

## 2016 Pay Equity Refresher Study

2016 Pay Equity Refresher Study														
						Descriptive Results		Regression Results						
Data Description						2015	Statistical Significance	Page #	2016	Statistical Significance	Change	% Change	Change	% Change
<b>Executive Branch Overall</b>														
1	N = Number of Employees					34,016		28	34,557		541	1.59%		
2	Number of Males					15,681		28	15,882		201	1.28%		
3	Number of Females					18,335		28	18,675		340	1.85%		
4	Number of Minorities					5,080		28	5,552		472	9.29%		
5	Number Non-Minorities					28,623		28	29,005		382	1.33%		
6	Number Unreported Minority Status					313		28	79		(234)	-74.76%		
7	N=Number of Employees Reporting Gender and Minority/Non-Minority Status					29,591		31	30,817		1,226	4.14%		
8														
9	Regression Analysis Monthly Pay Difference Males:Females					\$ 380.34	*	31	\$ 357.01	*			\$ (23.33)	-6.13%
10	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities					\$ 92.11	*	31	\$ 104.19	*			\$ 12.08	13.11%
11	Regression Analysis Annual Pay Difference Males:Females					\$ 4,564.08	*	32	\$ 4,209.00	*			\$ (355.08)	-7.78%
12	Regression Analysis Annual Pay Difference - Non-Minorities:Minorities					\$ 1,105.32	*	32	\$ 619.56	Not Signif			\$ (485.76)	-43.95%
13														
14	Median Base Pay - Executive Branch					\$ 4,349.00		33	\$ 4,423.00		\$ 74.00	1.70%		
15	Median Base Pay - Male					\$ 4,786.00		34	\$ 4,862.00		\$ 76.00	1.59%		
16	Median Base Pay - Female					\$ 3,974.00		34	\$ 4,033.00		\$ 59.00	1.48%		
17	Median Base Pay - Minority					\$ 3,946.00		35	\$ 3,837.00		\$ (109.00)	-2.76%		
18	Median Base Pay - Non-Minority					\$ 4,358.00		35	\$ 4,423.00		\$ 65.00	1.49%		
19														
20	Median Combined Gender and Minority Status - Female Minority					\$ 3,607.00		36	\$ 3,660.00		\$ 53.00	1.47%		
21	Median Combined Gender and Minority Status - Female Non-Minority					\$ 4,111.00		36	\$ 4,204.00		\$ 93.00	2.26%		
22	Median Combined Gender and Minority Status - Male Minority					\$ 4,176.00		36	\$ 4,286.00		\$ 110.00	2.63%		
23	Median Combined Gender and Minority Status - Male Non-Minority					\$ 4,786.00		36	\$ 4,909.00		\$ 123.00	2.57%		
24														
25	<b>Agency Analysis</b>													
26	Number of Employees in Financial Administration & General Control Group of Agencies					1,290		37	1,342		52	4.03%		
27	Number of Employees in Distributive Group of Agencies					6,338		37	6,588		250	3.94%		
28	Number of Employees in Redistributive Group of Agencies					12,081		37	12,407		326	2.70%		
29	Number of Employees in Regulatory Group of Agencies					9,882		37	10,467		585	5.92%		
30														
31	Regression Analysis Monthly Pay Difference Males:Females - Fin'l Admin & General Control					\$ 844.08	*	40	\$ 768.36	*			\$ (75.72)	-8.97%
32	Regression Analysis Monthly Difference - Non-Minorities:Minorities - Fin'l Admin & General Control					\$ (222.42)	Not Signif	40	\$ (154.56)	Not Signif			\$ 67.86	-30.51%
33	Regression Analysis Monthly Pay Difference Males:Females - Distributive					\$ 328.04	*	40	\$ 345.95	*			\$ 17.91	5.46%
34	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Distributive					\$ 54.22	Not Signif	40	\$ 43.93	Not Signif			\$ (10.29)	-18.98%

	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
35	Regression Analysis Monthly Pay Difference Males:Females - Redistributive	\$ 246.95	*	40	\$ 244.51	*			\$ (2.44)	-0.99%
36	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Redistributive	\$ 76.97	*	40	\$ 80.80	*			\$ 3.83	4.98%
37	Regression Analysis Monthly Pay Difference Males:Females - Regulatory	\$ 428.16	*	40	\$ 384.14	*			\$ (44.02)	-10.28%
38	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Regulatory	\$ 88.89	*	40	\$ 161.00	*			\$ 72.11	81.12%
39	Regression Analysis Monthly Pay Difference Males:Females - Fin'l Admin & General Control (Secondary Anal	\$ 745.75	*	42	\$ 702.34	*			\$ (43.41)	-5.82%
40	Regression Analysis Monthly Difference - Non-Minorities:Minorities - Fin'l Admin & General Control (Second	\$ 96.19	Not Signif	42	\$ 72.39	Not Signif			\$ (23.80)	-24.74%
41										
42	Median Base Pay - Financial Administration & General Control - Male	\$ 5,546.00		43	\$ 5,804.00		\$ 258.00	4.65%		
43	Median Base Pay - Financial Administration & General Control - Female	\$ 4,569.00		43	\$ 4,862.00		\$ 293.00	6.41%		
44	Median Base Pay - Distributive - Male	\$ 4,621.00		43	\$ 4,802.00		\$ 181.00	3.92%		
45	Median Base Pay - Distributive - Female	\$ 3,974.00		43	\$ 4,033.00		\$ 59.00	1.48%		
46	Median Base Pay - Redistributive - Male	\$ 4,161.00		43	\$ 4,204.00		\$ 43.00	1.03%		
47	Median Base Pay - Redistributive - Female	\$ 3,953.00		43	\$ 3,837.00		\$ (116.00)	-2.93%		
48	Median Base Pay - Regulatory - Male	\$ 4,786.00		43	\$ 4,909.00		\$ 123.00	2.57%		
49	Median Base Pay - Regulatory - Female	\$ 4,181.00		43	\$ 4,413.00		\$ 232.00	5.55%		
50	Median Base Pay - Financial Administration & General Control - Minority	\$ 4,408.50		44	\$ 4,658.50		\$ 250.00	5.67%		
51	Median Base Pay - Financial Administration & General Control - Non-Minority	\$ 5,028.00		44	\$ 5,355.00		\$ 327.00	6.50%		
52	Median Base Pay - Distributive - Minority	\$ 4,161.00		44	\$ 4,072.00		\$ (89.00)	-2.14%		
53	Median Base Pay - Distributive - Non-Minority	\$ 4,358.00		44	\$ 4,500.00		\$ 142.00	3.26%		
54	Median Base Pay - Redistributive - Minority	\$ 3,607.00		44	\$ 3,660.00		\$ 53.00	1.47%		
55	Median Base Pay - Redistributive - Non-Minority	\$ 3,974.00		44	\$ 4,033.00		\$ 59.00	1.48%		
56	Median Base Pay - Regulatory - Minority	\$ 4,349.00		44	\$ 4,422.50		\$ 73.50	1.69%		
57	Median Base Pay - Regulatory - Non-Minority	\$ 4,786.00		44	\$ 4,862.00		\$ 76.00	1.59%		
58										
59	Median Combined Gender and Minority Status - Female Minority - Fin'l Admin & General Control	\$ 4,161.00		45	\$ 4,276.00		\$ 115.00	2.76%		
60	Median Combined Gender and Minority Status - Female Non-Minority - Fin'l Admin & General Control	\$ 4,569.00		45	\$ 4,862.00		\$ 293.00	6.41%		
61	Median Combined Gender and Minority Status - Male Minority - Fin'l Admin & General Control	\$ 4,904.00		45	\$ 5,102.00		\$ 198.00	4.04%		
62	Median Combined Gender and Minority Status - Male Non-Minority - Fin'l Admin & General Control	\$ 5,573.00		45	\$ 5,888.00		\$ 315.00	5.65%		
63	Median Combined Gender and Minority Status - Female Minority - Distributive	\$ 3,972.00		45	\$ 3,675.00		\$ (297.00)	-7.48%		
64	Median Combined Gender and Minority Status - Female Non-Minority - Distributive	\$ 3,974.00		45	\$ 4,062.00		\$ 88.00	2.21%		
65	Median Combined Gender and Minority Status - Male Minority - Distributive	\$ 4,418.50		45	\$ 4,478.50		\$ 60.00	1.36%		
66	Median Combined Gender and Minority Status - Male Non-Minority - Distributive	\$ 4,621.00		45	\$ 4,849.00		\$ 228.00	4.93%		
67	Median Combined Gender and Minority Status - Female Minority - Redistributive	\$ 3,607.00		45	\$ 3,654.00		\$ 47.00	1.30%		
68	Median Combined Gender and Minority Status - Female Non-Minority - Redistributive	\$ 3,974.00		45	\$ 4,033.00		\$ 59.00	1.48%		
69	Median Combined Gender and Minority Status - Male Minority - Redistributive	\$ 3,607.00		45	\$ 3,660.00		\$ 53.00	1.47%		
70	Median Combined Gender and Minority Status - Male Non-Minority - Redistributive	\$ 4,358.00		45	\$ 4,423.00		\$ 65.00	1.49%		
71	Median Combined Gender and Minority Status - Female Minority - Regulatory	\$ 3,974.00		45	\$ 4,062.00		\$ 88.00	2.21%		
72	Median Combined Gender and Minority Status - Female Non-Minority - Regulatory	\$ 4,305.00		45	\$ 4,423.00		\$ 118.00	2.74%		

