



EXECUTIVE BRANCH PAY EQUITY STUDY

The Governor's Office of Planning and Budget (GOPB) conducted a study of executive branch state employees, their wages, and demographic and workplace characteristics such as gender, minority status, tenure, and work performed in order to inform efforts to narrow the gender pay gap. Below are the major findings of the study and proposed action items developed in conjunction with the Department of Human Resource Management (DHRM).



FINDING 1:

On average, pay differences for state employees are explained by non-demographic influences.

ACTION ITEM 1:

On average, state employees receive 'equal pay for equal work'. This study should be continually updated to monitor for changes.



FINDING 3:

Women and minorities are underrepresented in jobs associated with higher levels of pay and decision-making authority.

ACTION ITEM 3:

DHRM will conduct an evaluation of state recruitment practices, applicant pools, and the labor pipeline into state employment with an emphasis on openings for key-leadership positions.



FINDING 2:

In contrast to average effect findings, there is evidence for instances of gender pay gaps within some agencies, and within similar levels of work performed.

ACTION ITEM 2:

Potential gaps within agencies and similar levels of work performed require further evaluation by DHRM and agency leadership. DHRM field offices will partner on this effort.



FINDING 4:

Within similar levels of work performed, employees with higher leave balances are estimated to have higher wages.

ACTION ITEM 4:

Paid family leave benefits may provide better retention and recruitment results. DHRM will also analyze performance to ensure leave use does not impact wage advancement.

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