

Summary of Pay Equity by Gender

Total COA Employee Data by Gender						
Gender	Count	Average Age	Average Years of Employment	Average Salary	Avg Salary Difference (\$)	Avg Percentage Difference (%)
Male	1449	43	9	\$69,158.35	-\$4,145.49	-5.99%
Female	1363	45	10	\$65,012.86		

Summary of Pay Equity by EEO Job Category

Total COA Employee Data by EEO Job Category							
EEO Job Category	Gender	Count	Average Age	Average Years of Employment	Average Salary	Avg Salary Difference (\$)	Avg Percentage Difference (%)
Officials and Administrators	Male	63	49	10	\$120,923.57	\$2,151.66	1.78%
	Female	60	50	14	\$123,075.23		
Professionals	Male	222	45	8	\$86,575.53	-\$6,346.02	-7.33%
	Female	439	45	10	\$80,229.51		
Technicians	Male	344	46	9	\$56,317.55	-\$4,983.07	-8.85%
	Female	438	44	9	\$51,334.48		
Protective Service	Male	564	39	11	\$75,603.17	-\$1,476.47	-1.95%
	Female	161	39	10	\$74,126.70		
Administrative Support	Male	89	47	8	\$40,259.15	\$3,834.89	9.53%
	Female	248	48	9	\$44,094.04		
Craft Workers	Male	81	48	10	\$56,100.91	-	-
	Female	-	-	-	-		
Service-Maintenance	Male	86	45	8	\$37,579.45	\$834.35	2.22%
	Female	17	51	7	\$38,413.80		
Totals	Male	1449	43	9	\$69,158.35	-\$4,145.49	-5.99%
	Female	1363	45	10	\$65,012.86		

SHEET 3

Gender Pay Equity by Years of Employment

Average Salary by Years of Employment																														
EEO Job Category	Gender	0-3 Years			4-6 years			7-10 Years			11-15 Years			16-20 Years			21-25 Years			26-30 Years			30 Years +			Total				
		Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage		
Officials and Administrators	Male	25	\$113,482.96	5%	4	\$118,142.90	5%	7	\$140,270.67	-18%	10	\$125,641.39	0%	8	\$129,511.49	-3%	1	\$118,415.96	15%	6	\$109,764.24	10%	2	\$128,568.70	-9%	63	\$120,923.57	2%		
	Female	13	\$119,647.56		8	\$123,629.25		5	\$115,116.04		9	\$125,405.22		11	\$125,136.32		6	\$135,784.78		2	\$121,079.92		6	\$117,077.74		6	\$117,077.74		60	\$123,075.23
Professionals	Male	90	\$81,665.52	-14%	24	\$86,969.60	-11%	42	\$88,220.75	-7%	22	\$89,754.22	-3%	16	\$93,838.53	-9%	13	\$92,175.18	-1%	13	\$94,149.46	1%	2	\$89,549.72	3%	222	\$86,575.53	-7%		
	Female	158	\$70,548.29		36	\$77,580.61		72	\$82,342.92		67	\$86,898.59		41	\$85,150.95		26	\$91,417.15		27	\$94,651.82		12	\$92,224.69		439	\$80,229.51			
Technicians	Male	158	\$44,285.56	-6%	26	\$59,279.61	-13%	42	\$62,674.45	-17%	45	\$66,037.93	-13%	29	\$70,251.49	-7%	16	\$68,421.81	-5%	24	\$73,595.27	-9%	4	\$83,121.87	-20%	344	\$56,317.55	-9%		
	Female	184	\$41,581.58		40	\$51,637.06		59	\$52,150.27		58	\$57,223.11		44	\$65,070.01		22	\$65,306.49		20	\$67,264.97		11	\$66,098.15		438	\$51,334.48			
Protective Service	Male	159	\$53,061.33	-1%	80	\$64,518.38	-4%	79	\$75,448.47	-8%	90	\$85,121.62	1%	37	\$95,124.72	-4%	58	\$97,798.18	-1%	49	\$98,211.20	14%	12	\$118,027.76	-15%	564	\$75,603.17	-2%		
	Female	50	\$52,502.39		25	\$61,927.87		14	\$69,411.62		28	\$86,350.67		14	\$91,604.07		17	\$96,626.48		12	\$112,139.11		1	\$100,724.52		161	\$74,126.70			
Administrative Support	Male	39	\$34,914.46	6%	5	\$32,655.69	18%	16	\$36,001.78	22%	18	\$45,572.68	7%	6	\$60,844.59	-15%	-	-	-	2	\$64,652.51	-16%	3	\$55,804.32	1%	89	\$40,259.15	10%		
	Female	89	\$37,154.12		20	\$38,475.27		42	\$43,809.04		46	\$48,768.12		25	\$52,005.91		14	\$57,778.09		5	\$54,266.06		7	\$56,488.16		248	\$44,094.04			
Craft Workers	Male	25	\$53,846.40	-	9	\$56,657.24	-	15	\$53,503.93	-	18	\$58,846.29	-	7	\$57,422.82	-	3	\$58,214.00	-	3	\$62,733.32	-	1	\$61,505.08	-	81	\$56,100.91	-		
	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Service-Maintenance	Male	41	\$33,500.15	9%	7	\$36,010.56	2%	12	\$41,749.48	-5%	12	\$41,360.71	-3%	6	\$43,368.09	-	4	\$43,677.34	-9%	2	\$45,616.48	-	2	\$41,389.66	-	86	\$37,579.45	2%		
	Female	5	\$36,634.41		3	\$36,606.96		3	\$39,568.71		5	\$40,281.90		-	-		1	\$39,926.12		-	-		-	-	-	17	\$38,413.80			
Totals	Male	537	\$55,311.31	-4%	155	\$65,728.06	-5%	213	\$71,171.37	-11%	215	\$75,532.70	-6%	109	\$83,684.88	-10%	95	\$88,769.35	-7%	99	\$89,594.97	-3%	26	\$96,029.03	-17%	1449	\$69,158.35	-6%		
	Female	499	\$53,042.22		132	\$62,688.95		195	\$64,161.97		213	\$71,043.92		135	\$76,395.36		86	\$82,787.99		66	\$87,273.60		37	\$81,956.32		1363	\$65,012.86			