						Descriptive Results		Regression Results		
	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Change	% Change	Change	% Change
73	Median Combined Gender and Minority Status - Male Minority - Regulatory	\$ 4,764.00		45	\$ 4,705.00		\$ (59.00)	-1.24%		
74	Median Combined Gender and Minority Status - Male Non-Minority - Regulatory	\$ 4,786.00		45	\$ 4,909.00		\$ 123.00	2.57%		
75										
76	<b>Service Type Analysis</b>									
77	Number of Employees in Executive Service	646		47	657		11	1.70%		
78	Number of Employees in Executive Service - Officials/Administrators	491		47	441		(50)	-10.18%		
79	Number of Employees in Executive Service - Professionals	88		47	78		(10)	-11.36%		
80	Number of Employees in Executive Service - Administrative Supprt	69		47	72		3	4.35%		
81	Number of Employees in Management Service	3,677		47	3,741		64	1.74%		
82	Number of Employees - Union	24,499		47	25,311		812	3.31%		
83	Number of Employees - Unrepresented	766		47	1,108		342	44.65%		
84										
85	Regression Analysis Monthly Pay Difference Males:Females - Executive Service - Officials/Administrators	\$ 200.19	Not Signif	49	\$ 426.47	*			226	113.03%
86	Regression Analysis Monthly Difference - Non-Minorities:Minorities - Executive Service - Officials/Administrators	\$ 274.11	Not Signif	49	\$ 10.12	Not Signif			(264)	-96.31%
87	Regression Analysis Monthly Pay Difference Males:Female - Executive Service - Professionals	\$ 2,479.62	*	49	\$ 4,187.71	*			1,708	68.89%
88	Regression Analysis Monthly Pay Difference - Non-Minorities: Minorities - Executive Service - Professionals	\$ (809.36)	Not Signif	49	\$ (48.22)	Not Signif			761	-94.04%
89	Regression Analysis Monthly Pay Difference Male:Female - Executive Service - Administrative Supprt	\$ 149.42	Not Signif	49	\$ 79.00	Not Signif			(70)	-47.13%
90	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Executive Service - Administrative	\$ 191.30	Not Signif	49	\$ (16.04)	Not Signif			(207)	-108.38%
91	Regression Analysis Monthly Pay Difference Males:Females - Management Service	\$ 357.29	*	49	\$ 287.52	*			(70)	-19.53%
92	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Management Service	\$ 49.44	Not Signif	49	\$ 78.14	Not Signif			29	58.05%
93	Regression Analysis Monthly Pay Difference Males:Females - Union	\$ 341.11	*	49	\$ 339.72	*			(1)	-0.41%
94	Regression Analysis Monthly Difference - Non-Minorities: Minorities - Union	\$ 89.27	*	49	\$ 106.15	*			17	18.91%
95	Regression Analysis Monthly Pay Difference Males:Females - Unrepresented	\$ 562.32	*	49	\$ 151.22	Not Signif			(411)	-73.11%
96	Regression Analysis Monthly Difference - Non-Minorities:Minorities - Unrepresented	\$ (332.23)	*	49	\$ (199.69)	Not Signif			133	-39.89%
97										
98	Median Base Pay - Executive Service - Officials/Administrators - Male	\$ 9,354.00		50	\$ 10,043.00		\$ 689.00	7.37%		
99	Median Base Pay - Executive Service - Officials/Administrators - Female	\$ 8,917.00		50	\$ 9,118.00		\$ 201.00	2.25%		
100	Median Base Pay - Executive Service - Professionals - Male	\$ 15,993.00		50	\$ 18,899.00		\$ 2,906.00	18.17%		
101	Median Base Pay - Executive Service - Professionals - Female	\$ 5,492.00		50	\$ 5,616.00		\$ 124.00	2.26%		
102	Median Base Pay - Executive Service - Administrative Supprt - Male	\$ 3,547.00		50	\$ 3,801.00		\$ 254.00	7.16%		
103	Median Base Pay - Executive Service - Administrative Supprt - Female	\$ 3,717.00		50	\$ 3,801.00		\$ 84.00	2.26%		
104	Median Base Pay - Management Service - Male	\$ 6,351.00		50	\$ 6,813.00		\$ 462.00	7.27%		
105	Median Base Pay - Management Service - Female	\$ 6,046.00		50	\$ 6,494.00		\$ 448.00	7.41%		
106	Median Base Pay - Union - Male	\$ 3,781.00		50	\$ 4,459.00		\$ 678.00	17.93%		
107	Median Base Pay - Union - Female	\$ 4,358.00		50	\$ 3,837.00		\$ (521.00)	-11.96%		
108	Median Base Pay - Unrepresented - Male	\$ 5,530.00		50	\$ 4,457.00		\$ (1,073.00)	-19.40%		
109	Median Base Pay - Unrepresented - Female	\$ 4,571.00		50	\$ 4,256.00		\$ (315.00)	-6.89%		
110	Median Base Pay - Executive Service - Officials/Administrators - Minority	\$ 8,917.00		51	\$ 10,043.00		\$ 1,126.00	12.63%		

	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
111	Median Base Pay - Executive Service - Officials/Administrators - Non-Minority	\$ 8,917.00		51	\$ 9,564.00		\$ 647.00	7.26%		
112	Median Base Pay - Executive Service - Professionals - Minority	\$ 5,361.50		51	\$ 5,616.00		\$ 254.50	4.75%		
113	Median Base Pay - Executive Service - Professionals - Non-Minority	\$ 7,343.00		51	\$ 7,691.00		\$ 348.00	4.74%		
114	Median Base Pay - Executive Service - Administrative Supprt - Minority	\$ 3,547.00		51	\$ 3,627.00		\$ 80.00	2.26%		
115	Median Base Pay - Executive Service - Administrative Supprt - Non-Minority	\$ 3,717.00		51	\$ 3,801.00		\$ 84.00	2.26%		
116	Median Base Pay - Management Service - Minority	\$ 6,046.00		51	\$ 6,494.00		\$ 448.00	7.41%		
117	Median Base Pay - Management Service - Non-Minority	\$ 6,351.00		51	\$ 6,494.00		\$ 143.00	2.25%		
118	Median Base Pay - Union - Minority	\$ 3,607.00		51	\$ 3,660.00		\$ 53.00	1.47%		
119	Median Base Pay - Union - Non-Minority	\$ 4,143.00		51	\$ 4,223.00		\$ 80.00	1.93%		
120	Median Base Pay - Unrepresented - Minority	\$ 4,791.00		51	\$ 4,457.00		\$ (334.00)	-6.97%		
121	Median Base Pay - Unrepresented - Non-Minority	\$ 5,028.00		51	\$ 4,457.00		\$ (571.00)	-11.36%		
122										
123	Median Combined Gender and Minority Status - Female Minority - Executive Service - Officials/Administrators	\$ 8,917.00		52	\$ 9,642.00		\$ 725.00	8.13%		
124	Median Combined Gender and Minority Status - Female Non-Minority - Executive Service - Officials/Administrators	\$ 8,917.00		52	\$ 9,118.00		\$ 201.00	2.25%		
125	Median Combined Gender and Minority Status - Male Minority -Executive Service - Officials/Administrators	\$ 10,064.00		52	\$ 10,538.00		\$ 474.00	4.71%		
126	Median Combined Gender and Minority Status - Male Non-Minority -Executive Service - Officials/Administrators	\$ 9,354.00		52	\$ 10,043.00		\$ 689.00	7.37%		
127	Median Combined Gender and Minority Status - Female Minority - Executive Service - Professionals	\$ 4,986.50		52	\$ 5,482.00		\$ 495.50	9.94%		
128	Median Combined Gender and Minority Status - Female Non-Minority - Executive Service - Professionals	\$ 5,492.00		52	\$ 5,616.00		\$ 124.00	2.26%		
129	Median Combined Gender and Minority Status - Male Minority - Executive Service - Professionals	\$ 11,812.50		52	\$ 13,120.50		\$ 1,308.00	11.07%		
130	Median Combined Gender and Minority Status - Male Non-Minority - Executive Service - Professionals	\$ 15,992.50		52	\$ 18,899.00		\$ 2,906.50	18.17%		
131	Median Combined Gender and Minority Status - Female Minority - Executive Service - Administrative Supprt	\$ 3,547.00		52	\$ 3,627.00		\$ 80.00	2.26%		
132	Median Combined Gender and Minority Status - Female Non-Minority - Executive Service - Administrative Supprt	\$ 3,717.00		52	\$ 3,801.00		\$ 84.00	2.26%		
133	Median Combined Gender and Minority Status - Male Minority - Executive Service - Administrative Supprt	\$ 3,469.50		52	\$ 3,649.00		\$ 179.50	5.17%		
134	Median Combined Gender and Minority Status - Male Non-Minority - Executive Service - Administrative Supprt	\$ 3,547.00		52	\$ 3,801.00		\$ 254.00	7.16%		
135	Median Combined Gender and Minority Status - Female Minority - Management Service	\$ 5,764.00		52	\$ 5,894.00		\$ 130.00	2.26%		
136	Median Combined Gender and Minority Status - Female Non-Minority - Management Service	\$ 6,046.00		52	\$ 6,494.00		\$ 448.00	7.41%		
137	Median Combined Gender and Minority Status - Male Minority - Management Service	\$ 6,351.00		52	\$ 6,494.00		\$ 143.00	2.25%		
138	Median Combined Gender and Minority Status - Male Non-Minority - Management Service	\$ 6,351.00		52	\$ 6,813.00		\$ 462.00	7.27%		
139	Median Combined Gender and Minority Status - Female Minority - Union	\$ 3,602.00		52	\$ 3,602.00		\$ -	0.00%		
140	Median Combined Gender and Minority Status - Female Non-Minority - Union	\$ 3,814.00		52	\$ 3,900.00		\$ 86.00	2.25%		
141	Median Combined Gender and Minority Status - Male Minority - Union	\$ 3,974.00		52	\$ 4,033.00		\$ 59.00	1.48%		
142	Median Combined Gender and Minority Status - Male Non-Minority - Union	\$ 4,372.00		52	\$ 4,624.00		\$ 252.00	5.76%		
143	Median Combined Gender and Minority Status - Female Minority - Unrepresented	\$ 4,681.00		52	\$ 4,457.00		\$ (224.00)	-4.79%		
144	Median Combined Gender and Minority Status - Female Non-Minority - Unrepresented	\$ 4,571.00		52	\$ 4,256.00		\$ (315.00)	-6.89%		
145	Median Combined Gender and Minority Status - Male Minority - Unrepresented	\$ 4,830.00		52	\$ 4,457.00		\$ (373.00)	-7.72%		
146	Median Combined Gender and Minority Status - Male Non-Minority - Unrepresented	\$ 5,783.00		52	\$ 4,457.00		\$ (1,326.00)	-22.93%		
147										

