average Hourly Rate	F - M Rate
<b>SENIOR CITIZEN CENTER DIR</b>	<b>\$45.41</b>		
<i>F</i>	\$47.44	\$2.02	\$4.05
<i>M</i>	\$43.39	<b>-\$2.02</b>	
<b>SENIOR COMMUNITY HEALTH SPEC</b>	<b>\$36.80</b>		
<i>F</i>	\$36.80	\$0.00	\$0.00
<i>M</i>	\$36.80	\$0.00	
<b>SENIOR INFORMATION SYST SPEC</b>	<b>\$53.48</b>		
<i>F</i>	\$53.48	\$0.00	\$0.00
<i>M</i>	\$53.48	\$0.00	
<b>SENIOR MANAGEMENT ANLST LCL1</b>	<b>\$56.41</b>		
<i>F</i>	\$55.79	<b>-\$0.62</b>	<b>-\$3.72</b>
<i>M</i>	\$59.51	\$3.10	
<b>SENIOR MANAGEMENT ANLST UREP</b>	<b>\$58.72</b>		
<i>F</i>	\$58.27	<b>-\$0.45</b>	<b>-\$1.36</b>
<i>M</i>	\$59.63	\$0.90	
<b>SENIOR PLANNER</b>	<b>\$57.62</b>		
<i>F</i>	\$57.72	\$0.09	\$0.57
<i>M</i>	\$57.15	<b>-\$0.47</b>	
<b>SENIOR SERVICE AIDE HRLY</b>	<b>\$24.21</b>		
<i>F</i>	\$24.70	\$0.49	\$0.83
<i>M</i>	\$23.87	<b>-\$0.35</b>	
<b>SENIOR SERVICE ASSISTANT</b>	<b>\$32.48</b>		
<i>F</i>	\$32.60	\$0.13	\$0.77
<i>M</i>	\$31.84	<b>-\$0.64</b>	
<b>SENIOR SYSTEMS ANALYST</b>	<b>\$65.26</b>		
<i>F</i>	\$65.26	\$0.00	\$0.00
<i>M</i>	\$65.26	\$0.00	
<b>SOCIAL SERVICES SPECIALIST</b>	<b>\$40.38</b>		
<i>F</i>	\$40.09	<b>-\$0.30</b>	<b>-\$0.60</b>
<i>M</i>	\$40.68	\$0.30	
<b>SPORTS OFFICIAL HRLY</b>	<b>\$25.12</b>		
<i>F</i>	\$28.17	\$3.05	\$3.33
<i>M</i>	\$24.84	<b>-\$0.28</b>	
<b>SUPERVISING CIVIL ENGINEER</b>	<b>\$76.42</b>		
<i>F</i>	\$76.42	\$0.00	\$0.00
<i>M</i>	\$76.42	\$0.00	
<b>SUPERVISING LIBRARIAN</b>	<b>\$52.28</b>		
<i>F</i>	\$52.55	\$0.27	\$2.17
<i>M</i>	\$50.38	<b>-\$1.90</b>	



Position Title	Average Classification Hourly Rate	Above/Below (BOLD) Average Hourly Rate	F - M Rate
<b>SUPERVISING LIBRARY ASSIST</b>	<b>\$37.06</b>		
<i>F</i>	\$38.37	\$1.31	\$1.97
<i>M</i>	\$36.41	-\$0.66	
<b>SUPERVISING PUBLIC HLTH NURS</b>	<b>\$68.71</b>		
<i>F</i>	\$67.32	-\$1.39	-\$2.79
<i>M</i>	\$70.10	\$1.39	
<b>YOUTH ENROLLEE INTERN</b>	<b>\$13.26</b>		
<i>F</i>	\$13.25	-\$0.01	-\$0.03
<i>M</i>	\$13.28	\$0.01	

