SAN FRANCISCO SALARIES SUMMARY

Our project is focused on the varies salaries in San Francisco. We did research to show how salaries differ based job titles, industries, position, gender, and profession. After researching these varies topics, we were able to determine there is significate gap in salaries based on these categories.

We decided to breakdown the gender gap into 3 categories to determine what is making the biggest impact on the overall gap. The 3 categories are average, median, and maximum incomes. The average and median salary gap gave similar results showing that men are salaries are an average of 24.5% more than women and median 26% more. While, the maximum salary shows that men only make 20.98% more than women. From 2011 to 2014 the gap has decreased in all categories, but for different reasons. Men’s average Salary has increased 4.42% over the 4 year span, while the Women’s Salary has increased 6.43%, that a difference of 2.01%. The median shows that women’s salary increased by 3.43% more than men’s salary. In the maximum category the gap changed for a different reason, it was because the men’s salary decreased by 20.27% and women’s salary 23.46%, decreasing the gap by 44%.

In other categories the gaps were more significate. In the same industry some jobs paid a lot more based on title, for example a Chief Investment Officer average salary is $339, 654, while an Investment Officer salary is only $104,549, that is a 325% difference in salary in the same industry.

The most significate salary gap is going to be based on what profession you choose to go into. The salary gap between professions from the top 20 and the bottom 20 is 3929%. The bottom 20 lower salary jobs is an average of $7000 annually, while the top 20 jobs salary is an average of $275,000 annually.

Although, the lower salary jobs has an incredibly lowers salary, it does not mean they make incredibly less; tips, commissions, overtime, etc. help narrow the gap when it comes to the overall income.

Doing our research we also discovered that overtime pay decreases as salaries goes up and after 100k, overtime is almost non-existence. The low salary job gets %4800 more overtime pay than high salary jobs.

Based on our research we can determine that men have higher salaries than women in San Francisco, Titles determine salaries in San Francisco, and jobs that allow overtime have lower salaries.