	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
148	<b>Generation Analysis</b>									
149	Number of Employees in Millennials	5,410		53	6,763		1,353	25.01%		
150	Number of Employees in Generation X	12,695		53	13,312		617	4.86%		
151	Number of Employees in Baby Boomer	10,605		53	10,573		(32)	-0.30%		
152	Number of Employees in Traditionalist	881		53	169		(712)	-80.82%		
153										
154	Regression Analysis Monthly Pay Difference Males:Females - Millenial	\$ 111.89	*	54	\$ 135.99	*			\$ 24.10	21.54%
155	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities -Millenial	\$ 137.29	*	54	\$ 154.56	*			\$ 17.27	12.58%
156	Regression Analysis Monthly Pay Difference Males:Female - Generation X	\$ 364.03	*	54	\$ 368.13	*			\$ 4.10	1.13%
157	Regression Analysis Monthly Pay Difference - Non-Minorities: Minorities - Generation X	\$ 59.57	*	54	\$ 80.12	*			\$ 20.55	34.50%
158	Regression Analysis Monthly Pay Difference Male:Female - Baby Boomer	\$ 441.67	*	54	\$ 460.73	*			\$ 19.06	4.32%
159	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Baby Boomer	\$ 155.63	*	54	\$ 125.34	*			\$ (30.29)	-19.46%
160	Regression Analysis Monthly Pay Difference Males:Females - Traditionalist	\$ 872.79	*	54	\$ 1,130.71	*			\$ 257.92	29.55%
161	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Traditionalist	\$ (9.88)	Not Signif	54	\$ (19.20)	Not Signif			\$ (9.32)	94.33%
162										
163	Median Base Pay - Millenial - Male	\$ 3,607.00		56	\$ 3,826.00		\$ 219.00	6.07%		
164	Median Base Pay - Millenial - Female	\$ 3,435.00		56	\$ 3,434.00		\$ (1.00)	-0.03%		
165	Median Base Pay - Generation X - Male	\$ 4,786.00		56	\$ 4,909.00		\$ 123.00	2.57%		
166	Median Base Pay - Generation X - Female	\$ 4,161.00		56	\$ 4,261.00		\$ 100.00	2.40%		
167	Median Base Pay - Baby Boomer - Male	\$ 5,277.00		56	\$ 5,375.00		\$ 98.00	1.86%		
168	Median Base Pay - Baby Boomer - Female	\$ 4,358.00		56	\$ 4,423.00		\$ 65.00	1.49%		
169	Median Base Pay - Traditionalist - Male	\$ 5,529.00		56	\$ 5,209.00		\$ (320.00)	-5.79%		
170	Median Base Pay - Traditionalist - Female	\$ 3,974.00		56	\$ 3,660.00		\$ (314.00)	-7.90%		
171	Median Base Pay - Millenial - Minority	\$ 3,139.00		57	\$ 3,185.00		\$ 46.00	1.47%		
172	Median Base Pay - Millenial - Non-Minority	\$ 3,607.00		57	\$ 3,660.00		\$ 53.00	1.47%		
173	Median Base Pay - Generation X - Minority	\$ 3,994.00		57	\$ 4,204.00		\$ 210.00	5.26%		
174	Median Base Pay - Generation X - Non-Minority	\$ 4,518.00		57	\$ 4,674.00		\$ 156.00	3.45%		
175	Median Base Pay - Baby Boomer - Minority	\$ 4,358.00		57	\$ 4,423.00		\$ 65.00	1.49%		
176	Median Base Pay - Baby Boomer - Non-Minority	\$ 4,791.00		57	\$ 4,909.00		\$ 118.00	2.46%		
177	Median Base Pay - Traditionalist - Minority	\$ 3,974.00		57	\$ 4,223.00		\$ 249.00	6.27%		
178	Median Base Pay - Traditionalist - Non-Minority	\$ 4,791.00		57	\$ 4,457.00		\$ (334.00)	-6.97%		
179										
180	Median Combined Gender and Minority Status - Female Minority - Millenial	\$ 3,134.00		58	\$ 3,045.00		\$ (89.00)	-2.84%		
181	Median Combined Gender and Minority Status - Female Non-Minority - Millenial	\$ 3,450.00		58	\$ 3,501.00		\$ 51.00	1.48%		
182	Median Combined Gender and Minority Status - Male Minority - Millenial	\$ 3,343.00		58	\$ 3,434.00		\$ 91.00	2.72%		
183	Median Combined Gender and Minority Status - Male Non-Minority - Millenial	\$ 3,650.00		58	\$ 3,900.00		\$ 250.00	6.85%		
184	Median Combined Gender and Minority Status - Female Minority - Generation X	\$ 3,974.00		58	\$ 4,033.00		\$ 59.00	1.48%		
185	Median Combined Gender and Minority Status - Female Non-Minority - Generation X	\$ 4,161.00		58	\$ 4,423.00		\$ 262.00	6.30%		

	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
186	Median Combined Gender and Minority Status - Male Minority - Generation X	\$ 4,358.00		58	\$ 4,491.00		\$ 133.00	3.05%		
187	Median Combined Gender and Minority Status - Male Non-Minority - Generation X	\$ 4,786.00		58	\$ 4,909.00		\$ 123.00	2.57%		
188	Median Combined Gender and Minority Status - Female Minority - Baby Boomer	\$ 4,349.00		58	\$ 4,204.00		\$ (145.00)	-3.33%		
189	Median Combined Gender and Minority Status - Female Non-Minority - Baby Boomer	\$ 4,358.00		58	\$ 4,423.00		\$ 65.00	1.49%		
190	Median Combined Gender and Minority Status - Male Minority - Baby Boomer	\$ 4,791.00		58	\$ 4,909.00		\$ 118.00	2.46%		
191	Median Combined Gender and Minority Status - Male Non-Minority - Baby Boomer	\$ 5,277.00		58	\$ 5,413.00		\$ 136.00	2.58%		
192	Median Combined Gender and Minority Status - Female Minority - Traditionalist	\$ 3,797.00		58	\$ 4,413.00		\$ 616.00	16.22%		
193	Median Combined Gender and Minority Status - Female Non-Minority - Traditionalist	\$ 3,974.00		58	\$ 3,675.00		\$ (299.00)	-7.52%		
194	Median Combined Gender and Minority Status - Male Minority - Traditionalist	\$ 4,358.00		58	\$ 3,602.00		\$ (756.00)	-17.35%		
195	Median Combined Gender and Minority Status - Male Non-Minority - Traditionalist	\$ 5,764.00		58	\$ 5,282.00		\$ (482.00)	-8.36%		
196										
197	<b>EEO-4 Code Analysis</b>									
198	Number of Employees in Officials/Administrators	2,440		59	2,491		51	2.09%		
199	Number of Employees in Professionals	12,716		59	13,044		328	2.58%		
200	Number of Employees in Technicians	1,666		59	1,806		140	8.40%		
201	Number of Employees in Protective Service Workers	3,239		59	3,164		(75)	-2.32%		
202	Number of Employees in Paraprofessionals	2,945		59	3,414		469	15.93%		
203	Number of Employees in Administrative Support	4,385		59	4,576		191	4.36%		
204	Number of Employees in Skilled Craft Workers	1,277		59	1,261		(16)	-1.25%		
205	Number of Employees in Service Maintenance Workers	888		59	1,023		135	15.20%		
206	Number of Employees in Other	35		59	36		1	2.86%		
207										
208	Regression Analysis Monthly Pay Difference Males:Females - Officials/Administrators	\$ 529.80	*	61	\$ 529.60	*			\$ (0.20)	-0.04%
209	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Officials/Administrators	\$ 53.32	Not Signif	61	\$ (3.79)	Not Signif			\$ (57.11)	-107.11%
210	Regression Analysis Monthly Pay Difference Males:Female - Professionals	\$ 473.64	*	61	\$ 402.59	*			\$ (71.05)	-15.00%
211	Regression Analysis Monthly Pay Difference - Non-Minorities: Minorities - Professionals	\$ 118.03	*	61	\$ 147.73	*			\$ 29.70	25.16%
212	Regression Analysis Monthly Pay Difference Male:Female - Technicians	\$ 645.85	*	61	\$ 696.54	*			\$ 50.69	7.85%
213	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Technicians	\$ 216.76	*	61	\$ 247.39	*			\$ 30.63	14.13%
214	Regression Analysis Monthly Pay Difference Males:Females - Protective Service Workers	\$ 76.12	*	61	\$ 99.71	*			23.59	0.309905413
215	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Protective Service Workers	\$ 33.11	Not Signif	61	\$ 84.53	*			51.42	1.553005134
216	Regression Analysis Monthly Pay Difference Males:Females - Paraprofessionals	\$ (14.54)	Not Signif	61	\$ (13.90)	Not Signif			\$ 0.64	-4.40%
217	Regression Analysis Monthly Pay Difference - Non-Minorities: Minorities - Paraprofessionals	\$ 4.72	Not Signif	61	\$ (9.34)	Not Signif			\$ (14.06)	-297.88%
218	Regression Analysis Monthly Pay Difference Males:Females - Administrative Support	\$ (51.88)	*	61	\$ (61.72)	*			\$ (9.84)	18.97%
219	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Administrative Support	\$ 51.64	*	61	\$ 57.81	*			\$ 6.17	11.95%
220	Regression Analysis Monthly Pay Difference Males:Females - Skilled Craft Workers	\$ 193.13	*	61	\$ 250.03	*			\$ 56.90	29.46%
221	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Skilled Craft Workers	\$ 77.04	Not Signif	61	\$ 163.29	*			\$ 86.25	111.95%
222	Regression Analysis Monthly Pay Difference Males:Females - Service Maintenance Workers	\$ 89.31	*	61	\$ 106.98	*			\$ 17.67	19.79%
223	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Service Maintenance Workers	\$ 108.27	*	61	\$ 151.82	*			\$ 43.55	40.22%