SHEET 4

Gender Pay Equity by Age

Average Salary by Age																									
EEO Job Category	Gender	16-18 Years			19-24 years			25-34 Years			35-44 Years			45-54 Years			55-64 Years			65 Years +			Total		
		Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage	Count	Average Salary	Percentage
Officials and Administrators	Male	-	-	-	-	-	-	2	\$95,282.98	-9%	15	\$119,152.96	-5%	29	\$119,294.54	9%	13	\$128,487.46	-4%	4	\$127,611.45	3%	63	\$120,923.57	2%
	Female	-	-	-	-	-	-	4	\$86,983.52	-	9	\$112,965.52	-	25	\$130,573.47	-	18	\$123,978.95	-	4	\$130,983.13	-	60	\$123,075.23	-
Professionals	Male	-	-	-	-	-	-	64	\$72,229.09	-6%	46	\$86,579.78	-9%	57	\$91,254.78	-7%	40	\$97,115.30	-8%	15	\$101,886.81	-18%	222	\$86,575.53	-7%
	Female	-	-	-	-	-	-	97	\$67,819.16	-	127	\$78,709.86	-	102	\$84,900.12	-	92	\$89,457.46	-	21	\$83,630.81	-	439	\$80,229.51	-
Technicians	Male	3	\$29,920.11	-5%	31	\$32,836.24	3%	57	\$44,563.09	1%	57	\$59,025.48	-11%	90	\$63,306.61	-8%	83	\$64,321.61	-15%	23	\$57,596.38	-12%	344	\$56,317.55	-9%
	Female	2	\$28,535.65	-	26	\$33,665.11	-	97	\$44,957.17	-	95	\$52,271.95	-	114	\$58,204.40	-	77	\$54,811.30	-	27	\$50,729.03	-	438	\$51,334.48	-
Protective Service	Male	-	-	-	34	\$47,590.79	0%	196	\$58,832.36	-4%	132	\$78,516.20	-6%	164	\$93,418.05	1%	38	\$100,164.70	4%	-	-	-	564	\$75,603.17	-2%
	Female	-	-	-	9	\$47,625.18	-	61	\$56,622.83	-	31	\$74,084.01	-	51	\$94,462.22	-	9	\$104,178.04	-	-	-	-	161	\$74,126.70	-
Administrative Support	Male	-	-	-	9	\$34,921.02	-7%	21	\$35,501.46	13%	13	\$41,505.70	15%	15	\$48,471.80	-4%	13	\$49,354.48	-2%	18	\$34,480.85	11%	89	\$40,259.15	10%
	Female	-	-	-	17	\$32,543.20	-	41	\$40,170.30	-	54	\$47,606.69	-	46	\$46,497.64	-	56	\$48,555.03	-	34	\$38,422.69	-	248	\$44,094.04	-
Craft Workers	Male	-	-	-	-	-	-	5	\$56,308.15	-	21	\$55,894.00	-	33	\$55,538.24	-	22	\$57,095.34	-	-	-	-	81	\$56,100.91	-
	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-Maintenance	Male	-	-	-	2	\$30,587.57	-	15	\$33,573.23	3%	21	\$36,413.93	2%	29	\$39,734.09	0%	16	\$39,753.80	-3%	3	\$38,005.67	-4%	86	\$37,579.45	2%
	Female	-	-	-	-	-	-	1	\$34,434.40	-	3	\$37,065.86	-	6	\$39,861.94	-	6	\$38,629.40	-	1	\$36,454.60	-	17	\$38,413.80	-
Totals	Male	3	\$29,920.11	-5%	76	\$39,550.06	-10%	360	\$56,708.71	-4%	305	\$72,054.41	-9%	417	\$80,075.17	-7%	225	\$76,594.08	-6%	63	\$65,049.79	-12%	1449	\$69,158.35	-6%
	Female	2	\$28,535.65	-	52	\$35,714.50	-	301	\$54,560.29	-	319	\$65,696.68	-	344	\$74,869.44	-	258	\$71,979.22	-	87	\$57,385.24	-	1363	\$65,012.86	-

