


# City of Alexandria, Virginia

## MEMORANDUM

**DATE:** AUGUST 25, 2016

**TO:** THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

**FROM:** MARK B. JINKS, CITY MANAGER 

**SUBJECT:** GENDER PAY EQUITY REPORT

Over the last few years, the issue of pay equity (i.e., how pay for females compares to pay for males) has been an issue which has received national attention. Locally the City's Commission on Women has also been interested in this subject. The oft cited U.S. Department of Labor statistic is that nationally females only earn 79% of what males earn. Therefore, nationally a 21% gap exists. As a result of this interest, City staff have prepared the first City pay equity report which is explained in this memorandum and detailed in the attachments.

Overall, what the City calculated is that women in the City are paid on average 94% of what on average men are paid. This represents a gender pay gap of just 6%<sup>1</sup> between male and female pay compared to the 21% national gender pay gap. If job titles that have only one employee incumbent in them are separated from this analysis, it shows that women earn on average 1% more than men for job titles where there is more than one employee incumbent. It should be noted that this pay equity report compares all types of positions as a single group of 2,812 City employees<sup>2</sup> and does not adjust for differences in career selection between males and females.

To benchmark the City's pay equity numbers, staff inquired of neighboring jurisdictions. To date, none of the major jurisdictions we queried indicated that they have conducted and completed a review of gender pay equity. This report will be shared with the Commission on Women as well as the Human Rights Commission.

Human Resources staff reviewed City pay data in numerous ways in order to begin to assess and understand the pay equity statistics. The analysis shows:

### ***Pay Equity by Gender (sheet 1)***

With average female pay averaging 94% of average male pay, the City currently has a gender pay gap of just 6%. Which is significantly below the national average of 21% much of this difference in the City vs. national pay equity gap percentages can be attributed to the prevalent use by the City of an established time-in-place based merit pay system.

### ***EEO Job Category (sheet 2)***

This chart details gender pay equity based on seven Equal Employment Opportunity Commission (EEOC) job categories (officials and administrators, professionals, technicians, protective services, administrative support, craft workers, and service-maintenance). Of the seven EEOC categories the pay equity gap varies. For example for the highest paid job category of Officials and Administrators, women on average are paid 2% more than men, and for Administrative Support they are paid on average 10% more than men. However, for the Professionals and Technicians categories there is a 7% to 9% pay equity gap.

<sup>1</sup> All data in this memorandum has been rounded.

<sup>2</sup> Males comprise 52% and females comprise 48% of the City workforce

### ***Gender Pay Equity by Years of Employment (sheet 3)***

Using data for years of employment in eight groups: 0-3 years, 4-6 years, 7-10 years, 11-15 years, 16-20 years, 21-25 years, 26-30 years and 30+ years revealed that these groupings showed a pay gap which ranged from 3% to 11%. While national trends show that the most pay gaps increase over the course of a worker's career<sup>3</sup>, the City's data did not appear to follow the same pattern in the 0 to 30 year typical career span.

### ***Gender Pay Equity by Age (sheet 4)***

As with years of employment, data for pay by age was reviewed in groups based on best practices in surveying: 16-18 years, 19-24 years, 25-34 years, 35-44 years, 45-54 years, 55-64 years, and 65+ years. The initial group (16-18) was selected based on the earliest age in the City's current workforce; the final age group (65+) was selected to reflect those employees who are eligible for retirement. These groupings showed a pay gap ranging from 4% and to 12%. Initial reviews have not revealed any definitive pattern or correlation between employee age and variation in the gender pay gap.

### ***Gender Pay Equity by Classification (sheet 5)***

While the overall data shows that women are paid on average 6% less than men in the City, a review by classification revealed that in classifications with multiple incumbents (which is 76% of the workforce), on average, women are paid slightly higher by 1%. For those classifications that are single-incumbent, women are paid less by -3%.

### ***Gender Pay by Pay Scale and Grade (sheets 6-14)***

A review of pay data by pay scale and grade did not reveal any patterns that would indicate a reason for a difference in pay within pay grades. Pay grades are assigned to multiple classifications at the City. Because the duties that are performed in each of these classifications can vary and years of average service vary, it is not uncommon to see that pay will vary across the pay scale as well. It also should be noted that the smaller the data sets, statistically the less validity there is in the pay equity gap measures. For the purposes of this report, gender pay by pay scale and grade are presented by individual pay scale:

- Executive
- General Scale – VRS
- General Scale – Non VRS
- Sworn Police
- FMME - Fire Marshal
- FMME - Medic
- Sworn Fire
- Sheriff
- Physician

Attachment: Pay Equity Tables 2016

cc: Chair and Members, Human Rights Commission  
Chair and Members, Commission on Women  
Department Heads

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<sup>3</sup> Stevenson, Betsy (2015, April 14). Five Facts About the Gender Pay Gap.  
<https://www.whitehouse.gov/blog/2015/04/14/five-facts-about-gender-pay-gap>.