	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
224	Regression Analysis Monthly Pay Difference Males:Females - Other	\$ 336.50	Not Signif	61	\$ 167.09	Not Signif			\$ (169.41)	-50.34%
225	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Other	\$ 629.89	Not Signif	61	\$ 546.71	Not Signif			\$ (83.18)	-13.21%
226										
227	Median Base Pay - Officials/Administrators - Male	\$ 7,701.00		62	\$ 7,874.00		\$ 173.00	2.25%		
228	Median Base Pay - Officials/Administrators - Female	\$ 6,663.00		62	\$ 6,813.00		\$ 150.00	2.25%		
229	Median Base Pay - Professionals - Male	\$ 5,529.00		62	\$ 5,640.00		\$ 111.00	2.01%		
230	Median Base Pay - Professionals - Female	\$ 4,979.00		62	\$ 5,102.00		\$ 123.00	2.47%		
231	Median Base Pay - Technicians - Male	\$ 4,192.00		62	\$ 4,286.00		\$ 94.00	2.24%		
232	Median Base Pay - Technicians - Female	\$ 3,475.00		62	\$ 3,660.00		\$ 185.00	5.32%		
233	Median Base Pay - Protective Service Workers - Male	\$ 4,398.00		62	\$ 4,705.00		\$ 307.00	6.98%		
234	Median Base Pay - Protective Service Workers - Female	\$ 4,349.00		62	\$ 4,491.00		\$ 142.00	3.27%		
235	Median Base Pay - Paraprofessionals - Male	\$ 3,001.00		62	\$ 3,045.00		\$ 44.00	1.47%		
236	Median Base Pay - Paraprofessionals - Female	\$ 3,134.00		62	\$ 3,045.00		\$ (89.00)	-2.84%		
237	Median Base Pay - Administrative Supprt - Male	\$ 2,873.00		62	\$ 3,023.50		\$ 150.50	5.24%		
238	Median Base Pay - Administrative Supprt - Female	\$ 3,139.00		62	\$ 3,185.00		\$ 46.00	1.47%		
239	Median Base Pay - Skilled Craft Workers - Male	\$ 3,974.00		62	\$ 4,033.00		\$ 59.00	1.48%		
240	Median Base Pay - Skilled Craft Workers - Female	\$ 3,974.00		62	\$ 3,837.00		\$ (137.00)	-3.45%		
241	Median Base Pay - Service Maintenance Workers - Male	\$ 3,450.00		62	\$ 3,396.00		\$ (54.00)	-1.57%		
242	Median Base Pay - Service Maintenance Workers - Female	\$ 3,475.00		62	\$ 3,045.00		\$ (430.00)	-12.37%		
243	Median Base Pay - Other - Male	\$ 8,274.00		62	\$ 8,460.00		\$ 186.00	2.25%		
244	Median Base Pay - Other - Female	\$ 8,274.00		62	\$ 8,460.00		\$ 186.00	2.25%		
245	Median Base Pay - Officials/Administrators - Minority	\$ 6,998.00		63	\$ 7,155.00		\$ 157.00	2.24%		
246	Median Base Pay - Officials/Administrators - Non-Minority	\$ 7,343.00		63	\$ 7,508.00		\$ 165.00	2.25%		
247	Median Base Pay - Professionals - Minority	\$ 4,791.00		63	\$ 4,862.00		\$ 71.00	1.48%		
248	Median Base Pay - Professionals - Non-Minority	\$ 5,231.00		63	\$ 5,355.00		\$ 124.00	2.37%		
249	Median Base Pay - Technicians - Minority	\$ 3,607.00		63	\$ 3,660.00		\$ 53.00	1.47%		
250	Median Base Pay - Technicians - Non-Minority	\$ 3,793.00		63	\$ 3,837.00		\$ 44.00	1.16%		
251	Median Base Pay - Protective Service Workers - Minority	\$ 4,349.00		63	\$ 4,491.00		\$ 142.00	3.27%		
252	Median Base Pay - Protective Service Workers - Non-Minority	\$ 4,377.00		63	\$ 4,705.00		\$ 328.00	7.49%		
253	Median Base Pay - Paraprofessionals - Minority	\$ 3,001.00		63	\$ 3,038.00		\$ 37.00	1.23%		
254	Median Base Pay - Paraprofessionals - Non-Minority	\$ 3,134.00		63	\$ 3,045.00		\$ (89.00)	-2.84%		
255	Median Base Pay - Administrative Supprt - Minority	\$ 2,873.00		63	\$ 3,045.00		\$ 172.00	5.99%		
256	Median Base Pay - Administrative Supprt - Non-Minority	\$ 3,139.00		63	\$ 3,210.00		\$ 71.00	2.26%		
257	Median Base Pay - Skilled Craft Workers - Minority	\$ 3,974.00		63	\$ 4,033.00		\$ 59.00	1.48%		
258	Median Base Pay - Skilled Craft Workers - Non-Minority	\$ 3,974.00		63	\$ 4,033.00		\$ 59.00	1.48%		
259	Median Base Pay - Service Maintenance Workers - Minority	\$ 3,139.00		63	\$ 2,675.00		\$ (464.00)	-14.78%		
260	Median Base Pay - Service Maintenance Workers - Non-Minority	\$ 3,451.00		63	\$ 3,396.00		\$ (55.00)	-1.59%		
261	Median Base Pay - Other - Minority	\$ 8,274.00		63	\$ 8,460.00		\$ 186.00	2.25%		

	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
262	Median Base Pay - Other - Non-Minority	\$ 8,274.00		63	\$ 8,460.00		\$ 186.00	2.25%		
263										
264	Median Combined Gender and Minority Status - Female Minority - Officials/Administrators	\$ 6,351.00		64	\$ 7,155.00		\$ 804.00	12.66%		
265	Median Combined Gender and Minority Status - Female Non-Minority - Officials/Administrators	\$ 6,663.00		64	\$ 6,813.00		\$ 150.00	2.25%		
266	Median Combined Gender and Minority Status - Male Minority - Officials/Administrators	\$ 7,343.00		64	\$ 7,508.00		\$ 165.00	2.25%		
267	Median Combined Gender and Minority Status - Male Non-Minority - Officials/Administrators	\$ 7,701.00		64	\$ 8,269.00		\$ 568.00	7.38%		
268	Median Combined Gender and Minority Status - Female Minority - Professionals	\$ 4,569.00		64	\$ 4,643.00		\$ 74.00	1.62%		
269	Median Combined Gender and Minority Status - Female Non-Minority - Professionals	\$ 5,028.00		64	\$ 5,102.00		\$ 74.00	1.47%		
270	Median Combined Gender and Minority Status - Male Minority - Professionals	\$ 5,073.00		64	\$ 5,102.00		\$ 29.00	0.57%		
271	Median Combined Gender and Minority Status - Male Non-Minority - Professionals	\$ 5,545.00		64	\$ 5,748.00		\$ 203.00	3.66%		
272	Median Combined Gender and Minority Status - Female Minority - Technicians	\$ 3,607.00		64	\$ 3,660.00		\$ 53.00	1.47%		
273	Median Combined Gender and Minority Status - Female Non-Minority - Technicians	\$ 3,450.00		64	\$ 3,553.00		\$ 103.00	2.99%		
274	Median Combined Gender and Minority Status - Male Minority - Technicians	\$ 3,793.00		64	\$ 4,033.00		\$ 240.00	6.33%		
275	Median Combined Gender and Minority Status - Male Non-Minority - Technicians	\$ 4,305.00		64	\$ 4,423.00		\$ 118.00	2.74%		
276	Median Combined Gender and Minority Status - Female Minority - Protective Service Workers	\$ 4,180.00		64	\$ 4,491.00		\$ 311.00	7.44%		
277	Median Combined Gender and Minority Status - Female Non-Minority - Protective Service Workers	\$ 4,349.00		64	\$ 4,491.00		\$ 142.00	3.27%		
278	Median Combined Gender and Minority Status - Male Minority - Protective Service Workers	\$ 4,349.00		64	\$ 4,491.00		\$ 142.00	3.27%		
279	Median Combined Gender and Minority Status - Male Non-Minority - Protective Service Workers	\$ 4,586.00		64	\$ 4,909.00		\$ 323.00	7.04%		
280	Median Combined Gender and Minority Status - Female Minority - Paraprofessionals	\$ 3,001.00		64	\$ 3,045.00		\$ 44.00	1.47%		
281	Median Combined Gender and Minority Status - Female Non-Minority - Paraprofessionals	\$ 3,139.00		64	\$ 3,045.00		\$ (94.00)	-2.99%		
282	Median Combined Gender and Minority Status - Male Minority - Paraprofessionals	\$ 3,001.00		64	\$ 2,916.00		\$ (85.00)	-2.83%		
283	Median Combined Gender and Minority Status - Male Non-Minority - Paraprofessionals	\$ 3,134.00		64	\$ 3,045.00		\$ (89.00)	-2.84%		
284	Median Combined Gender and Minority Status - Female Minority - Administrative Supprt	\$ 2,907.00		64	\$ 3,045.00		\$ 138.00	4.75%		
285	Median Combined Gender and Minority Status - Female Non-Minority - Administrative Supprt	\$ 3,139.00		64	\$ 3,244.00		\$ 105.00	3.35%		
286	Median Combined Gender and Minority Status - Male Minority - Administrative Supprt	\$ 2,756.00		64	\$ 2,927.50		\$ 171.50	6.22%		
287	Median Combined Gender and Minority Status - Male Non-Minority - Administrative Supprt	\$ 2,936.00		64	\$ 3,045.00		\$ 109.00	3.71%		
288	Median Combined Gender and Minority Status - Female Minority - Skilled Craft Workers	\$ 4,161.00		64	\$ 4,128.00		\$ (33.00)	-0.79%		
289	Median Combined Gender and Minority Status - Female Non-Minority - Skilled Craft Workers	\$ 3,878.00		64	\$ 3,837.00		\$ (41.00)	-1.06%		
290	Median Combined Gender and Minority Status - Male Minority - Skilled Craft Workers	\$ 3,974.00		64	\$ 4,033.00		\$ 59.00	1.48%		
291	Median Combined Gender and Minority Status - Male Non-Minority - Skilled Craft Workers	\$ 3,974.00		64	\$ 4,033.00		\$ 59.00	1.48%		
292	Median Combined Gender and Minority Status - Female Minority - Service Maintenance Workers	\$ 3,156.00		64	\$ 2,576.00		\$ (580.00)	-18.38%		
293	Median Combined Gender and Minority Status - Female Non-Minority - Service Maintenance Workers	\$ 3,607.00		64	\$ 3,244.00		\$ (363.00)	-10.06%		
294	Median Combined Gender and Minority Status - Male Minority - Service Maintenance Workers	\$ 3,139.00		64	\$ 2,819.00		\$ (320.00)	-10.19%		
295	Median Combined Gender and Minority Status - Male Non-Minority - Service Maintenance Workers	\$ 3,450.00		64	\$ 3,501.00		\$ 51.00	1.48%		
296	Median Combined Gender and Minority Status - Female Minority - Other	-		64	-		NULL	NULL		
297	Median Combined Gender and Minority Status - Female Non-Minority - Other	\$ 8,274.00		64	-		NULL	NULL		
298	Median Combined Gender and Minority Status - Male Minority - Other	\$ 8,274.00		64	-		NULL	NULL		
299	Median Combined Gender and Minority Status - Male Non-Minority - Other	\$ 8,274.00		64	\$ 8,460.00		\$ 186.00	2.25%		