Summary of Pay Equity by Classification

Overview of Single Incumbent Classifications				
Gender	Count	Average Salary	Avg Salary Difference (\$)	Avg Percentage Difference (%)
Male	383	\$87,160.80	-\$2,617.41	-3.00%
Female	297	\$84,543.39		

Overview of Multi-Incumbent Classifications				
Gender	Count	Average Salary	Avg Salary Difference (\$)	Avg Percentage Difference (%)
Male	1066	\$71,372.31	\$703.33	0.99%
Female	1066	\$72,075.64		

Pay Equity by Pay Scale

Executive

Average Salary by Grade								
Band	Male			Female			Avg Salary Difference (\$)	Avg Percentage Difference (%)
	Count	Average Salary	Average Step	Count	Average Salary	Average Step		
I	-	-	-	3	\$183,850.42	-	-	-
II	13	\$153,864.74	-	6	\$153,767.51	-	-\$97.23	-0.1%
III	18	\$133,813.33	-	10	\$129,280.06	-	-\$4,533.27	-3.4%

Pay Equity by Pay Scale

General Scale - VRS

Average Salary by Grade								
Grade	Male			Female			Avg Salary Difference (\$)	Avg Percentage Difference (%)
	Count	Average Salary	Average Step	Count	Average Salary	Average Step		
1	-	-	-	-	-	-	-	-
2	12	\$36,641.69	11	7	\$37,116.49	12	\$474.79	1.3%
3	15	\$36,090.65	9	-	-	-	-	-
4	3	\$40,242.89	11	-	-	-	-	-
5	21	\$41,092.90	10	3	\$35,844.90	6	-\$5,248.00	-12.8%
6	3	\$44,114.55	11	9	\$43,843.14	11	-\$271.41	-0.6%
7	25	\$41,498.17	7	26	\$43,827.55	9	\$2,329.38	5.6%
8	14	\$41,117.48	6	25	\$46,642.72	10	\$5,525.24	13.4%
9	27	\$48,537.83	9	15	\$47,875.19	9	-\$662.64	-1.4%
10	21	\$52,173.36	11	45	\$51,352.28	10	-\$821.08	-1.6%
11	21	\$53,956.48	10	11	\$52,888.49	10	-\$1,067.99	-2.0%
12	27	\$53,241.71	8	56	\$53,104.45	8	-\$137.26	-0.3%
13	47	\$58,529.09	10	78	\$58,467.94	10	-\$61.16	-0.1%
14	43	\$60,167.95	9	60	\$58,254.03	8	-\$1,913.92	-3.2%
15	22	\$61,402.40	8	43	\$60,583.17	7	-\$819.23	-1.3%
16	28	\$68,991.28	11	49	\$64,647.20	8	-\$4,344.08	-6.3%
17	34	\$73,824.65	11	53	\$68,547.88	8	-\$5,276.77	-7.1%
18	30	\$77,237.59	11	21	\$73,023.85	9	-\$4,213.75	-5.5%
19	38	\$76,385.89	9	43	\$77,431.74	9	\$1,045.85	1.4%
20	40	\$82,596.99	10	81	\$78,925.63	8	-\$3,671.36	-4.4%
21	41	\$87,757.03	10	77	\$83,183.89	8	-\$4,573.13	-5.2%
22	17	\$90,895.79	10	27	\$89,790.63	9	-\$1,105.15	-1.2%
23	25	\$97,367.67	11	26	\$100,408.34	12	\$3,040.67	3.1%
24	54	\$106,198.41	12	41	\$104,706.68	11	-\$1,491.73	-1.4%
25	24	\$113,119.37	13	18	\$108,621.72	11	-\$4,497.65	-4.0%
26	3	\$103,677.17	8	6	\$102,816.13	7	-\$861.03	-0.8%

27	4	\$120,547.31	12	4	\$115,950.97	10	-\$4,596.35	-3.8%
28	2	\$123,124.04	11	4	\$131,634.30	13	\$8,510.26	6.9%
29	-	-	-	2	\$140,467.86	14	-	-
30	-	-	-	1	\$147,332.12	14	-	-
31	-	-	-	-	-	-	-	-
32	-	-	-	-	-	-	-	-
33	-	-	-	-	-	-	-	-
34	-	-	-	-	-	-	-	-
35	-	-	-	-	-	-	-	-

