

Pay Disparity Example—March 2019 Pay Disparity for Washington-Baltimore Locality Pay Area

Grade	BLS Average Grade-PATCO Salary Estimates for Washington, DC (Derived Using Nationwide GS Employment Weights)					Local GS Employment Weights Used to Derive Washington, DC Average Non-Federal Salaries					Calculating Overall Average Non-Federal and Federal Salaries Using Grade Weights for DC			
	Admin	Clerical	Officer	Professional	Technical	Admin	Clerical	Officer	Professional	Technical	Grade Fed Emp	BLS Avg	GS Avg	Gap
1		\$37,161			\$34,222		2				6	\$37,161.00	\$20,542	80.90%
2		\$36,590			\$33,858		9			6	22	\$35,497.20	\$23,826	48.99%
3		\$33,130	\$41,966		\$36,934		60	5		14	123	\$34,363.37	\$26,426	30.04%
4	\$51,383	\$44,117	\$44,785	\$45,045	\$40,424		294	42		86	543	\$43,430.88	\$30,074	44.41%
5	\$54,947	\$54,709	\$52,896	\$51,664	\$46,137	220	1,181	438	35	1,146	3,136	\$51,175.28	\$33,413	53.16%
6	\$73,046	\$65,875	\$59,922	\$56,645	\$54,861	5	847	846		2,404	4,109	\$58,201.17	\$37,833	53.84%
7	\$70,145	\$68,690	\$67,174	\$68,573	\$62,682	1,449	566	852	759	4,882	8,623	\$65,328.08	\$42,008	55.51%
8	\$80,656	\$74,553	\$73,014	\$55,661	\$70,279	23	484	468	39	2,800	3,814	\$71,070.08	\$48,356	46.97%
9	\$83,930	\$76,771	\$82,543	\$76,649	\$78,981	7,613	337	294	1,594	2,180	12,072	\$81,831.89	\$50,411	62.33%
10	\$96,418	\$89,895	\$99,911	\$86,614	\$95,530	650	161	78	19	488	1,396	\$95,417.02	\$57,336	66.42%
11	\$110,953	\$100,987	\$110,873	\$101,570	\$109,559	13,259	18	130	3,940	892	18,268	\$108,847.50	\$60,339	80.39%
12	\$142,217	\$128,076	\$147,254	\$136,161	\$145,685	26,638	16	179	10,473	1,218	38,533	\$140,697.81	\$73,424	91.62%
13	\$164,197		\$188,539	\$160,590	\$174,915	48,764		452	17,794	526	67,541	\$163,493.04	\$88,737	84.24%
14	\$188,381		\$199,812	\$177,601	\$179,201	36,848		436	20,986	118	58,394	\$184,573.22	\$106,222	73.76%
15	\$220,544		\$219,857	\$209,765	\$181,596	17,662		143	16,486	21	34,319	\$215,338.28	\$127,757	68.55%
Total											250,899	\$155,458.94	\$87,795.73	77.07%

The above example shows how March 2019 pay disparities are calculated beginning with salary estimates BLS provides at the Grade-PATCO level, applying local GS employment weights to derive average salaries across PATCO category by GS grade, applying local grade weights to calculate an overall Federal salary and an overall non-Federal salary for the locality pay area, and a comparison between the overall non-Federal salary and overall Federal salary to calculate the area's pay disparity—(Non-Federal Salary / (Federal Salary) – 1.