

Statement from The Manlius Town Board on International Women 's Day, March 8, 2023

The gender pay gap in the United States has been well documented across all sectors. Women in New York typically make 89 cents for every dollar paid to men. For Black women, it's 66 cents, and for Latina women, it's 56 cents (<https://nwlc.org/state/new-york/>).

The Town of Manlius also had a gender pay gap, until December, when CW Analytics delivered the results of the Pay Equity Study we commissioned. As a result of the study, the Town of Manlius has made corrections to individual salaries and today is reasserting its commitment to act on the study's recommendations for systemic maintenance of this effort.

- **We will recruit diverse employees** - The workforce for the Town of Manlius enters their position in a number of ways - application, appointment, and election. As positions are open, particularly high-paying positions, the search process should be intentional about valuing diversity.
- **We will perform market analyses for titles, responsibilities, and years of service** - Periodically, the Town of Manlius will assess its salary structure and determine whether it is in alignment with national and state data. This analysis should be more focused on job responsibility, rather than a job title, as these may vary from location to location. Compensation should be assessed both as a starting salary and incorporating years of service within a position.
- **We will recognize the value of institutional memory and skill development** - The Town of Manlius has a loyal workforce, with many employees spending a significant portion of their career working for the Town. This commitment should be recognized, as longevity within an organization or position leads to skill development and knowledge of the organization- both of which provide value. The town should formalize an incentive structure for longevity and certification.

Highlights of the December 2022 Study

Data patterns in the Town of Manlius resemble national trends for pay discrepancy. Based on payroll and job data for the Town of Manlius, our report finds an average unadjusted pay gap between men and women employed by the Town of approximately \$8,250. When incorporating demographics and aspects of work history, the gap between men and women swells to roughly \$12,000.

Data from the US Census Bureau shows that men and women earn roughly the same amount of money as they enter the workforce. However, the disparity increases as employees age and progress through their careers. Salary data from the Town of Manlius shows this same pattern as the gender wage gap is minimal for employees entering their careers, then increases substantially as employees enter the mid- and late stages of their careers. One contributing factor to the gender pay gap is "occupational segregation." Women are over-represented in low-paying jobs, and there are limited promotional opportunities for these positions. The most principal factor in salary for the Town of Manlius is job title. The two highest-paid employees in the town are the Assessor and Highway Superintendent. These titles are both held by men. The most populous job title in the Town of Manlius is Clerk 1, a position held by eight individuals, seven of whom are female. These employees and others in similar titles at the lower end of the pay spectrum contribute to the gender pay gap.