	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
300										
301	<b>Part Time and Job Share Employees Analysis</b>									
302	Number of Employees with Part time and Job Share Status	1,230		71	1,278		48	3.90%		
303										
304	Regression Analysis Monthly Pay Difference Males:Females - Part Time and Job Share	\$ 206.26	Not Signif	72	\$ 206.99	Not Signif			\$ 0.73	0.35%
305	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Part Time and Job Share	\$ 241.23	Not Signif	72	\$ (37.77)	Not Signif			\$ (279.00)	-115.66%
306	Regression Analysis Monthly Pay Difference Males:Female - Full Time	\$ 380.34	*	72	\$ 362.61	*			\$ (17.73)	-4.66%
307	Regression Analysis Monthly Pay Difference - Non-Minorities: Minorities - Full Time	\$ 92.11	*	72	\$ 101.52	*			\$ 9.41	10.22%
308										
309	Median Base Pay - Part Time and Job Share - Male	\$ 3,973.00		73	\$ 4,062.00		\$ 89.00	2.24%		
310	Median Base Pay - Part Time and Job Share - Female	\$ 3,973.00		73	\$ 4,062.00		\$ 89.00	2.24%		
311	Median Base Pay - Full Time - Male	\$ 4,786.00		73	\$ 4,862.00		\$ 76.00	1.59%		
312	Median Base Pay - Full Time - Female	\$ 3,974.00		73	\$ 4,033.00		\$ 59.00	1.48%		
313	Median Base Pay - Part Time and Job Share - Minority	\$ 3,973.00		74	\$ 4,062.00		\$ 89.00	2.24%		
314	Median Base Pay - Part Time and Job Share - Non-Minority	\$ 3,973.00		74	\$ 4,062.00		\$ 89.00	2.24%		
315	Median Base Pay - Full Time - Minority	\$ 3,946.00		74	\$ 3,923.00		\$ (23.00)	-0.58%		
316	Median Base Pay - Full Time - Non-Minority	\$ 4,358.00		74	\$ 4,459.00		\$ 101.00	2.32%		
317										
318	Median Combined Gender and Minority Status - Female Minority - Part Time and Job Share	\$ 3,974.00		75	\$ 3,884.00		\$ (90.00)	-2.26%		
319	Median Combined Gender and Minority Status - Female Non-Minority - Part Time and Job Share	\$ 3,973.00		75	\$ 4,062.00		\$ 89.00	2.24%		
320	Median Combined Gender and Minority Status - Male Minority - Part Time and Job Share	\$ 3,973.00		75	\$ 4,062.00		\$ 89.00	2.24%		
321	Median Combined Gender and Minority Status - Male Non-Minority - Part Time and Job Share	\$ 3,973.00		75	\$ 4,062.00		\$ 89.00	2.24%		
322	Median Combined Gender and Minority Status - Female Minority - Full Time	\$ 3,607.00		75	\$ 3,660.00		\$ 53.00	1.47%		
323	Median Combined Gender and Minority Status - Female Non-Minority - Full Time	\$ 4,111.00		75	\$ 4,223.00		\$ 112.00	2.72%		
324	Median Combined Gender and Minority Status - Male Minority - Full Time	\$ 4,176.00		75	\$ 4,289.00		\$ 113.00	2.71%		
325	Median Combined Gender and Minority Status - Male Non-Minority - Full Time	\$ 4,786.00		75	\$ 4,909.00		\$ 123.00	2.57%		
326										
327	<b>Veteran Status Analysis</b>									
328	Number of Employees with Reported Veteran Status	1,473		77	2,169		696	47.25%		
329										
330	Regression Analysis Monthly Pay Difference Males:Females - Veterans	\$ 289.32	*	79	\$ 263.37	*			\$ (25.95)	-8.97%
331	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Veterans	\$ 162.20	Not Signif	79	\$ 99.53	*			\$ (62.67)	-38.64%
332	Regression Analysis Monthly Pay Difference Males:Female - Non-Veterans	\$ 380.34	*	79	\$ 359.81	*			\$ (20.53)	-5.40%
333	Regression Analysis Monthly Pay Difference - Non-Minorities: Minorities - Non-Veterans	\$ 92.11	*	79	\$ 99.98	*			\$ 7.87	8.54%
334										
335	Median Base Pay - Veterans - Male	\$ 4,851.00		80	\$ 4,901.00		\$ 50.00	1.03%		
336	Median Base Pay - Veterans - Female	\$ 4,349.00		80	\$ 4,223.00		\$ (126.00)	-2.90%		

	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
337	Median Base Pay - Non-Veterans - Male	\$ 4,786.00		80	\$ 4,862.00		\$ 76.00	1.59%		
338	Median Base Pay - Non-Veterans - Female	\$ 3,974.00		80	\$ 4,033.00		\$ 59.00	1.48%		
339	Median Base Pay - Veterans - Minority	\$ 4,552.50		81	\$ 4,413.00		\$ (139.50)	-3.06%		
340	Median Base Pay - Veterans - Non-Minority	\$ 4,791.00		81	\$ 4,849.00		\$ 58.00	1.21%		
341	Median Base Pay - Non-Veterans - Minority	\$ 3,946.00		81	\$ 3,900.00		\$ (46.00)	-1.17%		
342	Median Base Pay - Non-Veterans - Non-Minority	\$ 4,358.00		81	\$ 4,423.00		\$ 65.00	1.49%		
343										
344	Median Combined Gender and Minority Status - Female Minority - Veterans	\$ 4,077.00		82	\$ 3,747.00		\$ (330.00)	-8.09%		
345	Median Combined Gender and Minority Status - Female Non-Minority - Veterans	\$ 4,358.00		82	\$ 4,413.00		\$ 55.00	1.26%		
346	Median Combined Gender and Minority Status - Male Minority - Veterans	\$ 4,786.00		82	\$ 4,223.00		\$ (563.00)	-11.76%		
347	Median Combined Gender and Minority Status - Male Non-Minority - Veterans	\$ 4,851.00		82	\$ 4,909.00		\$ 58.00	1.20%		
348	Median Combined Gender and Minority Status - Female Minority - Non-Veterans	\$ 3,607.00		82	\$ 3,660.00		\$ 53.00	1.47%		
349	Median Combined Gender and Minority Status - Female Non-Minority - Non-Veterans	\$ 4,111.00		82	\$ 4,204.00		\$ 93.00	2.26%		
350	Median Combined Gender and Minority Status - Male Minority - Non-Veterans	\$ 4,176.00		82	\$ 4,289.00		\$ 113.00	2.71%		
351	Median Combined Gender and Minority Status - Male Non-Minority - Non-Veterans	\$ 4,786.00		82	\$ 4,909.00		\$ 123.00	2.57%		
352										
353	<b>Disability Status Analysis</b>									
354	Number of Employees with Reported Disability Status	671		83	961		290	43.22%		
355										
356	Regression Analysis Monthly Pay Difference Males:Females - Reported Disabilities	\$ 467.80	*	85	\$ 437.10	*			\$ (30.70)	-6.56%
357	Regression Analysis Monthly Pay Difference - Non-Minorities:Minorities - Reported Disabilities	\$ (35.80)	Not Signif	85	\$ 8.36	Not Signif			\$ 44.16	-123.35%
358	Regression Analysis Monthly Pay Difference Males:Females - No Reported Disabilities	\$ 380.34	*	85	\$ 344.18	*			\$ (36.16)	-9.51%
359	Regression Analysis Monthly Pay Difference - Non-Minorities: Minorities - No Reported Disabilities	\$ 92.11	*	85	\$ 101.63	*			\$ 9.52	10.34%
360										
361	Median Base Pay - Reported Disabilities - Male	\$ 4,766.00		86	\$ 4,637.00		\$ (129.00)	-2.71%		
362	Median Base Pay - Reported Disabilities - Female	\$ 3,973.00		86	\$ 3,951.00		\$ (22.00)	-0.55%		
363	Median Base Pay - No Reported Disabilities - Male	\$ 4,786.00		86	\$ 4,862.00		\$ 76.00	1.59%		
364	Median Base Pay - No Reported Disabilities - Female	\$ 3,974.00		86	\$ 4,033.00		\$ 59.00	1.48%		
365	Median Base Pay - Reported Disabilities - Minority	\$ 4,170.50		87	\$ 4,033.00		\$ (137.50)	-3.30%		
366	Median Base Pay - Reported Disabilities - Non-Minority	\$ 4,161.00		87	\$ 4,090.50		\$ (70.50)	-1.69%		
367	Median Base Pay - No Reported Disabilities - Minority	\$ 3,946.00		87	\$ 3,900.00		\$ (46.00)	-1.17%		
368	Median Base Pay - No Reported Disabilities - Non-Minority	\$ 4,358.00		87	\$ 4,457.00		\$ 99.00	2.27%		
369										
370	Median Combined Gender and Minority Status - Female Minority - Reported Disabilities	\$ 3,974.00		88	\$ 3,931.00		\$ (43.00)	-1.08%		
371	Median Combined Gender and Minority Status - Female Non-Minority - Reported Disabilities	\$ 3,849.00		88	\$ 3,971.00		\$ 122.00	3.17%		
372	Median Combined Gender and Minority Status - Male Minority - Reported Disabilities	\$ 4,788.50		88	\$ 4,593.50		\$ (195.00)	-4.07%		
373	Median Combined Gender and Minority Status - Male Non-Minority - Reported Disabilities	\$ 4,742.00		88	\$ 4,637.00		\$ (105.00)	-2.21%		
374	Median Combined Gender and Minority Status - Female Minority - No Reported Disabilities	\$ 3,607.00		88	\$ 3,660.00		\$ 53.00	1.47%		

