



State of Idaho

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State of Idaho Classified Employees – Equal Pay for Equal Work Summary December 2012

The Gender Pay Gap:

The gender pay gap is often measured by the average pay of full-time employees, excluding overtime. Nationally, it is reported by the Bureau of Labor Statistics for the third quarter of 2012 for full-time workers that females earn, on average, \$0.82 for every \$1 that males earn. As of December 2012, State of Idaho classified females earn, on average, \$0.88 for every \$1 that classified male employees earn. Although evaluating the gender gap provides a useful comparison between the earnings of men and women, it does not indicate differences in rates of pay for comparable work. The fallacy of the gender gap is that it represents equal pay for equal work, which it does not.

There are several jobs in the market that are gender dominated. Factors such as this drive simple average wages and give a skewed, inaccurate representation of equal pay for equal work.

Equal Pay for Equal Work:

The key to evaluating equal pay for equal work is through a comprehensive analysis of earnings between jobs of similar compensable value. Establishing compensable values normalize jobs which may be very dissimilar. For example: a tax appraiser and a training specialist carry out very different duties and the actual work is unrelated, but through a systematic evaluation of the work it has been determined that both jobs are equal in size or compensably equal. In other words, tax appraisers and training specialists should be paid approximately the same, even though the work and duties are very different (holding external market rates constant).

The Hay Method:

Hay job evaluation provides a standard method of evaluating all state jobs, resulting in the assignment of Hay points. Hay points are a reflection of a job's size and value. The Hay method of evaluating work defines a job's size and compensable value by considering the depth and breadth of three main elements of job content which are common to all jobs to one extent or another.

1. Know How – the levels of knowledge, skill and experience (gained through job experience, education and training) which are required to perform the job successfully.

2. Problem Solving – the complexity of thinking required to perform the job when applying Know How.
3. Accountability – the impact the job has on the organization and the constraints the job holder has on acting independently.

The Hay job evaluation is a constant method and is not influenced by other factors such as gender or external market. There are other mechanisms for dealing with the pressures of external market such as payline exception or retention bonuses.

The Study:

The equal pay for equal work study focused on the amount the state pays females and males per Hay point. This allowed different jobs that are compensably equal to be compared to each other. This is the most accurate and most relevant method for comparing equal pay for equal work for the classified workforce.

The Results:

On average, classified female employees earn an hourly wage of \$.061 per Hay point – in comparison classified male employees earn an hourly wage of \$.060 per Hay point. The average state classified job is assigned 322 Hay points – this would be the approximate equivalent to a Counselor for the Blind or an Employment Coordinator position. At 322 Hay points, the average classified female employee will make \$19.64/hour ($322 \times \$.061$) and the average classified male will make \$19.32/hour ($322 \times \$.060$).

When considering equal pay for equal work, there is no statistical evidence of gender pay discrimination within State of Idaho classified employment.

Historical Footnote:

In January of 2005 when this study was first conducted, the results showed that on average, classified female employees earn an hourly wage of \$0.055 per Hay point while classified male employees earn an hourly wage of \$0.053 per Hay point. The average classified job was assigned 311 Hay points – this was an approximate equivalent to a Real Estate Inspector or a Principal Transportation Technician position. At 311 Hay points, the average classified female made \$17.11/hour ($311 \times \0.055) and the average classified male made \$16.48/hour ($311 \times \0.053).