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**Governor Bullock's Equal Pay for Equal Work Task Force Receives Results of State Employee Pay Audit**

Helena, MT – Today, Governor Steve Bullock's Equal Pay for Equal Work Task Force received the results of an audit of executive branch state employee compensation, conducted by the Montana Department of Administration. The goal of the audit was to assess whether gender based compensation disparities existed in state government.

"As we work to close the gender pay gap in Montana, it's important that we lead by example and ensure that we're working to address the pay gap in state government," Bullock said. "Montana women, whether they're in the public or private sector, deserve to know that their work is just as valued as their male counterparts. Montanans work hard, and should be paid a fair day's wage for a fair day's work, regardless of their gender."

The audit found that on the whole, Montana state government's gender pay gap is much narrower than that of the general population:

- Women doing similar work as men in state government are paid nearly the same as their male colleagues. When considering job codes with representation by both genders, women make an average of 98.68 percent of what men earn.
- When comparing all state government positions, women earn on average 86.9 percent of what men earn. And,
- Women in management or supervising positions earn on average 99.46 percent of what their male counterparts in the same occupation earn.

By comparison, Montana women as a whole earn just 67 percent of what men earn.

"Transparency of pay data in Montana state government has allowed us, on a system-wide level, to examine where and why pay disparities exist," Director of the Department of Administration Sheila

Hogan said. “We’ll continue to work with state agencies to further close the pay gap, and ensure that Montana state employees earn equal pay for equal work, regardless of their gender.”

However, the report also identified some areas requiring additional focus to further close the gender pay gap:

- Women in state government earn less than men, on average, from the time they enter the workplace until they retire, and the gap increases as women age.
- While the study found that women in state government earn roughly the same as their male counterparts in similar positions, women tend to be underrepresented in higher level management positions. And,
- Women are more likely than men to be underemployed in state government.

“This report makes it clear that one of the key ways to close the pay gap is by addressing the issue of women being underemployed in state government,” Commissioner of Labor Pam Bucy said. “This is an important and achievable task, which will take the commitment of not only Governor Bullock, but folks throughout state government.”

In addition to analyzing pay equity in the state, the report also made specific recommendations for closing the pay gap. These recommendations include increasing educational opportunities for women in science, technology, engineering, and math (STEM), increasing female representation in blue collar fields, and tracking pay data over an extended period of time to better understand what causes pay disparities to grow as state employees age.

The State of Montana has already taken actions to start closing the gender pay gap. It has instituted Work\$mart trainings to help workers better advocate for themselves in salary and benefits negotiations. The state is also instituting management and leadership trainings to address cultural bias that unintentionally penalize women.

Bullock created the Equal Pay for Equal Work Task Force in June 2013 to identify causes of, and suggest solutions to, gender pay disparity in Montana. In his order establishing the Task Force, Bullock instructed them to “lead by example by conducting a state employee workforce audit, making recommendations that ensure pay equity in state agencies and public contractor companies.”

The Task Force is co-chaired by Director of the Department of Administration Sheila Hogan and Commissioner of Labor Pam Bucy.

[The pay audit report is available online.](#)

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