						Descriptive Results		Regression Results		
	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Change	% Change	Change	% Change
375	Median Combined Gender and Minority Status - Female Non-Minority - No Reported Disabilities	\$ 4,111.00		88	\$ 4,223.00		\$ 112.00	2.72%		
376	Median Combined Gender and Minority Status - Male Minority - No Reported Disabilities	\$ 4,176.00		88	\$ 4,289.00		\$ 113.00	2.71%		
377	Median Combined Gender and Minority Status - Male Non-Minority - No Reported Disabilities	\$ 4,786.00		88	\$ 4,909.00		\$ 123.00	2.57%		
378										
379	<b>Union Analysis</b>									
380	Number of Employees in AEE	1,083		65	956		(127)	-11.73%		
381	Number of Employees in AFSCME	3,025		65	5428		2,403	79.44%		
382	Number of Employees in AOCE	713		65	608		(105)	-14.73%		
383	Number of Employees in CIA	15		65	13		(2)	-13.33%		
384	Number of Employees in IAFF/PANG	14		65	13		(1)	-7.14%		
385	Number of Employees in KAFFA	27		65	26		(1)	-3.70%		
386	Number of Employees in ONA	24		65	22		(2)	-8.33%		
387	Number of Employees in OSPOA	736		65	598		(138)	-18.75%		
388	Number of Employees in SEIU	19,212		65	17633		(1,579)	-8.22%		
389	Number of Employees in STEA	25		65	14		(11)	-44.00%		
390										
391	Mean Base Pay - AEE	\$ 5,802.20		66	\$ 5,945.79		\$ 143.59	2.47%		
392	Mean Base Pay - AFSCME	\$ 4,780.10		66	\$ 4,932.24		\$ 152.14	3.18%		
393	Mean Base Pay - AOCE	\$ 4,466.16		66	\$ 4,635.42		\$ 169.26	3.79%		
394	Mean Base Pay - CIA	\$ 7,644.40		66	\$ 7,994.00		\$ 349.60	4.57%		
395	Mean Base Pay - IAFF/PANG	\$ 6,295.64		66	\$ 5,943.59		\$ (352.05)	-5.59%		
396	Mean Base Pay - KAFFA	\$ 6,165.00		66	\$ 6,187.66		\$ 22.66	0.37%		
397	Mean Base Pay - ONA	\$ 6,596.63		66	\$ 6,787.65		\$ 191.02	2.90%		
398	Mean Base Pay - OSPOA	\$ 5,413.11		66	\$ 5,983.89		\$ 570.78	10.54%		
399	Mean Base Pay - SEIU	\$ 4,031.16		66	\$ 4,113.33		\$ 82.17	2.04%		
400	Mean Base Pay - STEA	\$ 4,561.63		66	\$ 4,494.16		\$ (67.47)	-1.48%		
401	Mean Base Pay - AEE - Male	\$ 5,871.18		67	\$ 6,000.89		\$ 129.71	2.21%		
402	Mean Base Pay - AEE - Female	\$ 5,624.18		67	\$ 5,794.58		\$ 170.40	3.03%		
403	Mean Base Pay - AFSCME - Male	\$ 4,826.97		67	\$ 4,988.80		\$ 161.83	3.35%		
404	Mean Base Pay - AFSCME - Female	\$ 4,717.26		67	\$ 4,855.59		\$ 138.33	2.93%		
405	Mean Base Pay - AOCE - Male	\$ 4,436.30		67	\$ 4,588.78		\$ 152.48	3.44%		
406	Mean Base Pay - AOCE - Female	\$ 4,576.34		67	\$ 4,797.75		\$ 221.41	4.84%		
407	Mean Base Pay - CIA - Male	\$ 7,674.92		67	\$ 7,994.00		\$ 319.08	4.16%		
408	Mean Base Pay - CIA - Female	\$ 7,446.00		67	\$ 7,994.00		\$ 548.00	7.36%		
409	Mean Base Pay - IAFF/PANG - Male	\$ 6,295.64		67	\$ 5,943.59		\$ (352.05)	-5.59%		
410	Mean Base Pay - IAFF/PANG - Female	-		67	-		NULL	NULL		
411	Mean Base Pay - KAFFA - Male	\$ 6,165.00		67	\$ 6,187.66		\$ 22.66	0.37%		
412	Mean Base Pay - KAFFA - Female	-		67	-		NULL	NULL		

	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
413	Mean Base Pay - ONA - Male	\$ 6,193.00		67	6256.5		\$ 63.50	1.03%		
414	Mean Base Pay - ONA - Female	\$ 6,654.29		67	\$ 6,899.47		\$ 245.18	3.68%		
415	Mean Base Pay - OSPOA - Male	\$ 5,513.64		67	\$ 6,150.19		\$ 636.55	11.55%		
416	Mean Base Pay - OSPOA - Female	\$ 5,030.07		67	\$ 5,368.47		\$ 338.40	6.73%		
417	Mean Base Pay - SEIU - Male	\$ 4,295.40		67	\$ 4,385.94		\$ 90.54	2.11%		
418	Mean Base Pay - SEIU - Female	\$ 3,873.37		67	\$ 3,950.72		\$ 77.35	2.00%		
419	Mean Base Pay - STEA - Male	\$ 4,421.63		67	\$ 4,470.38		\$ 48.75	1.10%		
420	Mean Base Pay - STEA - Female	\$ 4,640.38		67	\$ 4,505.35		\$ (135.03)	-2.91%		
421	Mean Base Pay - AEE - Minority	\$ 5,836.53		68	\$ 5,986.49		\$ 149.96	2.57%		
422	Mean Base Pay - AEE - Non-Minority	\$ 5,801.92		68	\$ 5,940.79		\$ 138.87	2.39%		
423	Mean Base Pay - AFSCME - Minority	\$ 4,649.83		68	\$ 4,738.77		\$ 88.94	1.91%		
424	Mean Base Pay - AFSCME - Non-Minority	\$ 4,805.36		68	4960.49		\$ 155.13	3.23%		
425	Mean Base Pay - AOCE - Minority	\$ 4,470.51		68	\$ 4,603.38		\$ 132.87	2.97%		
426	Mean Base Pay - AOCE - Non-Minority	\$ 4,447.13		68	\$ 4,640.13		\$ 193.00	4.34%		
427	Mean Base Pay - CIA - Minority	\$ 7,446.00		68	\$ 7,994.00		\$ 548.00	7.36%		
428	Mean Base Pay - CIA - Non-Minority	\$ 7,674.92		68	\$ 7,994.00		\$ 319.08	4.16%		
429	Mean Base Pay - IAFF/PANG - Minority	\$ 5,997.50		68	\$ 5,459.14		\$ (538.36)	-8.98%		
430	Mean Base Pay - IAFF/PANG - Non-Minority	\$ 6,107.00		68	\$ 6,282.70		\$ 175.70	2.88%		
431	Mean Base Pay - KAFFA - Minority	\$ 6,498.50		68	\$ 7,467.33		\$ 968.83	14.91%		
432	Mean Base Pay - KAFFA - Non-Minority	\$ 6,107.00		68	\$ 6,040.00		\$ (67.00)	-1.10%		
433	Mean Base Pay - ONA - Minority	-		68	-		NULL	NULL		
434	Mean Base Pay - ONA - Non-Minority	\$ 6,596.63		68	\$ 6,787.65		\$ 191.02	2.90%		
435	Mean Base Pay - OSPOA - Minority	\$ 5,900.76		68	6159.08		\$ 258.32	4.38%		
436	Mean Base Pay - OSPOA - Non-Minority	\$ 5,442.41		68	\$ 5,970.89		\$ 528.48	9.71%		
437	Mean Base Pay - SEIU - Minority	\$ 3,780.23		68	\$ 3,821.38		\$ 41.15	1.09%		
438	Mean Base Pay - SEIU - Non-Minority	\$ 4,092.56		68	\$ 4,182.80		\$ 90.24	2.20%		
439	Mean Base Pay - STEA - Minority	\$ 5,104.33		68	\$ 4,975.75		\$ (128.58)	-2.52%		
440	Mean Base Pay - STEA - Non-Minority	\$ 4,487.62		68	\$ 4,402.43		\$ (85.19)	-1.90%		
441										
442	Median Base Pay - AEE	\$ 5,615.00		66	\$ 6,028.00		\$ 413.00	7.36%		
443	Median Base Pay - AFSCME	\$ 4,377.00		66	\$ 4,673.00		\$ 296.00	6.76%		
444	Median Base Pay - AOCE	\$ 4,377.00		66	\$ 4,705.00		\$ 328.00	7.49%		
445	Median Base Pay - CIA	\$ 7,818.00		66	\$ 7,994.00		\$ 176.00	2.25%		
446	Median Base Pay - IAFF/PANG	\$ 6,159.00		66	\$ 6,159.00		\$ -	0.00%		
447	Median Base Pay - KAFFA	\$ 6,159.00		66	\$ 6,298.00		\$ 139.00	2.26%		
448	Median Base Pay - ONA	\$ 7,072.00		66	\$ 6,902.00		\$ (170.00)	-2.40%		
449	Median Base Pay - OSPOA	\$ 5,480.00		66	\$ 6,151.00		\$ 671.00	12.24%		
450	Median Base Pay - SEIU	\$ 3,781.00		66	\$ 3,837.00		\$ 56.00	1.48%		