Pay Equity by Pay Scale

General Scale - nonVRS

Average Salary by Grade								
Grade	Male			Female			Avg Salary Difference (\$)	Avg Percentage Difference (%)
	Count	Average Salary	Average Step	Count	Average Salary	Average Step		
1	-	-	-	-	-	-		
2	26	\$31,269.20	6	12	\$29,760.31	4	-\$1,508.89	-4.8%
3	-	-	-	-	-	-	-	-
4	-	-	-	7	\$32,809.62	5	-	-
5	68	\$30,651.47	2	103	\$32,074.00	3	\$1,422.53	4.6%
6	-	-	-	2	\$38,071.28	7	-	-
7	16	\$36,355.05	4	38	\$36,969.67	4	\$614.62	1.7%
8	33	\$37,132.65	3	37	\$37,062.47	3	-\$70.18	-0.2%
9	1	\$36,046.61	1	2	\$53,933.36	15	\$17,886.75	49.6%
10	21	\$42,725.19	5	32	\$46,981.51	8	\$4,256.31	10.0%
11	1	\$57,611.84	14	1	\$57,611.84	14	\$0.00	0.0%
12	31	\$47,739.81	5	49	\$49,989.60	7	\$2,249.79	4.7%
13	5	\$45,301.19	2	10	\$47,274.47	4	\$1,973.28	4.4%
14	1	\$43,228.64	0	8	\$49,813.40	4	\$6,584.76	15.2%
15	3	\$53,999.66	5	13	\$54,097.95	5	\$98.29	0.2%
16	4	\$48,877.92	1	4	\$61,899.24	7	\$13,021.32	26.6%
17	1	\$57,096.00	3	3	\$55,292.73	2	-\$1,803.27	-3.2%
18	-	-	-	-	-	-	-	-
19	2	\$74,728.16	9	5	\$81,709.47	12	\$6,981.31	9.3%
20	3	\$69,845.01	5	5	\$80,507.65	10	\$10,662.63	15.3%
21	1	\$60,815.04	0	16	\$85,785.57	11	\$24,970.53	41.1%
22	1	\$78,049.92	5	-	-	-	-	-
23	-	-	-	2	\$103,046.32	14	-	-
24	-	-	-	-	-	-	-	-
25	-	-	-	1	\$108,428.32	12	-	-

26	-	-	-	-	-	-	-	-
27	-	-	-	-	-	-	-	-
28	-	-	-	-	-	-	-	-
29	-	-	-	-	-	-	-	-
30	-	-	-	1	\$205,004.80	16	-	-
31	-	-	-	-	-	-	-	-
32	-	-	-	-	-	-	-	-
33	-	-	-	-	-	-	-	-
34	-	-	-	-	-	-	-	-
35	-	-	-	-	-	-	-	-

Pay Equity by Pay Scale

Sheriff

Average Salary by Grade								
Grade	Male			Female			Avg Salary Difference (\$)	Avg Percentage Difference (%)
	Count	Average Salary	Average Step	Count	Average Salary	Average Step		
1	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-	-
6	-	-	-	-	-	-	-	-
7	-	-	-	-	-	-	-	-
8	-	-	-	-	-	-	-	-
9	44	\$57,493.39	6	15	\$53,671.28	4	-\$3,822.11	-6.6%
10	-	-	-	-	-	-	-	-
11	9	\$69,825.17	8	6	\$68,223.83	7	-\$1,601.34	-2.3%
12	43	\$86,156.67	14	20	\$85,553.08	14	-\$603.59	-0.7%
13	-	-	-	-	-	-	-	-
14	11	\$95,716.28	15	5	\$91,921.80	13	-\$3,794.48	-4.0%
15	-	-	-	-	-	-	-	-
16	3	\$111,820.80	17	4	\$107,984.18	16	-\$3,836.63	-3.4%
17	-	-	-	-	-	-	-	-
18	-	-	-	-	-	-	-	-
19	-	-	-	-	-	-	-	-
20	2	\$129,609.61	16	3	\$123,289.14	12	-\$6,320.47	-4.9%
21	-	-	-	-	-	-	-	-
22	1	\$144,442.22	16	1	\$147,764.76	17	\$3,322.54	2.3%

Pay Equity by Pay Scale

Physician

Average Salary by Grade								
Band	Male			Female			Avg Salary Difference (\$)	Avg Percentage Difference (%)
	Count	Average Salary	Average Step	Count	Average Salary	Average Step		
1	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-
3	2	\$189,869.13	-	-	-	-	-	-
4	-	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-	-
6	-	-	-	2	\$205,212.41	-	-	-