

The following info was shared in a Council-Manager Memo on July 1, 2016.

### **Pay Equity Study**

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In response to a request by the Mayor for a gender pay equity study, Human Resources conducted an analysis of employees in the Broadband Pay Plan, looking at pay by gender overall, and then by job category. The only group showing a discrepancy was the skilled craft job category. These are non-exempt/hourly job classes, which will be transitioned to the new pay plan, as approved by City Council for FY2017. During the transition process, these discrepancies will be managed on an individual basis. The transition to a new pay plan includes basing pay on time in the job classification and this new basis will address the identified discrepancies. Staff performed a further breakdown by job class and years in the job, and found no pattern of disparity. Employees in the Public Safety Pay Plan were excluded from the analysis, since it is a step plan based on rank and time in the job.

The Office of Strategy & Budget then completed a statistical analysis which yielded similar results. The statistical review looked at overall male and female pay, regardless of job duties. Using median earnings, regardless of job, there is a 3% gap between men and women employed by the City, compared to a 15% gap in North Carolina and a 21% gap nationwide (as reported in the 2014 U.S. Census).

The statistical analysis by job class took into account experience and performance rating. The statistical analysis could not take into account several other variables such as education, certifications, specific skill set, prior experience, salary history, internal promotion versus external hire, or supply and demand at time of hire. Due to the factors that could not be accounted for, the statistical analysis only explained about a quarter of the variance in percent of pay compared to the market average.

Human Resources staff then reviewed employees in each of the identified jobs to determine if there were any incidents that required further review. No pattern of disparity was found and very few isolated incidents need further research with the departments. Human Resources will work with the departments to review any isolated incidents.

Overall, staff found no pattern of pay disparity based on gender in the study.