	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
451	Median Base Pay - STEA	\$ 4,746.00		66	\$ 4,440.00		\$ (306.00)	-6.45%		
452	Median Base Pay - AEE - Male	\$ 5,895.00		67	\$ 6,028.00		\$ 133.00	2.26%		
453	Median Base Pay - AEE - Female	\$ 5,615.00		67	\$ 6,028.00		\$ 413.00	7.36%		
454	Median Base Pay - AFSCME - Male	\$ 4,586.00		67	\$ 4,705.00		\$ 119.00	2.59%		
455	Median Base Pay - AFSCME - Female	\$ 4,176.50		67	\$ 4,289.00		\$ 112.50	2.69%		
456	Median Base Pay - AOCE - Male	\$ 4,377.00		67	\$ 4,705.00		\$ 328.00	7.49%		
457	Median Base Pay - AOCE - Female	\$ 4,377.00		67	\$ 4,705.00		\$ 328.00	7.49%		
458	Median Base Pay - CIA - Male	\$ 7,818.00		67	\$ 7,994.00		\$ 176.00	2.25%		
459	Median Base Pay - CIA - Female	\$ 7,446.00		67	\$ 7,994.00		\$ 548.00	7.36%		
460	Median Base Pay - IAFF/PANG - Male	\$ 6,159.00		67	6159		\$ -	0.00%		
461	Median Base Pay - IAFF/PANG - Female	-		67	-		NULL	NULL		
462	Median Base Pay - KAFFA - Male	\$ 6,159.00		67	\$ 6,298.00		\$ 139.00	2.26%		
463	Median Base Pay - KAFFA - Female	-		67	-		NULL	NULL		
464	Median Base Pay - ONA - Male	\$ 6,153.00		67	\$ 6,160.50		\$ 7.50	0.12%		
465	Median Base Pay - ONA - Female	\$ 7,072.00		67	\$ 7,231.00		\$ 159.00	2.25%		
466	Median Base Pay - OSPOA - Male	\$ 5,659.00		67	\$ 6,151.00		\$ 492.00	8.69%		
467	Median Base Pay - OSPOA - Female	\$ 4,984.00		67	\$ 5,313.00		\$ 329.00	6.60%		
468	Median Base Pay - SEIU - Male	\$ 3,974.00		67	\$ 4,033.00		\$ 59.00	1.48%		
469	Median Base Pay - SEIU - Female	\$ 3,607.00		67	\$ 3,660.00		\$ 53.00	1.47%		
470	Median Base Pay - STEA - Male	\$ 4,477.00		67	\$ 4,577.50		\$ 100.50	2.24%		
471	Median Base Pay - STEA - Female	\$ 4,813.00		67	4081		\$ (732.00)	-15.21%		
472	Median Base Pay - AEE - Minority	\$ 5,895.00		68	\$ 6,028.00		\$ 133.00	2.26%		
473	Median Base Pay - AEE - Non-Minority	\$ 5,615.00		68	\$ 6,028.00		\$ 413.00	7.36%		
474	Median Base Pay - AFSCME - Minority	\$ 4,170.00		68	\$ 4,289.00		\$ 119.00	2.85%		
475	Median Base Pay - AFSCME - Non-Minority	\$ 4,571.00		68	\$ 4,678.00		\$ 107.00	2.34%		
476	Median Base Pay - AOCE - Minority	\$ 4,566.00		68	\$ 4,705.00		\$ 139.00	3.04%		
477	Median Base Pay - AOCE - Non-Minority	\$ 4,377.00		68	\$ 4,705.00		\$ 328.00	7.49%		
478	Median Base Pay - CIA - Minority	\$ 7,446.00		68	\$ 7,994.00		\$ 548.00	7.36%		
479	Median Base Pay - CIA - Non-Minority	\$ 7,818.00		68	\$ 7,994.00		\$ 176.00	2.25%		
480	Median Base Pay - IAFF/PANG - Minority	\$ 6,159.00		68	\$ 5,614.00		\$ (545.00)	-8.85%		
481	Median Base Pay - IAFF/PANG - Non-Minority	\$ 6,159.00		68	\$ 6,235.00		\$ 76.00	1.23%		
482	Median Base Pay - KAFFA - Minority	\$ 6,159.00		68	\$ 7,766.00		\$ 1,607.00	26.09%		
483	Median Base Pay - KAFFA - Non-Minority	\$ 6,985.00		68	\$ 6,298.00		\$ (687.00)	-9.84%		
484	Median Base Pay - ONA - Minority	\$ 7,072.00		68	-		NULL	NULL		
485	Median Base Pay - ONA - Non-Minority	-		68	\$ 6,902.00		NULL	NULL		
486	Median Base Pay - OSPOA - Minority	\$ 5,701.00		68	\$ 6,151.00		\$ 450.00	7.89%		
487	Median Base Pay - OSPOA - Non-Minority	\$ 5,480.00		68	\$ 6,151.00		\$ 671.00	12.24%		
488	Median Base Pay - SEIU - Minority	\$ 3,601.00		68	\$ 3,660.00		\$ 59.00	1.64%		



	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
489	Median Base Pay - SEIU - Non-Minority	\$ 3,953.00		68	\$ 4,033.00		\$ 80.00	2.02%		
490	Median Base Pay - STEA - Minority	\$ 4,746.00		68	\$ 4,990.00		\$ 244.00	5.14%		
491	Median Base Pay - STEA - Non-Minority	\$ 4,678.00		68	\$ 4,081.00		\$ (597.00)	-12.76%		
492										
493	Mean Combined Gender and Minority Status - Female Minority - AEE	\$ 5,796.47		69	\$ 6,116.52		\$ 320.05	5.52%		
494	Mean Combined Gender and Minority Status - Female Non-Minority - AEE	\$ 5,602.64		69	\$ 5,759.22		\$ 156.58	2.79%		
495	Mean Combined Gender and Minority Status - Male Minority - AEE	\$ 5,852.55		69	5945.05		\$ 92.50	1.58%		
496	Mean Combined Gender and Minority Status - Male Non-Minority - AEE	\$ 5,873.27		69	\$ 6,008.02		\$ 134.75	2.29%		
497	Mean Combined Gender and Minority Status - Female Minority - AFSCME	\$ 4,646.55		69	\$ 4,707.70		\$ 61.15	1.32%		
498	Mean Combined Gender and Minority Status - Female Non-Minority - AFSCME	\$ 4,735.13		69	\$ 4,877.07		\$ 141.94	3.00%		
499	Mean Combined Gender and Minority Status - Male Minority - AFSCME	\$ 4,652.21		69	\$ 4,760.40		\$ 108.19	2.33%		
500	Mean Combined Gender and Minority Status - Male Non-Minority - AFSCME	\$ 4,857.82		69	\$ 5,022.66		\$ 164.84	3.39%		
501	Mean Combined Gender and Minority Status - Female Minority - AOCE	\$ 4,482.52		69	\$ 4,650.88		\$ 168.36	3.76%		
502	Mean Combined Gender and Minority Status - Female Non-Minority - AOCE	\$ 4,593.06		69	\$ 4,824.95		\$ 231.89	5.05%		
503	Mean Combined Gender and Minority Status - Male Minority - AOCE	\$ 4,434.80		69	\$ 4,585.66		\$ 150.86	3.40%		
504	Mean Combined Gender and Minority Status - Male Non-Minority - AOCE	\$ 4,438.44		69	\$ 4,589.21		\$ 150.77	3.40%		
505	Mean Combined Gender and Minority Status - Female Minority - CIA	-		69	-		NULL	NULL		
506	Mean Combined Gender and Minority Status - Female Non-Minority - CIA	\$ 7,446.00		69	\$ 7,994.00		\$ 548.00	7.36%		
507	Mean Combined Gender and Minority Status - Male Minority - CIA	\$ 7,446.00		69	\$ 7,994.00		\$ 548.00	7.36%		
508	Mean Combined Gender and Minority Status - Male Non-Minority - CIA	\$ 7,716.55		69	\$ 7,994.00		\$ 277.45	3.60%		
509	Mean Combined Gender and Minority Status - Female Minority - IAFF/PANG	-		69	-		NULL	NULL		
510	Mean Combined Gender and Minority Status - Female Non-Minority - IAFF/PANG	-		69	-		NULL	NULL		
511	Mean Combined Gender and Minority Status - Male Minority - IAFF/PANG	\$ 5,997.50		69	\$ 5,459.14		\$ (538.36)	-8.98%		
512	Mean Combined Gender and Minority Status - Male Non-Minority - IAFF/PANG	\$ 6,414.90		69	\$ 6,282.70		\$ (132.20)	-2.06%		
513	Mean Combined Gender and Minority Status - Female Minority - KAFFA	-		69	-		NULL	NULL		
514	Mean Combined Gender and Minority Status - Female Non-Minority - KAFFA	-		69	-		NULL	NULL		
515	Mean Combined Gender and Minority Status - Male Minority - KAFFA	\$ 6,498.50		69	\$ 7,467.33		\$ 968.83	14.91%		
516	Mean Combined Gender and Minority Status - Male Non-Minority - KAFFA	\$ 6,107.00		69	\$ 6,040.00		\$ (67.00)	-1.10%		
517	Mean Combined Gender and Minority Status - Female Minority - ONA	-		69	-		NULL	NULL		
518	Mean Combined Gender and Minority Status - Female Non-Minority - ONA	\$ 6,654.29		69	\$ 6,899.47		\$ 245.18	3.68%		
519	Mean Combined Gender and Minority Status - Male Minority - ONA	-		69	-		NULL	NULL		
520	Mean Combined Gender and Minority Status - Male Non-Minority - ONA	\$ 6,193.00		69	\$ 6,256.50		\$ 63.50	1.03%		
521	Mean Combined Gender and Minority Status - Female Minority - OSPOA	\$ 5,226.33		69	\$ 5,185.00		\$ (41.33)	-0.79%		
522	Mean Combined Gender and Minority Status - Female Non-Minority - OSPOA	\$ 5,045.30		69	\$ 5,377.03		\$ 331.73	6.58%		
523	Mean Combined Gender and Minority Status - Male Minority - OSPOA	\$ 6,001.93		69	\$ 6,314.05		\$ 312.12	5.20%		
524	Mean Combined Gender and Minority Status - Male Non-Minority - OSPOA	\$ 5,553.97		69	6136.77		\$ 582.80	10.49%		
525	Mean Combined Gender and Minority Status - Female Minority - SEIU	\$ 3,688.57		69	\$ 3,724.30		\$ 35.73	0.97%		
526	Mean Combined Gender and Minority Status - Female Non-Minority - SEIU	\$ 3,923.91		69	\$ 4,009.12		\$ 85.21	2.17%		

	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
527	Mean Combined Gender and Minority Status - Male Minority - SEIU	\$ 3,955.42		69	\$ 4,016.96		\$ 61.54	1.56%		
528	Mean Combined Gender and Minority Status - Male Non-Minority - SEIU	\$ 4,366.04		69	\$ 4,462.30		\$ 96.26	2.20%		
529	Mean Combined Gender and Minority Status - Female Minority - STEA	\$ 5,283.50		69	\$ 5,471.00		\$ 187.50	3.55%		
530	Mean Combined Gender and Minority Status - Female Non-Minority - STEA	\$ 4,548.50		69	\$ 4,376.60		\$ (171.90)	-3.78%		
531	Mean Combined Gender and Minority Status - Male Minority - STEA	\$ 4,746.00		69	\$ 4,480.50		\$ (265.50)	-5.59%		
532	Mean Combined Gender and Minority Status - Male Non-Minority - STEA	\$ 4,381.00		69	\$ 4,467.00		\$ 86.00	1.96%		
533										
534	Median Combined Gender and Minority Status - Female Minority - AEE	\$ 5,895.00		69	\$ 6,028.00		\$ 133.00	2.26%		
535	Median Combined Gender and Minority Status - Female Non-Minority - AEE	\$ 5,615.00		69	\$ 5,884.00		\$ 269.00	4.79%		
536	Median Combined Gender and Minority Status - Male Minority - AEE	\$ 5,615.00		69	\$ 6,028.00		\$ 413.00	7.36%		
537	Median Combined Gender and Minority Status - Male Non-Minority - AEE	\$ 5,895.00		69	\$ 6,028.00		\$ 133.00	2.26%		
538	Median Combined Gender and Minority Status - Female Minority - AFSCME	\$ 3,994.00		69	\$ 3,923.00		\$ (71.00)	-1.78%		
539	Median Combined Gender and Minority Status - Female Non-Minority - AFSCME	\$ 4,180.00		69	\$ 4,457.00		\$ 277.00	6.63%		
540	Median Combined Gender and Minority Status - Male Minority - AFSCME	\$ 4,180.00		69	\$ 4,459.00		\$ 279.00	6.67%		
541	Median Combined Gender and Minority Status - Male Non-Minority - AFSCME	\$ 4,622.00		69	\$ 4,899.00		\$ 277.00	5.99%		
542	Median Combined Gender and Minority Status - Female Minority - AOCE	\$ 4,586.00		69	\$ 4,705.00		\$ 119.00	2.59%		
543	Median Combined Gender and Minority Status - Female Non-Minority - AOCE	\$ 4,377.00		69	4705		\$ 328.00	7.49%		
544	Median Combined Gender and Minority Status - Male Minority - AOCE	\$ 4,566.00		69	\$ 4,705.00		\$ 139.00	3.04%		
545	Median Combined Gender and Minority Status - Male Non-Minority - AOCE	\$ 4,377.00		69	\$ 4,705.00		\$ 328.00	7.49%		
546	Median Combined Gender and Minority Status - Female Minority - CIA	-		69	-		NULL	NULL		
547	Median Combined Gender and Minority Status - Female Non-Minority - CIA	\$ 7,446.00		69	\$ 7,994.00		\$ 548.00	7.36%		
548	Median Combined Gender and Minority Status - Male Minority - CIA	\$ 7,446.00		69	\$ 7,994.00		\$ 548.00	7.36%		
549	Median Combined Gender and Minority Status - Male Non-Minority - CIA	\$ 7,818.00		69	\$ 7,994.00		\$ 176.00	2.25%		
550	Median Combined Gender and Minority Status - Female Minority - IAFF/PANG	-		69	-		NULL	NULL		
551	Median Combined Gender and Minority Status - Female Non-Minority - IAFF/PANG	-		69	-		NULL	NULL		
552	Median Combined Gender and Minority Status - Male Minority - IAFF/PANG	\$ 6,159.00		69	\$ 5,614.00		\$ (545.00)	-8.85%		
553	Median Combined Gender and Minority Status - Male Non-Minority - IAFF/PANG	\$ 6,159.00		69	\$ 6,282.70		\$ 123.70	2.01%		
554	Median Combined Gender and Minority Status - Female Minority - KAFFA	-		69	-		NULL	NULL		
555	Median Combined Gender and Minority Status - Female Non-Minority - KAFFA	-		69	-		NULL	NULL		
556	Median Combined Gender and Minority Status - Male Minority - KAFFA	\$ 6,985.00		69	\$ 7,467.66		\$ 482.66	6.91%		
557	Median Combined Gender and Minority Status - Male Non-Minority - KAFFA	\$ 6,159.00		69	\$ 6,040.00		\$ (119.00)	-1.93%		
558	Median Combined Gender and Minority Status - Female Minority - ONA	-		69	-		NULL	NULL		
559	Median Combined Gender and Minority Status - Female Non-Minority - ONA	\$ 7,072.00		69	\$ 6,899.47		\$ (172.53)	-2.44%		
560	Median Combined Gender and Minority Status - Male Minority - ONA	-		69	-		NULL	NULL		
561	Median Combined Gender and Minority Status - Male Non-Minority - ONA	\$ 6,153.00		69	\$ 6,256.50		\$ 103.50	1.68%		
562	Median Combined Gender and Minority Status - Female Minority - OSPOA	\$ 4,892.50		69	\$ 5,185.00		\$ 292.50	5.98%		
563	Median Combined Gender and Minority Status - Female Non-Minority - OSPOA	\$ 4,984.00		69	\$ 5,377.03		\$ 393.03	7.89%		
564	Median Combined Gender and Minority Status - Male Minority - OSPOA	\$ 5,701.00		69	\$ 6,314.05		\$ 613.05	10.75%		

	Data Description	2015	Statistical Significance	Page #	2016	Statistical Significance	Descriptive Results		Regression Results	
							Change	% Change	Change	% Change
565	Median Combined Gender and Minority Status - Male Non-Minority - OSPOA	\$ 5,701.00		69	\$ 6,136.77		\$ 435.77	7.64%		
566	Median Combined Gender and Minority Status - Female Minority - SEIU	\$ 3,450.00		69	\$ 3,724.30		\$ 274.30	7.95%		
567	Median Combined Gender and Minority Status - Female Non-Minority - SEIU	\$ 3,607.00		69	\$ 3,660.00		\$ 53.00	1.47%		
568	Median Combined Gender and Minority Status - Male Minority - SEIU	\$ 3,607.00		69	\$ 4,016.96		\$ 409.96	11.37%		
569	Median Combined Gender and Minority Status - Male Non-Minority - SEIU	\$ 3,974.00		69	\$ 4,462.30		\$ 488.30	12.29%		
570	Median Combined Gender and Minority Status - Female Minority - STEA	\$ 5,283.50		69	5471		\$ 187.50	3.55%		
571	Median Combined Gender and Minority Status - Female Non-Minority - STEA	\$ 4,813.00		69	\$ 4,376.60		\$ (436.40)	-9.07%		
572	Median Combined Gender and Minority Status - Male Minority - STEA	\$ 4,746.00		69	\$ 4,480.50		\$ (265.50)	-5.59%		
573	Median Combined Gender and Minority Status - Male Non-Minority - STEA	\$ 4,342.50		69	\$ 4,467.00		\$ 124.50	2.87%		